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If you are in any doubt as to any aspect of this circular, you should consult your stockbroker or other registered dealer in securities, bank manager, solicitor, professional accountant or other professional adviser.

If you have sold or transferred all your shares in **Bank of Qingdao Co., Ltd.***, you should at once hand this circular and the proxy form to the purchaser or transferee or to the bank, stockbroker or other agent through whom the sale or transfer was effected for transmission to the purchaser or transferee.

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BQD 青岛银行
Bank of Qingdao Co., Ltd.*
青島銀行股份有限公司*

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

(H Shares Stock Code: 3866)

2025 ANNUAL SHAREHOLDERS' MEETING

A notice convening 2025 Annual Shareholders' Meeting of the Bank to be held at No. 6 Qinling Road, Laoshan District, Qingdao, Shandong Province, the PRC at 9:00 a.m. on Thursday, 28 May 2026 is set out in this circular.

If you intend to attend and/or vote at the 2025 Annual Shareholders' Meeting, you are required to complete such proxy form in accordance with the instructions printed thereon and return it to the Bank's H Share Registrar (for H Shareholder(s)) or the Bank's PRC registered office and principal place of business (for A Shareholder(s)) not less than 24 hours before the designated time for convening the related meeting or any adjournment thereof. Completion and return of the proxy form shall not affect your right to attend or vote at such meeting or any adjournment thereof in person.

* *Bank of Qingdao Co., Ltd. is not an authorized institution within the meaning of the Banking Ordinance (Chapter 155 of the Laws of Hong Kong), not subject to the supervision of the Hong Kong Monetary Authority, and not authorized to carry out banking and/or deposit-taking business in Hong Kong.*

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DEFINITIONS

In this circular, unless the context otherwise requires, the following expressions have the following meanings:

“2025 Annual Shareholders’ Meeting”	the 2025 Annual Shareholders’ Meeting of the Bank to be held at No. 6 Qinling Road, Laoshan District, Qingdao, Shandong Province, the PRC at 9:00 a.m. on Thursday, 28 May 2026
“A Shareholder(s)”	holder(s) of A Shares
“A Share(s)”	the Bank’s ordinary shares of RMB1.00 each, which are listed on SZSE (stock code: 002948) and traded in RMB
“Articles of Association”	the Articles of Association of Bank of Qingdao Co., Ltd.
“ASBE”	Accounting Standards for Business Enterprises
“Bank”	Bank of Qingdao Co., Ltd.
“Board” or “Board of Directors”	the board of directors of the Bank
“Company”	Bank of Qingdao Co., Ltd. and its subsidiaries
“CSRC”	China Securities Regulatory Commission
“Director(s)”	the director(s) of the Bank
“H Share Registrar”	Computershare Hong Kong Investor Services Limited
“H Shareholder(s)”	holder(s) of H Shares
“H Shares”	overseas listed foreign shares of RMB1.00 each in the share capital of the Bank, which are listed on the Hong Kong Stock Exchange (stock code: 03866) and traded in Hong Kong dollars
“Hong Kong”	the Hong Kong Special Administrative Region of the PRC
“Hong Kong dollars”	Hong Kong dollar, the lawful currency of Hong Kong
“Hong Kong Listing Rules”	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, as amended, supplemented or otherwise revised from time to time
“Hong Kong Stock Exchange” or “Stock Exchange”	The Stock Exchange of Hong Kong Limited
“IFRS Accounting Standards”	IFRS Accounting Standards

DEFINITIONS

“Latest Practicable Date”	30 April 2026, being the latest practicable date prior to the publication of this circular for ascertaining certain information contained herein
“PBOC”	The People’s Bank of China, the central bank of the PRC
“PRC” or “China”	the People’s Republic of China, excluding, for the purposes of this circular, Hong Kong, Macau Special Administrative Region and Taiwan
“RMB”	Renminbi, the lawful currency of the PRC
“Share(s)”	A Shares and/or H Shares of the Bank
“Shareholder(s)”	holder(s) of Shares
“SZSE”	the Shenzhen Stock Exchange

In case of any discrepancy between the Chinese and English versions of this circular, the Chinese version shall prevail.

LETTER FROM THE BOARD

BQD 青岛银行
Bank of Qingdao Co., Ltd.*
青島銀行股份有限公司*

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

(H Shares Stock Code: 3866)

Members of the Board:

Executive Directors:

Jing Zailun (*Chairman*)

Wu Xianming

Chen Shuang

Liu Peng

Non-executive Directors:

Deng Youcheng

Zhou Yunjie

Rosario Strano

Tan Lixia

Giamberto Giraldo

Independent Non-executive Directors:

Xing Lecheng

Zhang Xu

Cheung Man Chor, Elton

Du Ning

Fan Xuejun

To the Shareholders:

Registered Address and

Address of Head Office:

Building No. 3, No. 6 Qinling Road

Laoshan District

Qingdao, Shandong Province

the PRC

Address of the Registered

Office in Hong Kong:

31st Floor, Tower Two

Times Square

1 Matheson Street

Causeway Bay

Hong Kong

2025 ANNUAL SHAREHOLDERS' MEETING

I. INTRODUCTION

The Board of Directors invites you to attend the 2025 Annual Shareholders' Meeting to be held at No. 6 Qinling Road, Laoshan District, Qingdao, Shandong Province, the PRC at 9:00 a.m. on Thursday, 28 May 2026. This circular aims to provide more information on matters set out in the notice of the 2025 Annual Shareholders' Meeting.

