

Aston Midco Limited

Mid-Year report for the Six Months ending 31 August 2023

Overall financial performance

Aston Midco Limited (“Advanced”) financial results for the 6 months to 31 August 2023 show organic revenue momentum, which continues to reflect the business transition from traditional license and maintenance to subscription. The reported growth was achieved through organic business growth as there were no acquisitions during this 6-month period.

The financial performance in the first half of the year continues to illustrate strong demand for Advanced’s software and services, which is testament to the resiliency of our business model with high recurring revenues – which continues to grow as a percentage of total revenue – and strong customer retention.

Management & strategy update

Since February 2023, the group has appointed Simon Walsh as Chief Executive Officer, Stephen Dews as Chief Financial Officer, Andrew Henderson as Chief Technology Officer and Anwen Robinson as the Senior Vice President for the Accelerator Vertical, adding significant sector experience and strength to the senior leadership team.

Following the appointment of the new CEO in April 2023, the Company has embarked upon a transformational change program supported by external advisors. The program is focused on prioritising resources into high growth market sectors and product categories to accelerate future growth and strengthen competitive positioning, the investment in scalable infrastructure, and the skills development of its people. During August 2023, the Company underwent a reorganisation to align it to its future strategy, and this reorganisation entailed a significant cost savings program. Broader cost remains a key focus of the management as we continue to operate in an inflationary environment.

M&A strategy update

There were no new acquisitions in the first half of the year. Integration of previous acquisitions is well-progressed, with significant synergies achieved and additional value created for the Group’s customers through the integration and provision of new products to the Group’s portfolio.

Product development

Advanced continued to increase its product development efforts as it further invests in cloud-based software to provide customers with market leading solutions. This is a key pillar of the new strategy of the company: investing in verticalised SaaS solutions to holistically serve the customer.

ESG update

Advanced published its first Environment, Social and Governance (ESG) report, memorialising its initiatives focused on Protecting our Planet, Diversity and Inclusion, Social and Community Empowerment as well as data security and privacy, risk and accountability. Achievements include:

- **Protecting our Planet:** Advanced reduced its carbon footprint by 45% between 2018 and 2020, with a 31% decline between 2019 and 2020. In 2022 we saw a 4% decline reflecting a sizeable growth in our business through acquisition and the reopening of the office estate and travel post-COVID.
- **Inclusion and Diversity:** Advanced voluntarily published its third Diversity Pay Gap Report and continued to drive engagement around its seven diversity networks (Women, Black Lives Matter, LGBTQ+, Men’s Health, Disability, Family and Product Inclusion). From a Gender Pay perspective we saw further reductions from

16.8% in our 2020 report, to 12.2% in 2021, then 6.8% in 2022. All workforce representation data can be found within our [Diversity Pay Gap Report](#).

- **Social and Community Empowerment:** Advanced encourages employees to take one paid day of Volunteering Leave each year. Advanced's MatchIT scheme matching employee fundraising saw many good causes supported in addition to its committed work as a Patron of the Princes Trust. We are a signatory of the [Social Mobility Pledge: outreach, access and recruitment](#).