

## Appendix 4E

### Full-year Report

Name of entity	Bravura Solutions Limited
ABN	54 164 391 128
Financial period ended	30 June 2025
Previous corresponding reporting period	30 June 2024

### Results for announcement to the market

Financial results	30 June 2025 \$'000	30 June 2024 \$'000	Percentage increase/(decrease) over previous corresponding period %
Revenue from ordinary activities	312,974	249,045	25.67%
Total revenue from continuing shareholder activities	256,752	249,045	3.09%
Profit from ordinary activities after tax attributable to members	74,228	8,777	745.71%
Net profit for the period attributable to members	74,228	8,777	745.71%
Underlying net profit/(loss) for the period attributable to members	24,373	8,777	177.69%
<b>Brief explanation of any of the figures reported above necessary to enable the figures to be understood:</b>			
Refer to the ASX release and Annual Report for the year ended 30 June 2025. The financial report has been audited.			

### Dividends

Date the dividend is payable	03/09/2025
Record date to determine entitlement to the dividend	20/08/2025
Amount per security (cents)	4.71
Total dividend (\$'000)	\$21,135
Franked amount per security	None
Amount per security of foreign sourced dividend or distribution (cents)	None
Details of any dividend reinvestment plans in operation	Suspended
The last date for receipt of an election notice for participation in any dividend reinvestment plans	Not applicable

### NTA Backing

	Current period 30 June 2025 Cents	Previous corresponding period 30 June 2024 Cents
Net tangible asset backing per ordinary security <sup>1</sup>	10.4	16.7
Net assets per ordinary security	20.9	29.8

1. NTA is calculated by deducting net deferred tax assets, intangible and contract assets from net assets.

**Control gained over entities during the financial year**

Name of entity (or group of entities)	Bravura Solutions Limited Employee Share Trust
Date control gained	17 March, 2025
Consolidated profit from ordinary activities since the date in the current period on which control was acquired, before amortisation and intercompany charges	nil
Profit/(loss) from ordinary activities of the controlled entity/(or group of entities) for the whole of the previous corresponding period	nil

**Loss of control over entities during the financial year**

Name of entity (or group of entities)	Bravura Solutions Services Pty Limited
Date control lost	24 August, 2024
Consolidated profit from ordinary activities for the current period to the date of loss of control	nil
Profit/(loss) from ordinary activities of the controlled entity/(or group of entities) while controlled for the whole of the previous corresponding period	nil

**Details of associates and joint venture entities**

Name of entity	Percentage held		Percentage held	
	Current period %	Previous period %	Current period \$'000	Previous period \$'000
Aggregate share of net loss	-	-	-	-

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# ANNUAL REPORT 2025

BRAVURA SOLUTIONS LIMITED  
ABN 54 164 391 128



# BRAVURA WORLD LEADING FINANCIAL SOLUTIONS

Bravura Solutions Limited is a leading provider of software solutions for the wealth management and transfer agency (also known as funds administration) industries, underpinned by functionally rich technology that enables modernisation, consolidation and simplification.

We are committed to increasing the operational efficiency of our clients, enhancing their ability to rapidly innovate and grow, minimising their risk and enabling them to provide better services to their customers.

Backed by over 30 years of experience, our installed, managed hosted or cloud solutions are used by many of the world's leading financial institutions. In excess of A\$10 trillion in assets are held in accounts entrusted to our systems.

For more information about us visit [www.bravurasolutions.com](http://www.bravurasolutions.com). You can also connect with us on LinkedIn @Bravura Solutions.

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# FY25 RESULTS

	FY25 A\$m	FY24 A\$m
EMEA underlying revenue	186.1	179.7
APAC underlying revenue	72.6	70.7
<b>Underlying group revenue<sup>1</sup></b>	<b>258.7</b>	250.4
EMEA Employee benefits expense	83.4	87.8
APAC Employee benefits expense	38.6	49.4
<b>Group Employee benefits expense</b>	<b>122.0</b>	137.2
EMEA EBITDA	66.9	54.3
APAC EBITDA	23.1	9.0
<b>Segment EBITDA</b>	<b>90.0</b>	63.3
Unallocated costs	(39.5)	(37.6)
<b>Underlying Group EBITDA</b>	<b>50.5</b>	25.8
Non-recurring revenue on sale of licence <sup>2</sup>	56.2	-
<b>Group EBITDA</b>	<b>106.7</b>	25.8
ROU lease related expense	(4.2)	(6.4)
Depreciation and amortisation expense	(7.5)	(8.2)
<b>Group EBIT</b>	<b>95.0</b>	11.2
Net interest and foreign exchange (expense)/gain	(2.1)	2.0
<b>Profit before tax</b>	<b>92.9</b>	13.2
Tax expense	(18.7)	(4.4)
<b>Group reported NPAT</b>	<b>74.2</b>	8.8
<b>Underlying group reported NPAT<sup>3</sup></b>	<b>24.4</b>	8.8
<b>Earnings per share (A\$ cps)</b>	<b>16.6</b>	2.0
<b>Underlying earnings per share - cps</b>	<b>5.4</b>	1.9
<b>Cash EBITDA</b>	<b>100.0</b>	10.0
<b>Underlying Cash EBITDA<sup>4</sup></b>	<b>43.8</b>	10.0

1. Group revenue figures include \$2.0m of other income comprised of government-received incentives for research and development initiatives. (FY24: \$1.4m).

2. Non-recurring revenue refers to the sale of a perpetual licence to Fidelity International over the Fidelity Sonata software for a one-off licence fee of GBP 29 million (AUD 56.2 million).

3. Group underlying NPAT excludes the post-tax effect of the Fidelity licence sale

4. Underlying Cash EBITDA excludes the pre-tax effect of the Fidelity licence sale

- Underlying Group Revenue was \$258.7m, an increase of \$8.3m or 3.3% from pcip of \$250.4m.
- Underlying Group EBITDA was \$50.5m, an increase of \$24.7m or 95.7% from pcip of \$25.8m.
- Underlying Group Reported NPAT was \$24.4m, an increase of \$15.6m or 177.3% from pcip of \$8.8m.
- Underlying Group Cash EBITDA was \$43.8m, an increase of \$24.7m or 338.0% from pcip of \$10.0m.
- Total underlying revenue increased 3.3% in FY25 vs the pcip, driven primarily by recurring revenue growth with customers and FX.
- EMEA margin increase of \$12.6m driven by revenue increasing due to FX tailwinds with continued margin improvement through headcount and 3rd party cost reductions
- APAC margin increase of \$14.1m driven by revenue growth from digital advice new sales with continued margin improvement through headcount and 3rd party cost reductions

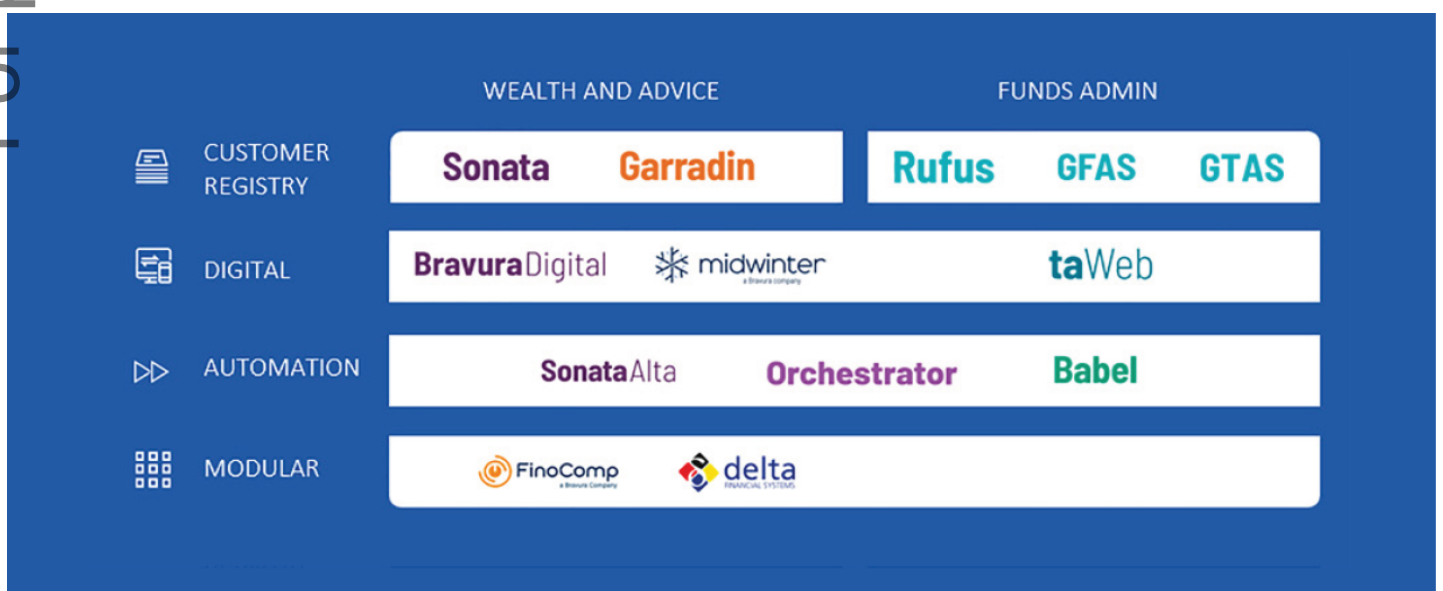
# BRAVURA SOLUTIONS AT A GLANCE

The Bravura value proposition is to simplify complexity, automate for efficiency and reduce operational risk.

Our Wealth Management, Advice and Funds Administration technology includes leading Registry, Digital, Data and Automation products. This technology is used by over 50 blue chip clients to underpin their financial service offerings, including:

- Wrap platforms
- Superannuation and pension
- Life insurance
- Private wealth and portfolio administration
- Funds administration
- Financial planning software
- Unit registry

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# MESSAGE FROM THE INTERIM CEO

Dear Shareholders,

I am proud of the results achieved by our team of approximately 1,000 professionals from around the world. With their commitment and expertise, they continue to support customers operating in some of the most complex and highly regulated industries globally by keeping mission-critical systems running, and helping customers adapt and grow through migrations, enhancements and new product capabilities.

Our deep expertise in the niches we serve allowed us to continue solving problems that are highly specific to our customers' needs, and which are not easily addressed by others. The accumulated knowledge of our team strengthens our role as long-term partners in highly specialised markets, earning us the ongoing trust of our customers.

Our results have continued to improve in FY25. Revenue from customers<sup>1,2</sup> grew by 3.1% (0.7% on a constant FX basis) and we delivered this more efficiently, achieving Cash EBITDA margins of 17%<sup>3</sup>.

The table below shows revenue and a non-AASB measure of Free Cash Flow Available to Shareholders over the last five years. The table also shows Cash EBITDA for the periods that Bravura has tracked this metric.

A\$ millions	FY25	FY24	FY23	FY22	FY21
Revenue <sup>2</sup>	258.7	250.4	249.6	266.7	243.0
Cash EBITDA <sup>2</sup>	43.8	10.0	(27.8)	-	-
Free Cash Flow Available to Shareholders <sup>3</sup>	41.1	14.9	(34.7)	7.3	13.7

Our updated investor presentation discloses more data on our recurring revenues and customer base. We encourage shareholders to review it for additional detail.

The consolidated output in the table above are the consolidated output of a dozen P&Ls (Business Units) within our two Reportable Segments. Each Business Unit is focused on a market niche (product and/or geography). Beginning in FY26, incentive outcomes for eligible teams will be linked to Organic Revenue Growth and Cash EBITDA margin at a Business Unit level. This will be delivered as a mix of cash and shares. This change is designed to give greater ownership to local leadership and ensure accountability sits with those closest to the opportunities available.

We will continue to prioritise organic growth where it is underpinned by clear business cases, relevance to our specialist markets and where it supports lasting value for customers and Bravura alike.

Bravura ended the year with \$58.7m in cash and no debt. We are distributing a final FY25 dividend of \$13.1m (2.92c per share) and a special dividend of \$8.0m (1.79c per share).

The search for our next CEO continues at pace. We will take the time necessary to ensure a strong fit with our long-term vision.

Thank you to our employees for their hard work and dedication, and our shareholders for your continued support.



Yours truly,

Shezad Okhai

Interim CEO

1. Revenue from customers is revenue prior to interest income and R&D incentives.
2. Excludes the effect of GBP 29 million (AUD 56.2 million) of non-recurring revenue from the sale of a perpetual licence to Fidelity International over the Fidelity Sonata software.
3. Cash EBITDA margin is Cash EBITDA as a percentage of Revenue from customers.
4. Free Cash Flow Available to Shareholders is reported Cash From Operations less purchase of PP&E, less payments for capitalised software, less finance costs paid, less rental lease interest payments, less ROU lease payments, less purchase of equity to satisfy LTIP, and less the impact of the perpetual license sale to Fidelity International.

# FY25 KEY ACHIEVEMENTS

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- 01 Midwinter Digital Advice solutions now available to 6 million+ members
  - 02 Two new logo launches of Digital Advice
  - 03 Circa 45m transactions processed with no human touch (99.29% STP), via Sonata Alta
  - 04 Bravura recognised as one of the 2024 UK's Best Workplaces in Tech™ by Great Place To Work® UK
  - 05 Achieved an "Excelling" accreditation around Diversity, Equity and Inclusion from the MindForward Alliance for a second year in a row.

# KEY MANAGEMENT

## SHEZAD OKHAI

INTERIM CEO

Shezad Okhai was appointed as Interim Chief Executive Officer on 28 April 2025. He previously served as Bravura's Chief Commercial Officer from 15 August 2023 to 30 June 2024.

He was previously Chief Investment Officer (currently on a leave of absence) at Pinetree Capital, an investment and merchant banking firm focused on the technology sector. Prior to joining Pinetree Capital in 2021, Shezad was with Constellation Software for over 10 years, a leading acquirer and operator of vertical market software companies.

He holds a Bachelor of Applied Science in Computer Engineering from the University of Toronto.

## NEIL MONTFORD

CHIEF FINANCIAL OFFICER

Neil Montford has over 20 years' experience in senior finance roles, including within ASX-listed companies. Before joining Bravura as CFO in June 2023, Neil held several senior leadership posts at Fidelity International, latterly as Asia Pacific CFO. Prior to that he led the Finance functions for two of Macquarie Group's six operating divisions.

At the start of his career, Neil worked at Deloitte for six years in the UK and Australia. Neil holds a First Class Bachelor of Science Honours degree in Management Sciences from Warwick University's Business School.

He is a Fellow of the Institute of Chartered Accountants in England and Wales (FCA) and is a Graduate member of the Australian Institute of Company Directors (GAICD).

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# MATERIAL BUSINESS RISKS

The material business risks that have the potential to impact Bravura Solutions are outlined below, together with mitigating actions undertaken to minimise these risks:

RISK	NATURE OF RISK	MITIGATION
<b>Cybersecurity &amp; Data Risk</b>	Bravura Solutions has exposure to cyber threats (e.g. ransomware, phishing) and data privacy breaches could result in regulatory penalties, reputational damage, or service interruption.	To mitigate these risks Bravura Solutions has a dedicated Cyber Security Operations team, 24/7 monitoring, third-party penetration testing, ISO 27001 certification, SOC 2 Type II and PCI-DSS for specific clients and ongoing staff training.
<b>Technology Disruption Risk</b>	There is a risk that Bravura's solutions become less competitive due to rapid innovation or new market entrants.	Bravura manages this risk by ongoing product investment, transition to cloud-hosted platforms, and closely monitoring developments globally and remaining engaged with relevant regulatory and policy making bodies across the jurisdictions in which Bravura operates in.
<b>Business Continuity &amp; Geopolitical Risk</b>	Given the large number of regions that Bravura operates in, disruption due to geopolitical conflict, pandemics, natural disasters, or infrastructure outages may impact operations or employee safety.	Bravura implements global business continuity planning (ISO 22301), scenario testing, business unit response plans, and monitoring via a third-party online tool.
<b>Foreign exchange risk</b>	Given a large amount of Bravura Solutions revenues and costs are denominated in currencies other than AUD, foreign exchange movements may affect the financial results.	Bravura aims to ensure that where possible currencies are held to represent operational requirements and excess cash is converted to AUD as efficiently as possible.
<b>Client concentration and retention risk</b>	Bravura serves a relatively small number of significant clients which may result in revenue volatility.	Bravura's products are typically key to client's operations and as a result barriers to switching are high and take a long time. Bravura seeks to strengthen client relationships and develop and invest in products that support and add value to the client. Bravura also continues to expand its product offerings and win new logos to support this.
<b>Climate and ESG risk</b>	Bravura faces changing expectations from investors, clients, and regulators on climate risk and sustainability practices that may impact reputation and access to capital.	Bravura has an ESG working group and is developing a response to the relevant client requests which are increasing as well as preparing for the relevant mandatory disclosures around climate and ESG. Bravura already prepares and publishes a sustainability report annually.

# BRAVURA SOLUTIONS ANNUAL FINANCIAL REPORT 2025

BRAVURA SOLUTIONS LIMITED  
ABN 54 164 391 128

The information contained in this document should be read in conjunction with Bravura Solutions Limited Directors' Report and Financial Report for the year ended 30 June 2025 and any public announcements made by Bravura Solutions Limited and its controlled entities during the year in accordance with the continuous disclosure obligations arising under the *Corporations Act 2001* and the *ASX Listing Rules*.

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# DIRECTORS' REPORT

The Directors present their report on the consolidated entity (referred to hereafter as "the Group" or "Consolidated Entity") consisting of Bravura Solutions Limited ("Bravura Solutions" or "the Company") and the entities it controlled at the end of, or during, the year ended 30 June 2025.

## DIRECTORS

The Directors of Bravura Solutions at any time during or since the end of the financial year are:

### Non-Executive Directors

Matthew Quinn	Independent Chairman (appointed 31 May 2023)
Russell Baskerville	Independent Non-Executive Director (appointed 28 February 2023)
Sarah Adam-Gedge	Independent Non-Executive Director (appointed 1 September 2023)
Damien Leonard	Non-Executive Director (appointed 19 September 2023)
Charles Crouchman	Independent Non-Executive Director (appointed 28 September 2023)
Dexter Salna	Non-Executive Director (appointed 4 November 2024)
Shezad Okhai	Non-Executive Director (appointed 28 April 2023 to 14 August 2023, ceased to be a Non-Executive Director on 28 April 2025) Refer to Section 2 of the Remuneration Report for full history.

### Executive Directors

Shezad Okhai	Interim CEO and Executive Director (appointed 28 April 2025) Refer to Section 2 of the Remuneration Report for full history.
Andrew Russell	Group CEO and Managing Director (appointed 28 July 2023 to 28 April 2025) Interim CEO and Managing Director (appointed 19 June 2023 to 27 July 2023)

## PRINCIPAL ACTIVITIES

The principal activities of the Consolidated Entity during the course of the current and prior years consisted of the development, licensing, maintenance and hosting of highly specialised administration and management software applications and the provision of professional consulting services for the Wealth Management and Funds Administration sectors of the financial services industry, internationally.

## OPERATING AND FINANCIAL REVIEW

Revenue from contracts with customers for FY25 at \$256.8 million was \$7.7 million or 3.1% higher than the prior comparative period. EBITDA excluding non-recurring sale of licence to Fidelity International increased to \$50.5 million, above the prior comparative period of \$25.8 million.

Profit after tax adjusted for non-recurring items was \$24.4 million (2024: \$8.8 million). Profit after tax for FY25 was \$74.2 million (2024: \$8.8 million).

EMEA segment revenue increased by 3.5% to \$186.1 million, and EBITDA increased by \$12.6 million to \$66.9 million. EMEA segment EBITDA margin increased to 36.0% (30.2% in FY24).

APAC segment revenue increased by 2.7% to \$72.6 million, and EBITDA increased by \$14.1 million to \$23.1 million. APAC segment EBITDA margin increased to 31.8% (12.8% in FY24).

The impact of the Fidelity perpetual licence sale on key operating metrics is shown below:

Key Operating Metric	Gross Result	Fidelity Impact	Underlying Result
EBITDA	106.7	56.2	<b>50.5</b>
Cash EBITDA	100.0	56.2	<b>43.8</b>
Profit Before Tax (PBT)	92.9	56.2	<b>36.7</b>
Income Tax Expense	18.7	6.4	<b>12.3</b>
NPAT	74.2	49.8	<b>24.4</b>

## STAFF AND CLIENT OPERATIONS

Bravura's employees are primarily based in the UK, Australia, New Zealand, South Africa, India and Poland.

The FTE count of the Group was 1,002 as at 30 June 2025 on a permanent or contractor basis (2024: 1,168). Employee related expenses comprised 59.4% (2024: 66.8%) of underlying group revenue in the year.



## DIRECTORS' REPORT (CONTINUED)

The review of results of operations included in the Directors' Report includes a number of non-AASB financial measures. These non-AASB financial measures are used internally by Management to assess the performance of the business and make decisions on the allocation of resources. EBITDA is earnings before finance cost, interest and foreign exchange gains and losses, tax, depreciation, and amortisation (including ROU lease related expenses). Cash EBITDA is operating revenue minus operating costs less development costs, capex, lease costs and one-off revenue adjustments. Both EBITDA and Cash EBITDA include \$2.1 million (30 June 2024: \$2.2 million) depreciation of property, plant and equipment dedicated to client hosting services.

