



## About this databook

This Sustainability Databook outlines Iress' key sustainability performance information for 2025 and historical years. It accompanies our 2025 Annual Report, which is available at [www.iress.com](http://www.iress.com). This databook also includes information about how our disclosures align to international reporting frameworks.

### Notes on data

This databook is for the 2025 calendar year. Iress has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025. We report performance data and metrics based on an operational control approach. Currency is in Australian Dollars, unless otherwise stated.

### Prior year restatements

Where relevant, prior period figures may be restated when more accurate data becomes available, if errors have been detected, or when there have been material changes to the data calculation methodologies. A note accompanies restatements.

### Reporting of Greenhouse Gas (GHG) emissions

All GHG emissions figures reported as part of Iress' environmental performance are in tonnes of carbon dioxide equivalents (tCO<sub>2</sub>e) and include the main GHGs covered in the Kyoto Protocol – carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O), perfluorocarbons (PFCs) and hydrofluorocarbons (HFCs), and Sulphur hexafluoride (SF<sub>6</sub>) as relevant. Complete climate-related disclosures, aligned with the Australian Sustainability Reporting Standard AASB S2 can be found in our 2025 Annual Report.

## References

[2025 Annual Report](#)

[2024 Modern Slavery Statement](#)

[Code of Conduct and Ethics](#)

[Audit & Risk Committee Charter](#)

|                |               |
|----------------|---------------|
| Adult & Risk C | Board Charter |
|----------------|---------------|

|                                             |
|---------------------------------------------|
| <a href="#">Board Charter</a>               |
| <a href="#">Conflict of Interest policy</a> |

[2025 Corporate Governance](#)2025 Corp  
Statement

| Statement                   |
|-----------------------------|
| Supplier Code of Ethics and |

Supplier  
Conduct

|         |                      |
|---------|----------------------|
| Conduct | Whistleblower policy |
|---------|----------------------|

