

Nexia Perth
Transparency Report
For the year ended 30 June 2025



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Message from the Managing Director



It is with pleasure that Nexia Perth provides this 2025 Transparency Report for the benefit of our clients, prospective clients, and our directors and team members.

I am pleased to present the 2025 Transparency Report for Nexia Perth Audit Services Pty Ltd.

This Transparency Report provides an overview of the structure of Nexia Perth, our connection to Nexia Australia and Nexia International and the governance framework in which we operate. In addition, this Report also outlines our quality control systems and the effectiveness of these systems, our quality control monitoring and our commitment to continuing professional education.

At Nexia Perth, we believe that quality is not a one-time measure, but a continuous process – one that requires constant attention, monitoring, and ongoing improvement. Our Directors and team members fully embrace this responsibility, ensuring that quality remains the heart of what we do.

For us, delivering quality service is not only essential to the growth and sustainability of our firm, but also meeting the quality standards as set by our regulatory bodies and the broader business community.

This Report demonstrates to Audit Committees and all our stakeholders our unwavering commitment to quality and service, principles that underpin the success of Nexia Perth.

Finally, I would like to thank our Directors and team members for their ongoing dedication to achieving the highest standard of service and for consistently supporting the needs of our clients and community.

A handwritten signature in dark ink, appearing to read 'Mal Di Giulio', with a large, stylized loop at the end.

Mal Di Giulio
Managing Director

21 October 2025

Who we are

Our success is built on a foundation of integrity, expertise and a commitment to helping our clients navigate towards success. We're a leading accounting and advisory firm with decades of experience providing tailored solutions to clients across a range of sectors.

Overview of the Nexia Australia network

Each of the firms comprising the Nexia Australia network, including Nexia Perth, are mid-sized firms of accountants and business advisors. We have a carefully integrated suite of services, encompassing taxation, superannuation, business advisory, and audit.

With a global network of 186 member firms in 119 countries, we have the resources and expertise to help our client's navigate complex business challenges.

We believe in strong business relationships and that is why our clients are guaranteed direct involvement by our Directors. This direct involvement ensures that material issues will be identified at an early stage and addressed in a practical and commercial manner.

All Director are supported by a team of enthusiastic and dedicated professionals and team members with a broad range of qualifications and experience, the majority of whom are involved in the full time provision of client services.

Our teams have the local skills, national depth and global reach, and overall experience to help our client's achieve their goals, whether they're profit-focused or compliance-focused.

In this Report reference to "Director" refers to the equity and non-equity owners of the Nexia Perth Pty Ltd, as well as the Directors of Nexia Perth Audit Services Pty Ltd, an authorised audit companies and corporate entities in the Nexia Perth group. The information contained in this Transparency Report relates to the reporting year ended 30 June 2025.



Network structure and governance

Nexia International

Nexia Australia Pty Ltd (Nexia Australia) is a member firm of the global Nexia International network.

Nexia International is a worldwide affiliation of independent auditors, business advisers and consultants. The key to Nexia's success is simple: global representation with member firms ranking in the top 20 in the world's major financial and economic centres.

This positioning means that Nexia International is able to provide a top quality service to its clients with international needs. Nexia International comprises 22,296 Partners and team members in 186 member firms serving our clients through 519 offices in 119 countries. Global fee income for the year to 30 June 2024 was US\$2.5bn.

From its foundation to the present day, one of Nexia International's greatest strengths has been the willingness of its independent firms to share their Partners' expertise and knowledge on behalf of the affiliation's clients.

Our clients naturally expect the highest standards of professional advice. All of our independent member firms apply strict procedures and standards and are subject to regular quality control reviews which must be met as a condition of continuing membership of Nexia. All its member firms must belong to their local professional body. In addition, our member firms publish publications and insights – all contributing to the quality and international expertise of Nexia.

Legal structure

Nexia International Limited (Nexia) is a company limited by guarantee registered in the Isle of Man. Nexia supports the activities of the international network and does not provide any professional services; these are provided only by the individual, independent member firms. Neither Nexia nor any of the individual member firms are responsible for each others' acts or omissions.

