

This announcement contains inside information for the purposes of Article 7 of the Market Abuse Regulation (EU) 596/2014 as it forms part of UK domestic law by virtue of the European Union (Withdrawal) Act 2018 ("MAR"), and is disclosed in accordance with the company's obligations under Article 17 of MAR.

22 April 2026

TPXimpact Holdings PLC

("TPXimpact", or the "Group", or the "Company")

Full Year Trading Update and Notice of Results

Trading significantly ahead of the recently upgraded guidance

TPXimpact Holdings PLC (AIM: TPX), a leading technology-enabled services company focused on people-powered digital transformation, provides a trading update for the financial year ended 31 March 2026 ("FY26").

Following a strong final quarter, the Group is pleased to report that it expects to comfortably exceed the recently upgraded consensus* across all key financial metrics.

Subject to completion of the year-end audit, the Group is expected to report:

- Revenue of c.£78.1m (FY25: £77.3m), representing 1% year on year growth and finishing ahead of market consensus of £76.2m*;
- Gross Margin improvement to 31.7% (FY25: 28.6%), reflecting a 310 basis point uplift driven by improved project mix and operational efficiencies;
- Adjusted EBITDA** of c.£8.6m (FY25: £5.6m) a 54% year on year increase;
- Adjusted EBITDA** margin increased to 11.0% (FY25: 7.3%), as a result of the improvement in gross margin and tight control of discretionary costs and other overheads;
- Significantly improved net debt position with net debt as at 31 March 2026 of c.£4.2m (FY25: £8.5m), a 50% year on year reduction, reflecting strong cash generation of the Company in the year;
- Leverage (Net Debt/Adjusted EBITDA**) of 0.5x (FY25: 1.5x), reflecting a significant year on year improvement.

Strategic position: Turnaround complete

The Group's performance in FY26 marks the successful conclusion of its three-year strategic turnaround. Having met or exceeded all key financial and operational targets, the Group has established a profitable, cash-generative platform with a significantly healthier balance sheet.

TPXimpact is now entering its new three-year strategic phase focused on sustainable growth, supported by new business wins of £122m and the recent appointment of Emma Broom as Chief Growth Officer. The Company looks forward to unveiling this new comprehensive three-year plan that will define our next chapter of growth in the next few months.

Bjorn Conway, Chief Executive Officer, commented: *"I am delighted by the performance of the business during the last financial year, which provides a positive conclusion to our three-year turnaround plan. We have successfully reshaped the business into a more profitable, resilient and cash-generative organisation. With adjusted EBITDA margin now at 11.0% and leverage down to 0.5x, we have a very stable base on which to grow as we move into FY27."*

Notice of Results:

The Group expects to announce its preliminary unaudited Full Year Results for FY26 and initial outlook for FY27 on 16th June 2026.

Notes:

**Based on the latest published equity research, the company understands current market consensus for the year ended 31 March 2026 (FY26), as at 21 April 2026, being the day prior to the publication of this announcement, to be revenue of £76.2m, gross margin of 30.5%, Adjusted EBITDA of £7.1m, Net Debt of £5.7m, and Leverage of 0.8x.*

***Adjusted EBITDA comprises earnings before interest, tax, depreciation and amortisation further adjusted for exceptional items and share based payments.*

Enquiries:

TPXimpact Holdings
Bjorn Conway, CEO
Noel Douglas, CFO

Via Alma Strategic

Cavendish Capital Markets Limited
(Nominated Adviser and Broker)
Marc Milmo / Fergus Sullivan / Trisya Jamaludin
(Corporate Finance)
Will Smith / Ella Bedford (Corporate Broking)

+44 (0) 20 7220 0500

About TPXimpact

TPXimpact is a leading digital transformation partner to the UK public services sector. We deliver positive impact through people-powered transformation.

We build on a rich heritage in design, data, technology and AI to create sustainable solutions with the flexibility to learn, evolve, and adapt to changing needs. By bringing deep specialism and a diverse range of experiences, we help organisations solve the right problems, identify new opportunities, and build confidence in modern capabilities and ways of working.

As a proudly Certified B Corporation™, we are on a mission to build a future where people, places, and the planet are supported to thrive.

More information is available at www.tpximpact.com.

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