	NOTES	2025 \$'000	2024 \$'000
EMEA		186,073	179,708
APAC		72,634	70,698
Non-recurring revenue on sale of licence		56,222	-
<b>Revenue</b>	5	<b>314,929</b>	250,406
Employee benefits expense	6	(153,599)	(167,185)
Third party costs		(26,798)	(27,198)
Travel and accommodation costs		(1,151)	(897)
Occupancy costs		(2,618)	(4,405)
Technology expenses		(14,364)	(15,373)
Other expenses (including hosting assets depreciation)		(9,743)	(9,538)
<b>EBITDA</b>		<b>106,656</b>	25,810
ROU Lease related expenses		(4,204)	(6,430)
Depreciation and amortisation expense		(7,516)	(8,211)
<b>EBIT</b>		<b>94,936</b>	11,169
Finance income	5	2,677	2,370
Finance expense		(177)	(260)
Foreign exchange loss		(4,522)	(80)
<b>Profit before income tax</b>		<b>92,914</b>	13,199
Income tax expense	7	(18,686)	(4,422)
<b>Net profit</b>		<b>74,228</b>	8,777
<b>Underlying net profit after tax<sup>1</sup></b>		<b>24,373</b>	8,777
<b>Underlying earnings per share - cps</b>		<b>5.4</b>	1.9
<b>Cash EBITDA</b>		<b>100,000</b>	10,035
<b>Underlying Cash EBITDA</b>		<b>43,800</b>	10,035

1. Underlying NPAT is calculated by excluding the impact of the Fidelity licence sale which is represented by non-recurring revenue of \$56.2 million and associated income tax expense of \$6.4 million (30 June 2024: \$nil).

## DIVIDENDS

A special dividend of \$40.0 million relating to the Fidelity licence sale, and a \$7.2 million interim dividend for the half-year ended 31 December 2024 were declared. Both these dividends have been paid in the year ended 30 June 2025 (FY24: \$nil paid). The Dividend Reinvestment Plan has been suspended.




A final dividend of \$21.1m has been declared for FY25 which includes a special and final dividend relating to the Fidelity licence sale of \$8.0m and an ordinary dividend of \$13.1m. This is expected to be paid on 3 September 2025. No dividends were declared in FY24.

## SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS



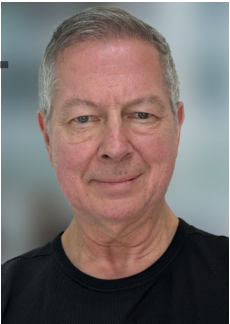
There were no significant changes to the state of affairs during the year ended 30 June 2025.

# DIRECTORS' REPORT (CONTINUED)

## BRAVURA SOLUTIONS DIRECTORS' BIOGRAPHIES


Director and position	Experience
 <p><b>Matthew Quinn</b> BSc (Hons), ACA, ARCS Independent Non-Executive Chairman appointed 31 May 2023 Audit and Risk Management Committee, Human Resources Committee</p>	<p>Matthew Quinn is a highly experienced chairman and non-executive Director of Australian listed and unlisted companies and was Managing Director of Stockland from 2000 to 2013. Matthew is currently chairman of private equity owned TSA Management Limited. He was previously chairman of Class Limited and a non-executive director of Elders Limited, CSR Limited and Regis Healthcare Limited.</p> <p>Other directorships:</p> <ul style="list-style-type: none"> <li>Chairman of TSA Riley Pty Limited (2018 to current)</li> <li>Non-executive director of Elders Limited (2020 to 2023)</li> <li>Non-executive director of Class Limited (2015 to 2022)</li> <li>Non executive director of CSR Limited (2013 to 2023)</li> </ul>
 <p><b>Russell Baskerville</b> Independent Non-Executive Director appointed 28 February 2023 Human Resources Committee (Chair), Audit and Risk Management Committee</p>	<p>Russell Baskerville is a highly experienced corporate leader with over 20 years in both Executive and Non-Executive board roles across ASX-listed companies. He has a proven track record in business strategy, corporate transactions, and technology consulting, including expertise in mergers and acquisitions, corporate restructuring, and capital markets.</p> <p>As the founder, Managing Director, and CEO of ASX listed Empired Limited, he led the company's growth into one of the largest and most respected digital services firms in Australia and New Zealand. Mr Baskerville currently serves as Non-Executive Chairman of One Click Group (ASX:ICG), Non-Executive Chairman of Axe Group Holdings Pty Ltd and Non-Executive Director and Deputy Chair of Spirit Technology Solutions Limited (ST1).</p> <p>Other directorships:</p> <ul style="list-style-type: none"> <li>Non-executive Chairman of One Click Group Limited (2022 to current)</li> <li>Non-executive Director and Deputy Chair of Spirit Technology Solutions Limited (2024 to current)</li> <li>Non-executive Chairman of Axe Group Holdings Pty Ltd (2025 to current)</li> </ul>
 <p><b>Sarah Adam-Gedge</b> Independent Non-Executive Director appointed 1 September 2023 Audit and Risk Management Committee (Chair), Human Resources Committee</p>	<p>Sarah Adam-Gedge has extensive global experience leading professional services, consulting, digital, and information technology organisations, working across multiple industries and geographies.</p> <p>Sarah is a professional non-executive director across listed, private and not-for-profit companies. In addition to the directorships listed below, Sarah recently retired from the board of Austal Limited where she was Deputy Chair and Chair of the Audit and Risk Committee. Prior to her professional director career, Sarah was Managing Director of Wipro Australia &amp; New Zealand, Publicis Sapient, the digital business transformation hub of the Publicis Groupe, Avanade Australia, Managing Partner and Vice President at IBM, and Managing Partner at PwC. Sarah is a Chartered Accountant (Fellow) and a graduate of the Australian Institute of Company Directors. She is currently undertaking study at RMIT on Cybersecurity Governance and Risk Management. Sarah was previously a Non-Executive Director of Austal Ltd (2017-2025).</p> <p>Other directorships:</p> <ul style="list-style-type: none"> <li>Non-Executive Director of Codan Ltd (2023 to current)</li> <li>Non-Executive Director of Emeco Holdings Limited (2023 to current)</li> <li>Non-Executive Director of Aussie Broadband Limited (July 2025 to current)</li> </ul>

DIRECTORS' REPORT (CONTINUED)


Director and position	Experience
<div></div> <div><b>Damien Leonard</b> <b>Non-Executive Director</b> <b>appointed 19 September 2023</b> <b>Human Resources Committee</b></div>	<p>Damien Leonard has been an executive director of Pinetree Capital since 2017 and has over a decade of public markets investing experience in Canada, the United States, Europe and Australia, specialising in enterprise software and special situation investing. He provides strong expertise in strategic advice, financial analysis, compensation and capital allocation.</p> <p>Other directorships:</p> <ul style="list-style-type: none"><li>▪ Director and President of Pinetree Capital</li><li>▪ Non-Executive Director of Quorum Information Technologies Inc</li></ul>
<div></div> <div><b>Charles Crouchman</b> <b>Independent Non-Executive</b> <b>Director appointed</b> <b>28 September 2023</b></div>	<p>Charles has deep technical knowledge to advise on Bravura's technical and operational plans. He has been responsible for leading a global product organisation including product management, product engineering, test engineering and product support. He recently spent 9 years as Chief Product Officer and Chief Technology Officer of Turbonomic, a cloud management tools business and remained with the business after its acquisition by IBM, as Head of Strategy, IT Automation. He currently serves as Chief Product Officer for Redwood Software.</p>
<div></div> <div><b>Dexter Salna</b> <b>Non-Executive Director</b> <b>appointed 4 November 2024</b></div>	<p>Based in Toronto, Dexter has over 30 years of experience in the software industry. From 2004 to 2023 he was President and CEO of Perseus Operating Group, a division of Constellation Software Inc which is listed on the Toronto Stock Exchange (TSX:CSU). He has developed deep skills and experience in operating vertical market software businesses, M&amp;A, financial and strategic acumen, HR, international experience, risk management, marketing, executive leadership and technology.</p> <p>He holds an MBA from Harvard Graduate School of Business, Master of Science from Stanford University and a Bachelor of Applied Science from the University of Toronto.</p> <p>Dexter is currently a director on the boards of Perseus Operating Group and Constellation Software Inc (TSX:CSU), both located in Canada.</p> <p>Other directorships:</p> <ul style="list-style-type: none"><li>▪ Perseus Operating Group</li><li>▪ Constellation Software Inc</li></ul>

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## DIRECTORS' REPORT (CONTINUED)

Director and position	Experience
 <p><b>Shezad Okhai</b> B.A.SC. Interim CEO and Executive Director appointed 28 April 2025</p>	<p>Shezad Okhai was appointed as Interim Chief Executive Officer on 28 April 2025. He previously served as Bravura's Chief Commercial Officer from 15 August 2023 to 30 June 2024.</p> <p>He was previously Chief Investment Officer (currently on a leave of absence) at Pinetree Capital, an investment and merchant banking firm focused on the technology sector. Prior to joining Pinetree Capital in 2021, Shezad was with Constellation Software for over 10 years, a leading acquirer and operator of vertical market software companies.</p> <p>He holds a Bachelor of Applied Science in Computer Engineering from the University of Toronto.</p>

### BRAVURA SOLUTIONS COMPANY SECRETARY BIOGRAPHY

Position	Experience
 <p><b>Melissa Jones</b> LLB Head of Legal APAC and Company Secretary</p>	<p>With over 15 years' experience as a lawyer gained in private practice and in-house at Bravura Solutions, Melissa provides high value strategic advice and works with the business to manage legal risks. Melissa has assisted with the company secretariat function at Bravura Solutions since its listing on the ASX in 2016 and was appointed Company Secretary on 19 June 2023. Melissa has broad company secretariat and corporate governance experience and is a member of the Australian Institute of Company Directors.</p>

DIRECTORS' REPORT (CONTINUED)

LIKELY DEVELOPMENTS AND EXPECTED RESULTS

Bravura Solutions will continue to focus on its ecosystem of products and solutions in the EMEA and APAC markets, while offering a range of deployment options including managed services and cloud. The Company will continue to enhance its relationships with existing clients with a focus on providing solutions which enhance time to market for clients and cost and process efficiencies through automation and enhancements to support regulatory change compliance.

CORPORATE GOVERNANCE STATEMENT

The Corporate Governance Statement of Bravura Solutions can be found on the Company's website, *bravurasolutions.com*.

EQUITY INSTRUMENTS

The Consolidated Entity has 8,825,018 equity instruments outstanding under long-term incentive plans and these rights remain unvested and unexercised at the reporting date (30 June 2024: 9,874,907) (Refer to Note 18).

DIRECTORS' MEETINGS

The number of Directors' meetings (including meetings of committees of Directors) and number of meetings attended by each of the Directors of Bravura Solutions during FY25 are:

	BOARD MEETINGS		AUDIT AND RISK MANAGEMENT COMMITTEE		HUMAN RESOURCES COMMITTEE	
	ELIGIBLE TO ATTEND	ATTENDED	ELIGIBLE TO ATTEND	ATTENDED	ELIGIBLE TO ATTEND	ATTENDED
M Quinn	11	11	4	4	3	3
R Baskerville	11	11	4	4	3	3
S Okhai	11	11				
D Leonard	11	11			3	3
S Adam-Gedge	11	11	4	4	3	3
C Crouchman	11	11				
D Salna	7	7				
A Russell	9	9				

The CEO and CFO are invited to attend all Board and Committee meetings. All directors are invited to attend Committee meetings. The table above excludes the attendance of those Directors who attended meetings of Board Committees of which they are not a member

EVENTS SUBSEQUENT TO REPORTING DATE

After approval of the FY25 Results on 13 August 2025, Matthew Quinn, Bravura's Chairman and Independent Non-Executive Director, notified the board that he intends to retire as Chairman and Independent Non-Executive Director at the conclusion of the 2025 AGM. This is a non-adjusting event.

On 8 August 2025, the Directors resolved to pay a final dividend of 2.92 cents per share, amounting to \$13.1 million, as well as a special dividend of 1.79 cents per share resultant from the Fidelity licence sale, amounting to \$8.0 million. The record date for the dividends is 20 August 2025 with payment to be made on 3 September 2025.

INSURANCE OF DIRECTORS AND OFFICERS

During the financial year, Bravura Solutions paid a premium in respect of a contract to insure the Directors of Bravura Solutions in line with the Constitution to the extent permitted by the *Corporations Act 2001*. The contract of insurance prohibits disclosure of the nature of liability and the amount of the premium.

PROCEEDINGS ON BEHALF OF BRAVURA SOLUTIONS

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of Bravura Solutions, or to intervene in any proceedings to which Bravura Solutions is a party, for the purpose of taking responsibility on behalf of Bravura Solutions for all or part of those proceedings.

ENVIRONMENTAL REGULATION AND PERFORMANCE

The Consolidated Entity is not subject to any significant environmental regulation under the laws of the Commonwealth, States or other territories.

## DIRECTORS' REPORT (CONTINUED)

### NON-AUDIT SERVICES

Details of amounts paid or payable to the auditor for non-audit services provided during the year by Ernst & Young are outlined in Note 27 in the Financial Report.

The Directors, in accordance with advice from the Audit and Risk Management Committee, are satisfied that the provision of non-audit services as disclosed in Note 27 in the Financial Report does not compromise the external auditor's independence as outlined in the *Corporation Act 2001* for the following reasons:

- Non-audit services were subject to the corporate governance procedures adopted by the Group and have been reviewed by the Audit and Risk Management Committee.
- Non-audit services provided do not undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants, as they did not involve reviewing or auditing the auditor's own work, acting in a management or decision-making capacity for the Group, acting as an advocate for the Company or jointly sharing risks and rewards.

### AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

The auditor's independence declaration is set out on page 33 and forms part of the Director's Report for the year ended 30 June 2025.

To the extent permitted by law, the Company has agreed to indemnify its auditor Ernst & Young, as part of the terms of its audit engagement agreement against claims made by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify Ernst & Young during or since the financial year.

### ROUNDING-OFF

Bravura Solutions is an entity of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Report) Instrument 2016/191, dated 24 March 2016, and consequently the amounts in this report have been rounded off to the nearest thousand dollars.

### REMUNERATION REPORT

The Remuneration Report on pages 17 to 32 forms part of the Directors' Report.

This report is issued in accordance with a resolution of the Directors.

**MATTHEW QUINN**

CHAIRMAN AND NON-EXECUTIVE DIRECTOR

Sydney  
13 August 2025

## REMUNERATION REPORT (AUDITED)

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### CONTENTS

1. Letter from the Chair of the Human Resources Committee
2. Scope of the Remuneration Report
3. Company performance and reward
4. Remuneration governance
5. Executive remuneration framework
6. KMP held equity and options
7. Non-Executive Director remuneration

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# REMUNERATION REPORT (AUDITED) (CONTINUED)

## 1 LETTER FROM THE CHAIR OF THE HUMAN RESOURCES COMMITTEE

Dear Shareholder,

On behalf of the Board, I am pleased to present the Bravura Solutions Limited (Company) Remuneration Report (Report) for the financial year ended 30 June 2025 (FY25). This Report outlines the remuneration outcomes for Key Management Personnel (KMP) and their alignment to company performance during FY25.

At the 2024 Annual General Meeting, the company received a 'first strike' against its Remuneration Report, with more than 25% of shareholders voting against. In response, the Board undertook a program of engagement to understand the concerns raised. Feedback primarily related to the structure of the incentive schemes. As a result, the FY2026 incentive scheme is simpler and structured to align to the creation of shareholder value. The Board remains committed to ongoing engagement with shareholders on remuneration matters.

In FY25 the Company continued to deliver improved financial results over FY24 as a result of our ongoing transformation efforts. We delivered as planned to realign the business around our core markets of EMEA and APAC. Our regional CEOs have end-to-end accountability for their businesses to drive improved financial performance, client and employee engagement.

Bravura is committed to attracting and retaining the best talent. In FY25, 65% of our people said that they would recommend Bravura as a great place to work, up from 54% in FY24. 83% of our people reported their experience of working at Bravura met their expectations and 85% shared they come to work and feel a sense of belonging, authenticity and equity. We are working to improve our communication tools and our ability to recruit, develop and retain the best in market talent across all regions in which we operate.

We welcomed Dexter Salna as a new Director. Dexter adds tremendous capability to our board as an experienced operator of vertical market software companies. Shezad Okhai assumed the role of Interim CEO as Andrew Russell transitioned from Group CEO & Managing Director to an advisory role. We are well progressed in the selection of a Group CEO to lead Bravura through our next chapter.

I want to highlight our gratitude and recognise our team, including our highly respected alumni, for the incredible impact and contribution they have made to deliver a solid result this year. Their sustained determination, respect and embodiment of our values creates connection and regenerates our great working culture.

Bravura is well positioned to continue delivering for our customers and employees in FY26 as we continue to explore avenues for further growth.

I look forward to working with the Executive team and the Board closely to drive the sound governance of Bravura to sustain and develop our leaders, deliver effective and fair remuneration, support diversity and a great culture.



**RUSSELL BASKERVILLE**

NON-EXECUTIVE DIRECTOR  
CHAIR OF THE HUMAN RESOURCES COMMITTEE



# REMUNERATION REPORT (AUDITED)<sub>(CONTINUED)</sub>

## 2 SCOPE OF THE REMUNERATION REPORT

The Report sets out, in accordance with section 300A of the *Corporations Act 2001*, associated regulations, and good governance:

- The Company's governance relating to remuneration (Section 4, Page [25](#));
- The policy for determining the nature and amount or value of remuneration of KMP (Section 5.1, Page [27](#));
- The various components of that remuneration (Section 5.4, Page [29](#));
- The prescribed details relating to the amount or value paid to KMP, as well as a description of any performance conditions (Section 3.3, Page [24](#); Section 7.2, Page [32](#));
- The relationship between KMP remuneration and the performance of the Company (Section 3.2, Page [20](#)); and
- Such other/additional details as may be relevant to shareholders in order for them to form a complete understanding of the Company's remuneration governance, policies, procedures and practices as they relate to KMP.

KMP are the directors and employees who have authority and responsibility for determining, planning, directing and controlling the activities of the Company. As remuneration for Non-Executive Directors is different to remuneration for Executives, the Report discusses each separately. For ease of reference, the Executives (including the Executive Directors) are referred to as Executive KMP. On that basis, the following roles/individuals are addressed in this Report:

### Non-Executive Directors:

- Mr Matthew Quinn, Independent Non-Executive Chair, appointed 31 May 2023.
- Mr Russell Baskerville, Independent Non-Executive Director, appointed 28 February 2023.
- Ms Sarah Adam-Gedge, Independent Non-Executive Director, appointed 1 September 2023.
- Mr Damien Leonard, Non-Executive Director, appointed 19 September 2023.
- Mr Dexter Salna, Non-Executive Director, appointed 4 November 2024.
- Mr Shezad Okhai, Non-Executive Director, originally appointed 28 April 2023, ceased to be a Non-Executive Director on 28 April 2025.
- Mr Charles Crouchman, Independent Non-Executive Director, appointed 28 September 2023.

### Former Non-Executive Directors:

- Mr Peter Mann, former Non-Executive Director, retired 19 February 2024.
- Mr Okhai was appointed Chief Commercial Officer and Executive Director effective 15 August 2023, at which point he became an Executive KMP. Mr Okhai resumed his role as Non-Executive Director on 1 July 2024. Effective 28 April 2025 Mr Okhai was appointed Interim CEO and Executive Director.

### Executive KMP:

- Mr Andrew Russell, Group CEO and Managing Director appointed 28 July 2023, Interim CEO and Managing Director appointed 19 June 2023 to 27 July 2023. Mr Russell stepped down as Chief Executive Officer on 28 April 2025 however Mr Russell continues to be employed by the Company in an advisory role. See the ASX Announcement of 28 April 2025 for more details
- Mr Neil Montford, Chief Financial Officer, appointed 1 June 2023.
- Mr Shezad Okhai - see table below

### Shezad Okhai History

Date of Service	Position
28 April 2023 - 14 August 2023	Non-executive Director
15 August 2023 - 30 June 2024	Chief Commercial Officer and Executive Director
1 July 2024 - 28 April 2025	Non-executive Director (and consultant from 1 July 2024 to 15 August 2024 to assist with finalising specific projects)
28 April 2025 - Present	Interim CEO and Executive Director

# REMUNERATION REPORT (AUDITED) (CONTINUED)

## 3 COMPANY PERFORMANCE AND REWARD

### 3.1 COMPANY PERFORMANCE

Bravura's financial performance in FY25 is summarised below:

- Underlying revenue from ordinary activities increased by \$8.3m (3.3%) from \$250.4m to \$258.7m;
- Underlying Cash EBITDA from ordinary activities increased by \$33.8m (338.0%) from \$10.0m to \$43.8m;
- Underlying NPAT from ordinary activities increased by \$15.6m (177.3%) from \$8.8m to \$24.4m;

The following outlines the performance of the Company over the FY25 period and for the preceding four years:

FY END DATE		30-JUN-25	30-JUN-24	30-JUN-23	30-JUN-22	30-JUN-21
Revenue \$m <sup>1</sup>		258.7	250.4	249.6	266.7	243.0
Profit after tax \$m <sup>1</sup>		24.4	8.8	(280.7)	29.9	34.6
Cash EBITDA \$m <sup>1,2</sup>		43.8	10.0	(27.8)	-	-
Closing price per share \$		2.22	1.08	0.47	1.42	3.51
Ordinary and special dividend \$		0.11	-	0.03	0.10	0.09
Number of shares outstanding ('000)		448,300	448,354	448,354	248,354	247,362
Market capitalisation \$m		995.2	484.2	210.7	352.7	868.2
Total Shareholder Return - 1 year	%	107.5	129.8	(61.3)	(56.8)	(20.1)
Total Shareholder Return - 3 year	%	92.3	(26.6)	(86.1)	(64.8)	18.6

- This figure excludes the effects of GBP 29 million (AUD 56.2 million) of non-recurring revenue from the sale of a perpetual licence to Fidelity International over the Fidelity Sonata software. The net profit after tax effect of this sale was \$49.9 million.
- Cash EBITDA has only been used as a management metric for FY23 - FY25. It was not previously measured. Cash EBITDA is defined as operating revenue minus operating costs less development costs, capex, lease costs and one-off revenue adjustments.

