中國銀行
BANK OF CHINA

中國銀行股份有限公司
BANK OF CHINA LIMITED

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

(the "Bank")

(Stock Code: 3988)

Announcement on the Appointment of Mr. Cai Zhao as Executive Director

The 2025 Third Extraordinary General Meeting of the Bank held on 16 October 2025 elected Mr. Cai Zhao as Executive Director of the Bank. The Bank has received the approval from the National Financial Regulatory Administration on the qualification of Mr. Cai Zhao as Director of the Bank.

Mr. Cai Zhao has commenced serving as Executive Director of the Bank as well as a member of the Strategic Development Committee, and the Risk Policy Committee of the Board of Directors with effect from 3 December 2025. The term of office of Mr. Cai Zhao as Executive Director of the Bank is three years. The Board of Directors welcomes the joining of Mr. Cai Zhao.

For the biographic details of Mr. Cai Zhao, please refer to the resolutions of the Board of Directors published on the websites of Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk) and the Bank (www.boc.cn) on 24 September 2025.

Executive Directors of the Bank do not receive director's remuneration from the Bank, nor do they receive remuneration from the Bank's subsidiaries, but are remunerated based on their specific management positions in the Bank, mainly including basic annual salary, performance-based annual salary, employer contributions to various social insurance and housing provident funds. The remuneration of Executive Directors of the Bank is determined with reference to the relevant national policies. The Nomination and Remuneration Committee of the Board of Directors is responsible for reviewing the annual remuneration scheme which will be recommended to the Board of Directors and submitted for approval by the Shareholders' Meeting of the Bank. For details of the remuneration of Directors of the Bank, please refer to the Annual Report and relevant announcements of the Bank.

As far as the Directors of the Bank are aware and save as disclosed above, Mr. Cai Zhao did not hold any directorship position in other listed companies in the last three years, nor does he have any relationship with any director, senior management member, or substantial or controlling shareholder of the Bank, nor does he hold any other positions in the Bank or any of its subsidiaries. As at the date of this announcement, Mr. Cai Zhao does not have any interests in the shares of the Bank or its associated companies within the meaning of Part XV of the *Securities and Futures Ordinance* of Hong Kong.

Save as disclosed above, there is no other information in relation to the appointment of Mr. Cai Zhao that needs to be disclosed pursuant to any of the requirements set out in Rule 13.51(2) (h) to (v) of the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, nor are there any other matters that need to be brought to the attention of the shareholders of the Bank.

The Board of Directors of
Bank of China Limited

Beijing, PRC
5 December 2025

As at the date of this announcement, the directors of the Bank are: Ge Haijiao, Zhang Hui, Liu Jin, Cai Zhao, Zhang Yong, Huang Binghua*, Liu Hui*, Shi Yongyan*, Lou Xiaohui*, Li Zimin*, Jean-Louis Ekra#, Giovanni Tria#, Liu Xiaolei#, Zhang Ran#, Ko Margaret# and Woo Chin Wan Raymond#.*

* *Non-executive Directors*
\# *Independent Non-executive Directors*