

**Actual Remuneration Awarded to Executive Director and Senior Management for 2022**

The principles and details of remuneration paid to Executive Directors and Senior Management are set out in the 2022 Human Resources & Remuneration Committee (HR&RC) Report from pages 175 to 193 of the CLP Holdings Annual Report 2022. This is a supplement to "Change of Remuneration - Executive Directors and Senior Management in 2022" section of the HR&RC Report, where the actual amounts paid to Executive Directors and individual members of the Senior Management for the calendar year 2022 were reported.

The following table illustrates the Total Actual Remuneration awarded to our Executive Directors and Senior Management for the 2022 performance year. The amounts of Annual Incentive (AI) Payment and Long-term Incentive (LTI) Award set out below differ from the amounts set out in the 2022 HR&RC Report in that the latter represents amounts actually paid during the calendar year 2022 for the disclosed period (part of which relates to awards made in prior years for work performed in prior years), while the amounts below represent amounts awarded with respect to work performed during 2022, part of which will be actually paid in 2023 and in 2026.

Payment of the AI and granting of the LTI awards relating to 2022 performance have been approved by the HR&RC.

	2022							2021
	Base Compensation, Allowances & Benefits HK\$M	Annual Incentive Payment <sup>1</sup> HK\$M	Long-term Incentive Award <sup>2</sup> HK\$M	Provident Fund Contribution HK\$M	Total Remuneration HK\$M	Other Payments HK\$M	Total HK\$M	Total HK\$M
<b>Current:</b>								
<b>CEO</b> (Mr Richard Lancaster)	10.7	8.2	5.6	2.7	27.2	-	27.2	27.6
<b>Chief Financial Officer</b> (Mr Nicolas Tissot)	6.7	5.0	3.5	1.2	16.4	-	16.4	13.4
<b>Chief Operating Officer</b> (Mr Derek Parkin) <sup>3</sup>	1.9	4.3	3.1	0.4	9.7	-	9.7	-
<b>Group Director &amp; Vice Chairman - CLP Power Hong Kong</b> (Mrs Betty Yuen) <sup>4</sup>	5.1	3.8	0.0	1.3	10.2	6.7	16.9	13.0
<b>Managing Director - CLP Power</b> (Mr T.K. Chiang)	6.1	4.6	3.1	1.5	15.3	-	15.3	15.5
<b>Managing Director - China</b> (Mr Joseph Law) <sup>5</sup>	2.7	2.7	2.1	0.7	8.2	-	8.2	-
<b>Managing Director - EnergyAustralia</b> (Mr Mark Collette) <sup>6</sup>	6.9	0.0 <sup>7</sup>	See Note 8	0.1	7.0	-	7.0	7.7
<b>Managing Director - India</b> (Mr Rajiv Mishra) <sup>9</sup>	4.1	3.4	See Note 10	1.0	8.5	-	8.5	11.0
<b>Chief Strategy, Sustainability &amp; Governance Officer</b> (Mr David Simmonds)	5.9	4.3	3.0	1.5	14.7	-	14.7	14.9
<b>Chief Corporate Development Officer</b> (Ms Quince Chong)	5.8	4.3	1.8	1.4	13.3	-	13.3	14.7
<b>Chief Human Resources Officer</b> (Ms Eileen Burnett-Kant)	5.1	3.8	2.7	0.9	12.5	-	12.5	12.7
<b>Former:</b>								
<b>Managing Director - China</b> (Mr Chan Siu Hung) <sup>11</sup>	1.2	0.9	-	0.3	2.4	8.5	10.9	12.6

Notes:

1 AI paid in March 2023 for 2022 performance.

2 LTI award made in March 2023. This is the target LTI award for 2023 multiplied by the actual performance score for 2022. This award will vest for payment in January 2026 in accordance with the scheme conditions. The final value of the award, at the vesting date, is based on the initial allocation choices made and the subsequent impact of changes in share price, dividend reinvestment, exchange rate movements, and interest earned over the three-year vesting period. Senior Management have the choice of allocating 100% of the LTI to phantom shares. This does not apply to Mr Mark Collette (see note 8).

3 Mr Derek Parkin was appointed as Chief Operating Officer and has become a member of Senior Management with effect from 1 September 2022. His remuneration covered the period from 1 September 2022 to 31 December 2022.

4 Mrs Betty Yuen retired as Group Director & Vice Chairman – CLP Power Hong Kong on 31 December 2022. The Other Payments of HK\$6.7 million included accelerated payment of long-term incentive for 2020, 2021 and 2022.

5 Mr Joseph Law was appointed as Managing Director – China and has become a member of Senior Management with effect from 1 April 2022. His remuneration covered the period from 1 April 2022 to 31 December 2022.

6 Mr Mark Collette was appointed as Managing Director – EnergyAustralia with effect from 1 July 2021. For year 2021, his remuneration covered the period from 1 July 2021 to 31 December 2021. The remuneration of Mr Mark Collette is denominated in Australian dollars. The month end exchange rates prevailing at the month of payment were adopted for conversion to Hong Kong dollars.

7 Mr Mark Collette is under the local EnergyAustralia AI Scheme, which the local Board determined a nil outcome for 2022.

8 Mr Mark Collette is under the local EnergyAustralia LTI Scheme. The award is not included in the Total Remuneration as it is not related to the 2022 performance year. The 2023 LTI Award is under review, and will be updated and disclosed at a later stage when the information is available.

9 The remuneration of Mr Rajiv Mishra is denominated in Indian Rupees. There is a temporary currency relief arrangement for Mr Rajiv Mishra where 50% of his base salary and annual incentive payment in Rupees were converted to pay in Hong Kong dollars at an exchange rate of 1 HKD = 8.9 Rupees from 1 October 2019 to 30 September 2021. The arrangement has been extended for two years from 1 October 2021 to 30 September 2023 at an exchange rate of 1 HKD = 9.5 Rupees. For the remaining payments in Rupees, the month end exchange rates prevailing at the month of payment were adopted for conversion to Hong Kong dollars.

10 Mr Rajiv Mishra will be under the local Apraava Energy LTI Scheme commencing 2023. The 2023 LTI Award is under review, and will be updated and disclosed at a later stage when the information is available.

11 Mr Chan Siu Hung retired as Managing Director – China on 31 March 2022. The annual incentive for 2022 was made on a pro rata basis for his service up to 31 March 2022. The Other Payments of HK\$8.5 million included (a) accelerated payment of long-term incentive for 2020, 2021 and 2022 (HK\$8.4 million) and (b) encashment of untaken annual leave (HK\$0.1 million).