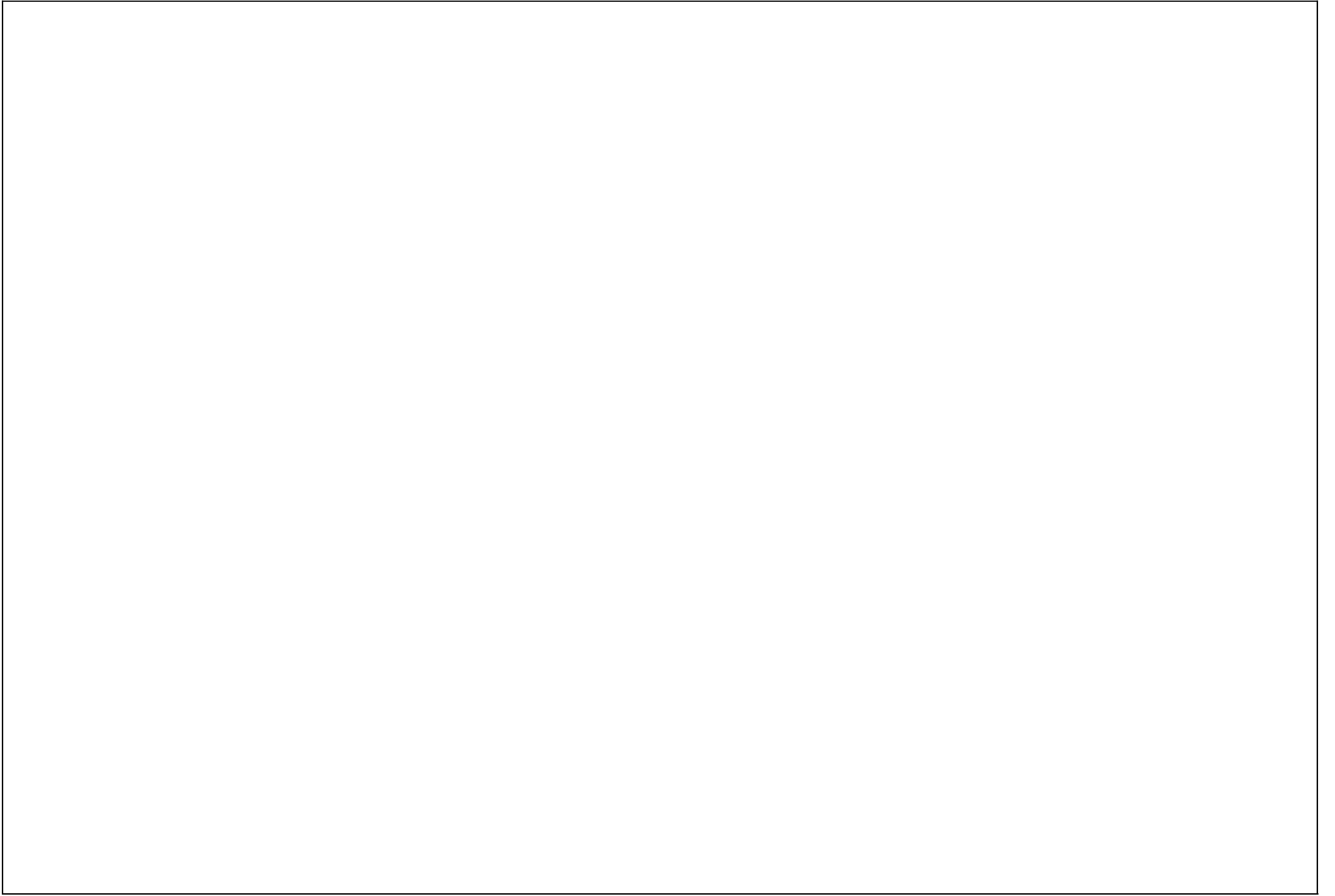






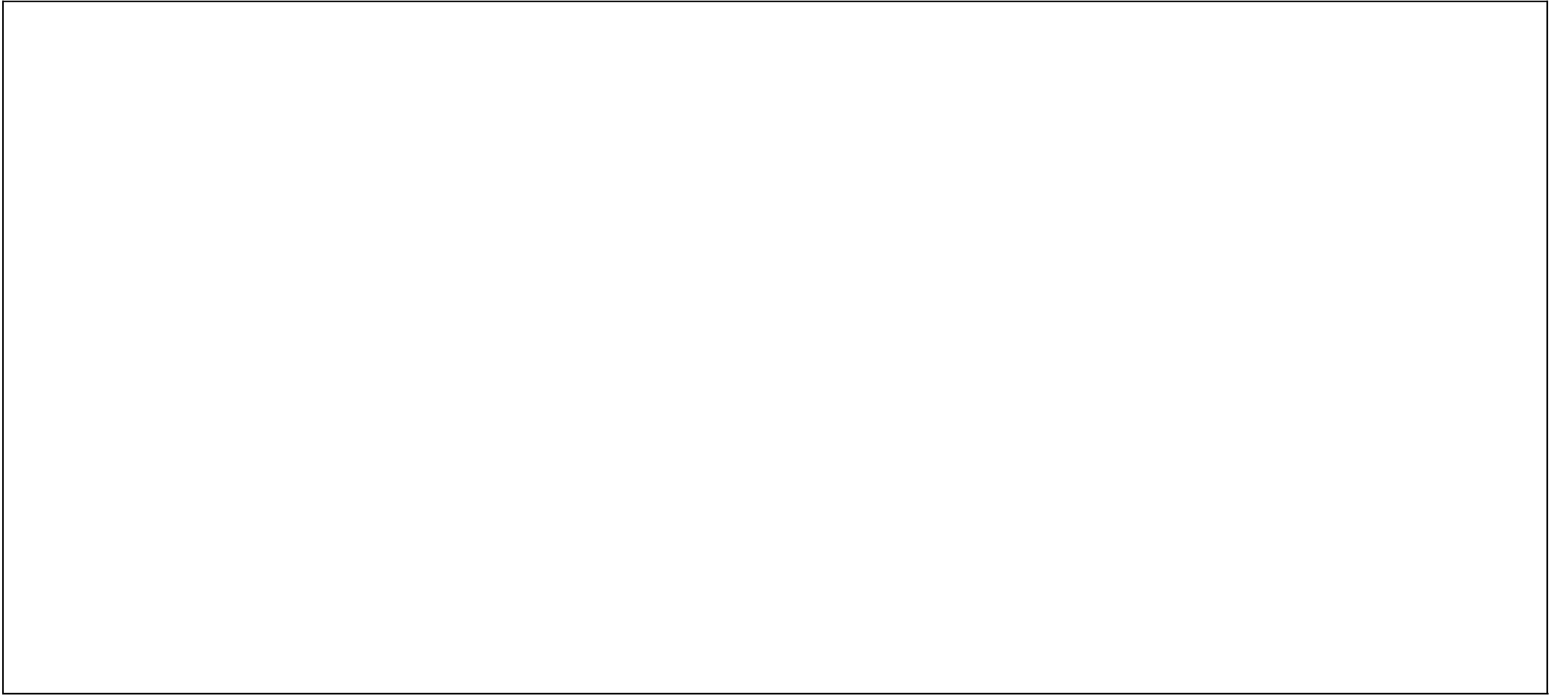




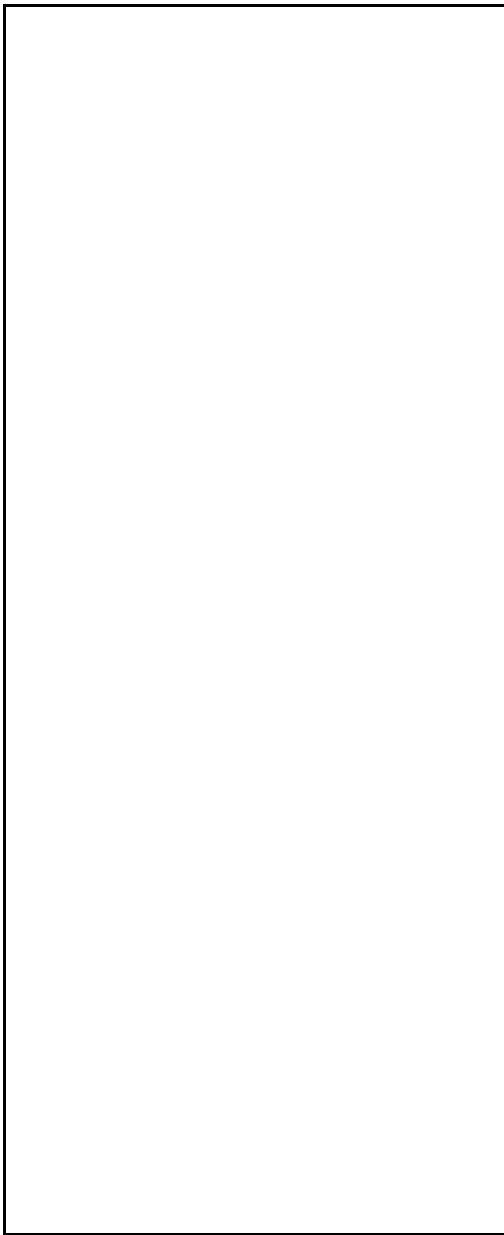








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**iress**

**People**

iress' people - whose work on our technology, with our customers and with our stakeholders - are the basis of our business. Fostering a capable, engaged, diverse and inclusive workplace helps us attract and retain talented people.

In 2025, iress completed the divestment of its Superannuation (May) and QuantHouse (August) businesses. As a result, iress' workforce in 2025 decreased by 326 people when compared to 2024.

2025 Databook  
[Home](#)

| Workforce Composition 2025 |                           | Employees by gender (a), number and percentage |                             |
|----------------------------|---------------------------|------------------------------------------------|-----------------------------|
| Region                     | Number and % of employees | Number and % of contractors                    | Male Female Male % Female % |
| APAC                       | 600 52%                   | 22 24%                                         | 380 52% 219 53%             |
| UK                         | 359 31%                   | 7 8%                                           | 243 33% 115 28%             |
| South Africa               | 149 13%                   | - -%                                           | 79 11% 70 17%               |
| Canada                     | 44 4%                     | - -%                                           | 31 4% 13 3%                 |
| Remote                     | 1 0%                      | 61 68%                                         | 1 0% - -%                   |
| Total                      | 1,153                     | 90                                             | 734 417                     |

As at 31 December 2025. Excludes CEO and non-executive directors. Percentages are rounded to nearest whole number.

(a) Two employees did not declare their gender

| Employees by employment type, gender and region |                           | Gender (a) |         | Region |             |              |        |
|-------------------------------------------------|---------------------------|------------|---------|--------|-------------|--------------|--------|
| Employment category                             | Number and % of employees | Male       | Female  | APAC   | UK & Europe | South Africa | Canada |
| Full time                                       | 1,081 94%                 | 709 370    | 557 334 | 146 44 |             |              |        |
| Part time                                       | 46 4%                     | 11 35      | 24 22   |        |             |              |        |
| Fixed term full time                            | 21 2%                     | 11 10      | 14 3    |        |             |              |        |
| Fixed term part time                            | 2 0%                      | 2 -        | 2 -     |        |             |              |        |
| Casual                                          | 3 0%                      | 1 2        | 3 -     |        |             |              |        |
| Total                                           | 1,153                     | 734 417    | 600 360 | 149 44 |             |              |        |

As at 31 December 2025. Excludes CEO and non-executive directors. Percentages are rounded to nearest whole number.

(a) Two employees did not declare their gender

| Employees by category and diversity |       | Gender (a) |         | Gender % |          | Age group % |       |      |
|-------------------------------------|-------|------------|---------|----------|----------|-------------|-------|------|
| Category                            | Total | Male       | Female  | Male %   | Female % | Under 30    | 30-49 | 50+  |
| Board                               | 7     | 5          | 2       | 71%      | 29%      | -%          | -%    | 100% |
| Executive Leaders                   | 11    | 6          | 5       | 55%      | 45%      | -%          | 45%   | 55%  |
| Senior & other manag                | 154   | 91         | 63%     | 37%      | 61%      | 38%         |       |      |
| Employees                           | 896   | 574 321    | 64% 36% | 11%      | 65%      | 24%         |       |      |
| Total (excl board)                  | 1,153 |            |         |          |          |             |       |      |

As at 31 December 2025. Percentages are rounded to nearest whole number.

(a) Two employees did not declare their gender

| Representation of women (%)        | 2025 | 2024 | 2023 | 2022 | 2021 |
|------------------------------------|------|------|------|------|------|
| Total workforce                    | 34%  | 34%  | 33%  | 35%  | 36%  |
| Board representation               | 29%  | 44%  | 43%  | 50%  | 43%  |
| Executive, senior & other managers | 38%  | 41%  | 38%  | 36%  | 36%  |

As at 31 December each year. Rounded to nearest whole number.

| New employee hires 2025 |       | Gender |        | Age          |          |       | Region  |      |             |              |
|-------------------------|-------|--------|--------|--------------|----------|-------|---------|------|-------------|--------------|
|                         | Total | Male   | Female | Not declared | Under 30 | 30-49 | Over 50 | APAC | UK & Europe | South Africa |
| New hires               | 122   | 75 46  | 1 32   | 70 20        | 22 26    | 3     |         |      |             |              |
| New hires %             |       | 61%    | 38%    | 1%           | 26%      | 57%   | 16%     | 58%  | 18%         | 21%          |

Percentages rounded to nearest whole number.

| Employee turnover 2025 |       | Gender  |        | Age          |          |       | Region  |      |             |              |
|------------------------|-------|---------|--------|--------------|----------|-------|---------|------|-------------|--------------|
|                        | Total | Male    | Female | Not declared | Under 30 | 30-49 | Over 50 | APAC | UK & Europe | South Africa |
| Number of employees    | 492   | 306 182 | 4 48   | 298 141      | 363 100  | 18 11 |         |      |             |              |
| Turnover %             | 37%   | 23% 14% | 0%     | 4%           | 22%      | 11%   | 27%     | 7%   | 1%          | 1%           |

Includes voluntary & involuntary turnover.

Percentages rounded to nearest whole number.

(b) Includes Tunisia

| Employee parental leave 2025 |                             |                    |               |                  |               | Employee parental leave 2024 |                |               |                  |                                       |                  |
|------------------------------|-----------------------------|--------------------|---------------|------------------|---------------|------------------------------|----------------|---------------|------------------|---------------------------------------|------------------|
| By gender (b)                | Eligible for parental leave | Parental leave (a) | Due to return | Returned to work | Return rate % | By gender                    | Parental leave | Due to return | Returned to work | Returned and retained after 12 months | Retention rate % |
| Female                       | 415                         | 35 36              | 32 89%        |                  |               | Female                       | 32 35          | 23 97%        |                  |                                       |                  |
| Male                         | 733                         | 34 43              | 41 95%        |                  |               | Male                         | 46 46          | 45 98%        |                  |                                       |                  |
| Total                        | 1,150                       | 69 79              | 73 92%        |                  |               | Total                        | 78 82          | 80 98%        |                  |                                       |                  |

All employees except casual workers were eligible for parental leave

(a) Includes employees who commenced leave in prior reporting period(s)

Percentages rounded to nearest whole number.

