

2023 Remuneration for Executives in CITIC Limited

(in RMB ten thousand)

| Name | Position | Term of Office | 2023 Total Remuneration | | | | 2021-2023 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 | Former Executive Director, Chairman | Mar.2020-Dec.2023 | 87.90 | 28.36 | | 116.26 | 68.90 | NO | |
| Xi Guohua | Executive Director, Former Vice Chairman, President Chairman | Since Jun.2020 | 87.71 | 28.33 | | 116.04 | 68.49 | NO | |
| Cui Jun | Member of Executive Committee | Since Aug.2018 | 78.60 | 27.39 | | 105.99 | 60.90 | NO | |
| Liu Zhengjun | Member of Executive Committee, Vice President | Since Nov.2018 | 78.60 | 27.39 | | 105.99 | 60.90 | NO | |
| Wang Guoquan | Member of Executive Committee, Vice President | Since Nov.2020 | 78.60 | 27.39 | | 105.99 | 60.90 | NO | |
| Fang Heying | Member of Executive Committee, Vice President | Since Nov.2020 | 78.60 | 27.39 | | 105.99 | 60.79 | NO | |
| Ren Shengjun | Former Vice Chairman of Executive Committee | May.2020-May.2022 | 0.00 | 0.00 | | 0.00 | 32.32 | NO | |

Remarks :

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 2023) which has been confirmed by respective department of the government.