Nexia Australia

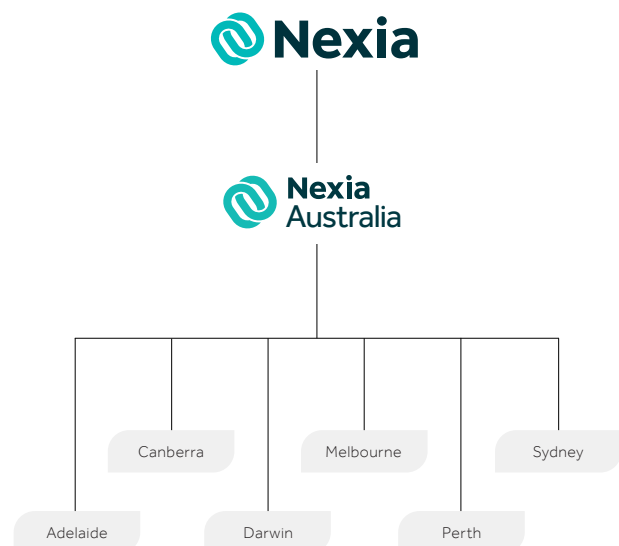
Legal structure

Nexia operates in Australia as a network of independent member firms. Nexia Australia Pty Ltd, a company limited by shares and incorporated in Australia, holds an umbrella licence and membership agreement with Nexia.

The umbrella agreement prohibits Nexia Australia from operating as an accounting and consulting firm in its own right. Nexia Australia does not provide any services or advice to any clients and exists solely to provide shared resources to its members and holds the international licence with Nexia. Nexia Australia grants a sub-membership agreement to each Australian member firm to be a member of Nexia and provides limited shared resources to the Australian member firms.

Nexia Australia currently employs the National Accounting and Audit Technical Director, National Tax Director, National Marketing Manager and support. Each member firm of the Nexia Australia network is an independent legal entity and is financially independent from other network firms.

The following diagram illustrates the network structure:



Network firms

Nexia Perth

Legal structure

Nexia Perth Pty Ltd (Nexia Perth) is a member of Nexia Australia.

Nexia Perth provides Audit, Tax Consulting, Corporate Finance, Corporate Services and other Business Advisory Services to a varied client base through a number of wholly-owned legal entities. Audit and related assurance services are provided by Nexia Perth Audit Services Pty Ltd (NPAS or the company), a company limited by shares and incorporated in Australia.

NPAS is an authorised audit company, regulated by the Australian Securities and Investments Commission (ASIC).

NPAS is managed by its partners, all of whom are Registered Company Auditors, experienced Chartered Accountants and are Directors of Nexia Perth.

Governance oversight of NPAS is undertaken by the Directors who meet regularly to review the company's financial performance, regulatory compliance and to consider the actions required to maintain audit quality, operational performance and other assurance work performed.

Directors and team members of NPAS also actively participate in the management of Nexia Perth with particular responsibilities including quality control and technical representation on a number of Nexia Australia's committees.

NPAS has access to Nexia Perth's resources including administration and human resources. In addition, Nexia Australia's national technical resources provide support to NPAS in respect of audit, financial reporting, tax and certain quality control matters.

NPAS is subject to the same governance oversight by the directors and represents one division of the broader operations of Nexia Perth.

Other Divisions include:

- Business advisory;
- Corporate advisory;
- Corporate services;
- Self-management superannuation funds services; and
- Taxation consulting.

Governance structure



System of quality management

Leadership responsibilities for quality within the firm

Nexia Perth has an overriding commitment to quality. The Managing Director is ultimately responsible to ensure that the quality assurance policies and procedures as outlined in the firms' Quality Manual are adhered to. The firm's Directors decide on all key matters regarding the firm and its professional practice.

The Directors accept responsibility for leading and promoting a quality assurance culture within the firm and for providing and maintaining the Quality Management Manual and all other necessary practical aids and guidance to support engagement quality.

Nexia Perth recognises the importance of quality in performing all client engagements. The mandatory status of ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements* and APES 320 *Quality Management for Firms that provide Non-Assurance Services* is acknowledged and firm affirms its intention to operate in a climate of quality, complying with ASQM 1 and APES 320.

Specifically:

- All Directors and team members are expected to maintain a high level of quality in all assigned tasks and be fully conversant with the requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)*;
- Directors acknowledge their responsibility for fostering and ensuring a culture of quality;
- Quality will not be compromised by commercial considerations on assignments;
- All team members are required to consistently follow required procedures;
- Training and mentoring are recognised as key components to ensuring quality is maintained;
- Team members are required to attend training relevant to their roles;
- The firm devotes sufficient resources for the development, documentation and support of its quality control policies and procedures; and
- Team members' annual performance reviews include an appraisal of their demonstrated commitment to quality and ethics, their level of continuing professional development, adherence to the policies and procedures of the firm and the level of competence of the team member.