* *Bank of Qingdao Co., Ltd. is not an authorized institution within the meaning of the Banking Ordinance (Chapter 155 of the Laws of Hong Kong), not subject to the supervision of the Hong Kong Monetary Authority, and not authorized to carry out banking and/or deposit-taking business in Hong Kong.*

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II. MATTERS TO BE CONSIDERED AT THE 2025 ANNUAL SHAREHOLDERS' MEETING

Resolution 1. Work Report of the Board of Directors for 2025

An ordinary resolution on the *Work Report of the Board of Directors of Bank of Qingdao Co., Ltd. for 2025* will be proposed at the 2025 Annual Shareholders' Meeting for approval. Please refer to Appendix I to this circular for the full text of the report.

Resolution 2. Report for Final Financial Accounts for 2025

An ordinary resolution on the *Report for Final Financial Accounts of Bank of Qingdao Co., Ltd. for 2025* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

The Company's financial statements for 2025 prepared in accordance with ASBE have been audited by Ernst & Young Hua Ming LLP, which has issued an audit report with standard unqualified opinions, and the financial statements of the Company for 2025 prepared in accordance with IFRS Accounting Standards have been audited by Ernst & Young, which has issued an audit report with unqualified opinions. There is no difference in the net profit and the shareholders' equity between two sets of statements.

The final financial accounts for 2025 of the Company are reported as below (based on ASBE, unless otherwise specified, the amounts are presented on a consolidated financial statements basis and denominated in RMB):

In 2025, the Company realized operating income of RMB14.573 billion, representing a year-on-year increase of RMB1.075 billion or 7.97%; net profit of RMB5.357 billion, representing a year-on-year increase of RMB952 million or 21.61%; net profit attributable to equity shareholders of the Company of RMB5.188 billion, representing a year-on-year increase of RMB924 million or 21.66%. As at the end of 2025, total assets amounted to RMB814.960 billion, representing an increase of RMB124.997 billion or 18.12% as compared with that at the end of the previous year; non-performing loan ratio was 0.97%, representing a decrease of 0.17 percentage point as compared with that at the end of the previous year, with the provision coverage of 292.30%, representing an increase of 50.98 percentage points as compared with that at the end of the previous year; capital adequacy ratio was 13.37%, and the core tier-one capital adequacy ratio was 8.67%. All indicators above have met regulatory requirements.

For details of the audited financial information for the year ended 31 December 2025 prepared based on IFRS Accounting Standards, please refer to the financial statements as set out in the 2025 annual report published by the Bank.

Resolution 3. Profit Distribution Plan for 2025

An ordinary resolution on the *Profit Distribution Plan of Bank of Qingdao Co., Ltd. for 2025* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

LETTER FROM THE BOARD

The financial statements of the Company for 2025 prepared in accordance with ASBE have been audited by Ernst & Young Hua Ming LLP, which has issued an audit report with standard unqualified opinions, and the financial statements of the Company for 2025 prepared in accordance with IFRS Accounting Standards have been audited by Ernst & Young, which has issued an audit report with unqualified opinions. Based on the above audited financial statements, the net profit attributable to shareholders of the parent company in the consolidated financial statement realized by the Company for 2025 recorded in both of the financial statements prepared in accordance with ASBE and IFRS Accounting Standards was RMB5.188 billion, and the net profit in the Bank's 2025 statements was RMB4.972 billion.

To this end, pursuant to the profit of the Bank, the Articles of Association and relevant regulatory requirements, the Bank intends to implement the profit distribution plan for 2025 as below:

- (i) 10% of the net profit of the Bank shall be appropriated to the statutory surplus reserve amounting to RMB497 million;
- (ii) To appropriate RMB1,627 million to general reserve;
- (iii) Distributed interest on perpetual bonds totaling RMB233 million in July and August 2025;
- (iv) Based on the total number of shares as at the record date for this equity distribution, a cash dividend of RMB1.80 (tax inclusive) per 10 Shares will be distributed to all ordinary Shareholders. The distribution amount is approximately RMB1.048 billion, representing the total cumulative cash dividend for 2025, which accounts for 21.15% of the net profit attributable to ordinary shareholders of the Bank as stated in the consolidated financial statements and 20.19% of the net profit attributable to shareholders of the parent company as stated in the consolidated financial statements. Dividends of H Shares shall be paid in Hong Kong dollars. The applicable exchange rate of RMB to Hong Kong dollars shall be the average of the central parity rates in the interbank foreign exchange market of the five business days preceding the date of declaration of such dividends at the 2025 Annual Shareholders' Meeting (including the day the 2025 Annual Shareholders' Meeting is to be held) as announced by the People's Bank of China;
- (v) The retained profit will be carried forward to the next year.

