

**Actual Remuneration Awarded to Executive Director and Senior Management for 2023**

The principles and details of remuneration paid to Executive Directors and Senior Management are set out in the 2023 Human Resources & Remuneration Committee (HR&RC) Report from pages 157 to 173 of the CLP Holdings Annual Report 2023. This is a supplement to "Change of Remuneration - Executive Directors and Senior Management in 2023" 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 2023 were reported.

The following table illustrates the Total Actual Remuneration awarded to our Executive Directors and Senior Management for the 2023 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 2023 HR&RC Report in that the latter represents amounts actually paid during the calendar year 2023 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 2023, part of which will be actually paid in 2024 and in 2027.

Payment of the AI and granting of the LTI awards relating to 2023 performance have been approved by the HR&RC.

	2023					2022
	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 HK\$M	Total HK\$M
<b>Current:</b>						
<b>CEO</b> (Mr T.K. Chiang) <sup>3</sup>	7.1	6.0	5.4	1.8	20.3	15.3
<b>Advisor to CEO</b> (Mr Richard Lancaster) <sup>4</sup>	11.1	9.5	6.4	2.8	29.8	27.2
<b>Chief Strategy, Sustainability &amp; Governance Officer</b> (Mr David Simmonds)	6.1	5.1	3.6	1.5	16.3	14.7
<b>Chief Financial Officer</b> (Mr Nicolas Tissot) <sup>5</sup>	7.0	5.9	2.0	1.3	16.2	16.4
<b>Chief Operating Officer</b> (Mr Derek Parkin) <sup>6</sup>	5.9	5.0	3.4	1.3	15.6	9.7
<b>Chief Officer - International Business</b> (Mr Alex Keisser) <sup>7</sup>	1.4	1.2	3.7	0.2	6.5	-
<b>Managing Director – CLP Power Hong Kong</b> (Mr Joseph Law) <sup>8</sup>	4.7	4.0	3.2	1.2	13.1	8.2
<b>Managing Director – China</b> (Mr Roger Chen) <sup>9</sup>	1.9	1.6	2.3	0.5	6.3	-
<b>Managing Director - EnergyAustralia</b> (Mr Mark Collette) <sup>10</sup>	6.6	6.8 <sup>11</sup>	See Note 12	0.1	13.5	7.0

Notes:

- AI paid in March 2024 for 2023 performance.
- LTI award made in March 2024. This is the target LTI award for 2024 multiplied by the actual performance score for 2023. This award will vest for payment in January 2027 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 12).
- Mr. T.K. Chiang was appointed as CEO and has become an Executive Director with effect from 1 October 2023. Prior to this, he has been a member of Senior Management and was the Managing Director – CLP Power. His remuneration covered the full year from 1 January 2023 to 31 December 2023.
- Mr Richard Lancaster stepped down as CEO with effect from 1 October 2023 and was appointed as Advisor to CEO. He continued to serve on the Board as an Executive Director of the Company. His remuneration covered the full year from 1 January 2023 to 31 December 2023.
- Mr Nicolas Tissot will step down as CFO and become an Advisor to the CEO with effect from 1 April 2024. He will leave the CLP Group with last employment date on 30 June 2024. His 2024 LTI award is calculated on pro-rated basis up to his last employment date.
- Mr Derek Parkin was appointed as Chief Operating Officer and has become a member of Senior Management with effect from 1 September 2022. His 2022 remuneration covered the period from 1 September 2022 to 31 December 2022.
- Mr Alex Keisser was appointed as Chief Officer – International Business and has become a member of Senior Management with effect from 1 October 2023. His remuneration covered the period from 1 October 2023 to 31 December 2023.
- Mr Joseph Law was appointed as Managing Director – CLP Power with effect from 1 July 2023. Prior to this, he has been a member of Senior Management since 1 April 2022 and was the Managing Director – China from that date to 30 June 2023. His remuneration for 2023 covered the full year from 1 January to 31 December 2023. For year 2022, his remuneration covered the period from 1 April 2022 to 31 December 2022.
- Mr Roger Chen was appointed as Managing Director – China and has become a member of Senior Management with effect from 1 July 2023. His remuneration covered the period from 1 July 2023 to 31 December 2023.
- 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.
- Mr Mark Collette is under the local EnergyAustralia AI Scheme. 50% (HK\$3.4m) of his actual 2023 AI (HK\$6.8m) for Managing Director – EnergyAustralia role will be paid in March 2024 with the remainder (HK\$3.4m) deferred to be payable in January 2025. The exchange rate as at 1 March 2024 was adopted.
- 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 2023 performance year. The 2024 LTI Award was AU\$1.3 million.