

## ASX Release

16 March 2026

### Group CEO remuneration

Bravura Solutions Limited (ASX: BVS) (Bravura) announces that further to the announcement on 28 September 2025 of Colin Greenhill's appointment as Group CEO, the board has approved a change to the exercise price of the sign on options from \$2.57 to \$2.15. On 31 December 2025 Bravura's share price closed at \$2.57. From 1 January 2026 to 13 March 2026, Bravura's VWAP has been \$2.15.

Further details are set out in Appendix 1 of this announcement.

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

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

Appendix 1  
Material terms of the sign on options

Sign-on options	<p>A one-off grant of <b>1.6 million options</b> on the following terms:</p> <p><b>Vesting period:</b> 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><b>Exercise Price:</b> the exercise price will be \$2.15 based on a VWAP from 1 January 2026 to 13 March 2026.</p> <p><b>Vesting conditions:</b> Must remain employed, not tendered resignation and not received notice of termination to receive tranche upon vesting.</p> <p><b>Exercise period:</b> Three months from the vesting date.</p> <p><b>Dividend Equivalent Rights:</b> 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> <p>Any allocation of securities will be satisfied by the Company by way of on-market purchases.</p>
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