Taxation applying to dividends on ordinary Shares

In accordance with the *Enterprise Income Tax Law of the People's Republic of China* and the related implementation provisions, the Bank shall withhold and pay enterprise income tax at the rate of 10% for non-resident enterprise shareholders whose names appear on the register of holders of H Shares on Sunday, 7 June 2026.

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Pursuant to the *Notice on Issues Concerning Individual Income Tax After the Annulment of Document Guo Shui Fa [1993] No. 045* (Guo Shui Han [2011] No. 348) promulgated by the State Taxation Administration of the PRC on 28 June 2011, dividends received by overseas resident individual shareholders from the shares issued by domestic non-foreign invested enterprises in Hong Kong is subject to the payment of individual income tax, which shall be withheld and paid by the withholding agents according to relevant laws; however, the overseas resident individual shareholders of the shares issued by domestic non-foreign invested enterprises in Hong Kong are entitled to the relevant preferential tax treatment pursuant to the provisions in the tax agreements signed between the countries where they are residents and China and the tax arrangements between Mainland China and Hong Kong/Macau.

In accordance with the above tax regulations, the Bank shall generally withhold and pay individual income tax at the rate of 10% for individual Shareholders of H Shares of the Bank unless otherwise specified by the relevant tax regulations and tax agreements, in which case the Bank will conduct specific procedures according to the relevant regulatory requirements of tax authorities.

For investors of the Hong Kong Stock Exchange (including enterprises and individuals) investing in the A Shares of the Bank listed on SZSE (the “**Northbound Trading**”), the Bank will distribute the dividends in RMB through the Shenzhen Branch of China Securities Depository and Clearing Corporation Limited to the account of the nominee holding such Shares. The Bank will withhold income taxes at the rate of 10% on behalf of the investors and will report to the competent tax authorities for the withholding. For investors of Northbound Trading involved in enjoying tax treaty (arrangement) treatment, the withholding will be implemented in accordance with the *Notice of the State Administration of Taxation on Issues about the Administrative Measures for Non-residents to Enjoy the Treatments of Tax Treaties* (Notice of the State Administration of Taxation [2015] No. 60) (《國家稅務總局關於發佈〈非居民納稅人享受稅收協議待遇管理辦法〉的公告》(國家稅務總局公告2015年第60號)) and *Notice on Taxation Policies concerning the Pilot Program of an Interconnection Mechanism for Transactions in the Shenzhen and Hong Kong Stock Markets* (Cai Shui [2016] No. 127) (《關於深港股票市場交易互聯互通機制試點有關稅收政策的通知》(財稅[2016] 127號)).

The equity registration date and the distribution date of cash dividends and other arrangements for the investors of Northbound Trading will be the same as those for the A Shareholders of the Bank. Details of the payment of dividends to the A Shareholders of the Bank and related matters will be announced in due course.

For investors of the Shanghai Stock Exchange and the SZSE (including enterprises and individuals) investing in the H Shares of the Bank listed on the Hong Kong Stock Exchange (the “**Southbound Trading**”), China Securities Depository and Clearing Corporation Limited, as the nominee holders for the investors of the Southbound Trading, shall receive the cash dividends distributed by the Bank and distribute the cash dividends received from the Bank to the relevant investors of the Southbound Trading

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through their depository and clearing systems. The cash dividends for the investors of Southbound Trading will be paid in RMB. Pursuant to the relevant requirements of the *Notice on the Tax Policies Related to the Pilot Program of the Shanghai-Hong Kong Stock Market Connect* (Cai Shui [2014] No. 81) (《關於滬港股票市場交易互聯互通機制試點有關稅收政策的通知》(財稅[2014]81號)) and the *Notice of the Ministry of Finance, the State Administration of Taxation and the China Securities Regulatory Commission on the Tax Policies Related to the Pilot Program of the Shenzhen-Hong Kong Stock Market Connect* (Cai Shui [2016] No. 127) (《財政部、國家稅務總局、中國證監會關於深港股票市場交易互聯互通機制試點有關稅收政策的通知》(財稅[2016]127號)), for dividends received by domestic individual investors from investing in H shares listed on the Hong Kong Stock Exchange through the Shanghai-Hong Kong stock exchanges connectivity mechanism (the “**Shanghai-Hong Kong Stock Connect**”) and the Shenzhen-Hong Kong stock exchanges connectivity mechanism (the “**Shenzhen-Hong Kong Stock Connect**”), the company of such H shares shall withhold and pay individual income tax at the rate of 20% on behalf of the investors. For dividends received by domestic securities investment funds from investing in shares listed on the Hong Kong Stock Exchange through Shanghai-Hong Kong Stock Connect and Shenzhen-Hong Kong Stock Connect, the tax payable shall be the same as that for individual investors. The company of such H shares will not withhold and pay the income tax of dividends for domestic enterprise investors and those domestic enterprise investors shall report and pay the relevant tax themselves.

The equity registration date and the distribution date of cash dividends and other arrangements for the investors of Southbound Trading will be the same as those for the H Shareholders of the Bank.

The Bank holds no liability in respect of any claims arising from any delay in, or inaccurate determination of the identity of the Shareholders or any disputes over the mechanism of withholding and payment.

