

Zellis Group Mid-Year Statement FY26.



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moorepay
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 **Benifex**
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Zellis Group



Zellis Group (“the Group”), the UK and Ireland’s leading provider of HR, workforce management, pay, and analytics, and a global leader in benefits and reward, here announces highlights for the first six months of its 2026 financial year, ended 31st October 2025.

Overall financial performance

Zellis Group delivered robust growth in both revenue and profitability during the first half of FY26, building on the strong momentum of previous years. Revenue reached **£160.5 million**, representing a **36% increase over the same period in FY25**, and was broad-based across all core revenue streams, with software revenue leading the way.

Benifex remains our fastest-growing business, but Zellis and Moorepay also delivered strong results, driven primarily by software revenue streams. **EBITDAC rose 31%**, driven by strong conversion of increased revenue.

Each business unit played a pivotal role: Zellis benefited from continued migrations to HCM AIR and the successful launch of ZellisONE, significantly expanding the sales pipeline. Benifex’s international expansion and integration of Benify further accelerated growth. Moorepay’s focus on increasing software sales and upgrading technology platforms has laid solid foundations for future performance.

REVENUE FOR H1 FY26

£160.5m

36%↑

INCREASE ON FY25

Leadership evolution



As announced in August, Gary Heffernan, Carmel Galvin, and Christian Pedersen joined Zellis as Non-Executive Directors. Collectively, they bring over 75 years of global leadership, technology, and people-focused experience. Noel Goggin has been appointed Zellis Group Chairman, bringing over 30 years of software industry experience including a distinguished track record as a CEO leading and scaling global technology companies. These appointments represent a strategic step forward as Zellis Group strengthens its governance to drive continued growth and innovation.

Sustainability and ESG impact

Zellis Group published its second, group-wide Impact Report, reaffirming its approach to sustainability and ESG, and outlining both our progress to date and ambitions for the future.

Read the report, Zellis Group: [Our Impact here](#)

The Group has earned several external accreditations and certifications, including validation of its net zero targets by the Science Based Targets initiative (SBTi), and retention of 'Silver' medal status from EcoVadis, placing Zellis Group in the top 15% of companies for business sustainability. Through its **'Trees with Benefits' partnership with Furthr**, we achieved our goal of planting 1 million trees ahead of schedule and have now set a new target of 2 million trees.

Additionally, the Group has recently launched 'Community Days' giving every colleague two paid days each year to support charities and community causes.

Further evolution: Acquisition of Haste

In June 2025, Zellis Group expanded its employee wellbeing offering with the strategic acquisition of Haste. This move integrates financial education, earned wage access and money management tools into the Group Portfolio, enabling customers across the Zellis, Moorepay and Benifex businesses to access a comprehensive suite of financial wellbeing tools. Haste further strengthens our ability to support the evolving needs of our clients and their employees.

Read the announcement [here](#)

Zellis Business Unit



The Zellis business unit has made significant strides in the first half of FY26, integrating elementsuite into the business, securing new customers, winning multiple awards, and launching a major update (ZellisONE) which leverages AI enabled, workforce management, realtime payroll and integrated benefits (powered by Benifex)

Adoption of our cloud-based technology has reached significant levels and continues to grow, while the launch of ZellisONE has generated substantial pipeline growth, positioning the business for continued expansion through new customer acquisition.

Our ability to transform HR and payroll operations and deliver innovative, market-leading solutions were recognised multiple times by key industry stakeholders, analysts and award judges (see below).

ZellisONE launch

On 23rd September, at Zellis Connect - our annual event for HR and payroll leaders - Zellis announced the **launch of ZellisONE**, an AI-enabled platform designed to unify every stage of the employee lifecycle and drive organisational performance.

ZellisONE unifies HR, pay, financial wellbeing, workforce management, benefits, and talent functions into a single, AI-enabled platform.

Workforce management is known to be critical to many customers and bringing this into the offering reinforces ZellisONE's position as a comprehensive, enterprise-grade HCM platform. By bringing these critical processes together, ZellisONE enables organisations to streamline operations, enhance decision-making, and deliver a seamless employee experience from hire to retire.

Awards and accolades

Zellis secured some of the industry's highest and most prestigious accolades at several industry awards. In June, Zellis was named Payroll Software Supplier of the Year at the Global Payroll Association Awards 2025 recognising our leadership in AI-enabled HR and payroll solutions, customer satisfaction, innovative technology and measurable business impact. In November, Zellis won the Service Provider Team Award at The Rewards 2025, highlighting our commitment to partnering with our customers through innovation, collaboration, and technical expertise.

Moorepay



Building on product enhancements in FY25, Moorepay has entered FY26 with strong sales momentum, driven by alignment of the user interface (UI) and user experience (UX) across it's HR and payroll platform to deliver an all-in-one solution. This momentum is reflected in ongoing growth, including successful cross-selling of premium managed payroll services to existing customers.