### 3.2 LINKS BETWEEN PERFORMANCE AND REWARD INCLUDING STIP AND LTIP OUTCOMES

The tables below provide details of the short-term and long-term incentive outcomes for the Executive KMP that have vested or apply to the FY25 year.

#### 3.2.1 FY25 STIP

Short-Term Incentive Plan (STIP)	
Aspect	Plan, offers and comments
Purpose	This element of remuneration aims to provide an incentive for senior executives to deliver on annual business improvement plans that will lead to superior returns for shareholders. Target-based STIPs are designed to adjust the cost of employing senior executives so that should the company experience poor performance, the executives share in the risk, and their compensation is reduced.
Measurement period	The FY25 Short-term incentive opportunity was measured based on Company performance over the 12 months from 1 July 2024 to 30 June 2025.
Award opportunities	The Short-term incentive plan was offered to members of the Senior Executive Team and other key staff.
Performance measure	The FY25 Short-term incentive was 100% based on company performance. Specifically, Cash EBITDA was chosen as the measure for Company performance as the Board considered it to be the critical financial metric to measure the sustainable financial health of the organisation and ultimately drive shareholder value creation over the long term. A Threshold level of AUD \$30 million was set, beyond which, the STIP would be paid out.

## REMUNERATION REPORT (AUDITED)<sub>(CONTINUED)</sub>

### Short-Term Incentive Plan (STIP)

Aspect	Plan, offers and comments
Award determination and payment	<p>The total pool available for distribution to participants of the Short-term incentive plan was determined as 50% of total Cash EBITDA before FY25 STIP (CEBITDAB) above than the threshold amount of \$30m achieved in FY25, up to a maximum of \$5.2m (equivalent CEBITDAB of \$40.4m).</p> <p style="text-align: center;"><math>\text{STIP Pool (in AUD \\$m)} = 50\% \times (\text{Actual CEBITDAB} - \\$30\text{m})</math></p> <p>Any CEBITDAB above \$40.4m may lead to an outperformance payment, at the discretion of the Board.</p> <p>Participants of the Short-term incentive plan who are based in Australia or the United Kingdom will receive payment as an equally weighted combination of cash and equity. All other participants will receive payment in cash only.</p> <p>Cash payment will be made directly after the release of the audited financial statements.</p> <p>Following cash payment, relevant participants will receive an offer to participate in an equity grant. Participants will be required to accept the offer within the stipulated time frame to receive the equity instruments under the STI plan. There will be no cash-equivalent compensation provided if the equity offer is not accepted.</p>
Terms of equity instruments to be granted under the STIP	<ul style="list-style-type: none"> <li>• The equity instrument will be Rights to Shares.</li> <li>• Rights will vest upon the earlier of two years from the date of announcement of the FY25 annual results, or the date of employee's exit.</li> <li>• In the case of termination for a cause such as misconduct, fraud, financial misstatement etc., a participant will be precluded from receiving any payout under this plan.</li> <li>• Upon vesting, each Right will provide the participant with one fully paid ordinary share of Bravura Solutions Limited. There is no exercise price.</li> </ul>
Cessation of employment during a measurement period	In the event of cessation of employment the rights will vest immediately, unless there is a termination for cause.
Change of control	The treatment of STIP in the case of a takeover or change of control is subject to Board discretion.
Plan gate, board discretion, and outperformance	The FY25 incentives were predicated on the Company's cash EBITDA reaching \$30m, which served as the gate condition. Achieving CEBITDAB of \$40.4m delivered the full bonus potential. As this full payout target was exceeded by a reasonable margin, the Board exercised discretion and added a further \$1.2m into the bonus pool. This additional payout has been calculated as 35% of the on target 100% incentive and will be paid in cash in line with the payment terms highlighted above.

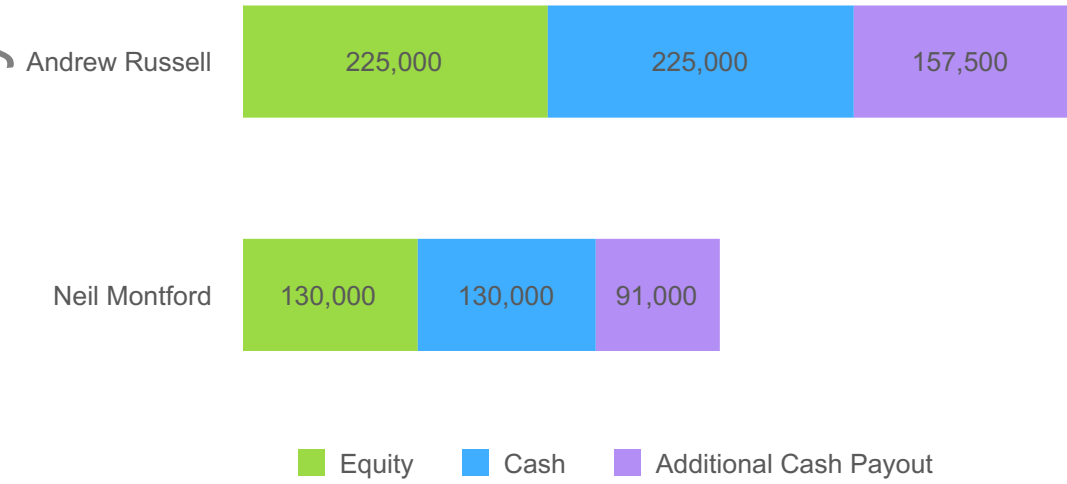
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REMUNERATION REPORT (AUDITED) (CONTINUED)

Details of the performance targets, measurement periods and outcomes are explained below:

Performance Measure	TARGET (\$m)	OUTCOME (\$m)	Result
Cash EBITDA	\$30.0	\$43.8	●
Key: ● Achieved outcome (Underlying Cash EBITDA ≥ \$40.4m) ● Partially achieved outcome (\$40.4m > Underlying Cash EBITDA > \$30m) ● Did not achieve outcome (\$30m ≥ Underlying Cash EBITDA)			

Owing to the over-achievement against this hurdle and the material effort displayed by all participants, the Board have approved a payment above 100% of the initial target. The total payout to Executive KMP is as follows:



As Interim CEO, Shezad Okhai was not eligible to receive incentive compensation.

Summary of total incentive outcome

The table below displays a summary of the total incentive payout made to Executive KMP across both tranches:

	TOTAL TARGET STIP	TOTAL OUTCOME	TOTAL OUTCOME
Executive KMP	\$	\$	%
Andrew Russell	450,000	607,500	135%
Neil Montford	260,000	351,000	135%
Shezad Okhai	—	—	—

## REMUNERATION REPORT (AUDITED)<sub>(CONTINUED)</sub>





### 3.2.2 FY23 LTIP

The purpose of the LTIP is to align executive interests with those of shareholders by linking reward to sustainable value creation for shareholders. As well as facilitating executives becoming shareholders, the LTIP provides an incentive for senior executives to achieve high financial and market performance.

Performance rights granted to the former CEO and CFO, Libby Roy and Brent Henley, were approved by shareholders at the November 2022 AGM with hurdles that apply as follows:

- (1) 50% of the LTIP grant is subject to an Earnings Per Share (EPS) Growth hurdle measured from 1 July 2022 to 30 June 2025; and
- (2) 50% of the LTIP grant is subject to a Indexed Total Shareholder Return (iTSR) hurdle measured from 1 July 2022 to 30 June 2025.

The results of Libby Roy and Brent Henley's LTIP were as follows:

Performance Measure	TARGET	OUTCOME	Result	Number of performance rights vesting
EPS Growth <sup>1</sup>	33.0%	(54.2)%		—
iTSR <sup>2</sup>	39.25% (100% of Index Plus 10% CAGR)	92.31%		80,408
Key:  Achieved outcome  Did not achieve outcome				

1. The EPS hurdle calculation does not include the positive impact of the Fidelity International sale on the basis it was a one-off event not contemplated in the original scheme.
2. The iTSR performance hurdle was based on relative iTSR performance over a three year measurement period against a comparator group (ASX 300 iTSR Index). The performance hurdles, including stretch targets, were as follows:





Performance level	COMPANY'S TSR COMPARED TO THE ASX300 TOTAL RETURN INDEX	VESTING
Stretch	≥100% of Index Plus 10% CAGR	100%
Between target & stretch	>100% Plus 5% CAGR & <100% Index Plus 10% CAGR	Pro rata
<b>Target</b>	<b>100% of Index</b> Plus 5% CAGR	<b>50%</b>
Between threshold & stretch	>100% of Index & <100% of Index Plus 5% CAGR	Pro rata
Threshold	100% of Index	25%
Below Threshold	<100% of Index	—%

The Board subsequently undertook a review of the LTIP to assess its appropriateness for the business using market practice and advice from external consultants, PayIQ. As an outcome of this review, the Board approved (December 2022) to retain the Earnings Per Share performance hurdle. However, the percentage growth metric was changed to an absolute metric. The Board also felt that the iTSR hurdle was not appropriate for the current situation of the business and approved that it be replaced by a Bravura Share Price hurdle.

Consequently, the FY23 LTIP awards granted to participants other than Libby Roy and Brent Henley comprised the revised LTIP performance hurdles as summarised below:

- (1) 50% of the LTIP grant is subject to an absolute Earnings Per Share (EPS) hurdle; and
- (2) 50% of the LTIP grant is subject to a Bravura Share Price (BSP) hurdle.

The results were as follows:

Performance Measure	TARGET	OUTCOME	Result	Number of performance rights vesting
EPS (cents) <sup>1</sup>	10.0	5.5		—
Bravura share price	\$1.75	\$2.22		450,917
Key:  Achieved outcome  Did not achieve outcome				

1. The EPS hurdle calculation does not include the positive impact of the Fidelity International sale on the basis it was a one-off event not contemplated in the original scheme.

The Board found that the Company's financial performance was insufficient to allow for vesting under the EPS growth hurdle. However, Bravura has met the stretch iTSR target for Libby Roy and Brent Henley's LTIP, and Bravura's closing share price for FY25 met the stretch target under the terms of the FY23 LTIP. Thus, the iTSR and BVS Share Price hurdles will vest in entirety.

## REMUNERATION REPORT (AUDITED) (CONTINUED)

### 3.3 EXECUTIVE KMP REMUNERATION - STATUTORY DISCLOSURES

The following table outlines the remuneration paid or payable to senior executives of the Company, prepared according to statutory disclosure requirements and applicable accounting standards.

NAME	YEAR	FIXED \$	SHORT TERM INCENTIVE \$	LONG-TERM BENEFITS	SHARE BASED PAYMENTS	TOTAL \$
				RETIREMENT PROVISION	LONG TERM INCENTIVE <sup>3</sup>	
				\$	\$	
Current KMP						
Andrew Russell <sup>1</sup>	FY25	722,500	607,500	30,000	377,500	1,737,500
Group CEO and Managing Director	FY24	718,833	375,000	27,500	377,500	1,498,833
Neil Montford	FY25	520,000	351,000	30,000	49,600	950,600
Chief Financial Officer	FY24	520,000	305,500	27,500	49,600	902,600
Shezad Okhai <sup>2</sup>	FY25	115,356	-	-	-	115,356
Interim CEO and Executive Director	FY24	444,190	164,384	-	-	608,574
Total	FY25	1,357,856	958,500	60,000	427,100	2,803,456
	FY24	1,683,023	844,884	55,000	427,100	3,010,007

Further details regarding incentive opportunities and outcomes are presented in the relevant sections of the Remuneration Report to assist shareholders to obtain a more complete understanding of remuneration as it relates to senior executives. Non-monetary benefits include car parking, annual leave and other benefits.

1. Andrew Russell was appointed Group CEO and Managing Director on 28 July 2023, Interim CEO and Managing Director from 19 June 2023 to 27 July 2023. His remuneration for FY24 reflects his role as Interim CEO and Managing Director for the period 1 July 2023 to 27 July 2023, and then as Group CEO and Managing Director from 28 July 2023. His annual remuneration arrangements were disclosed in the relevant ASX announcement made to the market on 28 July 2023. Mr Russell stepped down as Chief Executive Officer on 28 April 2025 however Mr Russell continues to be employed by the Company in an advisory role. See the ASX Announcement of 28 April 2025 for more details.
2. The FY25 amount includes both remuneration as a consultant from 1 July 2024 – 15 August 2024 and from 28 April 2025 – 30 June 2025 as the Interim CEO. Refer to page 22 for Mr Okhai's full history.
3. LTI represents the expensing of grant date fair values as per AASB 2 Share-based Payments, and therefore is included on an expensed basis, rather than at target. These payments represent the 2,500,000 and 800,000 options issued to Andrew Russell and Neil Montford which vest over three years. Refer to page 30 for further detail.

# REMUNERATION REPORT (AUDITED)<sub>(CONTINUED)</sub>

## 4 REMUNERATION GOVERNANCE

The following passages summarise Bravura Solutions' remuneration governance framework. The relevant documentation can be found on the Company's website - <https://investors.bravurasolutions.com/investor-centre/?page=corporate-governance>.

It is important that shareholders, proxy advisors and other interested parties consider this online governance disclosure information as part of forming an opinion on the Company's remuneration policies, procedures and practices.

The Board seeks input regarding the governance of KMP remuneration from a wide range of sources, including:

- Shareholders;
- Stakeholder groups including proxy advisors;
- External remuneration consultants;
- Human Resources Committee Members;
- Other experts and professionals such as tax advisors and lawyers; and
- Company management.

### 4.1 HUMAN RESOURCES COMMITTEE CHARTER

The Human Resources Committee (the "Committee") is appointed and authorised by the Board to assist the Board in fulfilling its statutory and fiduciary duties. The Committee is responsible for making recommendations to the Board about:

- CEO and senior executive succession planning;
- The review of the performance of the CEO and senior executives, which should take place at least annually;
- Remuneration, recruitment, retention and termination policies and procedures for senior executives;
- The remuneration packages of senior executives, executive directors, equity-based incentive plans and other employee benefit programs;
- Employee engagement and culture; and
- Diversity targets and strategies to achieve them.

The Committee must consist of at least three members and must be made up of a majority of independent directors. The Committee has the authority to seek any information which is relevant to its function from any employee of Bravura Solutions or external parties. The Committee has the authority to obtain outside professional advice as it determines necessary to carry out its duties. The Committee is also responsible for developing and overseeing the Diversity Policy. The full Charter is available on the Company website.

### 4.2 SECURITIES TRADING POLICY

The Company's policy on trading in Bravura Solutions securities by directors and other KMP of the Company:

- Sets out the guidelines for dealing in any type of Bravura Solutions securities by the Company's KMP; and
- Summarises the law relating to insider trading which applies to everyone, including to all Bravura Solutions group employees as well as to KMP.

Under the current policy, directors and all employees are prohibited from engaging in short term trading of company securities and KMP must not trade during "prohibited periods" (with some limited exceptions, and with prior written approval, as set out in the policy). The following periods in a year are "prohibited periods":

- From the Company's year end until the release of the full year results;
- From the Company's half year end until the release of the half yearly results; and
- Any additional periods imposed by the Board from time to time (for example when the Company is considering matters subject to Listing Rule 3.1A).

The policy also prohibits KMP from using any derivatives or other products which operate to limit the economic risk of unvested Bravura Solutions securities.

### 4.3 MINIMUM SHAREHOLDINGS POLICY

The Board have adopted a Minimum Shareholding Policy in FY24 which requires all Non-Executive Directors and Executives to acquire and maintain a beneficial interest in Bravura shares for the entirety of their tenure with the Company, as detailed below. Any acquired shares will be valued at the higher of the actual cost at the time of acquisition, or their current value.

KMP role	Minimum shareholding requirement	Time to acquire
Non-Executive Directors	12 months Fixed Remuneration	4 years
CEO	12 months Fixed Remuneration	4 years
Other Senior Executives	6 months Fixed Remuneration	Within a reasonable time frame

## REMUNERATION REPORT (AUDITED) (CONTINUED)

### 4.4 EXTERNAL REMUNERATION CONSULTANT ADVICE

During the reporting period, the Company received advice from KPMG around the establishment of the Employee Share Trust. The Company paid KPMG \$37,331 for their advice. The Company also received advice from Alvarez & Marsal for tax advice in respect of various employee share schemes. The Company paid Alvarez & Marsal \$57,379 for their advice.

### 4.5 OTHER REMUNERATION RELATED MATTERS

The following outlines other remuneration related matters that may be of interest to stakeholders, in the interests of transparency and disclosure:

- There were no loans to directors or other KMP at any time during the reporting period; and
- There were no relevant material transactions involving KMP other than compensation and transactions concerning shares, performance rights/ options as discussed in this Report.

### 4.6 DIVERSITY, EQUITY AND INCLUSION POLICY

The Company has adopted a formal and documented Diversity, Equity and Inclusion policy, which is available on the Company website. The Company values and is proud of its strong and diverse workforce and is committed to supporting and further developing this diversity through attracting, recruiting, engaging and retaining diverse talent and aligning the Company's culture and management systems to this commitment. In summary, the policy outlines the following, and compliance is overseen by the Committee:

- In FY24, the Company has adopted a gender representation target of 40% male, 40% female and 20% open, by end of FY27. These targets will be monitored and reviewed annually. In FY25 the current representations are 63% male, 31% female and 6% open.
- The Company intends to promote the principles of merit and fairness when making decisions about recruitment, development, promotion, remuneration and flexible work arrangements, and to foster a commitment to diversity by leaders at all levels;
- The Company maintains several programs and initiatives to support the policy including internal information sharing networks, mentoring programs, professional development and flexible work opportunities;
- The policy will be communicated to the market, including this summary in the Annual Report (this summary); and
- The Company intends to meet its obligations in respect of diversity as outlined under the ASX Corporate Governance Council's Principles and Recommendations (4th edition).



REMUNERATION REPORT (AUDITED)<sub>(CONTINUED)</sub>

5 EXECUTIVE REMUNERATION FRAMEWORK

5.1 GOVERNANCE OF EXECUTIVE KMP REWARD

The executive remuneration framework applies to:

- Group CEO and MD - accountable to the Board for the Company's performance and long-term planning;
- Those roles classified as executive KMP under the Corporations Act;

The framework outlines the Company's intentions regarding senior executive remuneration, including how remuneration is to be structured, benchmarked and adjusted in response to changes in the circumstances of the Company, and in line with current best-practices. The framework is summarised in the formal and documented remuneration policy of the Company, available on the Company website. The following outlines the intentions of the Board in relation to applying the framework:

- Remuneration may be typically, but not necessarily, composed of the following elements:
  - Base package (inclusive of superannuation, allowances, benefits and any applicable fringe benefits tax (FBT);
  - STIP which provides a reward for performance against annual objectives and which may be subject to deferral as determined by the Board from time to time, intended to create alignment with shareholders;
  - LTIP which provides an equity-based reward for performance against indicators of shareholder benefit or value creation, over multiple years, intended to create alignment with shareholders;
- In total the sum of the elements included will constitute the total remuneration package (TRP).
- Both internal relativities and external market factors should be considered;
- The performance of the Company and of senior executives should be considered in respect of the design of remuneration; and
- Termination benefits will generally be limited to the default amount allowed for under the Corporations Act (without shareholder approval) and will not be made when an executive is removed for misconduct.

5.2 EMPLOYMENT TERMS FOR KEY MANAGEMENT PERSONNEL

A summary of contract terms in relation to executive KMP is presented below:

NAME	POSITION	EMPLOYING COMPANY	DURATION OF CONTRACT	PERIOD OF NOTICE	Payments <sup>1</sup>
Mr Andrew Russell <sup>2</sup>	Chief Executive Officer	Bravura Solutions Operations Pty Ltd	Open ended	6 months	Up to 12 months
Mr Neil Montford	Chief Financial Officer	Bravura Solutions Operations Pty Ltd	Open ended	6 months	Up to 12 months
Mr Shezad Okhai <sup>3</sup>	Interim CEO	Bravura Solutions Operations Pty Ltd	Open ended	1 month <sup>4</sup>	1 month

1. Under the Corporations Act the termination benefits limit is 12 months average salary (last 3 years) unless shareholder approval is obtained.

2. Mr Russell stepped down as Chief Executive Officer on 28 April 2025 however Mr Russell continues to be employed by the Company in an advisory role. See the ASX Announcement of 28 April 2025 for more details.

3. Mr Okhai was appointed Interim CEO on 28 April 2025. This contract provides a fixed annual remuneration and no incentives are applicable.

4. Mr Okhai's period of notice is only 1 month as he will not be considered for the role of Group CEO.

## REMUNERATION REPORT (AUDITED) (CONTINUED)

### 5.3 LONG-TERM INCENTIVE PLAN (LTIP)

The purpose of the LTIP is to align executive interests with those of shareholders by linking reward to sustainable value creation for shareholders. As well as facilitating executives becoming shareholders, the LTIP provides an incentive for senior executives to achieve high financial and market performance. Other purposes of the LTIP are to assist in the attraction and retention of a stable team of senior executives.

#### FY25 LTIP

There was no FY25 LTIP.