If in any doubt as to the above arrangement, the relevant H Shareholders of the Bank may consult with their tax consultants on the advices of the tax implications in Mainland China, Hong Kong and other countries (regions) in respect of holding and disposing of the relevant H Shares of the Bank.

The Bank will make a separate announcement regarding the payment of the 2025 final dividend to A Shareholders and any related matters.

Closure of register of members and eligibility for final dividend distribution

The share register for H Shares of the Bank will be closed from Wednesday, 3 June 2026 to Sunday, 7 June 2026 (both days inclusive). In order to be entitled to the final dividend distribution of 2025, the H Shareholders of the Bank who have not registered the transfer documents are required to deposit the transfer documents together with relevant Share certificates at the H Share Registrar of the Bank, Computershare Hong Kong Investor Services Limited, at Shops 1712-1716, 17th Floor, Hopewell Centre, 183

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Queen's Road East, Wanchai, Hong Kong no later than 4:30 p.m. on Tuesday, 2 June 2026. Shareholders whose names appear on the register of members of the Bank at the close of business on Sunday, 7 June 2026 are entitled to the final dividend distribution.

The Board is set to distribute the final dividends of 2025 on Wednesday, 24 June 2026. If there are any changes to the dividend payment date, an announcement will be published regarding such changes.

Resolution 4. Engagement of External Auditors for 2026 and their Remuneration

An ordinary resolution on the *Engagement of External Auditors of Bank of Qingdao Co., Ltd. for 2026 and their Remuneration* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

By comprehensively taking into account Ernst & Young's strong independence, professional competence, and investor protection capabilities, and good integrity record, while also considering factors such as the Bank's business development, the administrative measures for the selection and engagement of accounting firms, and the actual practices of peer institutions in engaging accounting firms, and in order to ensure the quality and stability of the audit work, the Bank proposes to re-appoint Ernst & Young Hua Ming LLP as the domestic auditor of the Bank for 2026, and re-appoint Ernst & Young as the overseas auditor of the Bank for 2026.

The Bank shall pay audit-related fees of RMB3.55 million for the services in terms of the audit for 2026 annual financial report, the review over semi-annual financial report, as well as the execution of agreed-upon procedures for first quarter and third quarter financial reports, and audit fees of RMB500 thousand for internal control for 2026, totaling RMB4.05 million, which is the same as that of the previous year. The fees are determined by the results of the open selection procedures based on the factors such as the fair market standard, complexity and business plan of the Bank, the expected audit scope, audit timetable and auditors' resources required, including taxes and other miscellaneous expenses such as travel, office and travel allowance.

Resolution 5. Election of Mr. Zhang Shixing as an Independent Director of the Ninth Session of the Board

An ordinary resolution on the *Election of Mr. Zhang Shixing as an Independent Director of the Ninth Session of the Board of Directors of Bank of Qingdao Co., Ltd.* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

The Board nominates Mr. Zhang Shixing ("**Mr. Zhang**") as a candidate for independent non-executive Director of the ninth session of the Board. After the appointment of Mr. Zhang as an independent non-executive Director of the Bank being considered and approved by the 2025 Annual Shareholders' Meeting, his qualification for office is still subject to the approval of the Qingdao Bureau of National Financial

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Regulatory Administration. His term of office shall commence from the date of approval on his qualification by the Qingdao Bureau of National Financial Regulatory Administration until the expiry of the term of office of the ninth session of the Board.

The biographical details of Mr. Zhang which are required to be disclosed pursuant to Rule 13.51(2) of the Hong Kong Listing Rules are set out as follows:

Mr. **Zhang Shixing**, born in February 1961, holds a PhD in Environmental Science from the Ocean University of China and is a former Professor of Accounting at the Ocean University of China.

Mr. Zhang joined Ocean University of China in August 1998 and retired in March 2024. He previously served as the Deputy Director of the Department of Accounting of the Ocean University of China, Deputy Director of the MPAcc Education Center, supervisor for Ph.D. candidates, and independent director of Qingdao East Steel Tower Co., Ltd. He concurrently serves as the independent director of Qingdao Richen Food Co., Ltd. and Jinan Huawutang Cosmetics Co., Ltd.

The Bank will enter into a service contract with Mr. Zhang. During his tenure as an independent non-executive Director of the Bank, Mr. Zhang will receive independent non-executive director allowance of RMB120,000 per year and a subsidy of RMB5,000 for each meeting attended. These allowance and subsidy are determined in accordance with applicable laws, regulations and relevant remuneration policy of the Bank. Apart from the aforesaid allowance and subsidy, Mr. Zhang will not receive any other remuneration from the Bank.

Save as disclosed above, Mr. Zhang has not held any directorship in any public companies whose securities are listed on any securities market in Hong Kong or overseas during the past three years, nor held any other position in the Bank or its subsidiaries. He does not have any relationship with any other Directors, senior management, substantial Shareholders or controlling Shareholders of the Bank nor any interest in the Shares of the Bank within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Regarding the proposed nomination of Mr. Zhang as a candidate for the independent non-executive Director of the Board, the Nomination Committee of the Board and the Board of the Bank have complied with requirements for the Director's qualifications and electoral procedures under the Articles of Association. In the light of the actual situation of the Bank, and taking into account the candidate's professional experience, skills and knowledge, the possibility of the independent non-executive Director candidate in improving the efficiency of the Board, and the time that may be devoted to the Bank by such candidate, the Nomination Committee of the Board of the Bank nominated Mr. Zhang as the candidate of independent non-executive Director.

