

ASX Release

29 September 2025

Group CEO Appointment

Bravura Solutions Limited (ASX: BVS) (Bravura) announces that Colin Greenhill will be appointed as Group CEO commencing on 1 January 2026 and will be based in our London office.

The Board has undertaken an extensive global search through an executive search agency to recruit a Group CEO.

Mr Greenhill has over 15 years' experience operating as a Chief Executive with wide-ranging experience leading software businesses serving the financial services and insurance sectors. He recently served as Chief Executive Officer at SSP Worldwide, a global supplier of software to the insurance industry, and led an international portfolio of banking, wealth management and insurance software businesses.

Bravura Chair Matthew Quinn said "We are delighted to welcome Colin as our next Group CEO. Following an extensive search process, the Board unanimously agreed that Colin is the best candidate to take Bravura forward."

Mr Greenhill said "I am excited to be joining Bravura at this important stage. With 1,000 talented colleagues worldwide and a strong portfolio of critical systems supporting leading financial institutions, we have a solid foundation for the future. I look forward to working with our customers and our teams to deliver long-term value."

Shezad Okhai will remain as interim CEO until Mr Greenhill commences as Group CEO, at which time Mr Okhai will return to his role as Non-Executive Director of Bravura and will assist Mr Greenhill to ensure a smooth transition.

The material terms of Mr Greenhill's contract are set out in Appendix 1.

Authorised for release by the Board of Directors, Bravura Solutions Limited

For investor enquiries, please contact:

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About Bravura Solutions Limited

Bravura Solutions Limited is a leading provider of software solutions for the wealth management, life insurance, and funds administration industries. Our solutions are underpinned by functionally rich technology that enables modernisation, consolidation, and simplification. Our software solutions enable our clients to increase speed to market, provide a seamless digital experience and address ongoing changes in financial services regulation. Backed by over 35 years of experience, our on-premise, managed,

hosted and cloud solutions are used by many of the world's leading financial institutions, who entrust trillions of dollars in assets held in accounts to our systems. We support our clients with a team of approximately 1,000 people across Australia, New Zealand, United Kingdom, Europe, Africa, and Asia. To learn more, visit www.bravurasolutions.com.

Appendix 1
Material contract terms

Duration of contract	Open ended
Period of notice	6 months
Fixed Annual Remuneration	£367,500 (base salary and pension)
Incentive Plan*	<p>Mr. Greenhill's FY26 Incentive will be calculated as:</p> <p>Base Salary X Business Quality Ratio X Personal Factor</p> <p>Business Quality Ratio is determined as the sum of FY26 year over year Organic Revenue Growth and the FY26 Group Cash EBITDA margin percentage.</p> <p>Personal Factor is based on an individual's role. Colin's personal factor can be accelerated based on the FY26 BQR result. BQR targets are deemed commercially sensitive and not disclosed.</p> <p>The FY26 incentive will be paid as a mix of cash and shares. Shares will have a trading restriction for a total period of four years from the date of grant, with the restrictions lifting in equally weighted tranches at the end of second, third and fourth years after the grant date.</p> <p>Mr. Greenhill's FY26 Incentive will be pro-rated for his start date.</p>
Sign-on options*	<p>A one-off grant of 1.6 million options on the following terms:</p> <p>Vesting period: The options will vest in 4 equal tranches of 25% on the second, third, fourth and fifth anniversary of Mr Greenhill's start date.</p> <p>Exercise Price: closing price of BVS shares on the day prior to Mr Greenhill's start date.</p> <p>Vesting conditions: Must remain employed, not tendered resignation and not received notice of termination to receive tranche upon vesting.</p> <p>Exercise period: Three months from the vesting date.</p> <p>Dividend Equivalent Rights: the Board may, in its discretion, grant dividend equivalent rights in respect of options which are exercised. The amount of dividend equivalent rights will be approximately equal to the amount of dividends that would have been payable had the participant been the registered holder of shares. Any entitlement to dividend equivalent rights will be satisfied as soon as reasonably practical following the allocation of shares on exercise of the option.</p>
Post Employment restraints	6 months non-compete, 12 months non-solicitation

*equity based incentives may be subject to shareholder approval

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