#### FY24 LTIP

In FY24, the Board undertook a review of the Long-Term Incentive Plan in FY24 and made meaningful changes to the plan design. As a result, the FY24 LTIP was granted in the form of premium priced options with a three year vesting period. The terms of the FY24 options granted to the KMP are summarised below:

Long-Term Incentive Plan (LTIP)	
Aspects	Plan, offers and comments
Number of Options	Group CEO and Managing Director: 2,500,000 Group CFO: 800,000
Nature	Each LTIP Option entitles the participant to one share in the Company upon vesting.
Grant frequency	The grant frequency is at the discretion of the Board.
Eligibility criteria	Executive team and selected senior leaders.
Grant date	Group CEO and Managing Director: 2 November 2023 (Date of AGM approval. Option invitation letter dated 27 July 2023) Group CFO: 24 August 2023
Exercise price <sup>1</sup>	\$0.39
Vesting period	3 years
Exercise period	4 years
Amount payable to receive Options grant	The Options granted under this plan were issued with an exercise price above prevailing market value. The issue price was based on the safe harbour valuation methodology included in the tax regulations, which was determined to be \$0.0116 per Option. The recipients paid this amount per Option to the Company to acquire these Options.
Dividend and voting rights	No dividend or voting rights until exercised.
Performance hurdle	In order for Options to vest, the below performance conditions must be satisfied: <ul style="list-style-type: none"> <li>▪ The share price based on a 90-day VWAP must exceed \$1 at any time during the vesting period; and</li> <li>▪ Continued employment during the vesting period.</li> </ul>
Cessation of employment during a measurement period	In the event of cessation of employment due to voluntary resignation or dismissal for cause, all entitlements in relation to the measurement period are forfeited.  In the case of cessation of employment for other reasons, the incumbent may receive a pro rata payment at the discretion of the Board.
Change of control	The treatment of LTIP in the case of a takeover or change of control is subject to Board discretion.
Issue or acquisition of shares	Shares allocated to a Participant when Options vest under the LTI Plan may be issued by the Company or acquired on market. The Company has established an Employee Share Trust to facilitate on-market purchase of shares.
Total Options pool	The LTIP Options pool was set to a maximum of 10 million options and, 8.7 million options have been allocated in FY24 with 6.8 million options remaining at 30 June 2025. These Options were granted between July 2023 to March 2024, with exercise prices ranging from \$0.39 to \$1.59, being at a premium to prevailing market price on the respective date of grant.

1. The exercise price of the FY24 LTIP has reduced from \$0.55 to \$0.39. This is the result of the return of capital announced on 13 January 2025 which reduced Bravura's share capital by up to \$73.2 million through a \$0.163 per share equal reduction.

#### FY23 LTIP

Refer to section 3.2.2 of the Remuneration Report (page 23) for further details.

## REMUNERATION REPORT (AUDITED)<sub>(CONTINUED)</sub>

### 5.4 FY26 EXECUTIVE KMP REMUNERATION ARRANGEMENTS

The following tables describe the FY26 remuneration arrangements for the executive KMP.

#### FY26 remuneration for Executive KMP

Aspect	Description
Total Fixed Remuneration (Base Salary plus Super)	<p>A 2.5% increase effective 1 August 2025 in Neil Montford's Base Salary was approved in FY25. The FY26 Fixed Remuneration for KMP reflecting this is shown below:</p> <p>Neil Montford: \$561,917</p> <p>Shezad Okhai: \$500,000</p> <p>Mr Montford is also eligible to receive a payment of up to \$85,680 in addition to Fixed Remuneration and FY26 STIP.</p>
FY26 Incentive Plan	<p><b>Quantum</b></p> <p>Mr Montford's FY26 Incentive will be determined by multiplying the Base Salary with a combination of corporate performance hurdles and a role-based personal factor. This is explained in more detail below.</p> <p>Mr Okhai is not entitled to any incentives as Interim CEO.</p> <p><b>Plan mechanics</b></p> <p>The FY26 Incentive Plan is a combined scheme incorporating elements of both STIP and LTIP. The FY26 incentive is designed to reward both revenue growth and profitability.</p> <p>The FY26 incentive will be calculated as:</p> $\text{Base Salary} \times \text{Business Quality Ratio} \times \text{Personal Factor}$ <p><b>Business Quality Ratio</b> – The Business Quality Ratio (BQR) is determined as the sum of FY26 Group Revenue Growth and the FY26 Group Cash EBITDA margin percentage. For example, a growth rate of 5% and a CEBITDA margin of 20% of revenue would equate to a BQR of 25%.</p> <p><b>Personal Factor</b> – The Personal Factor is an outcome multiplier which is based on an individual's role. For Executives, the Personal Factor can be accelerated based on the FY26 BQR result. The BQR targets are deemed commercially sensitive and therefore not disclosed in this annual report. Mr Montford's personal factor is 1.5x. Outperformance against targets may increase this factor.</p> <p>The FY26 incentive will be settled in cash and shares, acquired on behalf of employees using the after-tax proceeds of a portion of their incentive payment. The shares will be restricted for a period of two years and will be entitled to receive dividends. The ratio of cash and shares will vary based on the seniority of the KMP and senior executives.</p>

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# REMUNERATION REPORT (AUDITED) (CONTINUED)

## 6 KEY MANAGEMENT PERSONNEL (KMP) HELD EQUITY AND OPTIONS

### 6.1 RELEVANT INTEREST IN ORDINARY SHARES OF THE DIRECTORS AND OTHER KMP

The movement during the reporting period in the number of ordinary securities in the Company held directly, indirectly or beneficially, by each KMP, including their related parties is as follows:

2025					
DIRECTORS OF BRAVURA SOLUTIONS LIMITED	BALANCE AT THE START OF THE YEAR	PURCHASED DURING THE YEAR / HELD AT APPOINTMENT	SOLD OR OTHER CHANGE DURING THE YEAR	CEASED TO BE A KMP	BALANCE AT THE END OF THE YEAR
M Quinn	700,000	-	(500,000)	-	200,000
R Baskerville	-	-	-	-	-
S Adam-Gedge	-	12,000	-	-	12,000
C Crouchman	-	-	-	-	-
D Leonard <sup>1</sup>	96,884,686	5,191,731	-	-	102,076,417
D Salna	-	15,736,335	-	-	15,736,335

SENIOR EXECUTIVES OF THE GROUP	BALANCE AT THE START OF THE YEAR	PURCHASED DURING THE YEAR	SOLD OR OTHER CHANGE DURING THE YEAR	CEASED TO BE A KMP	BALANCE AT THE END OF THE YEAR
A Russell	270,230	-	-	(270,230)	-
N Montford	-	-	-	-	-
S Okhai <sup>2</sup>	2,193,500	-	-	-	2,193,500

- As at 30 June 2025, Damien Leonard has an indirect interest in 102,076,417 fully paid ordinary shares as President and Executive Director of Pinetree Capital Ltd and L6 Holdings Inc. Citigroup Pty Limited is the registered holder of 9,155,072 fully paid ordinary shares as custodian of Pinetree Income Partnership, a subsidiary of Pinetree Capital Ltd. HSBC Bank Australia Ltd is the registered holder of 92,921,345 fully paid ordinary shares as custodian for L6 Holdings Inc.
- Mr Okhai took on the role of Interim CEO from 28 April 2025.

### 6.2 KMP HELD OPTIONS

NAME	BALANCE OF UNVESTED OPTIONS AT THE START OF THE YEAR	GRANTED AS COMPENSATION DURING THE YEAR	LAPSED/ FORFEITED DURING THE YEAR	VESTED & EXERCISED DURING THE YEAR	CEASED TO BE A KMP <sup>2</sup>	BALANCE OF UNVESTED OPTIONS AT THE END OF THE YEAR
A Russell	2,500,000	-	-	-	(2,500,000)	-
N Montford <sup>1</sup>	800,000	-	-	-	-	800,000
<b>Total</b>	<b>3,300,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(2,500,000)</b>	<b>800,000</b>

- Mr Montford also holds 81,908 performance rights through the FY24 H2 incentive scheme which vest in October 2026. Performance rights to \$130,000 worth of shares will be granted to Mr Montford for the FY25 STIP which will vest two years after grant.
- Mr Russell continues to hold 2,500,000 options but has ceased to be a KMP as of 28 April 2025.

## REMUNERATION REPORT (AUDITED)<sub>(CONTINUED)</sub>

### 7 NON-EXECUTIVE DIRECTOR REMUNERATION

The Remuneration Policy outlines the framework for remuneration as it applies to Non-Executive Directors of the Company in their capacity as directors and members of committees, and may be summarised as follows:

- Remuneration may be composed of:
  - Board fees;
  - Committee fees;
  - Superannuation;
  - Other benefits; and
  - Equity (if appropriate at the time).
- Remuneration is managed within the aggregate fee limit (AFL) or fee pool approved by shareholders of the Company;
- Remuneration is reviewed annually;
- Termination benefits are not paid to Non-Executive Directors;
- Board fees (being the fees paid for membership of the Board, inclusive of superannuation and exclusive of committee fees) are benchmarked considering the size of the Board and the required workload for the Chair and other directors; and
- Committee fees are used to recognise additional contributions to the work of the Board by members of committees.

The Company does not currently provide equity as part of Non-Executive Director remuneration.

#### 7.1 NON-EXECUTIVE DIRECTOR REMUNERATION

The Base and Committee fee structure for Non-Executive Directors has not changed for FY26, except for the impact of the mandatory increase in superannuation guarantee. The table below indicates the FY26 NED fees structure inclusive of Superannuation contributions:

POSITION	FY26 FEE	FY25 FEE
	\$	\$
Chairman (including committee fees)	257,600	256,450
Independent Non-Executive Director Base Fee	125,440	124,880
Committee Chair	22,400	22,300
Committee Member	11,200	11,150

## REMUNERATION REPORT (AUDITED) (CONTINUED)

### 7.2 NON-EXECUTIVE DIRECTOR REMUNERATION - STATUTORY TABLE

Remuneration paid or payable to Non-Executive Directors, prepared in accordance with the statutory disclosure requirements, is presented below:

NAME	YEAR	BASE FEES \$	RETIREMENT PROVISION \$	OTHER BENEFITS \$	TOTAL \$
<b>M Quinn (Non-Executive Chairman)<sup>1</sup></b>	<b>2025</b>	<b>211,664</b>	<b>24,341</b>	<b>-</b>	<b>236,005</b>
	2024	244,997	26,950	-	271,947
<b>R Baskerville (Non-Executive Director)<sup>1</sup></b>	<b>2025</b>	<b>134,496</b>	<b>15,467</b>	<b>-</b>	<b>149,963</b>
	2024	150,159	16,517	-	166,676
<b>S Adam-Gedge (Non-Executive Director)</b>	<b>2025</b>	<b>142,000</b>	<b>16,330</b>	<b>-</b>	<b>158,330</b>
	2024	118,333	13,017	-	131,350
<b>C Crouchman (Non-Executive Director)</b>	<b>2025</b>	<b>112,000</b>	<b>-</b>	<b>-</b>	<b>112,000</b>
	2024	84,000	-	-	84,000
<b>D Salna (Non-Executive Director)</b>	<b>2025</b>	<b>74,667</b>	<b>-</b>	<b>-</b>	<b>74,667</b>
	2024	-	-	-	-
<b>D Leonard (Non-Executive Director)<sup>2</sup></b>	<b>2025</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	2024	-	-	-	-
<b>S Okhai (Non-Executive Director)<sup>2</sup></b>	<b>2025</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	2024	-	-	-	-
<b>Total Non-Executive Directors</b>	<b>2025</b>	<b>674,827</b>	<b>56,138</b>	<b>-</b>	<b>730,965</b>
	2024	597,489	56,484	-	653,973

1. In FY24, Matthew Quinn and Russell Baskerville were overpaid due to an administrative error. This was recovered in FY25. The amounts overpaid to each Non-Executive Director were \$18,333 and \$7,500 respectively.

2. Shezad Okhai and Damien Leonard elected not to receive fees as a Non-Executive Director in FY25.

On appointment to the Board, all Non-Executive Directors enter into a service agreement with the Company in the form of a letter of appointment which specifies a term of three years, subject to re-election, with no notice periods. The letter summarises the Board policies and terms, including compensation relevant to the office of the Director. Non-Executive Directors are not eligible to receive termination payments under the terms of the appointments. Non-Executive Director fees are managed within the current aggregate fees limit (or fee pool) of \$1,000,000 as was approved by shareholders at the 2019 AGM.

This Report forms part of the Directors' Report and has been audited in accordance with Section 300A of the *Corporations Act 2001*.

# AUDITOR'S INDEPENDENCE DECLARATION



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## Auditor's independence declaration to the directors of Bravura Solutions Limited

As lead auditor for the audit of the financial report of Bravura Solutions Limited for the financial year ended 30 June 2025, I declare to the best of my knowledge and belief, there have been:

- a. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit;
- b. No contraventions of any applicable code of professional conduct in relation to the audit; and
- c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Bravura Solutions Limited and the entities it controlled during the financial year.

Ernst & Young

Graham Leonard  
Partner  
13 August 2025

# CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025

	NOTES	2025 \$'000	2024 \$'000
Revenue from contracts with customers (excluding non-recurring revenue from the sale of licence to Fidelity International)	5.1	256,752	249,045
Non-recurring revenue on sale of licence <sup>1</sup>		56,222	–
<b>Total revenue from contracts with customers</b>		<b>312,974</b>	249,045
Other and interest income	5.1	4,632	3,731
Employee benefits expense	6	(153,599)	(167,185)
Depreciation and amortisation expense	6	(13,153)	(15,588)
Third party costs		(26,798)	(27,198)
Travel and accommodation costs		(1,151)	(897)
Occupancy costs		(2,618)	(4,405)
Technology expenses		(14,364)	(15,373)
Other expenses		(7,598)	(7,318)
Foreign exchange loss		(4,522)	(80)
Finance costs	6	(889)	(1,533)
<b>Profit before income tax</b>		<b>92,914</b>	13,199
Income tax expense	7	(18,686)	(4,422)
<b>Profit for the year after income tax expense attributable to shareholders of Bravura Solutions</b>		<b>74,228</b>	8,777
<b>Other comprehensive income will be reclassified subsequently to profit or loss when specific conditions are met</b>			
Exchange differences on translation of foreign operations		7,576	(975)
<b>Total comprehensive income for the year attributable to shareholders of Bravura Solutions</b>		<b>81,804</b>	7,802
<b>Profit attributable to owners</b>		<b>74,228</b>	8,777

## Unadjusted earnings per share attributable to the ordinary equity holders of Bravura Solutions Limited:

		CENTS	CENTS
Basic gain per share	8	16.6	2.0
Diluted gain per share	8	16.6	1.9

1. The Consolidated Entity issued a perpetual licence to Fidelity International over the Fidelity Sonata software for a one-off licence fee of GBP 29 million. This has been recognised in full in the year ended 30 June 2025, and is inclusive of direct costs.

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.



# CONSOLIDATED STATEMENT OF FINANCIAL POSITION

## AS AT 30 JUNE 2025

	NOTES	2025 \$'000	2024 \$'000
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	3	58,685	89,971
Trade receivables	3	36,929	39,631
Contract assets	5.2	9,969	12,035
Current tax receivables	13	4,690	3,730
Other current assets	9	9,602	9,445
<b>Total current assets</b>		<b>119,875</b>	154,812
<b>Non-current assets</b>			
Contract assets	5.2	3,220	7,209
Property, plant and equipment	10	9,361	13,843
Right of use assets	19	10,460	13,979
Deferred tax assets	11	3,499	3,777
Intangible assets	12	33,424	35,584
<b>Total non-current assets</b>		<b>59,964</b>	74,392
<b>Total assets</b>		<b>179,839</b>	229,204
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	3	7,801	9,580
Provisions	15	13,630	19,208
Lease liabilities	19	4,506	4,600
Provision for income tax	13	1,094	456
Contract liabilities	5.2	26,256	33,054
Accrued expenses		17,759	11,587
<b>Total current liabilities</b>		<b>71,046</b>	78,485
<b>Non-current liabilities</b>			
Deferred tax liabilities	11	2,929	-
Provisions	15	3,477	4,240
Lease liabilities	19	8,810	12,808
<b>Total non-current liabilities</b>		<b>15,216</b>	17,048
<b>Total liabilities</b>		<b>86,262</b>	95,533
<b>Net assets</b>		<b>93,577</b>	133,671
<b>EQUITY</b>			
Contributed equity	16	357,489	432,867
Reserves	17	22,137	13,920
Accumulated losses	17	(286,049)	(313,116)
<b>Total equity</b>		<b>93,577</b>	133,671

The above consolidated statement of financial position should be read in conjunction with the accompanying notes.

# CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

## FOR THE YEAR ENDED 30 JUNE 2025

2025	NOTES	CONTRIBUTED EQUITY	SHARES HELD IN TRUST	RESERVES	ACCUMULATED LOSSES	TOTAL EQUITY
		\$'000	\$'000	\$'000	\$'000	\$'000
<b>Balance at 1 July 2024</b>		<b>432,867</b>	<b>-</b>	<b>13,920</b>	<b>(313,116)</b>	<b>133,671</b>
Profit for the year	17b	-	-	-	74,228	74,228
Other comprehensive income	17a	-	-	7,576	-	7,576
Total comprehensive income for the year		-	-	7,576	74,228	81,804
Transactions with owners in their capacity as owners:						
On-market buyback of share capital		(72)	-	-	-	(72)
Return of share capital, net of transaction costs		(73,162)	-	-	-	(73,162)
Purchase of shares by Employee Share Trust		-	(2,144)	-	-	(2,144)
Dividends paid		-	-	-	(47,161)	(47,161)
Share-based payments	17a	-	-	641	-	641
<b>Balance at 30 June 2025</b>		<b>359,633</b>	<b>(2,144)</b>	<b>22,137</b>	<b>(286,049)</b>	<b>93,577</b>

2024		\$'000	\$'000	\$'000	\$'000	\$'000
<b>Balance at 1 July 2023</b>		432,867	-	14,936	(321,893)	125,910
Profit for the year	17b	-	-	-	8,777	8,777
Other comprehensive income	17a	-	-	(975)	-	(975)
Total comprehensive income for the year		-	-	(975)	8,777	7,802
Transactions with owners in their capacity as owners:						
Return of share capital		-	-	-	-	-
Dividends paid		-	-	-	-	-
Share-based payments	17a	-	-	(41)	-	(41)
<b>Balance at 30 June 2024</b>		432,867	-	13,920	(313,116)	133,671

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

# CONSOLIDATED STATEMENT OF CASH FLOWS

## FOR THE YEAR ENDED 30 JUNE 2025

	NOTES	2025	2024
		\$'000	\$'000
<b>Operating activities</b>			
Receipts from customers (inclusive of goods and services tax)		<b>348,382</b>	298,389
Payments to suppliers and employees (inclusive of goods and services tax)		<b>(240,193)</b>	(267,273)
		<b>108,189</b>	31,116
Interest received		<b>2,729</b>	2,370
Income taxes paid		<b>(10,339)</b>	(3,317)
<b>Net cash inflows from operating activities</b>		<b>100,579</b>	30,169
<b>Investing activities</b>			
Purchase of property, plant and equipment		<b>(595)</b>	(3,832)
Payments for capitalised software development	12	<b>(2,276)</b>	(2,658)
<b>Net cash outflows from investing activities</b>		<b>(2,871)</b>	(6,490)
<b>Financing activities</b>			
Finance costs paid		<b>(177)</b>	(260)
Rental lease interest payments		<b>(712)</b>	(1,273)
ROU lease payments		<b>(3,724)</b>	(7,332)
Dividends paid		<b>(47,161)</b>	-
Capital return		<b>(73,162)</b>	-
Purchases of equity to satisfy long term incentive plans		<b>(2,144)</b>	-
On-market share buyback		<b>(72)</b>	-
<b>Net cash outflows from financing activities</b>		<b>(127,152)</b>	(8,865)
<b>Net (decrease)/increase in cash and cash equivalents</b>		<b>(29,444)</b>	14,814
Cash and cash equivalents at the beginning of the year		<b>89,971</b>	75,749
Effects of exchange rate changes on cash and cash equivalents		<b>(1,842)</b>	(592)
<b>Cash and cash equivalents at end of the year</b>		<b>58,685</b>	89,971

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025

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# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of these consolidated financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial statements are for the Consolidated Entity consisting of Bravura Solutions and its subsidiaries.

The Financial Report was authorised for issue on 13 August 2025 by the Board of Directors.

#### (a) Basis of preparation

This general purpose Financial Report has been prepared in accordance with Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board and the Corporations Act 2001.

##### (i) Compliance with IFRS

The consolidated financial statements of the Consolidated Entity comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).

##### (ii) Historical cost convention

These financial statements have been prepared under the historical cost convention.

##### (iii) Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. It also requires Management to exercise its judgement in the process of applying the Consolidated Entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 2.

##### (iv) Comparatives

The Consolidated Entity has made reclassifications in prior year comparatives in order to align with the presentation in this Financial Report.

On 20 December 2024, the Consolidated Entity announced changes to its segment reporting to better reflect the alignment of the business around two core regions. The previous operating segments were Wealth Management and Funds Administration. Two reporting segments have been identified in the current year: EMEA and APAC. Segment comparative information has been restated to reflect these changes.

#### (b) Going concern

These financial statements have been prepared on a going concern basis. Bravura Solutions and its subsidiaries are expected to continue their normal business activities in the foreseeable future, and have sufficient cash flows to ensure that they will be able to pay their debts as they fall due for at least the next 12 months following the signing of the financial report.

