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華能國際電力股份有限公司

HUANENG POWER INTERNATIONAL, INC.

(a Sino-foreign joint stock limited company incorporated in the People's Republic of China)

(Stock Code: 902)

REMUNERATION PLAN FOR DIRECTORS AND SENIOR MANAGEMENT FOR 2026

To further standardize the remuneration management of the directors and senior management of Huaneng Power International, Inc. (the "**Company**") and to establish a sound remuneration incentive and restraint mechanism, the Company has formulated the Remuneration Plan for Directors and Senior Management of Huaneng Power International, Inc. for 2026 in accordance with its actual circumstances. The details are as follows:

I. APPLICABLE PERSONS

Directors and senior management of the Company during their term of office in 2026.

II. TERM OF APPLICATION

From 1 January 2026 to 31 December 2026.

III. MANAGEMENT PRINCIPLES

1. Adhering to serving the Company's strategies. Centering on the Company's development strategies, the Company shall improve the remuneration management system that adapts to the needs of enterprise reform and development, promotes strategic transformation, technological innovation and quality and efficiency improvement, enhances the vitality of the enterprise, and promotes the achievement of high-quality development objectives.

2. Adhering to unifying incentives and restraints. The Company shall establish a remuneration distribution mechanism linked to performance target values and commensurate with the responsibilities undertaken and contributions made, adhere to the coordination of short-term incentives and long-term incentives, align corporate performance with individual performance, strengthen the responsibilities of directors and senior management, reflect the value of dedication and hard work, and establish deferred payment and clawback mechanisms.

3. Adhering to standardized management. The Company shall strictly regulate the remuneration decision-making procedures and management mechanisms, rationalize internal distribution relationships, scientifically determine the remuneration distribution ratio between directors, senior management and ordinary employees, reasonably determine the remuneration level of directors and senior management, and achieve consistency with the salary level of ordinary employees.

IV. COMPOSITION AND STANDARDS OF REMUNERATION

1. Independent Directors

Independent directors shall receive allowances in accordance with the standards approved by the general meeting, at RMB300,000 per person per year before tax, payable quarterly.

2. External Non-independent Directors

External non-independent directors shall not receive any remuneration from the Company.

3. Internal Directors

Internal directors of the Company shall receive remuneration based on their position and performance evaluation results during their term of office. The remuneration shall primarily consist of base annual salary, allowances and subsidies, performance-based annual salary, and term incentive income, among them: the base annual salary is the annual basic income, determined based on factors such as job responsibilities; the allowances and subsidies mainly include stipulated items such as official transportation subsidies; the performance-based annual salary is calculated on the basis of the base annual salary, determined according to the annual performance appraisal results. Base annual salary and allowances shall be paid monthly, while performance-based annual salary shall be paid on a monthly prepayment basis, reconciled annually, and deferred. The term incentive income shall be settled after the end of each term based on the term operating performance

appraisal results. The proportion of performance-based remuneration shall, in principle, be no less than 50% of the total amount of base remuneration and performance-based remuneration.

4. Senior Management

Senior management of the Company shall receive remuneration based on their position and performance evaluation results during their term of office. The remuneration shall primarily consist of base annual salary, allowances and subsidies, performance-based annual salary, and term incentive income, among them: the base annual salary is the annual basic income, determined based on factors such as job responsibilities; the allowances and subsidies mainly include stipulated items such as official transportation subsidies; the performance-based annual salary is calculated on the basis of the base annual salary, determined according to the annual performance appraisal results. Base annual salary and allowances shall be paid monthly, while performance-based annual salary shall be paid on a monthly prepayment basis, reconciled annually, and deferred. The term incentive income shall be settled after the end of each term based on the term operating performance appraisal results. The proportion of performance-based remuneration shall, in principle, be no less than 50% of the total amount of base remuneration and performance-based remuneration.

V. OTHER PROVISIONS

1. The remuneration of the directors and senior management of the Company shall be pre-tax amounts. The Company shall withhold and remit relevant expenses in accordance with relevant national regulations.

2. Where any of the directors or senior management of the Company leaves office due to rotation, re-election or other reasons, the remuneration shall be calculated and paid based on the actual term of service.

3. Where directors or senior management cause losses to the Company due to illegal or non-compliant acts, the Company shall have the right to reduce or claw back the corresponding remuneration in accordance with relevant provisions.

VI. MATTERS NOT COVERED IN THIS PLAN SHALL BE IMPLEMENTED IN ACCORDANCE WITH APPLICABLE LAWS AND REGULATIONS AND THE ARTICLES OF ASSOCIATION OF THE COMPANY.

By Order of the Board
Huaneng Power International, Inc.
Wen Minggang
Joint Company Secretary

As at the date of this announcement, the directors of the Company are:

Wang Kui *(Executive Director)*
Liu Ancang *(Executive Director)*
Du Daming *(Non-executive Director)*
Zhou Yi *(Non-executive Director)*
Li Lailong *(Non-executive Director)*
Li Jin *(Non-executive Director)*
Cao Xin *(Non-executive Director)*
Gao Guoqin *(Non-executive Director)*
Ding Xuchun *(Non-executive Director)*
Wang Jianfeng *(Non-executive Director)*
Kou Yaozhou *(Non-executive Director)*

Xia Qing *(Independent Non-executive Director)*
He Qiang*(Independent Non-executive Director)*
Zhang Liying *(Independent Non-executive Director)*
Zhang Shouwen *(Independent Non-executive Director)*
Dang Ying *(Independent Non-executive Director)*
Zhang Xianchong *(Independent Non-executive Director)*
Wang Yu *(Employee Representative Director)*

Beijing, the PRC
21 May 2026