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Mr. Zhang has professional skills in accounting. Through his extensive experience and knowledge, he will provide objective, independent and sufficient opinions and analysis in accounting and other aspects, promoting the diversification of the Board structure in terms of culture, professional skills and qualifications.

Pursuant to the requirements of the Hong Kong Listing Rules, Mr. Zhang has confirmed to the Bank that: (1) he is independent with regard to each of the factors set out in Rules 3.13(1) to (8) of the Hong Kong Listing Rules; (2) he has not had in the past, and does not have, any financial or other interest in the business of the Bank or its subsidiaries, or any connection with any core connected person (as defined in the Hong Kong Listing Rules) of the Bank; and (3) at the time of his appointment, there are no other factors that may affect his independence.

The Bank considers that Mr. Zhang meets the independence requirements set out in Rule 3.13 of the Hong Kong Listing Rules.

Save as disclosed in this circular, Mr. Zhang does not have any other information that is required to be disclosed under Rule 13.51(2)(h) to Rule 13.51(2)(v) of the Hong Kong Listing Rules, nor any other matters that are required to be disclosed under the above mentioned rules at present or in the past. Save as disclosed above, there is no other matter concerning Mr. Zhang's appointment that needs to be brought to the attention of the Shareholders of the Bank.

Resolution 6. Estimated Amount of the Ordinary Related Party Transactions for 2026

An ordinary resolution on the *Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2026* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

Pursuant to the relevant provisions of the CSRC, the SZSE and the Bank's related party transaction management system, after the Bank makes reasonable estimates of the ordinary related party transactions and fulfills the corresponding approval and disclosure procedures, a single related party transaction within the estimate scope of the year is exempted from re-approval and disclosure in accordance with the standards of the CSRC and the SZSE. However, major related party transactions that comply with the standards of the National Financial Regulatory Administration shall be submitted to the Related Party Transactions Control Committee of the Board for review and to the Board for approval on a case-by-case basis.

The Bank has estimated the ordinary related party transactions in 2026. For details, please refer to Appendix II to this circular.

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Resolution 7. Special Report on Related Party Transactions for 2025

An ordinary resolution on the *Special Report on Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025* will be proposed at the 2025 Annual Shareholders' Meeting for approval. Please refer to Appendix III to this circular for the full text of the report.

Resolution 8. Capital Planning for 2026-2028

An ordinary resolution on the *Capital Planning of Bank of Qingdao Co., Ltd. for 2026-2028* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

To further strengthen capital management, constraints and risk resistance on capital, stimulate the Company's sustained and stable growth, and maximize Shareholders' value, the Company has prepared the Capital Planning for 2026-2028 in accordance with the *Regulation Governing Capital of Commercial Banks* and other regulations and after fully considering its future development strategies and business planning.

The full text of the *Resolution on the Capital Planning of Bank of Qingdao Co., Ltd. for 2026-2028* is set out in Appendix IV to this circular.

Resolution 9. Designated Donations to the Bank of Qingdao Charity Foundation

An ordinary resolution on the *Designated Donations to the Bank of Qingdao Charity Foundation* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

In order to further strengthen the foundation of the Finance for Good brand, deeply integrate charitable practices into the broader framework of high-quality development, and promote the normalization and sustainability of charitable contributions, the Bank intends to allocate a designated donation to the Bank of Qingdao Charity Foundation on an annual basis, equivalent to 0.25% of the Bank's profit before taxation for the preceding year. (Based on the profit for 2025, the donation amount for 2026 is expected to be RMB14.14 million.) The Bank of Qingdao Charity Foundation was initiated and established by the Bank, and Ms. Chen Shuang, a Director of the Bank, serves as the legal representative of the Foundation. Pursuant to the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions* and other laws and regulations, the Bank of Qingdao Charity Foundation constitutes a related party of the Bank. In accordance with the relevant requirements of the CSRC and the SZSE, the aforesaid donation falls within the scope of the estimated daily related party transactions, and therefore no separate disclosure procedures are required.

Carrying out charitable activities on a normalized basis is a significant embodiment of the Bank's commitment to its founding mission of serving the people through finance and fulfilling its corporate social responsibility, as well as a concrete action to give back to the support of all sectors of society. Over the years, Bank of Qingdao has upheld the philosophy of "originating from society and giving back to society" and has been deeply engaged in various public welfare initiatives, demonstrating the responsibility of a local

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corporate bank and cultivating a warm and compassionate financial image. Going forward, the Bank intends to deeply integrate its charitable practices with the new three-year strategic plan, further endowing the Bank with distinctive attributes of warmth and compassion, enhancing its recognition and reputation among the public, and contributing to its own high-quality development.

