

## 2020 Remuneration for Executives in CITIC Limited

( in RMB ten thousand )

Name	Position	Term of Office	2020 Total Remuneration				2018-2020 Term incentive income	Whether or not Received Remuneration from Shareholder Companies or Other Related Parties	Remuneration from Related Parties
			Salary ( 1 )	Social Security Contributions (mandatory & supplementary) paid by the Company ( 2 )	Other Cash Income ( 3 )	Total ( 4 ) = ( 1 ) + ( 2 ) + ( 3 )			
<b>Zhu Hexin</b>	Executive Director, Chairman	Since Mar.2020	58.82	10.88		69.70	14.31	NO	
<b>Xi Guohua</b>	Executive Director, Vice Chairman, President	Since Jun.2020	39.14	6.76		45.90	9.49	NO	
<b>Ren Shengjun</b>	Vice Chairman of Executive Committee	Since May.2020	45.53	7.98		53.51	10.99	NO	
<b>Li Qingping</b>	Member of Executive Committee, Vice President	Since Sep.2014	70.11	14.68		84.79	46.50	NO	
<b>Cui Jun</b>	Member of Executive Committee	Since Aug.2018	70.11	13.34		83.45	37.84	NO	
<b>Liu Zhengjun</b>	Member of Executive Committee, Vice President	Since Nov.2018	70.11	13.34		83.45	34.21	NO	
<b>Wang Guoquan</b>	Member of Executive Committee, Vice President	Since Nov.2020	5.83	1.07		6.90	1.41	NO	
<b>Xu Zuo</b>	Member of Executive Committee, Vice President	Since Jun.2019	70.11	13.34		83.45	25.56	NO	
<b>Fang Heying</b>	Member of Executive Committee, Vice President	Since Nov.2020	5.81	1.07		6.88	1.39	NO	
<b>Chang Zhenming</b>	Former Executive Director, Chairman	Sept.2014-Mar.2020	19.61	15.56		35.17	38.93	NO	
<b>Wang Jiong</b>	Former Executive Director, Vice Chairman, President	Sept.2014-Aug.2020	45.64	10.13		55.77	44.75	NO	
<b>Cai Huaxiang</b>	Former Vice Chairman of Executive Committee	Sept.2016-Jun.2020	39.05	7.99		47.04	42.95	NO	
<b>Cai Xiliang</b>	Former Member of Executive Committee, Vice President	Sept.2016-Jun.2020	23.38	5.09		28.47	35.70	NO	

**Remarks:**

- 1、The remuneration disclosed above refers to all pre-tax salaries payable to the executives within the reporting period (excluding the performance salaries awarded for the previous years but paid in 2020) which has been confirmed by respective department of the government.
- 2、The remuneration of Zhu Hexin, Xi Guohua, Li Qingping, Chang Zhenming, Wang Jiong disclosed in the Annual Report 2020 of CITIC Limited had not been confirmed by respective department of the government at the time when the annual report was published.