ICBC 中国工商银行

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

ANNOUNCEMENT OF THE RESOLUTIONS OF THE BOARD OF DIRECTORS

A meeting of the Board of Directors of Industrial and Commercial Bank of China Limited (the "**Bank**") was held at the Bank's head office at 55 Fuxingmennei Avenue, Xicheng District, Beijing on 30 October 2025. There were 13 directors eligible for attending the meeting, of whom 12 directors attended the meeting in person, and 1 director attended the meeting by proxy, namely Mr. Duan Hongtao appointed Mr. Liao Lin, Chairman of the Board of Directors, to attend the meeting and exercise the voting rights on his behalf. Members of the Senior Management were in attendance at the meeting. The meeting was convened in compliance with the provisions of the laws, regulations, and requirements under the Articles of Association of Industrial and Commercial Bank of China Limited (the "**Articles**") and the Rules of Procedures for the Board of Directors of the Bank.

Mr. Liao Lin, Chairman of the Board of Directors, presided over the meeting. The directors attending the meeting considered and approved the following:

1. Proposal on the Third Quarterly Report of 2025

Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

This proposal has been considered and approved by the Audit Committee of the Board of Directors of the Bank, and has been agreed by all members to submit to the Board of Directors for consideration.

Details are available on the "HKEXnews" website of Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk).

2. **Proposal on Distribution of Dividends for "工行優 1"**

Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

On 24 November 2025, the Bank will pay dividends on the Domestic Preference Shares "工行優 1", and the total amount to be distributed is RMB2.061 billion.

The views of independent directors of the Bank on this proposal: The aforementioned proposal on distribution of dividends for preference shares is in compliance with the requirements of relevant laws, regulations and the Articles. We agree to this proposal.

3. **Proposal on the Group's Financial Bond Issuance Plan for 2026**

Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

This proposal shall be submitted to the Shareholders' Meeting of the Bank for consideration. Details are available in the circular of the Shareholders' Meeting to be separately disclosed by the Bank.

4. **Proposal on the Appointment of Mr. Zhao Guide as Senior Executive Vice President of ICBC**

Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

According to the Company Law of the People's Republic of China (the "**Company Law**"), the relevant laws and regulations and the relevant requirements under the Articles and the Working Regulations for the Nomination Committee of the Board of Directors of Industrial and Commercial Bank of China Limited, after consideration and approval by the Nomination Committee of the Board of Directors, the Board of Directors resolved to appoint Mr. Zhao Guide to serve as Senior Executive Vice President of the Bank. After the Board of Directors considered and approved Mr. Zhao Guide's appointment, it is further subject to the approval of the National Financial Regulatory Administration and the announcement by the Bank. The biography of Mr. Zhao Guide is set out in the Appendix.

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 of Directors and subsequently considered and approved by the Board of Directors. 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. Zhao Guide does not have any interest relationship with any directors, other senior management members, substantial shareholders or controlling shareholders of the Bank, nor does he hold any shares of the Bank.

The views of the independent directors of the Bank on this proposal: Having reviewed relevant information, we consider that the appointment of Mr. Zhao Guide as Senior Executive Vice President of the Bank by the Board of Directors of the Bank is in compliance with the Company Law and other laws and regulations as well as the relevant provisions of the Articles. We agree to this proposal.

5. **Proposal on Reviewing the Rules for Enterprise-wide Risk Management (Version 2025)**

   Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

6. **Proposal on Reviewing the Rules for Market Risk Management (Version 2025)**

   Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

7. **Proposal on Reviewing the Administrative Measures for Effective Risk Data Aggregation and Risk Report (Version 2025)**

   Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

8. **Proposal on Reviewing the Administrative Measures for Agency Sales of Personal Wealth Management Business (Version 2025)**

   Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

9. **Proposal on Reviewing the Administrative Measures for Agency Sales of Corporate Wealth Management Business (Version 2025)**

   Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

10. Proposal on the Related-Party Transactions Between Directors, Supervisors, Senior Management Members and Their Related Parties and ICBC Regarding Daily Financial Products and Services

Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

11. Proposal on Reviewing the Working Regulations for the Audit Committee of the Board of Directors of ICBC (Version 2025)

Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

12. Proposal on Convening the Second Extraordinary Shareholders' Meeting of 2025

Voting result of this proposal: 13 valid votes, 13 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

The second extraordinary shareholders' meeting of 2025 of the Bank is proposed to be held on 28 November 2025. Details are available in the notice of the second extraordinary shareholders' meeting of 2025 to be separately disclosed by the Bank.

Appendix: Biography of Mr. Zhao Guide

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

Beijing, PRC
30 October 2025

As at the date of this announcement, the Board of Directors comprises Mr. LIAO Lin, Mr. LIU Jun, Mr. DUAN Hongtao and Mr. WANG Jingwu as executive directors, Mr. LU Yongzhen, Ms. CAO Liqun, Mr. DONG Yang and Ms. ZHONG Mantao as non-executive directors, Mr. Norman CHAN Tak Lam, Mr. Herbert WALTER, Mr. Murray HORN, Mr. CHEN Guanting and Mr. LI Weiping as independent non-executive directors.

Appendix:

Biography of Mr. Zhao Guide

Zhao Guide, male, Chinese nationality, born in 1970.

Mr. Zhao Guide served as Deputy General Manager of ICBC Jilin Branch, General Manager of Inner Mongolia Branch, General Manager of Shandong Branch, Chief Responsible Officer in charge of the Credit Approval Department of the Head Office, and General Manager of Shanghai Branch.

Mr. Zhao Guide obtained a Master's degree in Business Administration (International). He is a senior economist.