



ASPEN (GROUP) HOLDINGS LIMITED
Company Registration No.: 201634750K
(Incorporated in the Republic of Singapore)

RESPONSE TO SGX QUERY IN RELATION TO THE ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

The Board of Directors (the “**Board**”) of Aspen (Group) Holdings Limited (the “**Company**” and together with its subsidiaries, “**Aspen**”) refers to the query raised by the Singapore Exchange Regulation (“**SGX RegCo**”) on 17 October 2025 relating to the Company’s Annual Report for the financial year ended 30 June 2025 (“**Annual Report 2025**”) released on 8 October 2025.

The Company wishes to provide below its response to the query raised by SGX RegCo:

QUESTION

Listing Rule 1207(10D) requires the Company to disclose the names, amounts and breakdown of remuneration paid to each individual director and the chief executive officer by the Company and its subsidiaries. Such breakdown must include (in percentage terms) base or fixed salary, variable or performance-related income or bonuses, benefits in kind, stock options granted, share-based incentives and awards, and other long-term incentives.

We note that the Company had disclosed the remuneration of its directors and chief executive officer in S\$250,000 bands. Please disclose the remuneration of the Company’s directors and chief executive officer in exact amounts per the requirements of Listing Rule 1207(10D).

COMPANY’S RESPONSE

The amounts and breakdown of remuneration of the Directors paid or payable in respect of FY2025 is as follows:

	Amount	Base/Fixed Salary and EPF ⁽¹⁾	Performance-related Bonus	Directors’ Fees 2025 ⁽²⁾	Other Benefits	Total
Directors	S\$	%	%	%	%	%
Dato’ Murly Manokharan	1,468,320.00	100	0	0	0	100
Dato’ Seri Nazir Ariff Bin Mushir Ariff	309,350.00	91.45	7.43	0	1.12	100

Ir. Anilarasu Amaranazan	340,604.13	91.63	6.75	0	1.62	100
Mr. Cheah Teik Seng ⁽³⁾	8,979.45	0	0	100	0	100
Dato' Alan Teo Kwong Chia ⁽⁴⁾	7,183.56	0	0	100	0	100
Dr. Lim Su Kiat ⁽⁵⁾	18,273.97	0	0	100	0	100
Dato' Choong Khuat Seng	28,750.00	0	0	100	0	100
Mr. Lee Chee Seng	69,973.48	0	0	100	0	100
Mr. Lim Kian Thong	56,925.00	0	0	100	0	100

Note:

(1) EPF denotes Employees Provident Fund.

(2) In respect of FY2025, the amount of Directors' Fees proposed to be payable to the Non-Executive Directors (including the Independent Directors) are subject to the approval of Shareholders at the forthcoming AGM.

(3) Mr. Cheah Teik Seng has retired voluntarily as a director of the Company with effect from 22 October 2024.

(4) Dato' Alan Teo Kwong Chia has retired as a director of the Company pursuant to Regulation 97 of the Company's Constitution, with effect from 22 October 2024.

(5) Dr. Lim Su Kiat has resigned as a director of the Company with effect from 15 April 2025.

BY ORDER OF THE BOARD

Aspen (Group) Holdings Limited

Dato' Murly Manokharan

President and Group Chief Executive Officer

21 October 2025