(b) Two employees did not declare their gender

| Ratio of basic salary and remuneration of women to men |        | 30-50  | >50    |
|--------------------------------------------------------|--------|--------|--------|
| Location                                               | <30    |        |        |
| APAC                                                   | 1:1.16 | 1:0.98 | 1:1.30 |
| UK                                                     | 1:1.09 | 1:1.02 | 1:1.08 |
| South Africa                                           | 1:1.16 | 1:1.38 | 1:1.31 |
| North America                                          | 1:0.77 | 1:0.99 | 1:1.33 |

| Employee engagement |  | 2025 | 2024 | 2023 | 2022 | 2021 |
|---------------------|--|------|------|------|------|------|
| Response rate       |  | 86%  | 84%  | 82%  | 76%  | 86%  |
| Engagement score    |  | 53%  | 52%  | 46%  | 65%  | 67%  |

\*iress' global survey was conducted in two parts - South Africa colleagues participated in November 2024 and aggregated into global results from February 2025

| Health and safety performance, all workforce (a) |  | 2025 | 2024 | 2023 | 2022 |
|--------------------------------------------------|--|------|------|------|------|
| Fatal incident count                             |  | 0    | 0    | 0    | 0    |

|                               |   |   |   |   |
|-------------------------------|---|---|---|---|
| Recordable injury count       | 0 | 0 | 0 | 0 |
| High consequence injury count | 0 | 0 | 0 | 0 |
| Lost time injury count        | 0 | 0 | 0 | 0 |

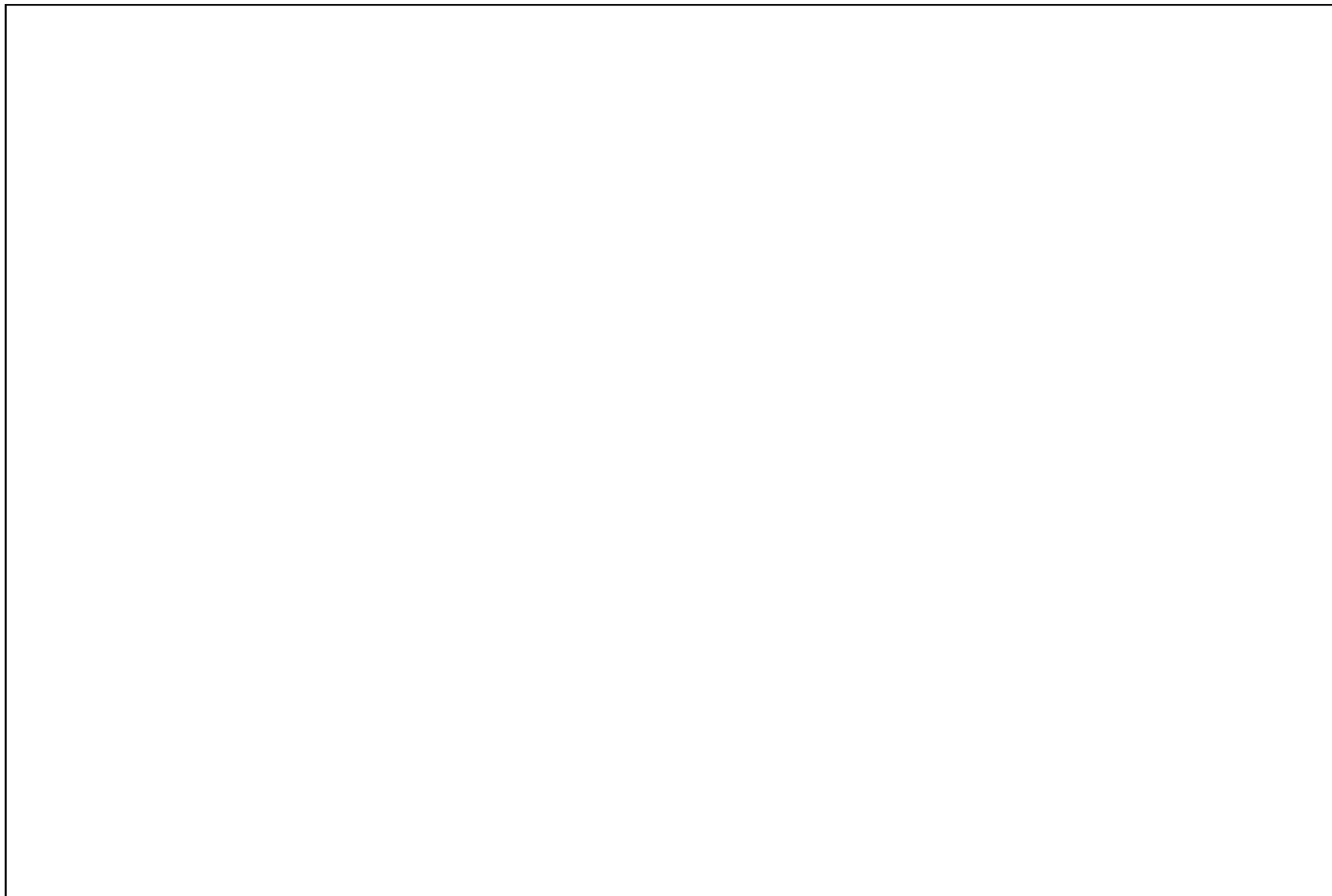
(a) Definitions from GRI 403: Occupational Health and Safety 2018