The donation ratio for this initiative was determined after comprehensively reviewing past donation trends, conducting industry research, and considering the need to enhance the impact of our philanthropic brand, with the aim of transitioning our philanthropic efforts from short-term initiatives to a long-term strategic framework. The donated funds shall strictly comply with the relevant provisions of the *Charity Law of the People's Republic of China* and shall be exclusively designated to support the public welfare and charitable activities lawfully conducted by the Bank of Qingdao Charity Foundation, including poverty alleviation, assistance to the disadvantaged, elderly care, orphan support, medical relief, disability aid, disaster relief, healthcare assistance, and educational support, thereby contributing the solid strength of Bank of Qingdao to the improvement of local livelihoods and social harmony and stability.

This donation will help enhance the Bank's social image and expand the influence of its charitable brand. The source of the external donation funds is the Bank's own capital, and the donation will have no adverse impact on the Bank's financial position or operating results, nor any adverse effect on the Bank's independence. There are no circumstances that would prejudice the interests of the Bank and its Shareholders as a whole, particularly the interests of minority Shareholders. In accordance with relevant laws and regulations, the independent Directors of the Bank have expressed their independent opinions on the aforesaid donation matters.

In order to further enhance the efficiency of the Bank's decision-making on charitable donation matters, standardize donation management procedures, align with the Bank's actual needs for carrying out normalized and sustainable charitable undertakings, and ensure the timely and orderly implementation of relevant donation matters, the Board of Directors seeks authorisation from the shareholders' meeting for the Board of Directors to consider, decide on, and organize the implementation of the Bank's annual designated donation allocations to the Bank of Qingdao Charity Foundation within a donation limit set at 0.25% of the Bank's profit before taxation for the preceding year. This authorisation shall be valid for a term of three (3) years, commencing from the date of approval by the shareholders' meeting.

Resolution 10. Authorisation to the Board to Decide on the Interim Profit Distribution Plan for 2026

An ordinary resolution on *the Proposal to the Shareholders' Meeting to Authorize the Board of Directors to Decide on the Interim Profit Distribution Plan for 2026* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

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In order to further enhance investors' sense of gain, in accordance with the *Regulatory Guidance for Listed Companies No. 3 – Distribution of Cash Dividends by Listed Companies (as amended in 2025)* and the *Guidelines for Self-discipline Regulation of Listed Companies of Shenzhen Stock Exchange No. 1 – Standard Operation of Listed Companies on the Main Board (as amended in 2025)*, as well as other relevant regulations and the provisions of the Articles of Association, the Bank proposes that the shareholders' meeting authorize the Board of Directors to formulate and implement the specific interim profit distribution plan for 2026, subject to compliance with regulatory requirements and profit distribution conditions, based on the resolutions of the shareholders' meeting and taking into account the Bank's actual operating situation. The interim profit distribution shall be based on the financial statements for the corresponding period, with due consideration of the operating performance for the current period, and shall not exceed the net profit attributable to the ordinary shareholders of the Company for the corresponding period.

The term of authorisation shall commence on the date this proposal is considered and approved by the 2025 Annual Shareholders' Meeting and shall expire on the date of the Bank's 2026 annual shareholders' meeting.

Resolution 11. Formulation of the Interim Measures Governing Total Salary

An ordinary resolution on the *Formulation of the Interim Measures Governing Total Salary of Bank of Qingdao Co., Ltd.* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

In order to further standardize the total salary management of the Company, improve the total salary determination mechanism, adhere to efficiency orientation and strengthen the linkage between total salary and operating performance, the Bank has formulated the *Interim Measures Governing Total Salary of Bank of Qingdao Co., Ltd.* in accordance with relevant laws, regulations, normative documents, etc., and in light of the actual situation of the Company.

The full text of the *Resolution on the Formulation of the Interim Measures Governing Total Salary of Bank of Qingdao Co., Ltd.* is set out in Appendix V to this circular.

Resolution 12. Formulation of the Remuneration Management Measures for Directors and Senior Management

An ordinary resolution on the *Formulation of the Remuneration Management Measures for Directors and Senior Management of Bank of Qingdao Co., Ltd.* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

In order to further standardize the remuneration management of Directors and senior management of the Bank, to improve a scientific and reasonable incentive and constraint mechanism, and to fully motivate the initiative and creativity of senior management, the Bank has formulated the *Remuneration Management Measures for*

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Directors and Senior Management of Bank of Qingdao Co., Ltd. in accordance with relevant laws, regulations, normative documents and other relevant requirements, and in light of the Bank's actual circumstances.

The full text of the *Resolution on the Formulation of the Remuneration Management Measures for Directors and Senior Management of Bank of Qingdao Co., Ltd.* is set out in Appendix VI to this circular.

Resolution 13. 2026 Remuneration Plan for Directors and Senior Management

An ordinary resolution on the *2026 Remuneration Plan for Directors and Senior Management of Bank of Qingdao Co., Ltd.* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

The full text of the *Resolution on the 2026 Remuneration Plan for Directors and Senior Management of Bank of Qingdao Co., Ltd.* is set out in Appendix VII to this circular.