#### (c) Basis of consolidation

The consolidated financial statements comprise the financial statements of Bravura Solutions ("Company" or "Parent Entity") and its subsidiaries ("the Group") as at 30 June 2025. Control is achieved when the Group is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Specifically, the Group controls an investee if and only if the Group has:

- Power over the investee (i.e. existing rights that give it the current ability to direct the relevant activities of the investee);
- Exposure, or rights, to variable returns from its involvement with the investee; and
- The ability to use its power over the investee to affect its returns.

The Group re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when the Group obtains control over the subsidiary and ceases when the Group loses control of the subsidiary. Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the financial statements from the date the Group gains control until the date the Group ceases to control the subsidiary.

Profit or loss and each component of Other Comprehensive Income (OCI) are attributed to the equity holders of the parent of the Group and to the non-controlling interests, even if this results in the non-controlling interests having a deficit balance. When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with the Group's accounting policies. All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation unless the transaction provides evidence of the impairment of that asset transferred.

#### (d) Foreign currency translation

##### (i) Functional and presentation currency

Items included in the financial statements of each of the consolidated entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is Bravura Solutions functional and presentation currency.

Each entity in the Consolidated Entity determines its own functional currency and items included in the financial statements of each entity are measured using that functional currency.

##### (ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined.

Functional currencies of overseas subsidiaries are as follows:

- Bravura Solutions (NZ) Ltd – New Zealand dollars (NZ\$)
- Bravura Solutions (UK) Ltd – British pounds (£)
- Bravura Solutions (HK) Ltd – United States dollars (US\$)
- Bravura Solutions Luxembourg Holdings S.à.r.l. – Euro (€)
- Bravura Software Solutions (SA) (Proprietary) Ltd – South African Rand (ZAR)
- Bravura Solutions Polska S.P. ZOO – Polish Zloty (PLN)
- Mutual Fund Technologies Ltd – British pounds (£)
- Bravura Solutions Services (UK) Ltd – British pounds (£)

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

- (i) Bravura Solutions India LLP – Indian Rupee (INR)
- (j) Bravura Solutions (Deutschland) GmbH – Euro (€)
- (k) Delta Financial Systems Ltd – British pounds (£)

As at the reporting date the assets and liabilities of these overseas subsidiaries are translated into the presentation currency of Bravura Solutions at the rate of exchange ruling at the reporting date and revenues, expenses and other comprehensive income are translated at the average exchange rates for the period.

The exchange differences arising on the re-translation are taken directly to a separate component of equity.

On disposal of a foreign entity, the deferred cumulative amount recognised in equity relating to that particular foreign operation is recognised in the Consolidated Statement of Profit and Loss and Other Comprehensive Income.

### (e) Revenue

#### (i) Revenue from contracts with customers

The Consolidated Entity derives its revenues from maintenance, support and hosting, professional services and licence fees (Refer to Note 5).

A five-step model of revenue recognition is applied to all contracts with customers.

- (1) Identify the contract(s) with a customer
- (2) Identify the performance obligations in the contract
- (3) Determine the transaction price
- (4) Allocate the transaction price to the performance obligations in the contract
- (5) Recognise revenue when (or as) the entity satisfies a performance obligation

#### Maintenance, support and hosting

Maintenance, including Software as a Service (SaaS), support and hosting revenue, are included in most software licence arrangements.

Maintenance provides customers with rights to unspecified software product upgrades and maintenance enhancements. Support provides customers with rights to access the help desk during the term of the support period and is recognised rateably on a straight-line basis over the term of the arrangement.

Software as a Service (SaaS) revenue is earned through the use of the Group's software to provide a service to the customer, whereby the customer does not have the ability to take separate infrastructure of the software under a licensed arrangement. This includes the support and development of the software as well as the hosting infrastructure. The hosting infrastructure in the arrangement may be the Group's own infrastructure or that of a third-party hosting infrastructure.

#### Professional services

Software implementation and development services represents revenue from consulting, training and implementation services sold separately under service contracts. Fixed price arrangements are accounted for over time on a percentage-of-completion basis. Time and material contracts are recognised as utilised by the client.

#### Software licence

Software licence revenues are earned for the fees from granting customers licences to use the Group's software, either through an initial licence or through the purchase of additional modules or user rights, but excludes any amounts that are related to maintenance. Revenue is recognised at the point the software is delivered, functional and control has been passed to the customer. The Group includes software that is

either sold on a term basis or perpetual basis but excludes software licences that are sold on a subscription payment basis or related to cloud based solutions.

Licence revenue is determined by allocating the consideration to the performance obligations attached to the licence, which allocation is similarly determined using the residual method. However, the Group consider that licence fees may be recognised upfront if:

- The arrangement with the customer does not require significant development, modification or customisation of the software solution;
- There are no contingencies on the licences that could cause deferral of revenue (e.g. refund clauses attached to the licence) i.e. no amounts are refundable;
- The contract is non-cancellable and there are no break clauses considered substantive; and
- There is no remaining obligation for the Group attached to the licence.

AASB 15 *Revenue from Contracts with Customers* requires estimates and judgements to be made and consistently applied by the Group in accounting for the revenue from contracts with customers. The areas that require estimates and judgements by the Group are detailed below.

#### Identification of contract

The Group often enters into multiple contracts with a customer and will assess these for the need to combine if the contracts are negotiated in and around the same time, are for the same economic purpose or are dependent upon one another. Initial agreements often have additional purchases, addenda or terms modified throughout their term. At each point a contract is modified, the Group assesses the contract under AASB15 to determine whether these modifications are treated as a modification or a separate contract.

#### Identifying performance obligations

The Group can sell clearly defined separate performance obligations as identified by the disclosed revenue streams, or bundled deals, where the client pays a fee for multiple services contracted. If the contract is bundled, the Group identifies each performance obligation in the contract and allocate a stand-alone selling price for each. If additional products or services are acquired, such as additional usage rights, renewals, products, modules, etc, each of these options are assessed to see if it provides that customer a material right. If a material right has been granted Bravura will identify this as a separate performance obligation later in the revenue accounting process and allocate the appropriate consideration to the performance obligation.

#### Determining the transaction price

Judgement is required in assessing the total consideration that will be paid in exchange for the satisfied performance obligations. This includes not only assessing the variable amounts which may be included in the consideration but also assessing if any concessions, discounts or other variable factors may reduce the fixed fees in the contract. The Group uses internal historical experiences as well as external factors in making the necessary estimates.

#### Allocating the consideration to the performance obligation

The Group applies the consideration based on a standalone selling price. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both.

Expected cost plus margin is the approach used for all performance obligations, except licence. This approach focuses more on internal factors (e.g. the Group's cost basis), but has an external component as

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

well. That is, the margin included in this approach must reflect the margin the market would be willing to pay, not just the Group's desired margin.

The margin may have to be adjusted for differences in products, geographies, customers and other factors.

Once all other performance obligations have been identified and consideration has been allocated to each performance obligation, the residual is then allocated to the licence.

### Recognising revenue when the performance obligation is satisfied

The Group recognises all licence revenue at a point in time when the software is delivered, functional and the customer has control. Under AASB15, the transfer of control to the customer represents the transfer of the rights regarding the good or service. The customer's ability to receive the benefit from the good or service is represented by its right to substantially all the cash inflows, or the reduction of the cash outflows, generated by the goods or services.

Maintenance services, including SaaS, support and hosting services, are recognised over the period the service is provided on a straight-line basis. The standard maintenance offering is an obligation to provide technical currency and unspecified updates, upgrades and enhancements on a when and if available basis. Customers simultaneously receive and consume the benefits of these services as performed.

Professional services are recognised over time using a percentage of completion based on the input method for the fixed price service offering. These can also be performed on a time and material basis where they are recognised as utilised by the client.

### Contract assets

Accrued services and licence revenue are recorded within contract assets on the Consolidated Statement of Financial Position.

### Contract liabilities

Fees for services received in advance are recorded as a liability within contract liabilities on the Consolidated Statement of Financial Position and these amounts are recognised in the profit or loss over the relevant period of the contract which is in line with the provision of the services.

#### (i) Interest income

Interest income is recognised using the effective interest method. When a receivable is impaired, the Consolidated Entity reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income.

#### (ii) Other revenue

Other revenue is recognised when the right to receive payment is established.

### (f) Income tax

The income tax expense or revenue for the year is the tax payable on the current year's taxable income based on the applicable income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses.

Current tax assets and liabilities for the current and prior years are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantially enacted by the reporting date.

Deferred income tax is provided on all temporary differences at the reporting date between tax bases of assets and liabilities and their

carrying amounts for financial reporting purposes. Deferred tax liabilities are recognised for all taxable temporary differences:

- Except where the deferred income tax liability arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither accounting profit nor taxable profit or loss; and
- In respect of taxable temporary differences associated with investments in subsidiaries, except where the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

Deferred income tax assets are recognised for all deductible temporary differences, carry forward of unused tax assets and unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carry forward of unused tax assets and unused tax losses can be utilised:

- Except where the deferred income tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss; and
- In respect of deductible temporary differences associated with investments in subsidiaries, deferred tax assets are only recognised to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised.

The carrying amount of deferred tax assets is reviewed at each balance date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred income tax asset to be utilised.

Deferred income tax assets and liabilities are measured at the tax rates that are expected to apply to the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the reporting date.

### Tax consolidation legislation

Certain Australian entities in the Group formed a tax consolidated group in Australia from 10 October 2013. The tax consolidated group's current tax expense and other deferred tax assets are required to be allocated to the members of the Australian tax consolidated group in accordance with UIG 1052. The Consolidated Entity uses a group allocation method for this purpose where the allocated current tax payable, current tax loss, deferred tax assets and other tax credits for each Australian member of the tax consolidated group is determined as if the Australian Group is a standalone tax payer but modified as necessary to recognise membership of a tax consolidated group. Recognition of amounts allocated to members of the tax consolidated group has regard to the tax consolidated group's future taxable profits.

### (g) Leases

The Group assesses whether a contract is or contains a lease based on the definition contained under AASB 16. Under AASB 16, a contract is, or contains, a lease if the contract conveys a right to control the use of an identified asset for a period of time in exchange for consideration.

At the commencement date of a lease, the Group recognises a liability to make lease payments (i.e. the lease liability) and an asset representing the right to use the underlying asset during the lease term (i.e. the ROU asset).

The Group recognises an ROU asset and lease liability at the inception of the lease. The ROU asset is initially measured based on the present value of the minimum lease payments, plus initial direct costs and the cost of



# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

obligations to refurbish the asset, less any incentives received. The ROU asset is depreciated over the shorter term of the lease term or the useful life of the underlying asset. The ROU asset is subject to testing of impairment if there is an indicator of impairment.

Lease payments generally include fixed payments and variable payments that depend on an index (such as an inflation index). When the lease contains an extension or purchase option that the Group considers reasonably certain to be exercised, the cost of the option is included in the lease payments. The Group leases various offices and equipment. Rental contracts are typically made for fixed periods but may have extension options. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. In the future, if an extension option previously not assessed as reasonably certain, is exercised, the impact on the financial statements would be the recognition of a ROU asset equal to the lease liability for the exercised option period.

### (h) Impairment of assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets other than goodwill that suffered impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

At each reporting date, the Consolidated Entity assesses whether there is any indication that an asset may be impaired, or more frequently if events or changes in circumstances indicate that they might be impaired. Where an indicator exists, the Consolidated Entity makes a formal estimate of the asset's recoverable amount. Where the carrying amount of an asset exceeds its recoverable amount the asset is considered to be impaired and is written down to its recoverable amount.

Recoverable amount is the greater of fair value less costs to sell and value in use. It is determined for an individual asset, unless the asset's value in use cannot be estimated to be close to its fair value less costs to sell and it does not generate cash inflows that are largely independent of those from other assets or groups of assets, in which case, the recoverable amount is determined for the cash generating unit to which the asset belongs.

In assessing value in use, the estimated future cash flows are discounted to their present value using a post-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

### (i) Cash and cash equivalents

For the purpose of presentation in the Consolidated Statement of Cash Flows, cash and cash equivalents include cash on hand and deposits held at call with financial institutions with original maturities of three months or less that are readily convertible to cash and subject to insignificant risk of change in value.

### (j) Trade receivables

A receivable represents the Company's right to an amount of consideration that is unconditional (i.e. only the passage of time is required before payment of the consideration is due).

Trade receivables are generally due for settlement within 30 to 60 days.

### (k) Property, plant and equipment

Property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Consolidated Entity and the cost of the item can be measured reliably. The carrying amount of the replaced part is de-recognised. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Depreciation on property, plant and equipment other than leasehold improvements and certain leased plant and equipment is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives or, in the case of leasehold improvements and certain leased plant and equipment, the lease term or as follows:

Plant and equipment	20% to 50%
Furniture and fittings	10% to 20%
Leasehold improvements	Term of lease
Hosting plant and equipment	20% to 33%
Right-of-use assets	Term of lease

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. Refer to Note 1(h).

Gains and losses on disposals are determined by comparing proceeds with the asset's carrying amount. These are included in profit or loss.

### (l) Intangible assets

#### (i) Goodwill

Goodwill represents the excess of the cost of an acquisition over the fair value of the Consolidated Entity's share of the net identifiable assets of the acquired subsidiary at the date of acquisition. Goodwill on acquisitions of subsidiaries is included in intangible assets. Goodwill is not amortised. Instead, goodwill is tested for impairment annually or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

Goodwill is allocated to cash-generating units for the purpose of impairment testing. The allocation is made to those cash-generating units or groups of cash-generating units that are expected to benefit from the business combination in which the goodwill arose, identified according to operating segments.

#### (ii) Intellectual property and software development

Intellectual property and software development are capitalised as an asset and are amortised on a straight-line basis over the period of their expected benefit, being their finite life of three to fifteen years.

Research costs are expensed as incurred. An intangible asset arising from development expenditure on an internal project is recognised only when



# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

the Consolidated Entity can demonstrate the following: technical feasibility of completing the intangible asset so that it will be available for use or sale, the intention to complete and the ability to use or sell the asset, how the asset will generate future economic benefits, the availability of resources to complete the development and the ability to measure reliably the expenditure attributable to the intangible asset during its development. Following initial recognition of the development expenditure, the cost model is applied requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses. Any expenditure so capitalised is amortised over the period of expected benefits from the related project date.

Technological feasibility for software products is reached shortly before the products are released for commercial sale to customers. Development costs incurred after technological feasibility are established as capitalised.

### (m) Trade and other payables

Trade payables and other payables are carried at amortised cost and represent liabilities for goods and services provided to the Consolidated Entity prior to the end of the financial year that are unpaid and arise when the Consolidated Entity becomes obliged to make future payments in respect of the purchase of these goods and services.

### (n) Provisions

Provisions are recognised when the Consolidated Entity has a present obligation (legal or constructive) as a result of a past event, it is probable the Consolidated Entity will be required to settle the obligation, and a reliable estimate can be made regarding the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation. If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

Onerous contract provisions are recognised for losses on contracts where the forecast costs of fulfilling the contract throughout the contract period exceed the forecast income receivable. The provision is calculated based on discounted cash flows to the end of the contract.

### (o) Employee benefits

#### (i) Short-term obligations

Liabilities for wages and salaries, including non-monetary benefits are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled.

#### (ii) Other long-term employee benefit obligations

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period on quality corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

#### (iii) Share-based Payments

Employees (including senior executives) of the Group receive remuneration in the form of share-based payments, whereby employees

render services as consideration for performance rights (equity-settled transactions).

The cost of equity-settled transactions is determined by the fair value at the date when the grant is made using an appropriate valuation model, further details of which are given in Note 18. That cost is recognised in employee benefits expense (Refer to Note 6), together with a corresponding increase in equity (reserves), over the period in which the service and, where applicable, the performance conditions are fulfilled (the vesting period). The cumulative expense recognised for equity settled transactions at each reporting date until the vesting date reflects the extent to which the vesting period has expired and the Group's best estimate of the number of equity instruments that will ultimately vest. The expense or credit in the statement of profit or loss for a period represents the movement in cumulative expense recognised as at the beginning and end of that period.

Service and non-market performance conditions are not taken into account when determining the grant date fair value of awards, but the likelihood of the conditions being met is assessed as part of the Group's best estimate of the number of equity instruments that will ultimately vest. Market performance conditions are reflected within the grant date fair value. Any other conditions attached to an award, but without an associated service requirement, are considered to be non-vesting conditions. Non-vesting conditions are reflected in the fair value of an award and lead to an immediate expensing of an award unless there are also service and/or performance conditions.

No expense is recognised for awards that do not ultimately vest because non-market performance and/or service conditions have not been met. Where awards include a market or non-vesting condition, the transactions are treated as vested irrespective of whether the market or non-vesting condition is satisfied, provided that all other performance and/or service conditions are satisfied. When the terms of an equity-settled award are modified, the minimum expense recognised is the grant date fair value of the unmodified award, provided the original terms of the award are met. An additional expense, measured as at the date of modification, is recognised for any modification that increases the total fair value of the share-based payment transaction, or is otherwise beneficial to the employee. Where an award is cancelled by the entity or by the counterparty, any remaining element of the fair value of the award is expensed immediately through profit or loss. (Refer to Note 8).

### (p) Contributed equity

Ordinary shares are classified as equity.

Incremental costs directly attributable to the issue of new shares are shown in equity as a deduction, net of tax, from the proceeds.

### (q) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from or payable to the taxation authority is included with other receivables or payables in the Consolidated Statement of Financial Position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the taxation authority.

### (r) Segment reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the Board.

There are no inter-segment transactions. Corporate charges are expensed after the segment profit is measured.

### (s) Rounding of amounts

The Consolidated Entity of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Report) Instrument 2016/191, dated 24 March 2016, and consequently the amounts in this report have been rounded off to the nearest thousand dollars.

### (t) New and amended standards and interpretations

A number of new accounting standards amendments have been adopted effective 1 January 2024. These have not had a material effect on the financial position or performance of the Consolidated Entity.

### (u) New accounting standards issued but not yet effective

A number of new accounting standards and amendments have been issued but are not yet effective, none of which have been early adopted by the Consolidated Entity in this financial report.

Other than AASB 18 *Presentation and Disclosure in Financial Statements* for which the Consolidated Entity is assessing the impact, these new standards and amendments, when applied in future periods, are not expected to have a material impact on the financial position or performance of the Consolidated Entity. However, they are expected to materially affect the presentation of, and included disclosures within, the Financial Statements.

- AASB 18 - *Presentation and Disclosure in Financial Statements* - effective 1 January 2027
- AASB 121 - *The Effects of Changes in Foreign Exchange Rates* - effective 1 January 2025
- AASB 2023-5 Amendments to Australian Accounting Standards - *Lack of Exchangeability* - effective 1 January 2025
- AASB 2024-2 Amendments to Australian Accounting Standards - *Classification and Measurement of Financial Instruments* - effective 1 January 2026
- AASB 2024-3 Amendments to Australian Accounting Standards - *Annual Improvements Volume 11* - effective 1 January 2026

### (v) Parent Entity financial information

The financial information for the Parent Entity of Bravura Solutions is disclosed in Note 26 and has been prepared on the same basis as the consolidated financial statements, except as set out below.

#### (i) Investments in subsidiaries

Investments in subsidiaries, associates and joint venture entities are accounted for at fair value through other comprehensive income in the financial statements of Bravura Solutions. Fair value is determined based on the closing share price on the reporting date.

#### (ii) Tax consolidation legislation

The Group has adopted and complied with the tax consolidation legislation.

The head entity, Bravura Solutions Limited, and the controlled entities in the tax consolidated group account for their own current and deferred tax amounts. These tax amounts are measured as if each entity in the tax consolidated group continues to be a stand-alone taxpayer in its own right.

## 2 CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that may have a financial impact on the entity and that are believed to be reasonable under the circumstances.

The Consolidated Entity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

#### (i) Revenue recognition

Revenue is measured at the stand-alone selling price as allocated to the contractual performance obligations. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties.

The Consolidated Entity derives its revenues from the licence, maintenance and managed services/hosting of its software products and of support, consulting, development, training and other professional services. The vast majority of its software and maintenance arrangements include support services and a few also include professional services. Judgement is involved in assessing the recognition of the variable consideration, to ensure that revenue is only recognised to the extent that it is highly probable that a significant reversal will not happen.

The Consolidated Entity recognises revenue by applying the five-step model to the Consolidated Entity's activities as described in Note 1(e). The Consolidated Entity bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

#### (ii) Taxes

Management regularly assesses the adequacy of income tax provisions having regard to the differing tax rules and regulations applicable in the various jurisdictions in which the Group operates. Due to the complexities of tax rules and regulations in numerous jurisdictions, matters such as the availability and timing of tax deductions and the application of the arm's length principle to cross-border transactions often require significant judgements and assumptions to be made.

Deferred tax assets are recognised for deductible temporary differences and tax losses to the extent that it is probable that future taxable profits will be available to utilise those temporary differences and tax losses. Significant judgement is required by management to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and the level of future taxable profits.

#### (iii) Onerous contracts

The Consolidated Entity determines the amount of any onerous contract provision by estimating the costs of fulfilling a contract which include all directly attributable costs that are unavoidable under the terms of the contract.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 3 FINANCIAL ASSETS AND FINANCIAL LIABILITIES

The Consolidated Entity's activities expose it to the following risks arising from the financial instruments:

- Credit risk;
- Market risk (including foreign currency risk and interest rate risk); and
- Liquidity risk.

#### (i) Risk management framework

The Consolidated Entity's Board of directors has overall responsibility for the establishment and oversight of the Group's risk management framework. The Group's risk management policies are established to identify and analyse the risks faced by the Group, to set appropriate risk limits and controls to monitor risks and adherence to limits. Risk management policies are reviewed regularly to reflect changes in market conditions and the Group's activities. The Group, through its training and management standards, aims to maintain a disciplined and constructive control environment in which all employees understand their roles and obligations.