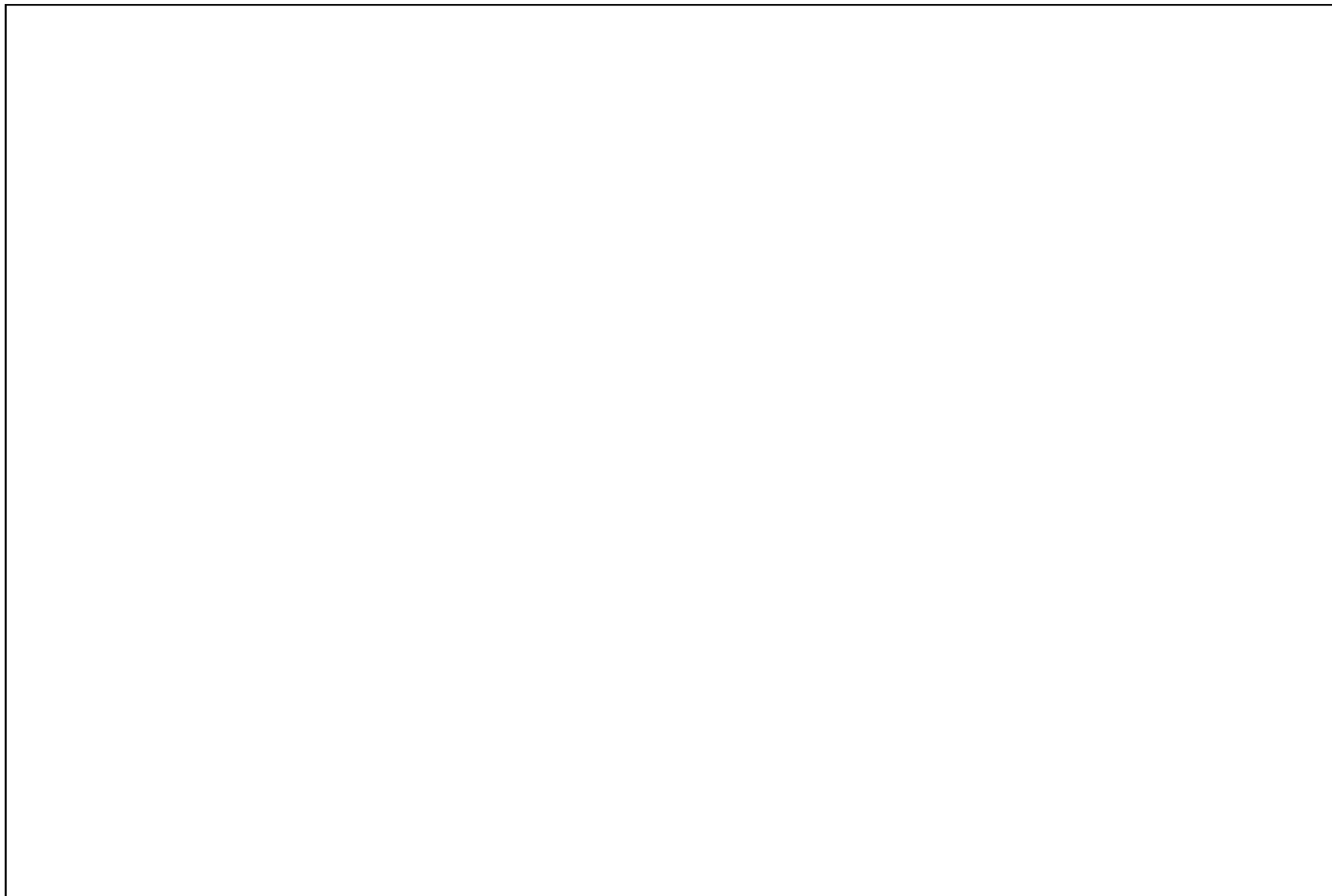
Employees receiving performance reviews

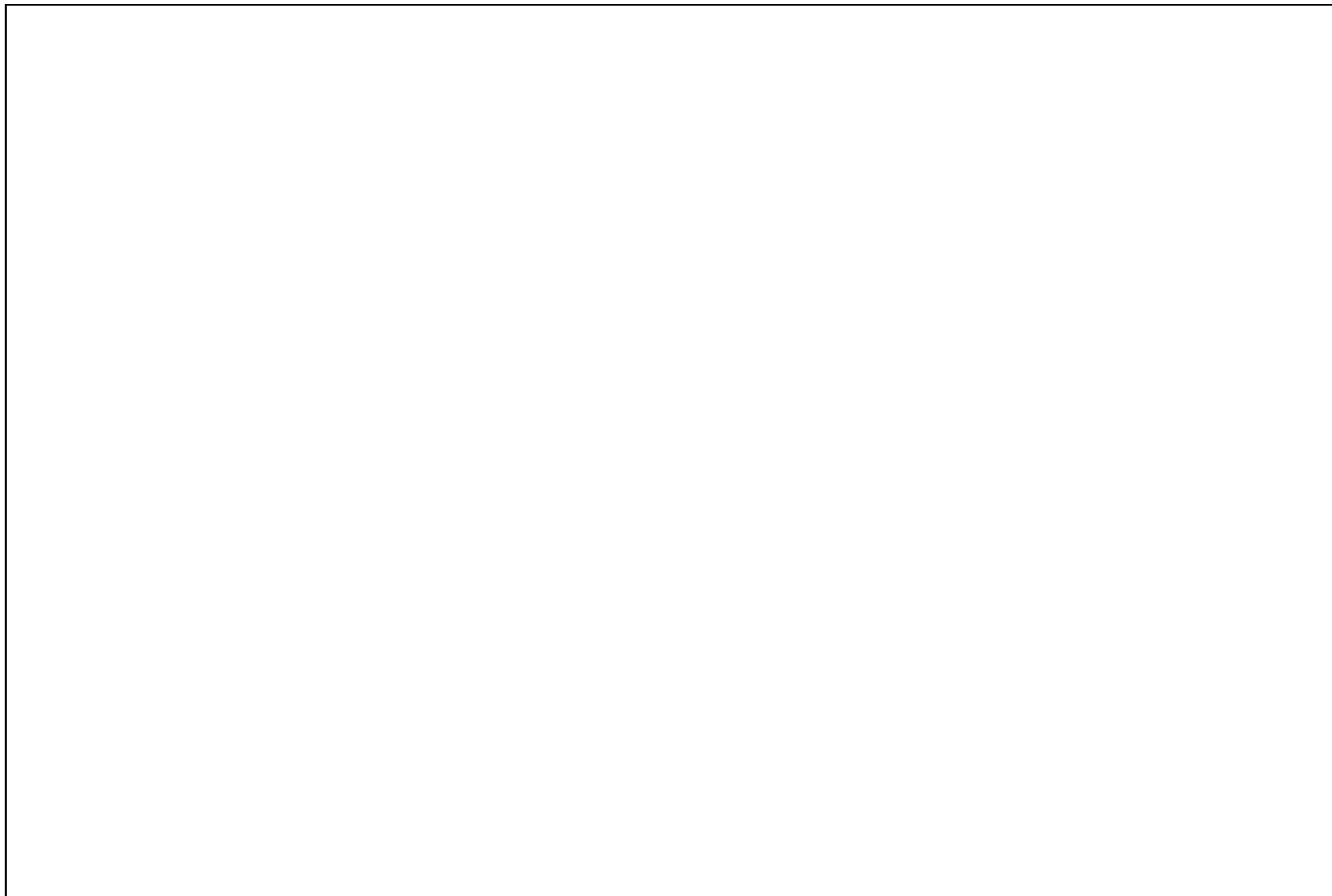
| Category           | Gender %    |        |          |
|--------------------|-------------|--------|----------|
|                    | Total % (a) | Male % | Female % |
| Executive Leaders  | 82%         | 67%    | 100%     |
| People Leaders     | 96%         | 96%    | 98%      |
| Employees          | 98%         | 99%    | 96%      |
| Total (excl board) | 97.3% (b)   | 98%    | 97%      |

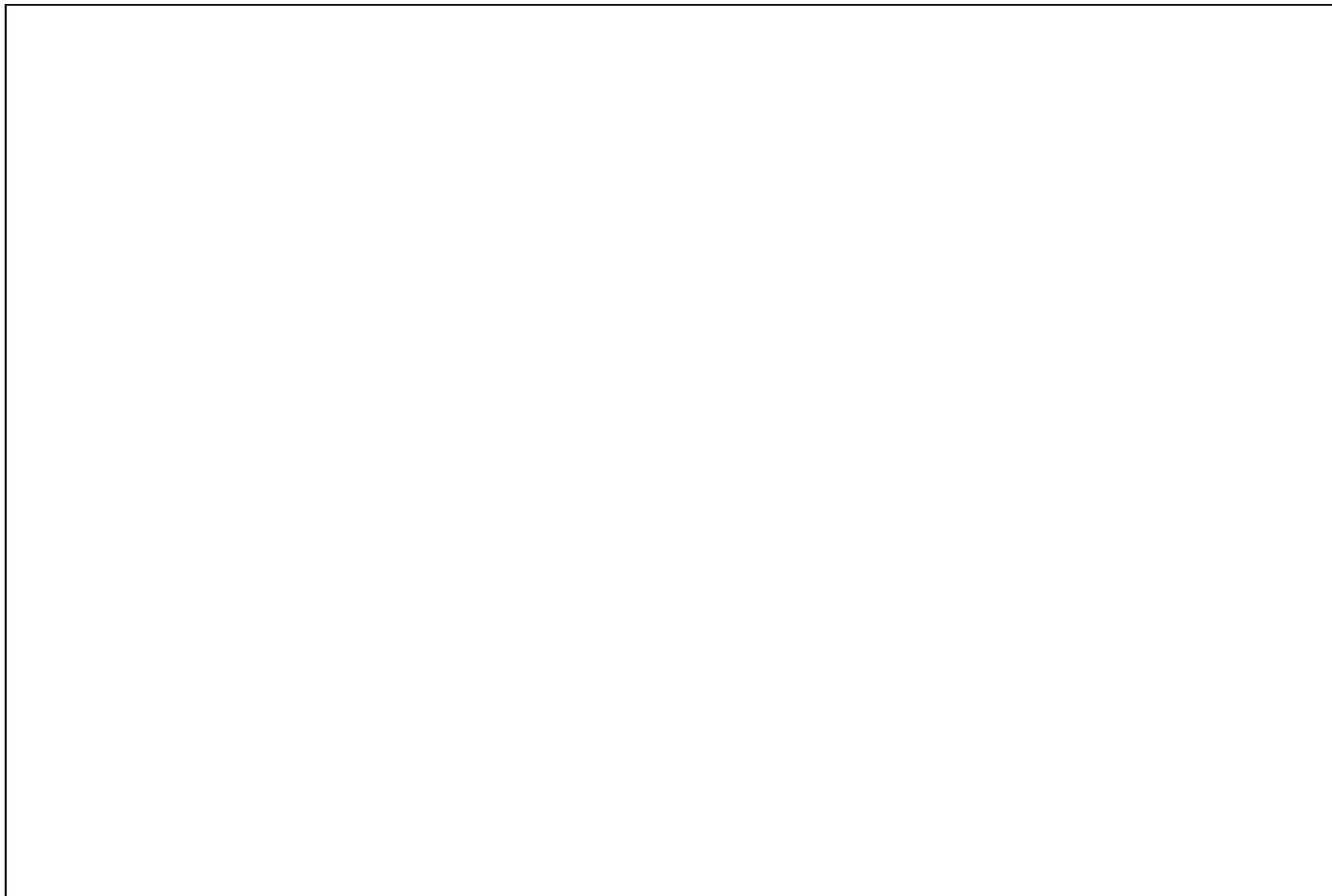
(a) Percentage of total employees who received a regular performance and career development review during the reporting period.