Resolution 14. 2024 Remuneration Settlement for Directors and Senior Management

An ordinary resolution on the *2024 Remuneration Settlement for Directors and Senior Management of Bank of Qingdao Co., Ltd.* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

The full text of the *Resolution on the 2024 Remuneration Settlement for Directors and Senior Management of Bank of Qingdao Co., Ltd.* is set out in Appendix VIII to this circular.

Resolution 15. General Mandate for the Issue of Shares

A special resolution on the *Resolution on General Mandate for the Issue of Shares of Bank of Qingdao Co., Ltd.* will be proposed at the 2025 Annual Shareholders' Meeting for approval.

With a view to fully leveraging on the financing advantages of the capital market, capitalizing on the financing channel in the market and promoting the flexibility of capital management of the Bank, the Board, with reference to market practices, proposes to the 2025 Annual Shareholders' Meeting for the approval of granting a general mandate to issue Shares to the Board and further delegation of authority by the Board in accordance with the requirements of relevant laws and regulations and the provisions of the Articles of Association.

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(i) *Specific plan on the general mandate for the issue of Shares*

- (1) Pursuant to the condition listed in (2) below and under the premise of compliance with the laws and regulations, the Board shall be authorized to separately or concurrently issue, allocate or otherwise deal with ordinary A Shares and/or ordinary H Shares, preference Shares and convertible bonds during the Relevant Period (as defined below).

“Relevant Period” means the period from the date of passing this resolution on authorisation by 2025 Annual Shareholders’ Meeting until the earliest of: (1) the conclusion of 2026 annual shareholders’ meeting of the Bank; (2) the expiration of the 12-month period following the passing of this resolution at the 2025 Annual Shareholders’ Meeting of the Bank; (3) the date on which the authorisation referred to in this resolution is revoked or varied by a special resolution at any shareholders’ meeting of the Bank.

- (2) The Board shall be authorized to issue, allocate or otherwise deal with the numbers of ordinary A Shares and/or ordinary H Shares, preference Shares and convertible bonds (among which, the number of preference Share shall be calculated based on the number of ordinary A Shares and/or ordinary H Shares to be fully converted from preference Shares at the mandatory conversion price and the number of convertible bonds shall be calculated based on the number of ordinary A Shares and/or ordinary H Shares to be fully converted from convertible bonds at the conversion price), and the respective amount shall not exceed 20% of the respective total number of issued class of Shares of ordinary A Shares and/or ordinary H Shares of the Bank at the date on which this resolution is passed by the 2025 Annual Shareholders’ Meeting.
- (3) The Board shall be authorized to: (1) formulate and implement the detailed issuing plan which includes, but without limitation, the class of Shares to be issued and allocated, the pricing method and/or the issue price (including a price range), the number of Shares to be issued, the target subscribers and the investment direction of the proceeds raised; to determine the timing of the issue, the issue period and the use of the proceeds raised, and to determine whether to offer to existing Shareholders; (2) deal with matters in relation to the increase in registered capital of the Bank so as to reflect the Shares of the Bank to be issued under the authorisation granted under this resolution, and make any amendments to clauses in the Articles of Association in relation to issue of Shares and registered capital as it duly thinks necessary; (3) to consider and approve statutory documents submitted to relevant regulatory authorities related to the aforesaid issuance, and carry out relevant approval procedures under the requirements of regulatory authorities and the place where the Shares of the Bank are listed; (4) take any other

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necessary actions and proceed with other necessary procedures in order to implement the issue proposal and realize the increase in registered capital;
(5) determine other matters related to the aforesaid issuance.

(ii) Relevant authorisation

To increase the efficiency in decision-making, reduce the internal approval procedures and seize market opportunities, in relation to dealing with the matters on issuing Shares under the general mandate, it is proposed to the 2025 Annual Shareholders' Meeting for approval to authorize the Board, and the Board further authorizes the authorized person(s) of the Board, to deal with matters regarding the general mandate to issue Shares during the Relevant Period. The above authorisation to the authorized person by the Board shall be determined by the Board upon the exercise of the general mandate under this resolution.

III. MATTERS TO BE REPORTED AT THE 2025 ANNUAL SHAREHOLDERS' MEETING

Report 1. Evaluation Report on the Performance of Duties by the Board of Directors and Directors for 2025

The *Evaluation Report on the Performance of Duties by the Board of Directors and Directors of Bank of Qingdao Co., Ltd. for 2025* will be submitted at the 2025 Annual Shareholders' Meeting for review by Shareholders, but not required for their approval. For full text of the report, please refer to Appendix IX to this circular.

Report 2. Evaluation Report on the Performance of Duties of the Senior Management and Senior Executives for 2025

The *Evaluation Report on the Performance of Duties of the Senior Management and Senior Executives of Bank of Qingdao Co., Ltd. for 2025* will be submitted at the 2025 Annual Shareholders' Meeting for review by Shareholders, but not required for their approval. For full text of the report, please refer to Appendix X to this circular.

Report 3. Report on the Performance of Duties by Independent Non-executive Directors for 2025

The *Report on the Performance of Duties by Independent Non-executive Directors of Bank of Qingdao Co., Ltd. for 2025* will be proposed at the 2025 Annual Shareholders' Meeting for review by Shareholders, but not required for their approval. For full text of the report, please refer to Appendix XI to this circular.

