

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)			
Zhu Hexin	Executive Director, Chairman	Since Mar.2020	58.82	10.88		69.70	14.31	NO	
Xi Guohua	Executive Director, Vice Chairman, President	Since Jun.2020	39.14	6.76		45.90	9.49	NO	
Ren Shengjun	Vice Chairman of Executive Committee	Since May.2020	45.53	7.98		53.51	10.99	NO	
Li Qingping	Member of Executive Committee, Vice President	Since Sep.2014	70.11	14.68		84.79	46.50	NO	
Cui Jun	Member of Executive Committee	Since Aug.2018	70.11	13.34		83.45	37.84	NO	
Liu Zhengjun	Member of Executive Committee, Vice President	Since Nov.2018	70.11	13.34		83.45	34.21	NO	
Wang Guoquan	Member of Executive Committee, Vice President	Since Nov.2020	5.83	1.07		6.90	1.41	NO	
Xu Zuo	Member of Executive Committee, Vice President	Since Jun.2019	70.11	13.34		83.45	25.56	NO	
Fang Heying	Member of Executive Committee, Vice President	Since Nov.2020	5.81	1.07		6.88	1.39	NO	
Chang Zhenming	Former Executive Director, Chairman	Sept.2014-Mar.2020	19.61	15.56		35.17	38.93	NO	
Wang Jiong	Former Executive Director, Vice Chairman, President	Sept.2014-Aug.2020	45.64	10.13		55.77	44.75	NO	
Cai Huaxiang	Former Vice Chairman of Executive Committee	Sept.2016-Jun.2020	39.05	7.99		47.04	42.95	NO	
Cai Xiliang	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.