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中國工商銀行股份有限公司

INDUSTRIAL AND COMMERCIAL BANK OF CHINA LIMITED

(a joint stock limited company incorporated in the People's Republic of China with limited liability)

Stock Code: 1398

USD Preference Shares Stock Code: 4620

APPOINTMENT OF SENIOR EXECUTIVE VICE PRESIDENT

The Board of Directors (the “**Board**”) of Industrial and Commercial Bank of China Limited (the “**Bank**”) resolved at the meeting of the Board held on 29 February 2024 that Mr. Yao Mingde be appointed as Senior Executive Vice President of the Bank. After the Board considered and approved Mr. Yao Mingde’s appointment, the qualification is further subject to the approval of the National Administration of Financial Regulation.

The biography of Mr. Yao Mingde is set out below: Yao Mingde, male, Chinese nationality, born in June 1970. Mr. Yao Mingde joined Agricultural Bank of China in August 1998, he has successively served as Deputy General Manager of the Financial Accounting Department and Deputy General Manager of the Financial Accounting Department/County Area Banking Accounting and Assessment Center of the Head Office of Agricultural Bank of China since April 2009, General Manager of the Financial Accounting Department/Office of Assessment Center/County Area Banking Accounting and Assessment Center (County Area Banking/Inclusive Finance Accounting and Assessment Center) of the Head Office since March 2017 and President of Shenzhen Branch since May 2022 (he served concurrently as Chairman of Agricultural Bank of China (Moscow) Limited from May 2021 to August 2022). Mr. Yao Mingde obtained a Bachelor’s degree in Central University of Finance and Economics and obtained a Doctor’s degree in Management from Central University of Finance and Economics. He is a senior accountant.

The remuneration of the senior management members of the Bank, including the Senior Executive Vice President, shall follow the relevant regulations. The relevant remuneration plan shall be considered by the Compensation Committee of the Board and subsequently considered and approved by the Board. The details of the remuneration of the Senior Management members of the Bank are available in the Bank’s annual reports and relevant announcements.

Save as disclosed above, Mr. Yao Mingde does not have any interest relationship with any directors, supervisors, other senior management members, substantial shareholders or controlling shareholders of the Bank, nor does he hold any shares of the Bank.

**The Board of Directors of
Industrial and Commercial Bank of China Limited**

Beijing, PRC
29 February 2024

As at the date of this announcement, the Board of Directors comprises Mr. LIAO Lin and Mr. WANG Jingwu as executive directors, Mr. LU Yongzhen, Mr. FENG Weidong, Ms. CAO Liqun, Ms. CHEN Yifang and Mr. DONG Yang as non-executive directors, Mr. Anthony Francis NEOH, Mr. YANG Siu Shun, Mr. SHEN Si, Mr. Fred Zulu HU and Mr. Norman CHAN Tak Lam as independent non-executive directors.