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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

ANNOUNCEMENT OF THE RESOLUTIONS OF THE BOARD OF SUPERVISORS

A meeting of the board of supervisors of Industrial and Commercial Bank of China Limited (the “**Bank**”) was convened by written notice on 17 October 2024 and held at the Bank’s head office at 55 Fuxingmennei Avenue, Xicheng District, Beijing on 30 October 2024. There were 3 supervisors eligible for attending the meeting, and 3 supervisors attended the meeting in person. In view of the vacant position of the chairman of the board of supervisors of the Bank, all members of the board of supervisors elected Mr. Zhang Jie, member of the board of supervisors, to preside over the meeting. The convocation of the meeting and the procedures of considering the proposals were in compliance with the provisions of the relevant laws, regulations, the Articles of Association of Industrial and Commercial Bank of China Limited and the Rules of Procedures of the Board of Supervisors of Industrial and Commercial Bank of China Limited.

The following proposals were considered and approved at the meeting:

1. Proposal on the Third Quarterly Report of 2024

The Board of Supervisors considered and was of the opinion that the preparation and review procedures in respect of the third quarterly report of 2024 of the Bank complied with the relevant laws, administrative regulations and regulatory requirements, and that the report reflected the actual situation of the Bank truthfully, accurately and completely.

Voting result of this proposal: 3 valid votes, 3 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

2. Proposal on the Payment Plan of Remuneration to Supervisors for 2023

The board of supervisors of the Bank agreed to submit the Proposal on the Payment Plan of Remuneration to Supervisors for 2023 to the Shareholders' General Meeting for consideration.

The Payment Plan of Remuneration to Supervisors for 2023 is set out in the Appendix.

This proposal shall be submitted to the Shareholders' General Meeting of the Bank for consideration.

3. Proposal on 2024 Implementation Measures of the Performance Assessment of Duties of the Board of Directors, the Senior Management and Their Members

Voting result of this proposal: 3 valid votes, 3 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

4. Proposal on the 2024 Implementation Measures of the Performance Assessment of Duties of the Supervisors

Voting result of this proposal: 3 valid votes, 3 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

Appendix: Payment Plan of Remuneration to Supervisors for 2023

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

Beijing, PRC
30 October 2024

As at the date of this announcement, the Board of Directors comprises Mr. LIAO Lin, Mr. LIU Jun and Mr. WANG Jingwu as executive directors, Mr. LU Yongzhen, Mr. FENG Weidong, Ms. CAO Liqun, Ms. CHEN Yifang, Mr. DONG Yang and Ms. ZHONG Mantao as non-executive directors, Mr. SHEN Si, Mr. Fred Zuli HU, Mr. Norman CHAN Tak Lam, Mr. Herbert WALTER and Mr. Murray HORN as independent non-executive directors.

Payment Plan of Remuneration to Supervisors for 2023

Unit: RMB10,000

Name	Position	Details of remuneration before tax received from the Bank for 2023 ^{Note 1}				Obtain remuneration from shareholder entities or other related parties or not
		Remuneration payable	Contribution by the employer to social insurance, annuities, additional medical insurance and housing allowance	Other monetary income	Total	
Incumbent Supervisors						
Huang Li	Employee Supervisor ^{Note 3}	5.00	–	–	5.00	No
Zhang Jie	External Supervisor ^{Note 4}	25.00	–	–	25.00	No
Liu Lanbiao		25.00	–	–	25.00	Yes
Supervisors leaving office						
Wu Xiangjiang	Employee Supervisor	–	–	–	–	No

Notes:

1. The remuneration before tax payable to the Supervisors of the Bank set out in the table above represents the total amount of remuneration for 2023 for each of these individuals, which includes figures disclosed in the 2023 Annual Report of the Bank.
2. Pursuant to relevant government regulations, the incentive compensation during the period 2021-2023 for the Chairman of the Board of Supervisors of the Bank shall be calculated at the end of the performance assessment term based on the term of office, annual salary level and the results of the performance reviews during the appointment term (where 3 years amounts to one performance assessment term). The incentive compensation of Mr. Yang Guozhong, Chairman of the Board of Supervisors leaving office, was RMB41.3 thousand. The incentive compensation of Mr. Huang Liangbo, Chairman of the Board of Supervisors leaving office, was RMB293.8 thousand.
3. The allowance (pre-tax) for the Employee Supervisors for 2023 is calculated as 20% of the basic allowance of an External Supervisor and determined based on actual duties and responsibilities of such individuals. Such remuneration of the Employee Supervisors as indicated in the table above is the allowance for acting as Employee Supervisor of the Bank, and excludes remuneration received by these Supervisors for other positions assumed in the Bank.
4. The basic allowance standard for the External Supervisors for 2023 is RMB250 thousand per person.
5. Please refer to the 2023 Annual Report and the relevant announcements for change in personnel of the Bank for the start and the end of the respective terms of office in respect of Supervisors of the Bank. In January 2023, Mr. Wu Xiangjiang ceased to act as Employee Supervisor of the Bank due to his age.