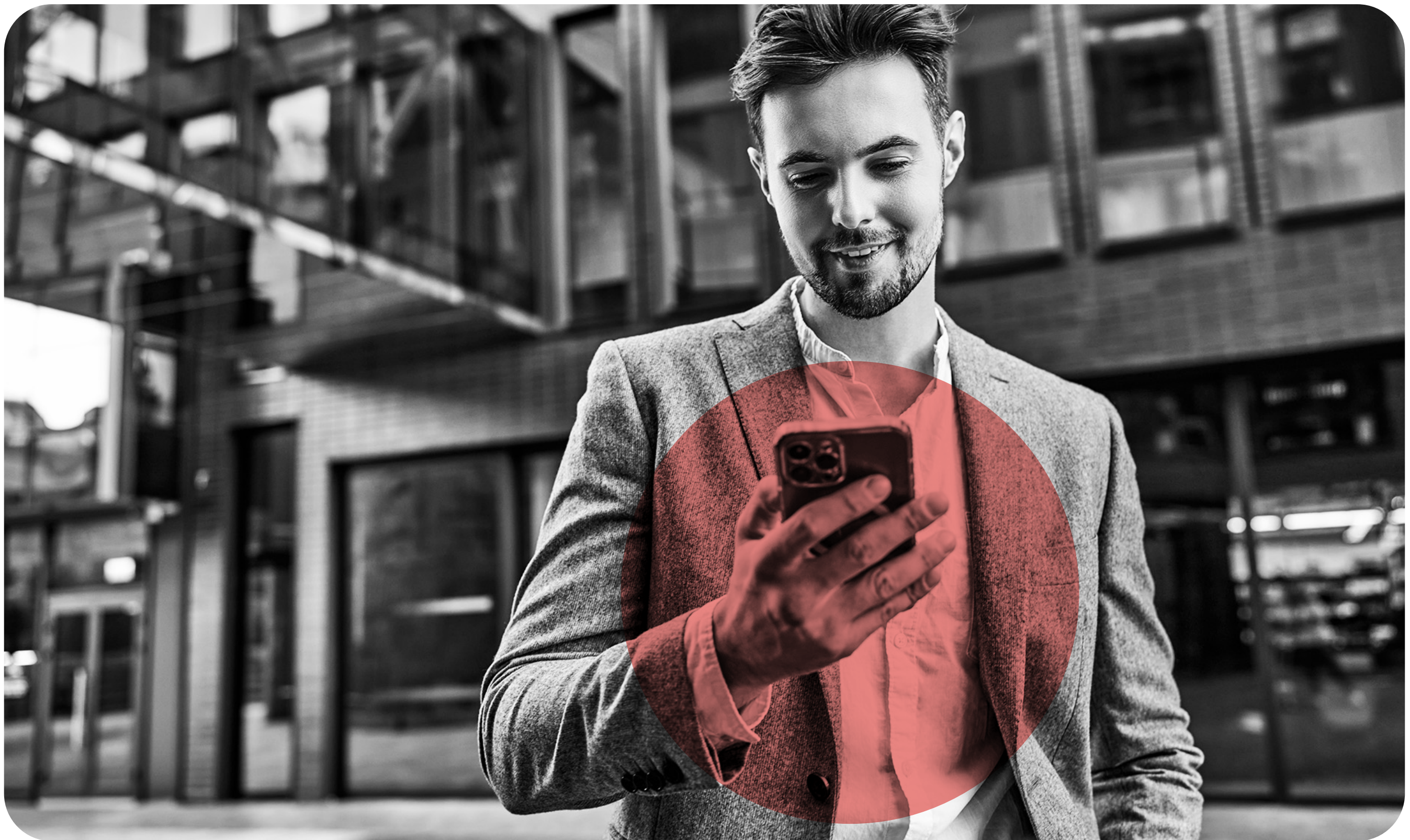
In the first half of the year, Moorepay completed significant technology upgrades, fully implementing HubSpot and Zendesk. These advancements have enabled new AI powered Go-To-Market and Support tools, establishing a foundation for future growth and operational efficiencies.

Awards and accolades

Moorepay was Highly Commended for the 'Specialist Payroll & HR Provider' Award at The Rewards 2025, reflecting its commitment to excellence and innovation in the industry.



Benifex



Benifex continued to deliver a solid performance in the first half of FY26, achieving growth in both existing customer accounts and new business, while building a robust global pipeline of sales opportunities.

The integration of Benify, acquired in Q4 FY25, is progressing well, with the best elements of Benify and Benifex now unified under the rebranded 'Benifex' name.

Leadership evolution

In September, Benifex announced the appointment of Mathieu Stevenson as CEO. With over 25 years of global technology experience - including recent leadership of SafeSend, a tax automation software leader acquired by Thomson Reuters, Mathieu brings a wealth of expertise from senior roles at several high growth software companies.

Industry awards and recognition

Benifex continues to be recognized for excellence, winning multiple awards in 2025. In May, Benifex was named winner in the Technology sector of The Sunday Times Best Places to Work Awards. In November, Benifex received both the 'Best Reward Strategy' and 'Industry Influencer' at the Rewards 2025.

THE SUNDAY TIMES
**T Best Places
to Work 2025**

John Petter, CEO of Zellis Group, commented

"H1 has marked a period of significant transformation of the Group, with leadership changes, successful Mergers and Acquisitions integrations and major product launches laying strong foundations for future growth. We have introduced our game-changing ZellisONE platform, completed the strategic acquisition of Hastee, and received recognition from respective external organisations - all of which underscore our commitment to innovation and excellence, further enhanced by AI across our products and services.

Beyond our product achievements, our colleagues and partners have been instrumental in advancing our sustainability and ESG journey, enabling us to deliver a positive impact for our people, our customers, and the communities we operate in."



A handwritten signature in black ink that reads "JRM Petter".

John Petter
CEO, Zellis Group