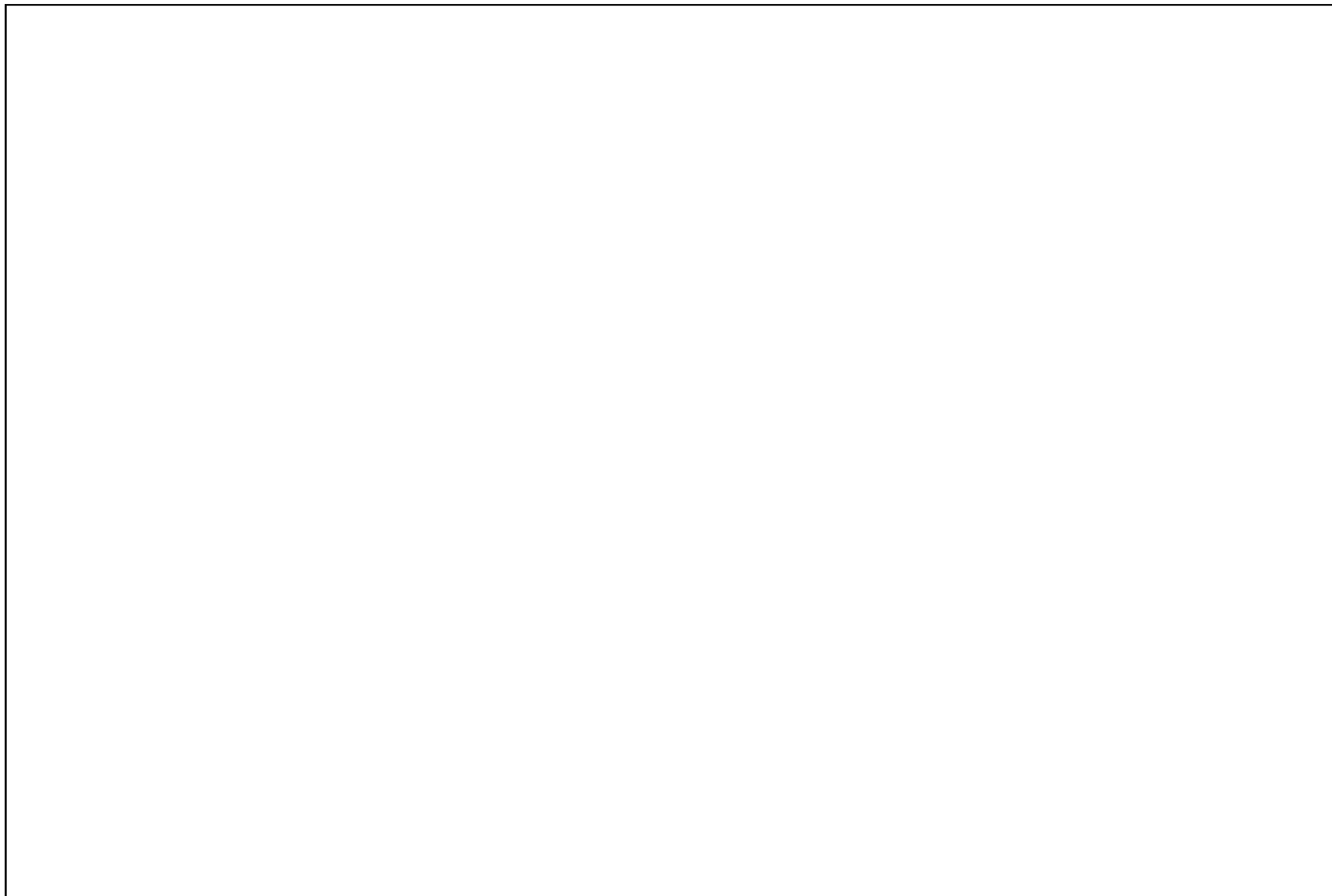
(b) Employees serving their notice period or in a probation period did not participate in a performance review