The senior management team provides written principles for overall risk management. The Consolidated Entity uses different methods to measure different types of risk to which it is exposed. These methods may include sensitivity analysis in the case of interest rate, foreign exchange and other price risks, and ageing analysis for credit risk.

#### (ii) Credit risk

Credit risk is managed on a Consolidated Entity basis. Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Consolidated Entity. The Consolidated Entity has a strict code of credit and risk controls that assess the credit quality of the customer.

Credit risk is considered limited for trade receivables at the reporting date, based on the nature and payment history of the Consolidated Entity's customers. The Consolidated Entity manages this risk through regularly assessing the credit quality of customers. The Consolidated Entity's maximum exposure to credit risk at balance date for the recognised financial assets is the carrying amount and management has determined the impact of expected credit losses to be nil for the year ended 30 June 2025 (2024: \$0.2 million).

At 30 June 2025, the ageing of trade receivables that were not impaired was as follows:

	2025	2024
	\$'000	\$'000
Neither past due nor impaired	33,629	36,698
Past due 1-30 days	1,475	1,715
Past due 31-90 days	1,802	547
Past due 91+ days	23	671
	<b>36,929</b>	<b>39,631</b>

#### (iii) Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: interest rate risk, currency risk and other price risk, such as equity price risk. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the returns.

##### (a) Foreign exchange risk

Foreign exchange rate risk arises from future commercial transactions and recognised assets and liabilities denominated in a currency that is not the Consolidated Entity's functional currency. The Group undertakes certain transactions denominated in foreign currency and is exposed to foreign currency risk through foreign exchange rate fluctuations. The Consolidated Statement of Financial Position is affected by movements in the relevant currency exchange rate when converting these into Australian dollars (the Consolidated Entity's presentation currency) for consolidation purposes.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 3 FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONT.)

The carrying amount of the Consolidated Entity's foreign currency denominated financial assets and financial liabilities at the reporting date was as follows:

	AUSTRALIAN \$	POUND STERLING £	NEW ZEALAND NZD
	\$'000	£'000	NZD'000
<b>2025</b>			
Financial assets	33,682	22,143	8,680
Financial liabilities	5,003	4,093	501
	AUSTRALIAN \$	POUND STERLING £	NEW ZEALAND NZD
	\$'000	£'000	NZD'000
<b>2024</b>			
Financial assets	71,601	24,188	6,778
Financial liabilities	5,592	5,291	1,199

The significant exchange rates during the year are as follows:

	AVERAGE RATE	YEAR-END SPOT RATE	
	\$	\$	\$
	2025	2024	2025
New Zealand Dollar	<b>0.912</b>	0.925	<b>0.928</b>
Pound Sterling	<b>1.999</b>	1.920	<b>2.093</b>
Indian Rupee	<b>0.018</b>	0.018	<b>0.018</b>

The following tables demonstrate the sensitivity to a reasonably possible change in New Zealand Dollar, Pound Sterling, and Indian Rupee exchange rates, with all other variables held constant. A positive number below indicates an increase in profit, a negative number indicates a reduction in profit. The Group's exposure to foreign currency changes for all other currencies is not material.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 3 FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONT.)

Effect (before tax)	PROFIT OR LOSS	
	\$'000	\$'000
	STRENGTHENING	WEAKENING
<b>2025</b>		
New Zealand Dollar (5% movement)	102	(102)
GB Pound Sterling (5% movement)	2,217	(2,217)
Other currencies (5% movement)	399	(399)
<b>2024</b>		
New Zealand Dollar (5% movement)	(9)	9
GB Pound Sterling (5% movement)	(71)	71
Other currencies (5% movement)	297	(297)

#### (b) Interest rate risk

Interest rate risk arises from the possibility that changes in interest rates will affect future cash flows or the fair values of financial instruments. The Consolidated Entity's main interest rate risk arises from cash balances and term deposits.

	2025		2024	
	WEIGHTED AVERAGE INTEREST RATE	BALANCE	WEIGHTED AVERAGE INTEREST RATE	BALANCE
	%	\$'000	%	\$'000
Cash - corporate	4.21	1,763	4.22	53,965
Net exposure to cash flow interest rate risk		1,763		53,965

An increase/(decrease) in the interest rates by one percentage point would have an effect on profit of \$0.5/(0.5) million (2024: \$0.5/(0.5) million per annum.

#### (iv) Liquidity risk

The Consolidated Entity manages liquidity risk by maintaining adequate cash reserves and available borrowing facilities by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

#### Financing arrangements

Trade and other payables are carried at amortised value. Trade and other payables are carried at cost. Fair values of both approximate their carrying values due to the short-term maturities of these instruments.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 3 FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONT.)

The table below analyses the Consolidated Entity's financial assets and financial liabilities into relevant maturity groupings based on their contractual undiscounted maturities:

At 30 June 2025	1 YEAR OR LESS	BETWEEN 1 TO 2 YEARS	BETWEEN 2 AND 5 YEARS	MORE THAN 5 YEARS	TOTAL CONTRACTUAL	CARRYING AMOUNT
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial assets</b>						
Cash	58,685	-	-	-	58,685	58,685
Trade receivables	36,929	-	-	-	36,929	36,929
<b>Financial liabilities</b>						
Trade payables	(7,801)	-	-	-	(7,801)	(7,801)
Lease liabilities	(4,591)	(4,375)	(6,908)	-	(15,874)	(13,316)
	83,222	(4,375)	(6,908)	-	71,939	74,497

At 30 June 2024	1 YEAR OR LESS	BETWEEN 1 TO 2 YEARS	BETWEEN 2 AND 5 YEARS	MORE THAN 5 YEARS	TOTAL CONTRACTUAL	CARRYING AMOUNT
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial assets</b>						
Cash	89,971	-	-	-	89,971	89,971
Trade receivables	39,801	-	-	-	39,801	39,631
<b>Financial liabilities</b>						
Trade payables	(9,580)	-	-	-	(9,580)	(9,580)
Lease liabilities	(5,358)	(2,711)	(8,425)	(2,295)	(18,789)	(17,408)
	114,834	(2,711)	(8,425)	(2,295)	101,403	102,614

Cash and Trade Receivables are non-derivative financial assets carried at cost which generate a fixed or variable interest income for the Group. The carrying value may be affected by changes in the credit risk of counterparties. Fair values approximate their carrying values of these instruments and management has determined the impact of expected credit losses to be immaterial.

Cash at bank earns interest at floating rates based on daily bank deposit rates.

The Consolidated Entity has written off \$0.2 million of bad debts during the year ended 30 June 2025 (2024: \$nil) and recognised an allowance for expected credit loss on trade receivables of \$nil (2024: \$0.2 million).

The Consolidated Entity reviews its receivables on a customer by customer basis taking into account specific customer factors including credit worthiness, history of payment, and current financial position as well as general market factors when assessing their recoverability.

Trade and other payables are carried at amortised cost. Fair values of these approximate their carrying values due to the short-term maturities of these instruments. Trade payables are non-interest bearing and normally settled on 30 to 45-day terms.

Lease liabilities are measured at the present value of the remaining lease payments, discounted using the lessee's incremental borrowing rate.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 4 SEGMENT INFORMATION

The Consolidated Entity reports segment information on the same basis as the internal management reporting structure.

On 20 December 2024, the Consolidated Entity announced changes to its segment reporting to better reflect the alignment of the business around two core regions. The previous operating segments were Wealth Management and Funds Administration. Segment comparative information has been restated to reflect these changes.

The Board considers the business from a regional perspective and has identified two reportable segments, including

- EMEA - Europe and South Africa domiciled clients managed by a regional CEO; and
- APAC - Australia and New Zealand domiciled clients managed by a regional CEO.

No operating segments have been aggregated to form the above reportable operating segments.

EMEA provides both Wealth Management and Funds Administration products to customers, whereas APAC only provides Wealth Management products. Wealth Management platforms provide end-to-end processing to support all back office functions relating to daily management of superannuation, pensions, life insurance, investment, private wealth and portfolio administration. Funds Administration platforms support administration requirements for a range of investment vehicles in Europe and distributed globally for both retail and institutional investors.

The Board monitors the operating results of its segments separately for the purpose of making decisions about resource allocation and performance assessment. The Board does not review information relating to segment assets and segment liabilities. Segment performance is evaluated based on EBITDA defined as: earnings before finance cost, interest and foreign exchange gains and losses, tax, depreciation, and amortisation. EBITDA is reconciled with profit or loss in the consolidated financial statements below.

The review of results of operations included in the Segment Information includes a number of non-AASB financial measures. Segment EBITDA includes \$2.1 million (30 June 2024: \$2.2 million) depreciation of property, plant and equipment dedicated to client hosting services.

	2025	2024
	\$'000	\$'000
EMEA	186,073	179,708
APAC	72,634	70,698
Total segment revenue <sup>1</sup>	258,707	250,406
EMEA <sup>2</sup>	83,438	87,765
APAC <sup>2</sup>	38,624	49,351
<b>Total segment employee benefits expense</b>	<b>122,062</b>	<b>137,116</b>
EMEA <sup>2</sup>	66,919	54,345
APAC <sup>2</sup>	23,095	9,044
<b>Total segment EBITDA</b>	<b>90,014</b>	<b>63,389</b>
Non-recurring revenue on sale of licence	56,222	-
Unallocated costs	(39,580)	(37,579)
<b>Total EBITDA</b>	<b>106,656</b>	<b>25,810</b>
ROU lease related expense	(4,204)	(6,430)
Depreciation and amortisation expense	(7,516)	(8,211)
Finance income	2,677	2,370
Finance expense	(177)	(260)
Foreign exchange loss	(4,522)	(80)
Profit/(Loss) before income tax	92,914	13,199
Income tax expense	(18,686)	(4,422)
<b>Net profit after tax</b>	<b>74,228</b>	<b>8,777</b>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

4 SEGMENT INFORMATION (CONT.)

	2025	2024
Segment Non-current operating assets by geography <sup>3</sup>	\$'000	\$'000
Australia	36,886	39,229
UK	9,988	18,147
New Zealand	1,740	2,036
Others	7,851	11,202
	56,465	70,614

1. Segment revenue excludes finance income in this segment (Refer to Note 5.1) and is based on Management’s view.
2. Includes hosting asset depreciation.
3. Non-current assets for this purpose consist of primarily property, plant and equipment, intangible assets, contract assets and right-of-use assets, but exclude deferred tax assets.

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# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 5 REVENUE FROM CONTRACTS WITH CUSTOMERS AND OTHER INCOME

#### 5.1 DISAGGREGATED REVENUE INFORMATION

	EMEA \$'000	APAC \$'000	2025 \$'000	EMEA \$'000	APAC \$'000	2024 \$'000
<b>Revenue from contracts with customers (excluding non-recurring revenue)</b>						
Maintenance, support and hosting	113,916	45,311	159,227	106,109	44,767	150,876
Professional services	68,560	23,624	92,184	67,912	22,390	90,302
Licence fees	1,316	3,695	5,011	4,242	3,528	7,770
Other sales revenue	326	4	330	84	13	97
<b>Total revenue from customers<sup>1</sup></b>	<b>184,118</b>	<b>72,634</b>	<b>256,752</b>	<b>178,347</b>	<b>70,698</b>	<b>249,045</b>
Other income <sup>2</sup>	1,955	–	1,955	1,361	–	1,361
<b>Total segment revenue</b>	<b>186,073</b>	<b>72,634</b>	<b>258,707</b>	<b>179,708</b>	<b>70,698</b>	<b>250,406</b>
Interest income			2,677			2,371
<b>Total revenue</b>			<b>261,384</b>			<b>252,777</b>
<b>Timing of recognition</b>						
Licences transferred at a point in time	1,316	3,695	5,011	4,210	3,501	7,711
Services transferred over time	182,802	68,939	251,741	174,148	67,186	241,334
<b>Total revenue from customers</b>	<b>184,118</b>	<b>72,634</b>	<b>256,752</b>	<b>178,358</b>	<b>70,687</b>	<b>249,045</b>
<b>Geography</b>						
Australia	–	55,119	55,119	–	52,797	52,797
UK	165,241	–	165,241	159,900	–	159,900
New Zealand	–	16,805	16,805	–	16,509	16,509
Others	18,877	710	19,587	18,447	1,392	19,839
<b>Total revenue from customers</b>	<b>184,118</b>	<b>72,634</b>	<b>256,752</b>	<b>178,347</b>	<b>70,698</b>	<b>249,045</b>

1. Total revenue from customers excludes the issuance of a perpetual licence to Fidelity International over the Fidelity Sonata software for a one-off licence fee of GBP 29 million (AUD \$56.2m).

2. Other income is comprised of government-received incentives for research and development initiatives.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 5.2 CONTRACT BALANCES

	EMEA	APAC	2025	EMEA	APAC	2024
Contract balances	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Trade receivables	24,998	11,931	36,929	25,765	13,866	39,631
Contract assets - current	4,018	5,951	9,969	3,317	8,718	12,035
Contract assets - non-current	470	2,750	3,220	2,445	4,764	7,209
Contract liabilities - current	(18,250)	(8,006)	(26,256)	(21,156)	(11,898)	(33,054)
Contract liabilities - non-current	-	-	-	-	-	-

Trade receivables are non-interest bearing and are generally on terms of 30 to 90 days (Refer to Note 3).

Contract assets are initially recognised for revenue earned from professional services as receipt of consideration is conditional on successful completion of certain milestones. Upon completion of such milestones and acceptance by the customer, the amounts recognised as contract assets are reclassified to trade receivables once invoiced. Contract assets also include licence fees. They are recognised upfront at the present value of the related future contractual revenue streams, discounted at the discount rate between 1.64% and 8.82% taking into consideration corporate borrowing rates, size of the customers and jurisdiction of the customers, with the discount being unwound through profit or loss over the period of the agreements and presented as revenue.

Contract liabilities include long-term advances received to deliver maintenance, support and hosting services. Fees for services received in advance are recorded as a liability within contract liabilities on the Consolidated Statement of Financial Position and these amounts are recognised in the profit or loss over the relevant period of the contract which is in line with the provision of the services.

### 5.3 PERFORMANCE OBLIGATIONS

Information about the Group's performance obligations are summarised below:

#### 1. Software licences

Contracts with customers typically contain the sale of a software licence, which typically occurs at a point in time when control of the licence is transferred to the customer, generally on delivery of the software.

#### 2. Maintenance support and hosting services

Contracts with customers typically contain the provision of software maintenance support and hosting services over time, which are generally fixed price in nature and recognised on a straight-line basis over the period of the contract.

#### 3. Professional services

Contracts with customers typically contain the provision of implementation and development services over time, which are generally invoiced on a time and materials basis and recognised over the period of rendering of service of the contract. From time to time, these services may be provided on a fixed price basis, which in that instance are accounting for using the percentage of completion method, including labour hours expended in the costs-incurred input method.

	2025	2024
	\$'000	\$'000
Within one year	181,976	139,768
More than one year	251,596	174,425
Total revenue	433,572	314,193

### 5.4 MAJOR CUSTOMERS

During the year, the Group received 17% (FY24: 16%) of revenue (excluding non-recurring revenue) from contracts from a single major customer, recorded in the EMEA segment.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 6 EXPENSES

	2025	2024
	\$'000	\$'000
<b>Profit before income tax includes the following specific expenses:</b>		
<i>Employee benefits expense</i>		
Salary and wages	<b>134,247</b>	146,170
Superannuation and pension expense (including termination benefits)	<b>17,370</b>	19,298
Share-based payments	<b>840</b>	(41)
Other	<b>1,142</b>	1,758
<b>Total employee benefits expense</b>	<b>153,599</b>	167,185
<i>Depreciation expense</i>		
Property, plant and equipment	<b>5,251</b>	7,023
Right-of-use assets	<b>3,491</b>	5,157
<b>Total depreciation</b>	<b>8,742</b>	12,180
<i>Amortisation expense</i>		
Customer contracts and relationships	<b>456</b>	456
Intellectual property and software development	<b>3,955</b>	2,952
<b>Total amortisation</b>	<b>4,411</b>	3,408
<b>Total depreciation and amortisation expense</b>	<b>13,153</b>	15,588
<i>Finance costs</i>		
Lease interest expense	<b>712</b>	1,273
Borrowing costs and other finance costs	<b>177</b>	260
<b>Total finance costs</b>	<b>889</b>	1,533

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 7 INCOME TAX EXPENSE

The Group calculates the period income tax using the tax rate that would be applicable to the expected total annual earnings. The major components of the income tax expense in the Consolidated Statement of Profit or Loss and Other Comprehensive Income are:

	2025	2024
	\$'000	\$'000
<b>Income tax expense</b>		
Current tax	14,806	7,102
Deferred tax	4,002	(2,140)
Over provision in prior years	(122)	(540)
Total income tax expense	18,686	4,422
Deferred income tax expense included in income tax expense comprises:		
Decrease/(increase) in deferred tax assets (Refer to Note 11)	2,162	(1,457)
Increase/(decrease) in deferred tax liabilities (Refer to Note 11)	1,840	(683)
	4,002	(2,140)
Net amount charged to equity	(795)	43
	3,207	(2,097)
<b>Numerical reconciliation of income tax (benefit)/expense to prima facie tax payable</b>		
Profit from continuing operations before income tax expense	92,914	13,199
Tax at the Australian tax rate of 30% (2024: 30%)	27,874	3,960
Difference in overseas tax rates	(4,773)	(3,611)
Tax effect of amounts which are not deductible/(taxable) in calculating taxable income:		
Non-deductible expenses	327	1,466
Withholding tax	2,571	302
Assessable income	785	1,086
Undistributed reserves	2,929	-
Unbooked temporary differences	(1,324)	(673)
Utilisation of unbooked losses	(8,737)	(3,830)
Unbooked current year losses	-	6,619
Deductible expenses	(247)	-
Other	(597)	(357)
Over provision in prior years	(122)	(540)
Total income tax expense	18,686	4,422

Pillar Two legislation has been enacted or substantively enacted in certain jurisdictions in which the Bravura Group operates. However, this legislation does not apply to the Bravura group as its consolidated revenue is lower than €750 million.

	2025	2024
	\$	\$
<b>Unrecognised losses and deductible temporary differences</b>		
Unused tax and capital losses	179,386	208,502
Unused non-refundable tax offset	7,716	7,716
Deductible temporary differences	97,213	87,560

Tax losses for which no deferred tax asset has been recognised are available indefinitely for offset against future taxable income subject to continuing to meet relevant statutory tests.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 8 EARNINGS PER SHARE (EPS)

	2025	2024
	\$'000	\$'000
Gain attributable to ordinary equity holders of the parent	74,228	8,777
Gain attributable to ordinary equity holders of the parent for basic and diluted EPS calculations	74,228	8,777
	\$'000	\$'000
Weighted average number of ordinary shares for basic EPS	448,155	448,354
Effects of dilution from:		
Potential ordinary shares considered dilutive <sup>1</sup>	-	5,951
<b>Weighted average number of ordinary shares adjusted for the effect of dilution</b>	<b>448,155</b>	<b>454,305</b>

1. Weighted average number of shares used in the basic and diluted Earnings Per Share calculation is the same for the period ended 30 June 2025 as the effect of the performance rights and options expected to vest are anti-dilutive and excluded from the calculation. It is the Consolidated Entity's practice and expectation to buy shares on market so there will be no dilutive effect on share value (30 June 2024: Performance rights and options that were expected to vest were determined to be dilutive).

