

## **CEO Remuneration Disclosure for Kevin Li Ying - 31 March 2025**

Future is announcing remuneration arrangements for Kevin Li Ying in his new role as Chief Executive Officer of the Company commencing on 31 March 2025.

Kevin's base salary will be set at an initial level of £575,000 per annum, which is below the level of the outgoing CEO.

The Remuneration Committee considers this positioning to be appropriate initially on Kevin's appointment. The Committee intends to keep this under review and, as necessary, increase the CEO's salary to a market competitive level over the 2025, 2026 and 2027 pay review cycles by more than the workforce average if necessary, noting that increases will be commensurate with Kevin's performance and development in the role, as well as Future's performance more generally.

In keeping with the Company's normal practice, any salary increase will be explained in the relevant Annual Report on Remuneration.

Other elements of Kevin's remuneration are set out below and are all in line with Future's Remuneration Policy and unchanged from the remuneration of the outgoing CEO:

Pension: 5% of base salary, in line with UK workforce

Annual Bonus: Up to 200% of base salary

PSP award: 200% of base salary

For FY2025, Kevin will receive a PSP award of 50% of base salary to reflect his increased responsibilities for the second half of the financial year. This award will be granted after the HY results announcement in May 2025 with the same performance targets as disclosed for FY25 PSP awards in the FY24 Annual Report and Accounts.

Further details of Kevin's remuneration will be made available in the FY25 Annual Report and Accounts.