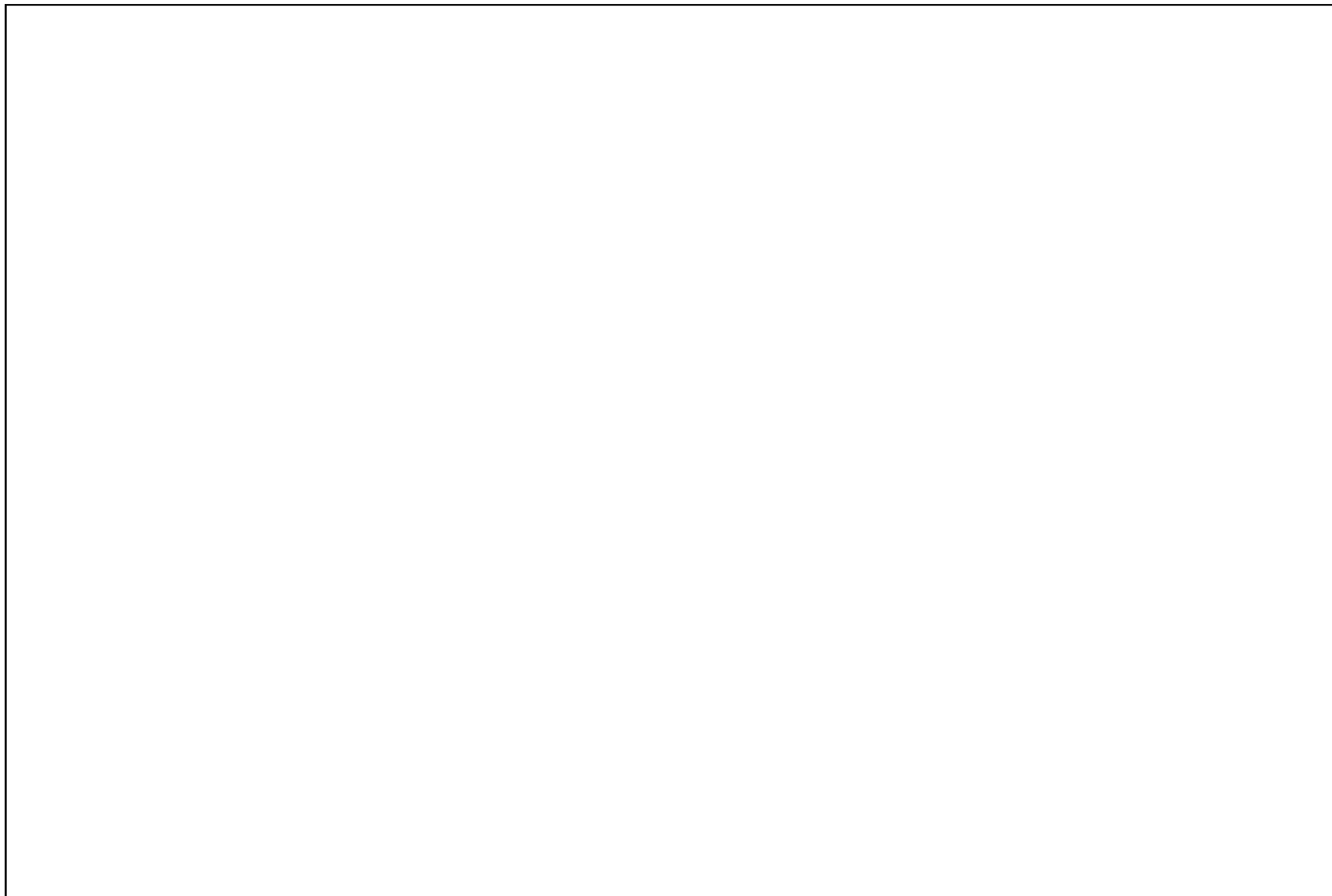


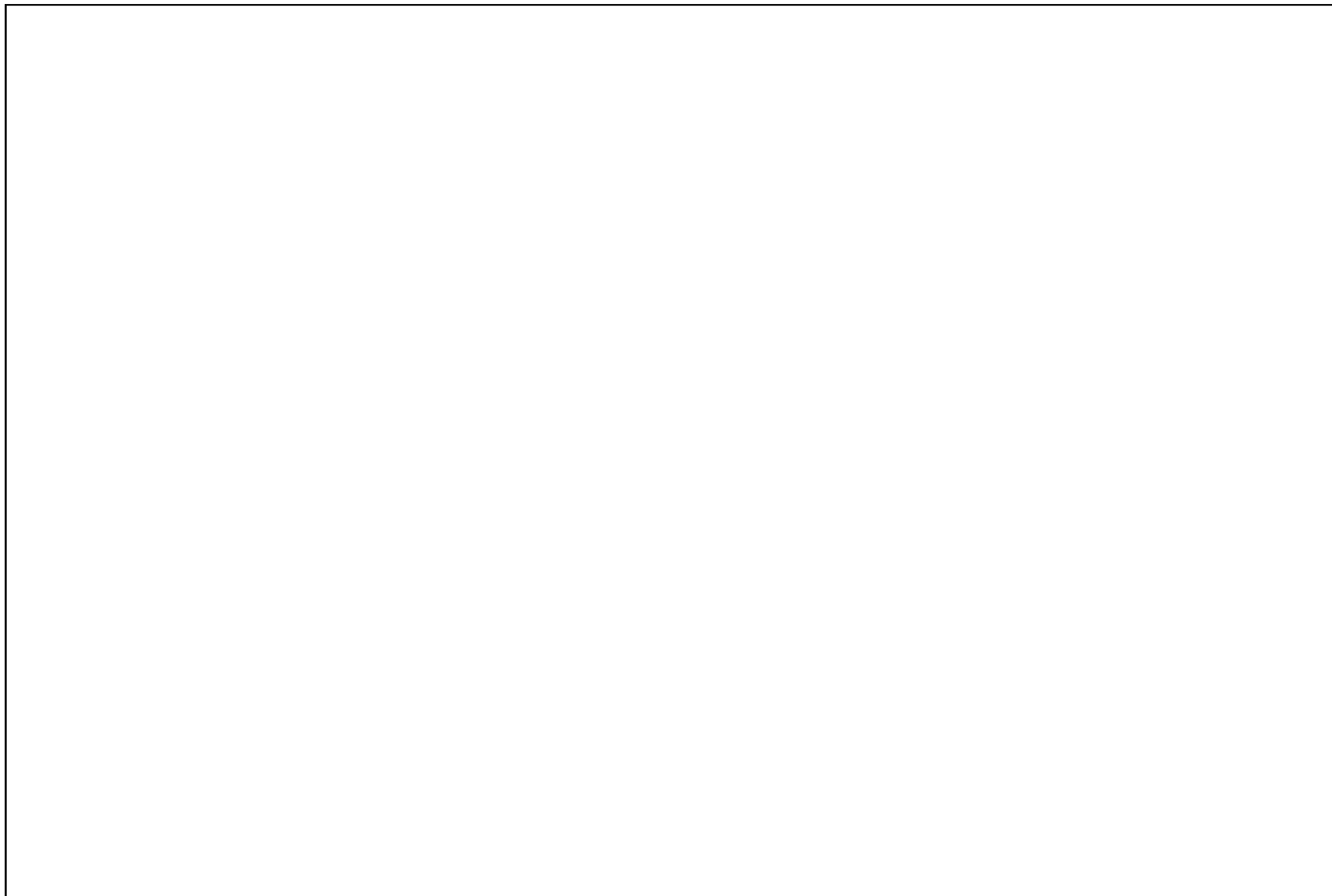


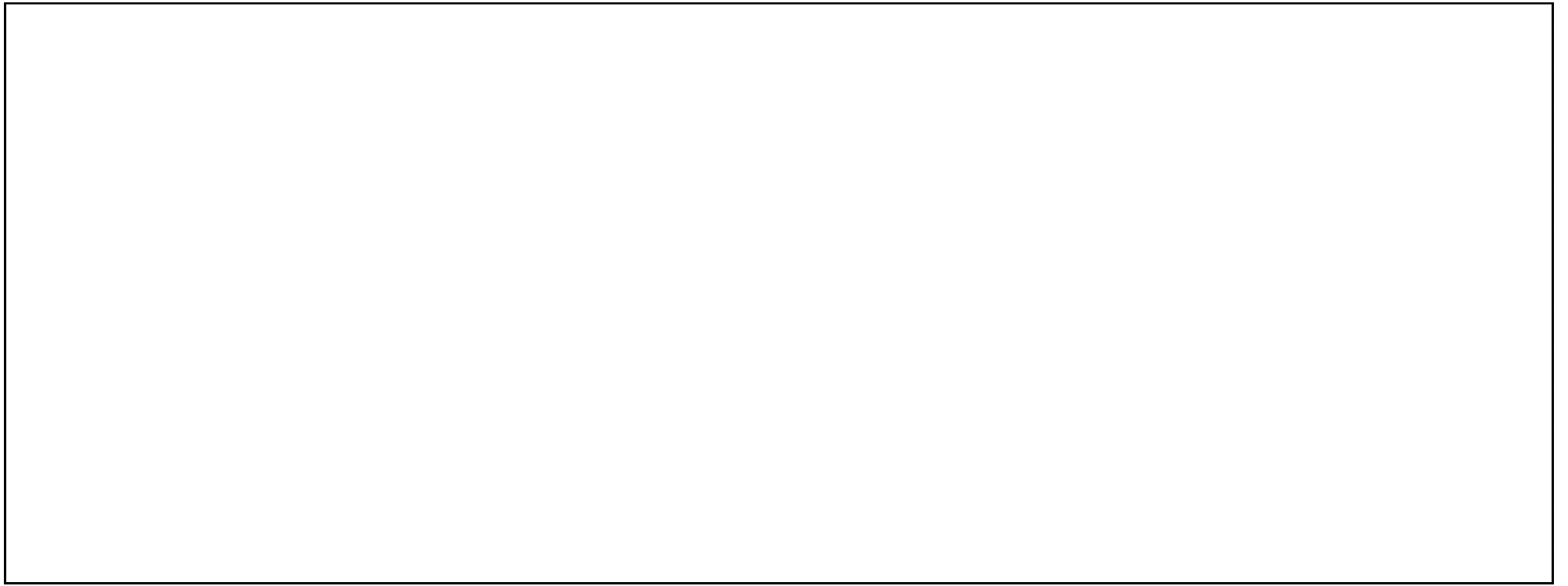




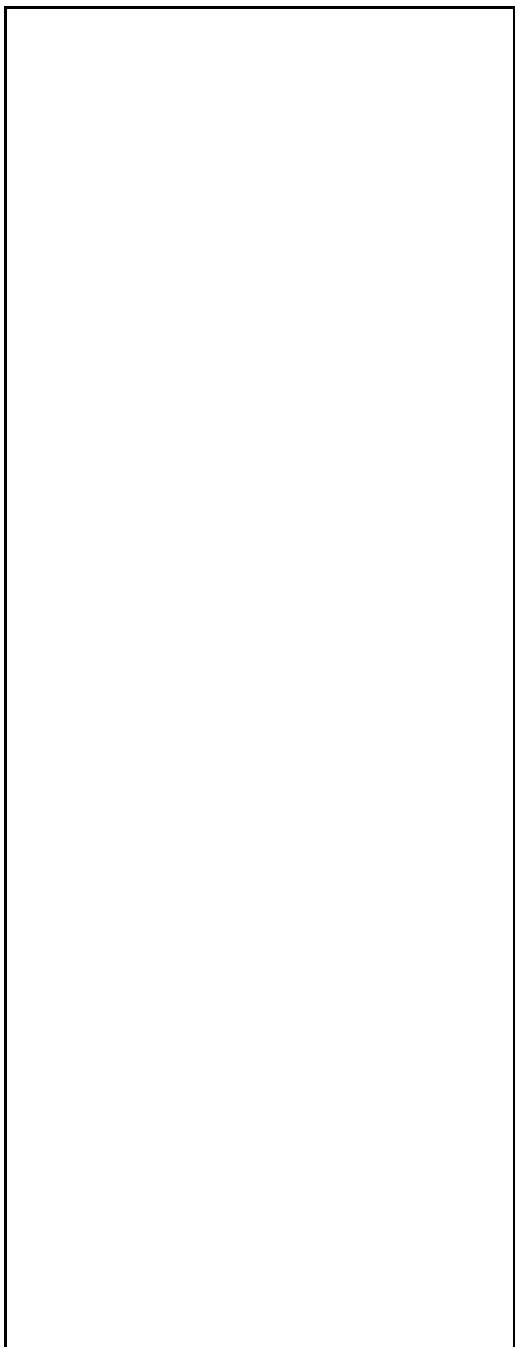


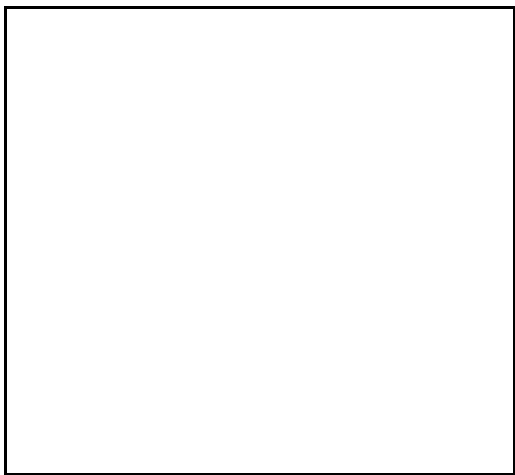






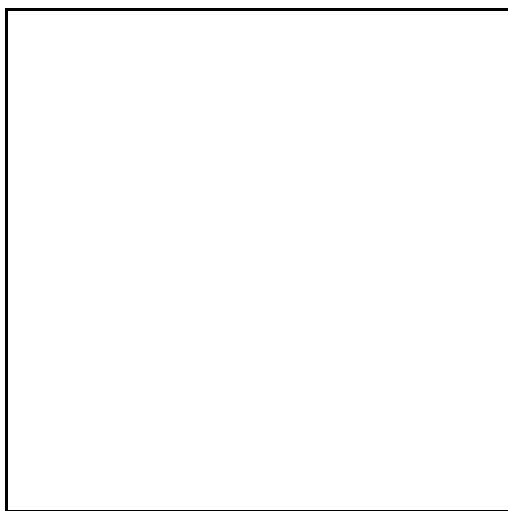
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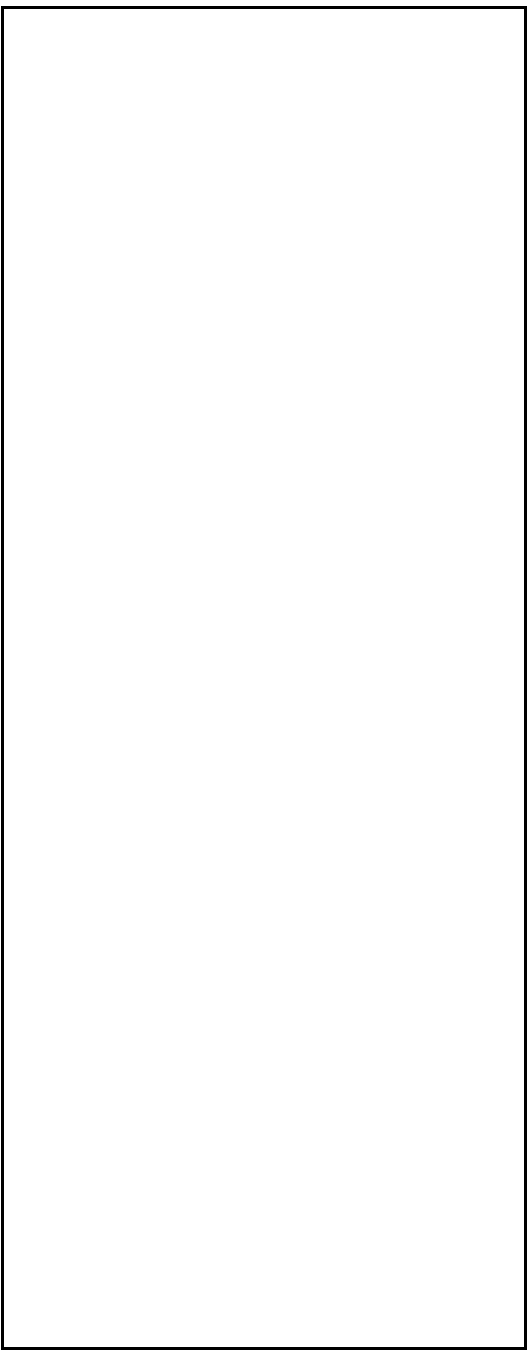