Ethical requirements

All Directors and staff of Nexia Perth are required to adhere to the fundamental principles of professional ethics as outlined in Chartered Accountants Australia and New Zealand's By-laws and Regulations, APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* and other standards issued by the Accounting Professional and Ethical Standards Board (APESB). All Directors and team members must maintain a high standard of personal conduct to avoid any possible damage to their personal reputation, Nexia Perth's reputation or that of the professional accounting body of which they are a member. All team members are responsible for adherence to the ethical principles. If any team members are concerned with a matter relating to non-adherence to Nexia Australia's ethical principles, they are encouraged to communicate these concerns to the Engagement Director, Risk and Quality Management Director or Managing Director, as that team member considers appropriate in the circumstances.

Acceptance and continuance of client relationships and specific engagements

Nexia Perth acknowledges that client integrity and the ability of each firm to conduct the engagement competently and ethically are essential components of Nexia Australia's quality control system.

The firm accept new engagements and client relationships only after the Engagement Director, based on a review process conducted by the (prospective) engagement team, has approved the acceptance of the engagement, in accordance with the firms' policies and procedures.

Nexia Perth uses established procedures to provide it with reasonable assurance that it identifies and assesses the potential sources of risk associated with a new client relationship or a specific engagement. The firm will only tender for or accept new clients after assessing the acceptability of the client. The factors the firm takes into account include:

- the actual and/or perceived integrity of the client;
- the cultural fit of the client within the firm's practice areas;
- the competence and capability of the firm to complete the engagement within the required timeframe; and
- ethical issues, with particular reference to any perceived independence and conflict of interest threats.

System of quality management

Human resources

Human Resources is recognised as a critical success area for the firm. Accordingly, all Directors accept the ultimate responsibility for the quality of the work performed by personnel of the firm so as to be able to issue reports that are appropriate in the circumstances. Management of, and communication with, team members is one of the major roles of Directors.

On an ongoing basis, the firm monitors its needs to ensure that the level of employees enables it to maintain current client levels and anticipated growth, turnover of personnel and retirements.

A dedicated Human Resources Professional is allocated responsibility for all human resource issues. Human Resources leaders have the responsibility for:

- maintenance of human resource policies;
- identifying required policy changes resulting from labour laws and regulations, and to remain competitive in the marketplace;
- providing guidance and consultation on human resource related matters;
- maintenance of performance evaluation appraisal systems;
- as requested, recommending specific actions or procedures appropriate to the circumstance (that is, discipline, recruitment);
- scheduling of in-house professional development;
- maintenance of personnel files (including annual declarations of independence, acknowledgement of confidentiality, and continuing professional development reports); and
- development and delivery of induction training.

The Directors monitor the effectiveness of the recruitment program to ensure that the policies and procedures are being followed and that personnel needs are being met.

Nexia Perth is committed to ethical principles. Accordingly, adherence to ethical principles is an important component of all Human Resources procedures, including performance evaluation, promotion, and remuneration. Any personnel not adhering to the ethical principles will be counselled and where appropriate may be subject to disciplinary action.

Engagement performance

Through established policies and procedures and its system of quality management, Nexia Perth requires engagements to be performed according to professional standards and applicable regulatory and legal requirements. Nexia Perth's overall systems are designed to provide reasonable assurance that the firm and its Directors and team adequately and properly plan, supervise, and review engagements and produce engagement reports that are appropriate in the circumstances.

To help ensure that Director and team member performance on engagements is consistent and accords with professional standards and regulatory and legal requirements, Nexia Australia provides working paper templates for documenting the engagement process for clients. These templates are updated as required to reflect any changes in professional standards. Team members use these templates to document key facts, risks, and assessments related to acceptance or continuation of each engagement. Team members are encouraged to exercise professional judgment when modifying such templates to ensure that such matters are appropriately documented and assessed for each engagement in accordance with professional standards and each firm's policies.

Also available are research tools and reference materials; a quality control system and manual; appropriate sector standard software tools, including data and system access security; and guidance, training, and education policies and programs, including support for compliance with the professional development requirements of the accounting bodies in Australia.