	CENTS	CENTS
<b>Basic EPS</b>	<b>16.6</b>	2.0
<b>Diluted EPS</b>	<b>16.6</b>	1.9

### 9 OTHER CURRENT ASSETS

	2025	2024
	\$'000	\$'000
Prepayments	7,736	7,470
Other receivables	82	260
Rent deposits	1,784	1,715
	<b>9,602</b>	<b>9,445</b>

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 10 PROPERTY, PLANT AND EQUIPMENT

	PLANT AND EQUIPMENT \$'000	LEASEHOLD IMPROVEMENTS \$'000	HOSTING PLANT AND EQUIPMENT \$'000	TOTAL \$'000
<b>Net Book Value</b>				
At 1 July 2023	12,174	6,344	899	19,417
Additions	502	686	2,644	3,832
Depreciation	(5,325)	(997)	(701)	(7,023)
Disposals	(1,271)	(1,915)	(876)	(4,062)
Exchange difference	839	569	271	1,679
At 30 June 2024	6,919	4,687	2,237	13,843
Additions	40	–	805	845
Depreciation	(3,469)	(916)	(866)	(5,251)
Disposals	(4)	(155)	–	(159)
Exchange difference	32	32	19	83
<b>At 30 June 2025</b>	<b>3,518</b>	<b>3,648</b>	<b>2,195</b>	<b>9,361</b>

	PLANT AND EQUIPMENT \$'000	LEASEHOLD IMPROVEMENTS \$'000	HOSTING PLANT AND EQUIPMENT \$'000	TOTAL \$'000
At 1 July 2023				
Cost (carrying amount)	45,318	14,094	24,204	83,616
Accumulated depreciation and impairment	(37,938)	(9,432)	(22,123)	(69,493)
Exchange difference	(461)	25	156	(280)
<b>At 30 June 2024</b>	<b>6,919</b>	<b>4,687</b>	<b>2,237</b>	<b>13,843</b>
Cost	45,355	13,938	25,009	84,302
Accumulated depreciation and impairment	(41,407)	(10,348)	(22,989)	(74,744)
Exchange difference	(430)	58	175	(197)
<b>At 30 June 2025</b>	<b>3,518</b>	<b>3,648</b>	<b>2,195</b>	<b>9,361</b>

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 11 DEFERRED TAX BALANCES

	2025	2024	2025	2024
	DEFERRED TAX ASSET	DEFERRED TAX ASSET	DEFERRED TAX LIABILITY	DEFERRED TAX LIABILITY
	\$'000	\$'000	\$'000	\$'000
<b>The balance comprises temporary differences attributable to:</b>				
Property, plant and equipment	1,809	1,985	-	-
Provisions and accruals	1,660	1,927	-	-
Undistributed reserves	-	-	2,929	-
Leases	1,454	3,055	975	1,987
Intangible assets	-	-	1,178	1,292
Other	749	109	20	20
Total deferred tax liabilities	5,672	7,076	5,102	3,299
<b>DTA/DTL offset</b>	<b>(2,173)</b>	<b>(3,299)</b>	<b>(2,173)</b>	<b>(3,299)</b>
Deferred tax liabilities after offset	3,499	3,777	2,929	-
Movements:				
Opening balance at 1 July	3,777	1,763	-	83
Credited to profit or loss (Refer to Note 7)	(2,162)	1,457	1,840	(683)
Net amount charged to equity (including exchange differences)	759	(58)	(36)	(15)
DTA/DTL offset	1,125	615	1,125	615
<b>Closing balance at 30 June</b>	<b>3,499</b>	<b>3,777</b>	<b>2,929</b>	<b>-</b>

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 12 INTANGIBLE ASSETS

	GOODWILL	CUSTOMER CONTRACTS AND RELATIONSHIPS	INTELLECTUAL PROPERTY AND SOFTWARE DEVELOPMENT	TOTAL
	\$'000	\$'000	\$'000	\$'000
At 1 July 2023	-	4,430	31,960	36,390
Additions internally generated	-	-	2,658	2,658
Foreign exchange	-	(61)	5	(56)
Amortisation charge	-	(456)	(2,952)	(3,408)
At 30 June 2024	-	3,913	31,671	35,584
Additions internally generated	-	-	2,276	2,276
Foreign exchange	-	595	(620)	(25)
Amortisation charge	-	(456)	(3,955)	(4,411)
At 30 June 2025	-	<b>4,052</b>	<b>29,372</b>	<b>33,424</b>
<b>Net book value</b>				
At 30 June 2024	-	3,913	31,671	35,584
At 30 June 2025	-	<b>4,052</b>	<b>29,372</b>	<b>33,424</b>

	GOODWILL	CUSTOMER CONTRACTS AND RELATIONSHIPS	INTELLECTUAL PROPERTY AND SOFTWARE DEVELOPMENT	TOTAL
	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2023				
Cost (carrying amount)	220,078	69,573	187,477	477,128
Accumulated amortisation and impairment	(218,724)	(65,209)	(155,156)	(439,089)
Exchange difference	(1,354)	(451)	(650)	(2,455)
<b>At 30 June 2024</b>	-	3,913	31,671	35,584
Balance at 1 July 2024				
Cost (carrying amount)	220,696	69,573	189,753	480,022
Accumulated amortisation and impairment	(220,726)	(65,665)	(159,111)	(445,502)
Exchange difference	30	144	(1,270)	(1,096)
<b>At 30 June 2025</b>	-	<b>4,052</b>	<b>29,372</b>	<b>33,424</b>



# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 12 INTANGIBLE ASSETS (CONT.)

#### (i) Goodwill

After initial recognition, goodwill acquired in a business combination is measured at cost less any accumulated impairment losses. Goodwill is not amortised but is subject to impairment testing on an annual basis or more regularly whenever there is an indication of impairment. Impairment expense of \$nil was recognised in FY25 (FY24: \$nil).

#### (ii) Business contracts and relationships

Business contracts and relationships are carried at cost less accumulated amortisation and, if applicable, accumulated impairment losses. This intangible asset has been assessed as having a finite life and is amortised using the straight-line method over periods between two and twenty years.

#### (iii) Intellectual property and software development

Intellectual property and software are carried at cost less accumulated amortisation and, if applicable, accumulated impairment losses. This intangible asset has been assessed as having a finite life and is amortised using the straight-line method over a period of three to fifteen years.

#### (a) Impairment indicators

The Company performed an impairment assessment as required by AASB 136 Impairment of Assets, as at 30 June 2025. There was no indication of impairment for either the EMEA or APAC CGUs and no impairment testing was performed, as there was no intangible work in progress or goodwill balance held by the Group as at 30 June 2025. Additionally, the Company assessed that there were no indicators of reversal of impairment previously allocated to Wealth Management CGU assets as required by AASB 136.

#### (b) Carrying amount of goodwill and other intangibles allocated to each of the cash generating units are as follows:

At 30 June 2025	EMEA	APAC	TOTAL
	\$'000	\$'000	\$'000
Customer contracts and relationships	4,052	-	4,052
Intellectual property and software development	3,213	26,159	29,372
Consolidated carrying amount	7,265	26,159	33,424
Amortisation of intangible assets	(889)	(3,522)	(4,411)
At 30 June 2024	EMEA	APAC	TOTAL
	\$'000	\$'000	\$'000
Customer contracts and relationships	3,913	-	3,913
Intellectual property and software development	3,274	28,397	31,671
Consolidated carrying amount	7,187	28,397	35,584
Amortisation of intangible assets	(761)	(2,647)	(3,408)

#### (c) Sensitivity to changes in assumptions

No impairment testing was performed in the current year, as there was no intangible work in progress or goodwill balance held by the Group as at 30 June 2025.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

13 PROVISION FOR INCOME TAX

	2025	2024
	\$'000	\$'000
Income tax receivable	4,690	3,730
Income tax payable	(1,094)	(456)
	3,596	3,274

14 FINANCIAL ARRANGEMENTS

Financing arrangements

Unrestricted access was available at balance date to the following lines of credit:

	2025	2024
	\$'000	\$'000
Total facilities	1,500	1,500
Used at balance date	801	1,407
Unused at balance date	699	93

On 31 May 2024, the Group renewed a \$1.5m cash-backed Bank Guarantee facility with JPM in respect of property leases. The interest rate is a variable rate determined each month.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 15 PROVISIONS

	2025	2024
	\$'000	\$'000
Organisational changes - Current	577	4,912
Employee benefits - Current	13,053	14,296
Employee benefits - long-service leave - Non-current	2,061	3,061
Make good provision - Non-current	1,416	1,179
	<b>17,107</b>	<b>23,448</b>

#### (a) Movements in provisions

Movements in each class of provision during the financial year are set out below:

	ORGANISATIONAL CHANGE	EMPLOYEE BENEFITS	MAKE GOOD PROVISION	TOTAL
	\$'000	\$'000	\$'000	\$'000
Carrying amount at start of year	4,912	17,357	1,179	23,448
Charged/(credited) to profit or loss				
Arising during the year	-	14,252	706	14,958
Utilised/paid	(4,335)	(16,486)	(522)	(21,343)
Exchange difference	-	(9)	53	44
Carrying amount at end of year	<b>577</b>	<b>15,114</b>	<b>1,416</b>	<b>17,107</b>
Current	577	13,053	-	13,630
Non-current	-	2,061	1,416	3,477
At 30 June 2025	<b>577</b>	<b>15,114</b>	<b>1,416</b>	<b>17,107</b>

#### Organisational change provision

The Group recognised an organisational change provision in the year ended 30 June 2023. The provision relates principally to cost base restructuring, and was announced to employees of the Group in 2023 when the provision was recognised in the financial statements. The organisational change is expected to be completed in calendar year 2025.

#### Employee benefits provision

The employee benefits provision includes both statutory annual leave and long service leave provisions.

#### Make good provision

In accordance with its lease agreements, the Group must restore leased premises to their original condition at the end of their respective lease terms (range from two to seven years).

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 16 CONTRIBUTED EQUITY

	2025	2024	2025	2024
	SHARES	SHARES	\$'000	\$'000
<b>Share capital</b>				
Ordinary shares	447,299,975	448,354,002	355,345	432,867
Shares held in trust	1,000,000	-	2,144	-
<b>Total</b>	<b>448,299,975</b>	<b>448,354,002</b>	<b>357,489</b>	<b>432,867</b>

#### (a) Movements in ordinary share capital

Ordinary shares issued and fully paid	SHARES	\$'000
At 1 July 2023	448,354,002	432,867
Issued shares	-	-
At 30 June 2024	448,354,002	432,867
On-market share buyback	(54,027)	(72)
Return of share capital, net of transaction costs	-	(73,162)
Purchase of shares by Employee Share Trust <sup>1</sup>	-	(2,144)
<b>At 30 June 2025</b>	<b>448,299,975</b>	<b>357,489</b>

1. During the period, the Employee Share Trust acquired 1,395,882 shares and allocated 395,882 shares on settlement of employee equity instruments.

#### (b) Ordinary shares

Ordinary shares entitle the holder to participate in dividends and the proceeds on winding up Bravura Solutions in proportion to the number of and amounts paid on the shares held. The fully paid ordinary shares have no par value.

The number of authorised ordinary shares is the same as the number of fully paid ordinary shares.

#### (c) Capital risk management

The Consolidated Entity's objectives when managing capital is to safeguard its ability to continue as a going concern, so that they can continue to provide returns for shareholders and benefits for other stakeholders and to maintain an optimum capital structure to reduce the cost of capital.

The Consolidated Entity's focus is to ensure capital is managed effectively and to maximise shareholder returns over the long term which may include share buy-backs, issue of new shares and/or dividends depending on the capital structure at the time.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 17 RESERVES AND ACCUMULATED LOSSES

	2025	2024
	\$'000	\$'000
<b>(a) Reserves</b>		
Foreign currency translation reserve	13,873	6,297
Share-based payments	8,264	7,623
Balance at 30 June	22,137	13,920

#### Movements:

##### Foreign currency translation reserve

Balance 1 July	6,297	7,272
Currency translation differences arising during the year	7,576	(975)
Balance at 30 June	13,873	6,297

##### Share-based payments reserve

Balance 1 July	7,623	7,664
Share-based payments expense	840	(41)
Vesting events	(823)	-
Transfers	624	-
Balance at 30 June	8,264	7,623

#### (b) Accumulated losses

Balance 1 July	(313,116)	(321,893)
Profit for the year	74,228	8,777
Dividends paid	(47,161)	-
Balance at 30 June	(286,049)	(313,116)

#### (c) Nature and purpose of reserves

##### Foreign currency translation reserve

The foreign currency reserve is used to record exchange differences arising from translation of the financial statements of foreign operations.

##### Share-based payments reserve

The share-based payments reserve is used to recognise the value of equity-settled share-based payments provided to employees, including KMP, as part of their remuneration (Refer to Note 18) and the Remuneration Report for further details of these long-term incentive plans.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 18 SHARE-BASED PAYMENTS

#### Executive LTI (Long-term incentive) plan

Bravura Solutions operated an executive LTIP during the comparative period. There was no FY25 LTIP. Under the executive LTIP, awards were made to executives and other key talent who had an impact on the Group's performance. FY24 LTIP awards are delivered in the form of options over ordinary shares in Bravura Solutions Ltd, subject to meeting Bravura Solutions Ltd share price performance measures. FY23 LTIP awards were delivered in the form of performance rights and are subject to meeting TSR (Total shareholder return) performance measures.

There were two grant programs operating in the current financial year: the FY24 LTIP and FY23 LTIP, which are detailed in the Remuneration Report. There was no FY25 LTIP. No awards were cancelled in 2025 or 2024. Bravura Solutions has calculated the fair value of FY24 share options and FY23 performance rights as detailed below.

#### FY24 share options

The fair values of Bravura Solutions Ltd share price share options are estimated using a Monte Carlo simulation model, taking into account the terms and conditions upon which the share options were granted.

#### FY23 performance rights

The fair values of TSR-hurdled performance rights are estimated using a Monte Carlo simulation model, taking into account the terms and conditions upon which the share options were granted.

The model simulates the TSR and compares it against a comparator group. It takes into account historical and expected dividends, and the share price fluctuation covariance of the Group and its competitors to predict the distribution of relative share performance. For more information, refer to the Remuneration Report.

The exercise price of the performance rights is \$0.63. The contractual term of the performance rights is three years and there are no cash settlement alternatives for the employees. The weighted average remaining contractual life for the performance rights outstanding as at 30 June 2025 was 0.8 years (2024: 1.6 years).

The following tables list the inputs to the models used for the FY24 and FY23 LTI plans for the year ended 30 June 2025:

	2024	2023
Directors and Executives	SHARE PRICE	TSR
Weighted average fair values at the measurement date	\$0.32	\$0.24
Dividend yield (%)	0.00%	3.73%
Expected volatility (%)	47.00%	44.00%
Risk-free interest rate (%)	3.72%	3.14%
Expected life of options (years)	2.55	2.66
Weighted average share price (\$)	\$0.64	\$0.89
Model used	Monte Carlo	Monte Carlo

The expected life of the performance rights and share options are based on historical data and current expectations and is not necessarily indicative of exercise patterns that may occur. The expected volatility reflects the assumption that the historical volatility over a period similar to the life of the options is indicative of future trends, which may not necessarily be the actual outcome.

#### Share Based Payments Expense

During the year, expenses were recognised relating to share-based payments. This included the grant of FY24 options which resulted in a \$0.5m expense for the year. The total expense recognised is shown in the following table:

	2025	2024
	\$'000	\$'000
Expense arising from equity-settled share-based payment transactions	840	(41)
<b>Total expense arising from share-based payment transactions</b>	<b>840</b>	<b>(41)</b>

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 18 SHARE-BASED PAYMENTS (CONT.)

#### Performance Rights and Share Options Movements

The following table illustrates the number of, and movements in, performance rights and share options:

Directors, other Key Management Personnel and other Executives	NO. OF PERFORMANCE RIGHTS	NO. OF SHARE OPTIONS
<b>Outstanding at 1 July 2023<sup>1</sup></b>	3,809,015	-
Granted during the year <sup>2</sup>	-	8,700,000
Forfeited during the year	(2,436,167)	-
Exercised during the year	(197,941)	-
Expired during the year	-	-
<b>Outstanding at 30 June 2024</b>	<b>1,174,907</b>	<b>8,700,000</b>
Granted during the year	426,507	-
Forfeited during the year	(67,959)	(1,000,000)
Exercised during the year	(408,437)	-
Expired during the year	-	-
<b>Outstanding at 30 June 2025</b>	<b>1,125,018</b>	<b>7,700,000</b>
Exercisable at 30 June 2024	-	-
Exercisable at 30 June 2025	-	-

1. The number of performance rights held by Directors, other KMP and other executives at 1 July 2023 has been restated and does not have an impact on the statement of financial position, statement of comprehensive income or statement of cash flows.
2. The number of options granted during the year ended 30 June 2024 has been restated and does not have an impact on the statement of financial position, statement of comprehensive income or statement of cash flows.

The weighted average fair value of share options granted during the year was \$nil (2024 options: \$0.32).

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 19 LEASES

The Group has lease contracts for property and equipment used in its operations. Property leases generally have a lease term between 2 and 7 years, while equipment leases are considered not material for the Group. Lease contracts for both property and equipment are fixed payments. The Group's obligations under its leases are secured by the lessor's title to the leased assets. Generally the Group is restricted from assigning and subleasing the leased assets.

#### (a) Movement in right-of use assets

	RIGHT-OF-USE ASSETS
	\$'000
<b>Net book value</b>	
At 1 July 2023	19,161
Additions	8,377
Terminations	(8,347)
Depreciation	(5,158)
Exchange difference	(54)
<b>At 30 June 2024</b>	<b>13,979</b>
Additions	70
Terminations	(620)
Depreciation	(3,491)
Exchange difference	522
<b>At 30 June 2025</b>	<b>10,460</b>

#### (b) Movement in lease liabilities

	2025	2024
	\$'000	\$'000
Carrying amount at beginning of year	17,408	27,785
Additions	70	7,934
Terminations	(620)	(8,347)
Lease payment made	(4,436)	(8,605)
Charged/(credited) to profit or loss:		
Accretion of interest	712	1,273
Exchange difference	182	(2,632)
Carrying amount at end of year	13,316	17,408
Current	4,506	4,600
Non-current	8,810	12,808
Closing balance at 30 June	13,316	17,408



# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 19 LEASES (CONT.)

For cash outflows relating to leases refer to the Consolidated Statement of Cash Flows. The future cash outflows relating to leases are disclosed in Note 3.

#### (c) Extension options

The Group has several lease contracts that include extension and termination options. These options are to provide flexibility in managing the leased-asset portfolio and align with the Group's business needs. Management exercises significant judgement in determining whether these extension and termination options are reasonably certain to be exercised. These options are not expected to be exercised.

### 20 DIVIDENDS

#### Ordinary shares

A special dividend of \$40.0 million relating to the Fidelity licence sale, and a \$7.2 million interim dividend for the half-year ended 31 December 2024 were declared. Both these dividends have been paid in the year ended 30 June 2025 (FY24: \$nil paid). The Dividend Reinvestment Plan has been suspended.

A final dividend of \$21.1m has been declared for FY25 which includes a special dividend relating to the Fidelity licence sale of \$8.0m and an ordinary dividend of \$13.1m. This is expected to be paid on 3 September 2025. No dividends were declared in FY24.

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# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 21 KEY MANAGEMENT PERSONNEL DISCLOSURES

#### (a) Directors

The following persons were the Directors of Bravura Solutions during the financial year:

##### Non-executive Directors

Matthew Quinn	Independent Chairman (appointed 31 May 2023)
Russell Baskerville	Independent Non-executive Director (appointed 28 February 2023)
Sarah Adam-Gedge	Independent Non-executive Director (appointed 1 September 2023)
Damien Leonard	Non-executive Director (appointed 19 September 2023)
Charles Crouchman	Independent Non-executive Director (appointed 28 September 2023)
Dexter Salna	Non-executive Director (appointed 4 November 2024)

##### Executive Directors

Andrew Russell	Group CEO and Managing Director (appointed 28 July 2023, resigned 28 April 2025)
Shezad Okhai	Interim CEO and Executive Director (appointed 28 April 2025) Refer to Section 2 of the Remuneration Report for full history.

#### (b) Other key management personnel

Neil Montford	CFO (appointed 1 June 2023)
---------------	-----------------------------

#### (c) Key management personnel compensation

	2025	2024
	\$	\$
Short-term employee benefits	2,991,183	3,250,677
Post-employment benefits	116,138	111,484
Share-based payments	427,100	427,100
Termination benefits	-	-
	<b>3,534,421</b>	<b>3,789,261</b>

Short-term incentives were paid and Long-term incentives were granted and exercised during the year and prior year and are disclosed in the Remuneration Report.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 22 CONTINGENT LIABILITIES AND COMMITMENTS

#### (a) Contingent liabilities

The Consolidated Entity had contingent liabilities at 30 June 2025 in respect of guarantees given in respect of office leases of subsidiaries amounting to \$0.8 million (30 June 2024: \$1.4 million), which are wholly cash-backed.

#### (b) Contingent assets

The Consolidated Entity had no contingent assets at 30 June 2025 (30 June 2024: nil).

#### (c) Commitments

The Consolidated Entity had no capital commitments as at 30 June 2025 (30 June 2024: nil).

### 23 RELATED PARTY TRANSACTIONS

#### (a) Key management personnel

Disclosures relating to key management personnel are set out in Note 21.

#### (b) Subsidiaries and ordinary shares

Interests in subsidiaries are set out in Note 24.

#### (c) Outstanding balances arising from transactions with related parties

There are no outstanding balances with related parties outside the Consolidated Group (2024: Nil).

#### (d) Transactions with related parties

Disclosures relating to guarantees to related parties provided are set out in Note 26(b).

#### (e) Terms and conditions of transactions with related parties other than KMP or entities related to them

All transactions were made on normal commercial terms and conditions and at market rates.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 24 SUBSIDIARIES

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries of Bravura Solutions Limited in accordance with the accounting policy described in Note 1(c) and Note 1(d):

Name of entity	COUNTRY OF INCORPORATION	CLASS OF SHARES	EQUITY HOLDING	EQUITY HOLDING
			2025	2024
			%	%
Bravura eCommerce Solutions Pty Ltd <sup>1</sup>	Australia	Ordinary	100	100
Bravura Facility Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Bravura Portfolio Solutions Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Bravura Solutions (Australia) Pty Ltd <sup>1</sup>	Australia	Ordinary	100	100
Bravura Solutions Investments Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Bravura Solutions Operations Pty Ltd <sup>1</sup>	Australia	Ordinary	100	100
Bravura Solutions Services Pty Limited <sup>3</sup>	Australia	Ordinary	100	100
Bravura Solutions Limited Employee Share Trust	Australia	Ordinary	100	-
Finocomp Holdings Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Finocomp Pty Ltd	Australia	Ordinary	100	100
Garradin Pty Ltd <sup>1</sup>	Australia	Ordinary	100	100
InvestmentLink Holdings Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
InvestmentLink Pty Ltd	Australia	Ordinary	100	100
Midwinter Advice Solutions Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Midwinter Financial Services Pty Ltd	Australia	Ordinary	100	100
Midwinter Holdings (NSW) Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Midwinter Holdings 1 Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Midwinter Holdings 2 Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Midwinter Holdings 3 Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Real Solutions Pty Ltd <sup>2</sup>	Australia	Ordinary	100	100
Mutual Fund Technologies Ltd	Bermuda	Ordinary	100	100
Bravura Solutions (Deutschland) GmbH <sup>2</sup>	Germany	Ordinary	100	100
Bravura Solutions (HK) Ltd	Hong Kong	Ordinary	100	100
Bravura Solutions India LLP	India	-	100	100
Bravura Solutions Luxembourg Holdings S.a.r.L.	Luxembourg	Ordinary	100	100
Bravura Solutions (NZ) Ltd	New Zealand	Ordinary	100	100
Bravura Solutions Polska S.P. ZOO	Poland	Ordinary	100	100
Bravura Software Solutions (SA) (Proprietary) Ltd	South Africa	Ordinary	100	100
Bravura Solutions (UK) Ltd	United Kingdom	Ordinary	100	100
Bravura Solutions Services (UK) Ltd <sup>2</sup>	United Kingdom	Ordinary	100	100
Delta Financial Systems Ltd	United Kingdom	Ordinary	100	100

1. This wholly-owned subsidiary has entered into a deed of cross guarantee with Bravura Solutions Limited pursuant to ASIC Corporations (Wholly owned Companies) Instrument 2016/785 and is relieved from the requirement to prepare and lodge an audited financial report.
2. This wholly-owned subsidiary is currently being prepared for deregistration or is in liquidation as at 30 June 2025.
3. Bravura Solutions Services Pty Limited was deregistered on 24 August 2024.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 24 SUBSIDIARIES (CONT.)