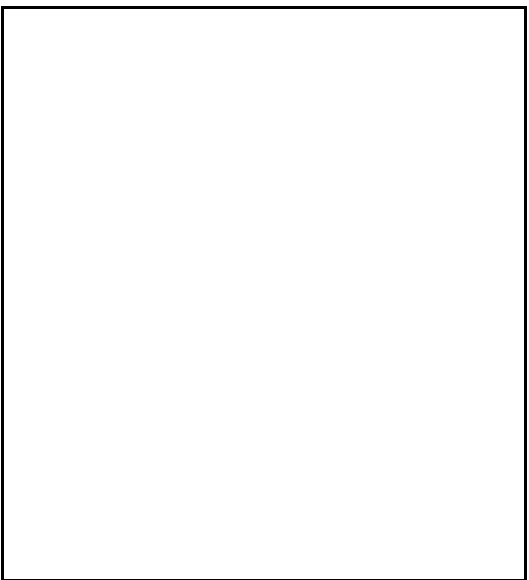
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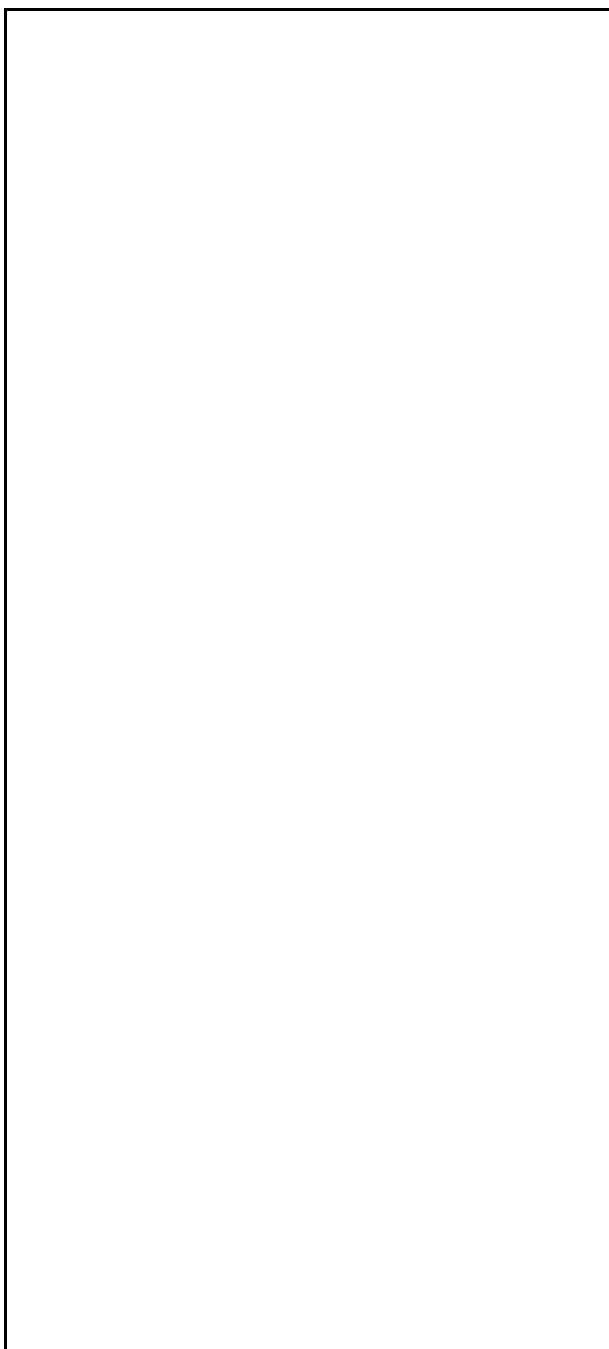


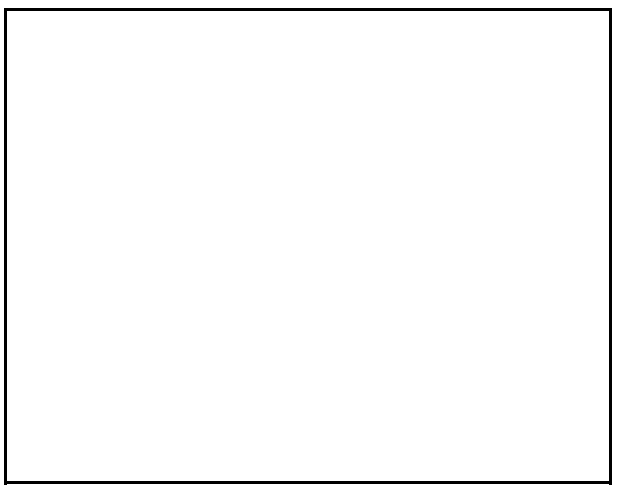
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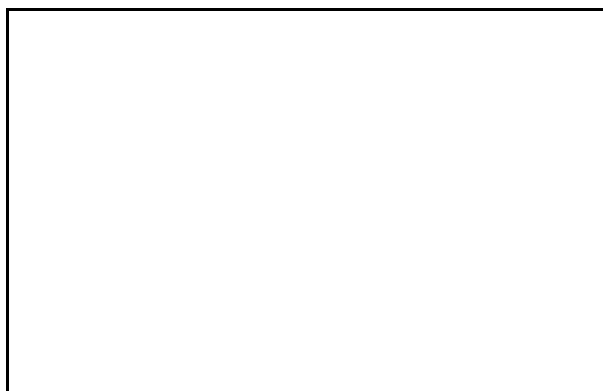
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2025 Databook  
Index

## Global Reporting Initiative (GRI) Index

iress has applied the reporting principles of the GRI Universal Standards 2021 and the relevant topic standards for our material issues. iress has reported in accordance with the GRI