When performing any engagement, all Directors and team members are required to:

- follow and adhere to their firm's planning, supervision, and review policies;
- use the firm's templates for file preparation, documentation, and correspondence, as well as its software, research tools, and the signing and release procedures appropriate for the engagement;
- follow and adhere to the ethical policies of the profession and the firm;
- perform their work to professional and firm standards with due care and attention;
- document their work, analysis, consultations, and conclusions sufficiently and appropriately;

System of quality management

- complete their work with objectivity and appropriate independence, on a timely and efficient basis, and document the work in an organised, systematic, complete, and legible manner;
- ensure that appropriate consultations on difficult or contentious matters are undertaken and documented;
- ensure that appropriate client communications, representations, reviews, and responsibilities are clearly established and documented; and
- ensure that the engagement report reflects the work performed and its intended purpose and is issued soon after the fieldwork is complete.

In addition to the Engagement Director, an Engagement Quality Reviewer is appointed to audits of public interest entities and other audit engagements assessed as having higher audit risk.

The Engagement Quality Reviewer is responsible for discussing the significant judgments the engagement team made and the conclusions it reached with the Engagement Director; reviewing the financial statements or other subject matter information and the proposed report; and considering whether the proposed report is appropriate in the circumstances.

Internal engagement monitoring program

Monitoring consists primarily of determining - through interviews and file inspections - whether, and to what extent, this control system is operating effectively. It also includes developing recommendations to improve the system, especially if weaknesses are detected or if professional standards and practices have changed. The overall objective of the monitoring process is to help improve the quality of engagements and in doing so, aims to enhance the credibility and integrity of the Nexia brand.

Nexia Perth relies on every Director and team member at all levels to informally monitor and enforce quality, ethics, and professional and firm standards.

This monitoring shall be inherent in every aspect of professional work. Directors and team members who are in a position to make decisions or oversee the work of others have a greater level of responsibility.

The firm considers any feedback received from the Chartered Accountants Australia and New Zealand's (CA ANZ) and the Australian Securities and Investment Commission's (ASIC) practice inspection and licensing regime. However, this is not a substitute for the firm's own internal monitoring program.

The global Nexia Technical Director may also elect to review the firm's system of quality management. The firm supports the reviews undertaken by Nexia, the professional accounting bodies, the regulator and Nexia Australia's internal monitoring program.

The purpose of the monitoring program is to assist the firm in obtaining reasonable assurance that its policies and procedures relating to the system of quality control are relevant and operating effectively. The program also helps ensure compliance with practice and regulatory review requirements.

The Nexia Australia Risk and Quality Management Committee has implemented monitoring and inspection processes to assess selected engagements compliance with applicable professional standards and legal obligations.

The system has been designed to provide Nexia Perth with reasonable assurance that significant and systemic breaches of policy and quality control are unlikely to occur or go undetected.

All Directors and team members must co-operate with the Reviewer, recognising that this individual is an essential part of the system of quality management.

Support for the process by Directors and Managers and constructively addressing Reviewers' comments and findings is of particular importance.

Nexia Australia conducts compliance monitoring on a selection of individual engagements.

The internal monitoring program aims to select 1 or more completed and released engagements for each Engagement Director at each inspection such that each Director's files are selected on at least a cyclical basis. The inspection cycle spans a two year period.

System of quality management

Risk and quality management committee

Nexia Perth has established a Risk and Quality Management Committee, which includes representatives of all divisions of the firm. The responsibilities of this Committee include:

- annually updating and implementing the firms Quality Management Manual; and
- monitoring compliance with the firms Quality Control Manual.

The monitoring process consists of three parts, namely:

- risk management and quality control for firms, including independence policies and procedures, as outlined in the Nexia Australia Risk Management Framework and the Nexia Australia Quality Management Manual;
- quality control at the audit and assurance engagement level; and
- quality control at the non-assurance engagement level.

Access to technical support and consultations

The Nexia Australia Accounting and Audit Technical Director and Manager - Technical Standards are employed by Nexia Australia and report to the National Audit Committee and the Nexia Australia Board, thereby maintaining independence from individual offices.

The Technical Director is not only responsible for maintaining Nexia Australia's System of Quality Management and monitoring processes, but also provides a senior and experienced resource for technical consultations by member firms.

Nexia Perth's Quality Management Manual details the firm's consultation policies and dispute resolution mechanism, should differences of opinion arise.



Independence

Nexia Perth takes its responsibilities regarding independence seriously. Directors and team members are reminded of the need to maintain independence throughout the engagement period for all assurance engagements, as set forth in and by:

- APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)*;
- the *Corporations Act 2001*;
- ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*; and
- ASA 220 *Quality Management for an Audit of a Financial Report and Other Historical Financial Information*.

Nexia Perth is responsible for the implementation, monitoring, and enforcement of policies and procedures designed to assist all Directors and team members in understanding, identifying, documenting, and managing independence threats and for the resolution of independence issues that arise prior to or during engagements.