#### (a) Deed of Cross Guarantee

Pursuant to ASIC Corporations (Wholly-owned Companies) Instrument 2016/785, relief has been granted to Australian subsidiaries of Bravura Solutions Limited (the "Closed Group") from the Corporations Act 2001 requirements for the preparation, audit and lodgement of their financial report.

As a condition of the Corporations Instrument, the "Closed Group" entered into a deed of cross guarantee on 20 June 2014. The effect of the deed is that Bravura Solutions Limited has guaranteed to pay any deficiency in the event of winding up of a controlled entity or if they do not meet their obligations under the terms of overdrafts, loans, leases or other liabilities subject to the guarantee. The controlled entities have also given a similar guarantee in the event that Bravura Solutions Limited is wound up or if it does not meet its obligations under the terms of overdrafts, loans, leases or other liabilities subject to the guarantee.

The Consolidated Statement of Profit or Loss and Other Comprehensive Income and Consolidated Statement of Financial Position of subsidiaries controlled by Bravura Solutions Limited that are party to a deed of cross guarantee are:

	2025	2024
	\$'000	\$'000
<b>Revenue from contracts with customers</b>	<b>96,632</b>	94,458
Other income	174,099	21,675
Employee benefits expense	(43,349)	(50,192)
Depreciation and amortisation expense	(6,287)	(6,617)
Third party cost of sales	(838)	(3,623)
Travel and accommodation costs	(403)	(289)
Occupancy costs	(714)	(693)
Technology expenses	(3,153)	(4,524)
Other expenses	(2,217)	(44,792)
Foreign exchange losses	(2,940)	(255)
Finance costs	(142)	(186)
<b>Profit before income tax</b>	<b>210,688</b>	4,962
Income tax expense	(5,501)	(302)
<b>Profit for the year after income tax expense attributable to shareholders of Bravura Solutions</b>	<b>205,187</b>	4,660
<b>Other comprehensive income will be reclassified subsequently to profit or loss when specific conditions are met</b>		
Exchange differences on translation of foreign operations	-	-
<b>Total comprehensive income for the year attributable to shareholders of Bravura Solutions</b>	<b>205,187</b>	4,660
<b>Profit attributable to owners</b>	<b>205,187</b>	4,660

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 24 SUBSIDIARIES (CONT.)

	2025 \$'000	2024 \$'000
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	15,732	66,415
Trade receivables	8,840	8,389
Contract assets	5,340	8,191
Other current assets	1,699	2,216
<b>Total current assets</b>	<b>31,611</b>	<b>85,211</b>
<b>Non-current assets</b>		
Contract assets	2,408	3,916
Property, plant and equipment	5,236	7,564
Investment in Group Companies	273,291	263,449
Intangible assets	28,011	29,760
<b>Total non-current assets</b>	<b>308,946</b>	<b>304,689</b>
<b>Total assets</b>	<b>340,557</b>	<b>389,900</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	4,100	4,486
Provisions	8,411	10,126
Lease liabilities	699	667
Contract liabilities	3,956	6,157
Payable to Group Companies	111,109	156,040
Other current liabilities	9,891	6,557
<b>Total current liabilities</b>	<b>138,166</b>	<b>184,033</b>
<b>Non-current liabilities</b>		
Provisions	982	1,235
Lease liabilities	1,557	2,083
Deferred tax liabilities	2,929	-
<b>Total non-current liabilities</b>	<b>5,468</b>	<b>3,318</b>
<b>Total liabilities</b>	<b>143,634</b>	<b>187,351</b>
<b>Net assets</b>	<b>196,923</b>	<b>202,549</b>
<b>EQUITY</b>		
Contributed equity	131,871	134,015
Reserves	8,312	8,312
Accumulated losses	56,740	60,222
<b>Total equity</b>	<b>196,923</b>	<b>202,549</b>

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 25 RECONCILIATION OF PROFIT AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	NOTES	2025	2024
		\$'000	\$'000
Profit for the year		<b>74,228</b>	8,777
Depreciation and amortisation expense	6	<b>13,153</b>	15,588
Finance costs	6	<b>889</b>	1,533
Share-based payments	6	<b>840</b>	(41)
Net unrealised exchange differences		<b>8,312</b>	(963)
Change in operating assets and liabilities			
Decrease in trade and other debtors, contract assets		<b>8,757</b>	24,459
(Increase)/decrease in other current assets		<b>(1,117)</b>	5,483
Decrease/(increase) in net deferred tax assets		<b>278</b>	(2,014)
Decrease in trade and other payables		<b>(1,360)</b>	(8,310)
Increase in provision for income tax		<b>638</b>	211
Decrease in contract liabilities		<b>(6,798)</b>	(3,479)
Increase/(decrease) in net deferred tax liabilities		<b>2,929</b>	(83)
Decrease in provisions and other liabilities		<b>(170)</b>	(10,992)
<b>Net cash inflow from operating activities</b>		<b>100,579</b>	30,169

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# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 26 PARENT ENTITY FINANCIAL INFORMATION

#### (a) Summary financial information

The parent of the Group is Bravura Solutions Limited an ASX listed company limited by shares, incorporated in Victoria, Australia.

The financial statements for the Parent Entity show the following aggregate amounts:

	2025	2024
	\$'000	\$'000
<b>Balance sheet</b>		
Non-current assets	1,062,003	484,222
Total assets	1,062,003	484,222
Total liabilities	75,743	-
<b>Net assets</b>	<b>986,260</b>	484,222
<i>Shareholders' equity</i>		
Contributed equity	359,603	432,867
Reserves	614,836	148,798
(Accumulated losses)/Retained earnings	11,821	(97,443)
Total equity	986,260	484,222
<b>Profit/(loss)</b>	<b>109,264</b>	(462)
<b>Total comprehensive profit</b>	<b>687,045</b>	273,034

#### (b) Guarantees entered into by the Parent Entity

The Parent Entity has provided no financial guarantees in respect of bank overdrafts and loans of subsidiaries.

#### (c) Contingent liabilities of the Parent Entity

The Parent Entity has provided letters of support to certain subsidiaries to assist in meeting liabilities as and when they fall due and allow them to continue operating on a going concern basis for the next 12 months from the date of a subsidiary's financial report.

#### (d) Contractual commitments for the acquisition of property, plant or equipment

As at 30 June 2025, the Parent Entity had no contractual commitments for the acquisition of property, plant or equipment (2024: \$nil).

#### (e) Non-current assets

The Parent Entity accounts for investments in subsidiaries at fair value through other comprehensive income.



# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

### 27 REMUNERATION OF AUDITORS

During the year the following fees were paid or payable for services provided by the auditor of the Parent Entity and its related practices:

	2025	2024
<b>Fees to Ernst &amp; Young (Australia)</b>		
Fees for auditing the statutory financial report of the parent covering the group and auditing the statutory financial reports of any controlled entities	<b>648,000</b>	746,675
Fees for assurance services that are required by legislation to be provided by the auditor	-	-
Fees for other assurance and agreed-upon-procedures services under other legislation or contractual arrangements where there is discretion as to whether the service is provided by the auditor or another firm	-	-
Fees for other services		
Tax compliance services	<b>31,600</b>	34,000
Taxation advice	<b>253,365</b>	197,098
<b>Total fees to Ernst &amp; Young (Australia) (A)</b>	<b>932,965</b>	977,773
<b>Fees to other overseas member firms of Ernst &amp; Young (Australia)</b>		
Fees for auditing the financial report of any controlled entities	<b>122,000</b>	131,785
Fees for other services		
Tax compliance services	-	-
Taxation advice	<b>157,707</b>	11,156
<b>Total fees to overseas member firms of Ernst &amp; Young (Australia) (B)</b>	<b>279,707</b>	142,941
<b>Total auditor's remuneration Ernst &amp; Young (A) + (B)</b>	<b>1,212,672</b>	1,120,714
<b>Fees to non-Ernst &amp; Young member firms:</b>		
Audit	<b>370,625</b>	24,318
Tax compliance services	<b>6,505</b>	5,696
<b>Total fees to non-Ernst &amp; Young member firms (C)</b>	<b>377,130</b>	30,014

### 28 EVENTS OCCURRING AFTER THE REPORTING PERIOD

After approval of the FY25 Results on 13 August 2025, Matthew Quinn, Bravura's Chairman and Independent Non-Executive Director, notified the board that he intends to retire as Chairman and Independent Non-Executive Director at the conclusion of the 2025 AGM. This is a non-adjusting event.

On 8 August 2025, the Directors resolved to pay a final dividend of 2.92 cents per share, amounting to \$13.1 million, as well as a special dividend of 1.79 cents per share resultant from the Fidelity licence sale, amounting to \$8.0 million. The record date for the dividends is 20 August 2025 with payment to be made on 3 September 2025.

# CONSOLIDATED ENTITIES DISCLOSURE STATEMENT

## AS AT 30 JUNE 2025

Set out below is a list of entities that are consolidated in the Bravura consolidated financial statements as at 30 June 2025:

Name of entity	Type of entity	% of share capital	Country of incorporation	Whether or not an Australian resident	Foreign jurisdiction(s) in which the entity is a tax resident
Bravura Solutions Ltd	Body corporate	N/A	Australia	Yes	N/A
Bravura eCommerce Solutions Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Bravura Facility Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Bravura Portfolio Solutions Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Bravura Solutions (Australia) Pty Ltd	Body corporate - Partner in Bravura Solutions India LLP	100%	Australia	Yes	N/A
Bravura Solutions Investments Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Bravura Solutions Operations Pty Ltd	Body corporate - Partner in Bravura Solutions India LLP	100%	Australia	Yes	N/A
Finocomp Holdings Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Finocomp Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Garradin Pty Ltd	Body corporate	100%	Australia	Yes	N/A
InvestmentLink Holdings Pty Ltd	Body corporate	100%	Australia	Yes	N/A
InvestmentLink Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Midwinter Advice Solutions Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Midwinter Financial Services Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Midwinter Holdings (NSW) Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Midwinter Holdings 1 Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Midwinter Holdings 2 Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Midwinter Holdings 3 Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Real Solutions Pty Ltd	Body corporate	100%	Australia	Yes	N/A
Bravura Solutions Limited Employee Share Trust	Trust	-	Australia	Yes	N/A
Mutual Fund Technologies Ltd	Body corporate	100%	Bermuda	No	Bermuda
Bravura Solutions (Deutschland) GmbH	Body corporate	100%	Germany	No	Germany
Bravura Solutions (HK) Ltd	Body corporate	100%	Hong Kong	No	Hong Kong
Bravura Solutions India LLP	Partnership	100%	India	No	India
Bravura Solutions Luxembourg Holdings S.a.r.L.	Body corporate	100%	Luxembourg	No	Luxembourg
Bravura Solutions (NZ) Ltd	Body corporate	100%	New Zealand	No	New Zealand
Bravura Solutions Polska S.P. ZOO	Body corporate	100%	Poland	No	Poland

# CONSOLIDATED ENTITIES DISCLOSURE STATEMENT

## AS AT 30 JUNE 2025

Name of entity	Type of entity	% of share capital	Country of incorporation	Whether or not an Australian resident	Foreign jurisdiction(s) in which the entity is a tax resident
Bravura Software Solutions (SA)(Proprietary) Ltd	Body corporate	100%	South Africa	No	South Africa
Bravura Solutions (UK) Ltd	Body corporate	100%	United Kingdom	No	United Kingdom
Bravura Solutions Services (UK) Ltd	Body corporate	100%	United Kingdom	No	United Kingdom
Delta Financial Systems Ltd	Body corporate	100%	United Kingdom	No	United Kingdom

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## DIRECTORS' DECLARATION

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In the Directors' opinion:

The financial statements and notes of Bravura Solutions Limited for the year ended 30 June 2025 are in accordance with the *Corporations Act 2001*, including:

- (i) Complying with Accounting Standards, the *Corporations Regulations 2001*;
- (ii) Complying with International Financial Reporting Standards as disclosed in Note 1(a); and
- (iii) Giving a true and fair view of the Consolidated Entity's financial position as at 30 June 2025 and of its performance and cash flows for the year ended on that date.

The Consolidated Entity Disclosure Statement required by section 295(3A) of the *Corporations Act* is true and correct.

There are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable.

This declaration has been made after receiving the declarations required to be made to the Directors by the Chief Executive Officer and Chief Financial Officer in accordance with section 295A of the *Corporations Act 2001* for the financial year ended 30 June 2025, in accordance with a resolution of the Directors.



**MATTHEW QUINN**

CHAIRMAN AND NON-EXECUTIVE DIRECTOR

Sydney

13 August 2025

# INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS (CONTINUED)



Ernst & Young  
200 George Street  
Sydney NSW 2000 Australia  
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ey.com/au

## Independent auditor's report to the members of Bravura Solutions Limited

### Report on the audit of the financial report

#### Opinion

We have audited the financial report of Bravura Solutions Limited (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated statement of financial position as at 30 June 2025, the consolidated statement of profit and loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, the consolidated entity disclosure statement and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

- a. Giving a true and fair view of the consolidated financial position of the Group as at 30 June 2025 and of its consolidated financial performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

#### Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial report of the current year. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the financial report* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial report. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial report.

# INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS (CONTINUED)



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## Revenue recognition for multiple-element arrangements

Why significant	How our audit addressed the key audit matter
<p>For the year ended 30 June 2025, the Group's revenue consists of maintenance, support and hosting of \$159.2 million, professional services of \$92.2 million, license fees of \$5.0 million, other sales revenue of \$0.3 million and non-recurring revenue on sale of licence of \$56.2million as presented in the consolidated statement of comprehensive income and disclosed in Notes 1(e), 2(i) and 5.</p> <p>The majority of the Group's sales contracts involve multiple-element arrangements. For example, a single software sales transaction may combine the delivery of a software license and rendering of maintenance and other professional services.</p> <p>In determining how revenue is to be recognised, the sales consideration received from customers is allocated to the various products and services (performance obligations) that comprise the arrangement, based upon their relative fair values. This process requires significant judgement to determine:</p> <ul style="list-style-type: none"> <li>the fair value of the license and when to recognise the revenue;</li> <li>the relative fair value of the individual performance obligations of the contract, specifically concerning the cost to deliver, and the margin used to determine the stand-alone selling price of each element; and</li> <li>whether the future unavoidable costs of meeting the obligations under fixed price contracts exceed the economic benefits expected to be received and whether an onerous contract provision is required.</li> </ul> <p>Revenue recognition for multiple-element arrangements was considered to be a Key Audit Matter due to the complexity of the contracts and the judgement required to allocate the revenue amongst relevant performance obligations.</p>	<p>Our audit procedures included the following:</p> <ul style="list-style-type: none"> <li>Assessment of whether the Group's revenue recognition accounting policies relating to multiple-element arrangements complied with the requirements of Australian Accounting Standards.</li> <li>Performed walkthrough of the revenue recognition process to evaluate and understand the design and implementation of relevant controls. Performed test of operating effectiveness for five (5) key controls related to contract approval, monthly revenue reconciliations and invoice approvals.</li> <li>Tested a sample of revenue transactions back to contract, invoice, cash receipt and evidence the performance obligation has been satisfied to assess the amount and timing of revenue recognised is appropriate.</li> <li>Performed a correlation between revenue, cash, trade receivable, contract assets and contract liabilities using data analytics.</li> <li>Tested a sample of the accrued and deferred revenue balances at year end to assess whether the associated revenue was recognised in the correct period and whether balances were appropriately recorded as at balance sheet date.</li> <li>For a sample of contracts, assessed whether the revenue recognition criteria relevant to each element in the multiple-element arrangements had been met. We evaluated whether the performance obligation associated with the relevant licensed software had been met in the correct reporting period.</li> <li>For loss making contracts, assessed the reasonableness of calculations of costs to complete through enquiry with the project manager which included the understanding of the risks pertaining to the outstanding work remaining on the contract and the related cost assumptions or contingencies, and assessed the Group's identification and measurement of onerous contracts.</li> <li>We also assessed the adequacy and appropriateness of the disclosures included in the Notes to the financial report.</li> </ul>

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# INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS (CONTINUED)



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## Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon, with the exception of the Remuneration Report and our related assurance opinion.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of:

- ▶ The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001*; and
- ▶ The consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001*; and

for such internal control as the directors determine is necessary to enable the preparation of:

- ▶ The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- ▶ The consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material



# INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS (CONTINUED)



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if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- ▶ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- ▶ Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- ▶ Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- ▶ Plan and perform the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group financial report. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the directors, we determine those matters that were of most significance in the audit of the financial report of the current year and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter

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# INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS (CONTINUED)



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should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

## Report on the audit of the Remuneration Report

### Opinion on the Remuneration Report

We have audited the Remuneration Report included in pages 17 to 32 of the directors' report for the year ended 30 June 2025.

In our opinion, the Remuneration Report of Bravura Solutions Limited for the year ended 30 June 2025, complies with section 300A of the *Corporations Act 2001*.

### Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Ernst & Young

Graham Leonard  
Partner  
Sydney  
13 August 2025

SHAREHOLDER INFORMATION

Additional information required by the Australian Securities Exchange and not shown elsewhere in this report is as follows. The information is current as at 8 August 2025.

Distribution of equity securities

448,299,975 fully paid ordinary shares are held by 7,145 individual shareholders. All issued ordinary shares carry one vote per share and carry the rights to dividends.

The number of shareholders, by size of holding, are:

Fully paid ordinary shares	NUMBER OF SHAREHOLDERS
1 to 1,000	3,346
1,001 to 5,000	2,391
5,001 to 10,000	564
10,001 to 100,000	740
100,001 and Over	104
Total	7,145
Holding less than a marketable parcel	969

Substantial shareholders

Fully paid ordinary shares	PERCENTAGE %	HOLDING
Pinetree Capital Ltd and L6 Holdings Inc <sup>1</sup>	22.50%	100,851,879
Camac Fund, LP	6.03%	27,025,632
Stichting Bewaarder GFC	5.92%	26,522,463

<sup>1</sup> Mr Okhai is an associate of Pinetree Capital Ltd and L6 Holdings Inc.

## SHAREHOLDER INFORMATION

### Twenty largest holders of quoted equity securities

Fully paid ordinary shares	NUMBER	PERCENTAGE
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	153,171,440	34.17
CITICORP NOMINEES PTY LIMITED	109,298,895	24.38
J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	41,785,893	9.32
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	31,432,976	7.01
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	12,409,720	2.77
BNP PARIBAS NOMS (NZ) LTD	8,983,036	2.00
TRUEBELL CAPITAL PTY LTD	6,000,000	1.34
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED - A/C 2	5,762,704	1.29
NEWECONOMY COM AU NOMINEES PTY LIMITED	3,094,687	0.69
GLIOCAS INVESTMENTS PTY LTD	2,631,950	0.59
UBS NOMINEES PTY LTD	2,584,367	0.58
WARBONT NOMINEES PTY LTD	2,555,478	0.57
MOAT INVESTMENTS PTY LTD	2,201,987	0.49
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	2,156,890	0.48
BNP PARIBAS NOMINEES PTY LTD	2,020,537	0.45
MR JASON MICHAEL POWER	1,700,268	0.38
BNP PARIBAS NOMS PTY LTD	1,588,167	0.35
MAST FINANCIAL PTY LTD	1,245,000	0.28
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED-GSCO ECA	1,116,944	0.25
MS KYLIE LYNETTE NUSKE & MR MATTHEW JAMES COOK	1,082,203	0.24
Total	392,823,142	87.63

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# CORPORATE DIRECTORY

## CORPORATE INFORMATION

ABN 54 164 391 128

## CORPORATE AND REGISTERED OFFICE

Level 6, 345 George Street

Sydney NSW 2000

Phone: +61 2 9018 7800

## WEBSITE ADDRESS

[www.bravurasolutions.com](http://www.bravurasolutions.com)

## BOARD OF DIRECTORS

**Matthew Quinn**

Independent Chairman

**Russell Baskerville**

Independent Non-Executive Director

**Sarah Adam-Gedge**

Independent Non-Executive Director

**Damien Leonard**

Non-Executive Director

**Dexter Salna**

Non-Executive Director

**Charles Crouchman**

Independent Non-Executive Director

**Shezad Okhai**

Interim CEO and Executive Director

## COMPANY SECRETARY

**Melissa Jones**

## AUDITOR

Ernst & Young

200 George Street

Sydney NSW 2000

Phone: 61 2 9248 5555

## SHARE REGISTRY

MUFG Corporate Markets (AU) Limited

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