| GRI Standard                                      |                                                                                                          | Location of iress Response                                                                                                                                                                                                                                                                   |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| General disclosures                               |                                                                                                          |                                                                                                                                                                                                                                                                                              |
| GRI 2: General Disclosures 2021                   | Disclosure                                                                                               | Location of iress Response                                                                                                                                                                                                                                                                   |
| GRI 2: General Disclosures 2021                   | 2-1 Organisational details                                                                               | 2025 Annual Report - About iress. iress Limited is a publicly traded company with share listing on the Australian Securities Exchange (ASX:IRE).                                                                                                                                             |
|                                                   | 2-2 Entities included in the organisation's sustainability reporting                                     | iress Limited                                                                                                                                                                                                                                                                                |
|                                                   | 2-3 Reporting period, frequency and contact point                                                        | Annual, for calendar year 1 January to 31 December 2025. <a href="https://www.iress.com/contact/contact-us">www.iress.com/contact/contact-us</a> .                                                                                                                                           |
|                                                   | 2-4 Restatements of information                                                                          | Stated where applicable.                                                                                                                                                                                                                                                                     |
|                                                   | 2-5 External assurance                                                                                   | Not applicable.                                                                                                                                                                                                                                                                              |
|                                                   | 2-6 Activities, value chain and other business relationships                                             | 2025 Annual report - About iress, How we create value                                                                                                                                                                                                                                        |
|                                                   | 2-7 Employees                                                                                            | 2025 Sustainability Databook - People tab                                                                                                                                                                                                                                                    |
|                                                   | 2-8 Workers who are not employees                                                                        | 2025 Sustainability Databook - People tab                                                                                                                                                                                                                                                    |
|                                                   | 2-9 Governance structure and composition                                                                 | 2025 Corporate Governance Statement - iress' governance structure, Board of Directors, Board committees, 2025 Annual report, Board of Directors, Director's report.                                                                                                                          |
|                                                   | 2-10 Nomination and selection of the highest governance body                                             | 2025 Corporate Governance Statement - Board composition and independence, Board renewal, appointment, induction, term and other directorships, iress Board Charter - Nomination of Directors.                                                                                                |
|                                                   | 2-11 Chair of the highest governance body                                                                | iress Board Charter - Responsibilities of the Chair.                                                                                                                                                                                                                                         |
|                                                   | 2-12 Role of the highest governance body in overseeing the management of impacts                         | iress Board Charter - Board responsibilities, Audit & Risk Committee Charter.                                                                                                                                                                                                                |
|                                                   | 2-13 Delegation of responsibility for managing impacts                                                   | iress Board Charter - Board responsibilities, Delegation to Managing Director, Audit & Risk Committee Charter.                                                                                                                                                                               |
|                                                   | 2-14 Role of the highest governance body in sustainability reporting                                     | Audit & Risk Committee Charter - Responsibilities & functions, Annual report - Our responsible business approach.                                                                                                                                                                            |
|                                                   | 2-15 Conflicts of interest                                                                               | iress Code of Conduct Policy, 2025 Corporate Governance Statement - Board composition and independence.                                                                                                                                                                                      |
|                                                   | 2-16 Communication of critical concerns                                                                  | 2025 Annual Report - Director's Report.                                                                                                                                                                                                                                                      |
|                                                   | 2-17 Collective knowledge of the highest governance body on sustainable development                      | 2025 Corporate Governance Statement - Director's skills and experience.                                                                                                                                                                                                                      |
|                                                   | 2-18 Evaluation of the performance of the highest governance body                                        | 2025 Annual Report - Director's Report, 2025 Corporate Governance Statement - Board and senior executive evaluation.                                                                                                                                                                         |
|                                                   | 2-19 Remuneration policies                                                                               | 2025 - Remuneration report                                                                                                                                                                                                                                                                   |
|                                                   | 2-20 Process to determine remuneration                                                                   | 2025 - Remuneration report                                                                                                                                                                                                                                                                   |
|                                                   | 2-21 Annual total compensation ratio                                                                     | iress currently does not disclose this information on the basis of confidentiality.                                                                                                                                                                                                          |
|                                                   | 2-22 Statement on sustainable development strategy                                                       | 2025 Annual Report - Director's Report: Our responsible business approach.                                                                                                                                                                                                                   |
|                                                   | 2-23 Policy commitments                                                                                  | 2025 Corporate Governance statement.                                                                                                                                                                                                                                                         |
|                                                   | 2-24 Embedding policy commitments                                                                        | iress has a Charter for its Board and its Committees. Policy commitments are embedded in iress's procedures and frameworks. iress expects suppliers to align their activities and behaviours with our policies through the Supplier Code of Conduct.                                         |
|                                                   | 2-25 Processes to remediate negative impacts                                                             | iress engages a third-party hotline where complaints and grievances can be lodged. All complaints are taken seriously and investigated, and the Board is notified of complaints of High severity. Details of how to lodge a complaint or grievance can be found in our Whistleblower policy. |
|                                                   | 2-26 Mechanisms for seeking advice and raising concerns                                                  | Whistleblower Policy.                                                                                                                                                                                                                                                                        |
|                                                   | 2-27 Compliance with laws and regulations                                                                | No significant instances of non-compliance with laws and regulations during the reporting period. No fines for instances of non-compliance with laws and regulations paid during the reporting period.                                                                                       |
|                                                   | 2-28 Membership associations                                                                             | 2025 Sustainability Databook - Industry engagement tab, 2025 Annual Report - Industry engagement.                                                                                                                                                                                            |
|                                                   | 2-29 Approach to stakeholder engagement                                                                  | 2025 Annual Report - Our approach to responsible business.                                                                                                                                                                                                                                   |
|                                                   | 2-30 Collective bargaining agreements                                                                    | Not applicable. No iress employees are employed on collective bargaining agreements.                                                                                                                                                                                                         |
| Economic performance                              |                                                                                                          |                                                                                                                                                                                                                                                                                              |
| GRI 201 Economic Performance                      | 201-1 Direct economic value generated and distributed                                                    | 2025 Annual report - Environmental & social impact.                                                                                                                                                                                                                                          |
|                                                   | 201-2 Financial implications and other risks and opportunities due to climate change                     | iress does not offer defined benefit plans. Information on other obligations is in 2025 Annual report - notes to the financial statements, 1.4 Employee benefit expenses.                                                                                                                    |
|                                                   | 201-3 Defined benefit plan obligations and other retirement plans                                        | AUD\$129.7k in South Africa and \$392.3k in Australia.                                                                                                                                                                                                                                       |
|                                                   | 201-4 Financial assistance received from government                                                      | 2024 Modern Slavery Statement, 2025 Annual report - Ethics, integrity & risk.                                                                                                                                                                                                                |
| GRI 204 Procurement Practices 2016                | Proportion of spending on local suppliers                                                                | 2024 Modern Slavery Statement, 2025 Annual report - Ethics, integrity & risk.                                                                                                                                                                                                                |
| GRI 207 Tax 2019                                  | 207-1 Approach to tax                                                                                    | The 2025 tax transparency statement will be published on our website.                                                                                                                                                                                                                        |
|                                                   | 207-2 Tax governance, control, and risk management                                                       | The 2025 tax transparency statement will be published on our website.                                                                                                                                                                                                                        |
|                                                   | 207-3 Stakeholder engagement and management of concerns related to tax                                   | The 2025 tax transparency statement will be published on our website.                                                                                                                                                                                                                        |
|                                                   | 207-4 Country by country reporting                                                                       | iress does not disclose country-by-country reporting as we do not meet the Australian Taxation Office's definition of a significant global entity (i.e. turnover >\$1bn).                                                                                                                    |
| Material topics                                   |                                                                                                          |                                                                                                                                                                                                                                                                                              |
| GRI 3: Material Topics 2021                       | 3-1 Process to determine material topics                                                                 | 2025 Annual Report - material matters, 2025 Sustainability Databook - materiality.                                                                                                                                                                                                           |
|                                                   | 3-2 List of material topics                                                                              | 2025 Annual Report - material matters, 2025 Sustainability Databook - materiality.                                                                                                                                                                                                           |
| Data privacy, information security and resilience |                                                                                                          |                                                                                                                                                                                                                                                                                              |
| GRI 3: Material Topics 2021                       | 3-3 Management of material topics                                                                        | 2025 Annual Report - Information security, data, innovation and resilience.                                                                                                                                                                                                                  |
| GRI 418 Customer Privacy 2016                     | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data       | 2025 Annual Report - Data privacy.                                                                                                                                                                                                                                                           |
| People attraction, engagement and culture         |                                                                                                          |                                                                                                                                                                                                                                                                                              |
| GRI 3: Material Topics 2021                       | 3-3 Management of material topics                                                                        | 2025 Annual Report - People & Culture.                                                                                                                                                                                                                                                       |
| GRI 401 Employment 2016                           | 401-1 New employee hires and employee turnover                                                           | 2025 Sustainability Databook - People tab                                                                                                                                                                                                                                                    |
|                                                   | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 2025 Annual Report - employee benefits. See also <a href="#">Benefits webpage</a> .                                                                                                                                                                                                          |
|                                                   | 401-3 Parental leave                                                                                     | 2025 Annual Report - People & Culture.                                                                                                                                                                                                                                                       |
| GRI 404 Training and Education 2016               | 404-1 Average hours of training per year per employee                                                    | 13.4 hours. iress continues to improve processes for capturing this data.                                                                                                                                                                                                                    |
|                                                   | 404-2 Programs for upgrading employee skills and transition assistance programs                          | 2025 Annual Report - People & Culture.                                                                                                                                                                                                                                                       |
|                                                   | 404-3 Percentage of employees receiving regular performance and career development reviews               | 2025 Sustainability Databook - People tab                                                                                                                                                                                                                                                    |
| Customer experience, engagement and innovation    |                                                                                                          |                                                                                                                                                                                                                                                                                              |
| GRI 3: Material Topics 2021                       | 3-3 Management of material topics                                                                        | 2025 Annual Report - Customer & ecosystem, Information security, data, innovation and resilience.                                                                                                                                                                                            |
| GRI 417 Marketing and Labeling 2016               | 417-1 Requirements for product and service information and labelling                                     | Not applicable. iress does not produce physical products, no product disclosure statements are required.                                                                                                                                                                                     |
|                                                   | 417-2 Incidents of non-compliance concerning product and service information and labelling               | No instances of non-compliance concerning product and service information and labelling recorded during the reporting period.                                                                                                                                                                |
|                                                   | 417-3 Incidents of non-compliance concerning marketing communications                                    | No instances of non-compliance concerning marketing communication recorded during the reporting period.                                                                                                                                                                                      |
| Business ethics, integrity and risk               |                                                                                                          |                                                                                                                                                                                                                                                                                              |
| GRI 3: Material Topics 2021                       | 3-3 Management of material topics                                                                        | 2025 Annual Report - Our approach, Ethics, Integrity & risk                                                                                                                                                                                                                                  |
| GRI 205 Anti-corruption 2016                      | 205-1 Operations assessed for risks related to corruption                                                | 2024 Modern Slavery Statement                                                                                                                                                                                                                                                                |



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