All directors and team members are required to review their specific circumstances for any independence threats or potential independence threats, and to inform the Firm Risk Manager of any such threats identified. Audit Directors and team members are responsible for reporting potential threats to independence and conflicts of interest by:

- completing engagement independence confirmations prior to the commencement, and immediately before completion, of assurance engagements;
- responding to conflict and independence check communications from the Firm Risk Manager;
- ensuring that all relationships and interests with audit and other assurance clients in their office have been provided to the Firm Risk Manager for recording in the independence registers; and
- completing annual independence declarations.

If threats to independence cannot be eliminated or reduced to an acceptable level by applying appropriate safeguards, each firm shall eliminate the activity, interest, or relationship that is creating the threat, or refuse to accept or continue the engagement (where withdrawal is not prohibited by law or regulation).

Instances of non-compliance with the independence requirements are reported to the Risk and Quality Management Director.

All directors and staff of Nexia Perth complete an annual independence declaration. The most recent internal monitoring of network-wide independence compliance was conducted as at 30 June 2025.

Firm Independence Director

The Firm Independence Director is the person delegated by the Managing Director and/or firm Directors to be responsible for the independence processes and procedures with respect to:

- independence for assurance engagements; and
- conflict of interest for all engagements.

The Firm Independence Director is required to be consulted and respond to all matters related to ethics, including independence, conflict of interest, and privacy and confidentiality. The Independence Director is responsible for, and must ensure an appropriate resolution of, independence threats that the Engagement Director has not adequately resolved or reduced to an acceptable level.

The Firm Independence Director is also responsible for ensuring that the Firm Risk Manager has performed all independence procedures required by the firm.

Continuing professional education

Our Directors and staff are our greatest assets, and we are a 'learning organisation', so continued professional education is actively encouraged.

Professional accounting bodies

All Directors and team members who are members of professional accounting bodies are required and supported to meet the training and development requirements of their professional bodies.

Qualified team members are required to complete a minimum of 90 hours of verifiable training and up to 30 hours of non-structured training over a three year period, with at least 20 hours completed annually. Each firm monitors and reviews compliance with the relevant minimum professional education requirements.

Learning and development framework

Nexia Perth utilises the national Nexia Australia Learning and Development Framework which has been designed to outline skills, knowledge and competencies required for team members to perform their role effectively for their experience level.

The framework covers seven key excellence competencies which Nexia believes are fundamental skills and behaviours team members should demonstrate. They are client excellence, self-development, achieving results, solution solving, team engagement, leadership and business growth.

The skills and behaviours that team members develop within the framework can form part of the structure for performance review discussions and can be used to set goals and objectives.

The framework outlines the appropriate learning and development that Nexia provides both internally and externally for the seven key excellence competencies. Each competency has an outcome.

Study policy

Nexia Perth supports the undertaking of both the CA and CPA study programs for team members. Whilst we do not insist on the successful completion of either of these qualification programs as a pre-requisite for ongoing employment, we encourage their completion as they provide further professional development for the participant and we believe they are essential qualifications to hold for long-term career advancement.

We also support any employee who wishes to undertake any course of study that will provide them with knowledge and experience that will benefit them and us.

In addition, we support the completion of part-time studies by team members for a degree, post-graduate degree course or MBA etc., by allowing flexibility in work hours to accommodate lecture times, study, exams, and also by way of assistance with fees. The nature and type of support is determined on a case by case basis.

Structured in-house training

The following encapsulates technical training, management training, independence training and mentoring for all professional and administration team members.

For all new audit team members there is an orientation program covering the firm's audit approach, tools, policies and procedures. Lateral hires receive similar training appropriate to their role and level of experience.

The firm supports a mentoring program where junior audit team members are allocated a mentor to assist in their technical, professional and career development.

Technical training is provided through a mixture of webinar and in-house sessions delivered by Directors, the Accounting and Audit Technical Director and senior team and, where appropriate, sessions delivered by external presenters. Audit team members, including Directors and managers, attend our national Audit Conference during which technical training on accounting, audit and quality is delivered.

Technical training courses are complemented by on-the-job coaching and mentoring by managers and directors, which provides invaluable learning to junior team members.

Independence and other quality control training is provided to Directors and team members annually.

