

Actual Remuneration Awarded to Executive Director and Senior Management for 2025

The principles and details of remuneration paid to Executive Director and Senior Management are set out in the 2025 Human Resources & Remuneration Committee (HR&RC) Report from pages 128 to 145 of the CLP Holdings Annual Report 2025. This is a supplement to "Change of Remuneration - Executive Director and Senior Management in 2025" section of the HR&RC Report, where the actual amounts paid to Executive Director and individual members of the Senior Management for the calendar year 2025 were reported.

The following table illustrates the Total Actual Remuneration awarded to our Executive Director and Senior Management for the 2025 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 2025 HR&RC Report in that the latter represents amounts actually paid during the calendar year 2025 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 2025, part of which will be actually paid in 2026 and in 2027.

Payment of the AI and granting of the LTI awards relating to 2025 performance have been approved by the HR&RC.

	2025						2024
	Base Compensation, Allowances & Benefits HK\$M	Annual Incentive Payment ¹ HK\$M	Long-term Incentive Award ² HK\$M	Provident Fund Contribution HK\$M	Other Payments HK\$M	Total HK\$M	Total HK\$M
CEO (Mr T.K. Chiang)	10.0	8.3	5.7	2.5	-	26.5	25.6
Chief Financial Officer (Mr Alex Keisser)	6.7	5.6	3.9	1.2	-	17.4	16.3
Chief Operating Officer (Mr Derek Parkin)³	6.4	5.3	-	1.4	12.2	25.3	16.0
Managing Director – CLP Power Hong Kong (Mr Joseph Law)	5.9	4.9	3.4	1.4	-	15.6	15.1
Managing Director – China (Mr Roger Chen)	4.5	3.4	2.4	1.1	-	11.4	11.0
Managing Director - EnergyAustralia (Mr Mark Collette)⁴	6.8	7.7 ⁵	See Note 6	0.2	-	14.7	11.7
Chief Strategy, Sustainability & Governance Officer (Mr David Simmonds)	6.6	5.4	3.7	1.7	-	17.4	16.8

Notes:

- AI paid in March 2026 for 2025 performance.
- LTI award made in March 2026. This is the target LTI award for 2026 multiplied by the actual performance score for 2025. This award will vest for payment in January 2029 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 6).
- Mr Derek Parkin retired as Chief Operating Officer on 31 December 2025. His remuneration covered the full year from 1 January 2025 to 31 December 2025. The annual incentive for 2025 was made for his service up to 31 December 2025. The Other Payments of HK\$12.2 million included accelerated payment of long-term incentive awards for 2023, 2024 and 2025 in accordance with the Company's policy.
- 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\$3.85m) of his actual 2025 AI (HK\$7.7m) will be paid in March 2026 with the remainder (HK\$3.85m) deferred to be payable in January 2027. The exchange rate as at 27 February 2026 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 2025 performance year. The 2026 LTI Award was AU\$1.4 million.