Continuing professional education

Unstructured training

As part of Nexia Perth’s commitment to team member development, we offer training to help team members achieve professional and personal growth and greater job satisfaction. The firm provides unstructured training to team members through a number of different avenues:

- periodic peer group meetings take place that contain an element of training;
- coaching and on-the-job training occurs while gaining experience from completing work; and
- practical issues identified while completing assignments are incorporated into on-the-job training.

External courses and seminars

As part of our performance appraisal process, we evaluate the training and development needs of all Directors and team members and encourage professional team members to attend approved external courses if their training and development needs are not addressed in our in-house training courses.

Monitoring review programs

Nexia Perth is subject to a program of internal and external monitoring of audit quality. The firm is subject to an internal monitoring program, coordinated by the Nexia Australia Risk and Quality Management Committee and led by the Nexia Australia Accounting and Audit Technical Director.

The following table outlines the monitoring inspections of the firms required to report in this Transparency Report.

Firm	Period of last inspection		
	Australian Securities and Investments Commission (ASIC)	Chartered Accountants Australia and New Zealand (CA ANZ)	Nexia International or Nexia Australia internal audit engagement monitoring
Nexia Perth	2023	2022	2024

Regular external monitoring of audit quality is required by legislation and professional requirements. Other than as described in this Transparency Report, users of this Report should not make any assumptions about the scope of, or findings from, any external inspections.

In September 2025, Nexia Perth Audit paid \$78,250 to comply with an infringement notice issued by the Australian Securities and Investments Commission (ASIC). The infringement notice was issued because ASIC has reasonable grounds to believe that Nexia Perth Audit failed to conduct the audit of a listed company in accordance with APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (APES 110). ASIC alleged that a network firm of Nexia Perth Audit provided tax calculation services involving the preparation of current and deferred tax liabilities and assets for the listed company, an audit client of Nexia Perth Audit. The relevant non-assurance fees were estimated to be \$4,500.

ASIC published a media release on 1 October 2025 in relation to this.

Nexia Perth takes its independence obligations seriously. Additional processes have been implemented to strengthen the firm’s procedures relating to independence.

Statement of effectiveness of system of quality management

Nexia Perth's system of quality management is designed to provide reasonable assurance that audit engagements comply with Australian Auditing and Assurance Standards, relevant ethical requirements, and applicable legal and regulatory requirements.

The Nexia Perth Board considers the appropriateness and effectiveness of the internal quality management policies and procedures in place based on information provided to it including the findings from quality monitoring reviews and external reviews. Those programs provide evidence of our compliance with the firm's policies and methodologies, as well as areas for improvement where consistent application is not achieved.

Whilst recognising that no system of internal control can provide an absolute guarantee, the results of those monitoring programs provides the Board with a reasonable basis to conclude that, overall, our systems of quality management are operating effectively.



Mal Di Giulio
Managing Director

21 October 2025

Audit clients

The following is a list of the Relevant Entities for which Nexia Perth Audit Services Pty Ltd conducted an audit for the current year

Listed companies

- Ardiden Limited
- Blinklab Limited
- Charger Metals NL
- Conico Limited
- Eden Innovations Limited
- Hamelin Gold Limited
- Larvotto Resources Limited
- Matsa Resources Limited
- Neuroscientific Biopharmaceuticals Limited
- Nexus Minerals Limited
- Northern Minerals Limited
- Orbital Corporation Limited
- Parkway Corporate Limited
- Star Minerals Limited
- Strategic Elements Limited
- Strategic Energy Resources Limited
- Tasman Resources Limited
- Tennant Minerals NL
- Truscott Mining Corporation Limited
- Weebit Nano Limited



Financial Information

Financial information - year ended 30 June 2025

Description	\$m
Revenue relating to audits of financial statements	3.9
Revenue relating to non-audit services to audit clients	0.7
Revenue relating to non-audit services to non-audit clients	18.8
Total revenue	23.4

Other information - as at 30 June 2025

Description	\$m
Number of directors	18
Number of professional team members (full time equivalents)	89
Number of non-professional team members (full time equivalents)	22
Total	111

Basis of remuneration

Nexia Perth Audit Services Pty Ltd

The basis for remuneration of the NPAS's Directors are as follows:

- Those audit Directors that hold an equity interest in NPAS receive a market-based salary, together with a share of Nexia Perth's profit from all divisions which is distributed on a percentage of equity held.
- Those audit Directors that do not hold an equity interest in Nexia Perth receive a market-based salary only.
- All Directors' salaries have a 10% at-risk salary component.
- Bonuses, commissions or other performance adjustments are not paid to any Director.



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This document is current as at 21 October 2025.