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Report 4. Evaluation Report of the Substantial Shareholders (Major Shareholders) for 2025

The Evaluation Report of the Substantial Shareholders (Major Shareholders) of Bank of Qingdao Co., Ltd. for 2025 will be proposed at the 2025 Annual Shareholders' Meeting for review by Shareholders, but not required for their approval. For full text of the report, please refer to Appendix XII to this circular.

IV. RESPONSIBILITY STATEMENT

This circular, for which the Directors collectively and individually accept full responsibility, includes particulars given in compliance with the Hong Kong Listing Rules for the purpose of giving information with regard to the Bank. The Directors, having made all reasonable enquiries, confirm that, to the best of their knowledge and belief, the information contained in this circular is accurate and complete in all material respects and not misleading or deceptive, and there are no other matters the omission of which would make any statement herein or this circular misleading.

V. THE 2025 ANNUAL SHAREHOLDERS' MEETING

The Bank intends to convene the 2025 Annual Shareholders' Meeting at No. 6 Qinling Road, Laoshan District, Qingdao, Shandong Province, the PRC, at 9:00 a.m. on Thursday, 28 May 2026 to consider and, if thought fit, to pass the resolutions as set out in the notice of the 2025 Annual Shareholders' Meeting. Notice and form of proxy of the 2025 Annual Shareholders' Meeting dated 6 May 2026 have been published in accordance with the Hong Kong Listing Rules. The notice of the 2025 Annual Shareholders' Meeting is set out in this circular.

Completion and return of the form(s) of proxy(ies) will not preclude you from attending and voting in person at the 2025 Annual Shareholders' Meeting or at any adjournment thereof.

Closure of Register of Members and Eligibility to Attend and Vote at the 2025 Annual Shareholders' Meeting

The H-share register of members of the Bank will be closed from Thursday, 21 May 2026 to Thursday, 28 May 2026 (both days inclusive). In order to be eligible to attend and vote at the 2025 Annual Shareholders' Meeting, H Shareholders of the Bank must lodge the H-share transfer documents accompanied by the relevant share certificates and other appropriate documents with the Bank's H Share Registrar, Computershare Hong Kong Investor Services Limited, at Shops 1712-1716, 17th Floor, Hopewell Centre, 183 Queen's Road East, Wanchai, Hong Kong no later than 4:30 p.m. on Wednesday, 20 May 2026. Shareholders whose names appear in the register of members of the Bank on Thursday, 21 May 2026, will be eligible to attend and vote at the 2025 Annual Shareholders' Meeting.

VI. METHODS OF VOTING AT THE 2025 ANNUAL SHAREHOLDERS' MEETING

Pursuant to the requirements of Rule 13.39(4) of the Hong Kong Listing Rules, voting by the Shareholders at the 2025 Annual Shareholders' Meeting shall be taken by the way of poll.

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To the best knowledge of the Bank, related parties of Qingdao Conson Development (Group) Co., Ltd., related parties of Haier Group Corporation, and Intesa Sanpaolo S.p.A., were deemed to have a material interest in the *Resolution on the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2026*, therefore, they should abstain from voting on the resolution; Chen Shuang was deemed to have a material interest in the *Resolution on the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2026*, the *Resolution on the Designated Donations to the Bank of Qingdao Charity Foundation* and the *Resolution on the 2024 Remuneration Settlement for Directors and Senior Management*, therefore, she should abstain from voting on these resolutions. Save as disclosed above, no other Shareholder or its associate is deemed to have a material interest in any of the resolutions at the 2025 Annual Shareholders' Meeting, and no other Shareholder is required to abstain from voting on any resolutions.

Please be advised that pursuant to the Article 57 of the Articles of Association, where a Shareholder pledges 50% or more of his/her equity interests in the Bank, the voting rights of such Shareholder at the 2025 Annual Shareholders' Meeting shall be subject to restrictions.

VII. RECOMMENDATIONS

The Board (including the independent non-executive Directors) considers that the resolutions to be proposed at the 2025 Annual Shareholders' Meeting are in the interests of the Bank and the Shareholders as a whole. Accordingly, the Board recommends the Shareholders to vote in favor of all resolutions to be proposed at the 2025 Annual Shareholders' Meeting.

By order of the Board
Bank of Qingdao Co., Ltd.*
Jing Zailun
Chairman

Qingdao, Shandong, the PRC
6 May 2026

* *Bank of Qingdao Co., Ltd. is not an authorized institution within the meaning of the Banking Ordinance (Chapter 155 of the Laws of Hong Kong), not subject to the supervision of the Hong Kong Monetary Authority, and not authorized to carry out banking and/or deposit-taking business in Hong Kong.*

WORK REPORT OF THE BOARD OF DIRECTORS OF
BANK OF QINGDAO CO., LTD. FOR 2025

To Shareholders:

The year 2025 marked the final year of the “14th Five-Year” Plan and a decisive year for the three-year strategic plan of Bank of Qingdao Co., Ltd. (hereinafter referred to as “**Bank of Qingdao**” or the “**Bank**”). The Board of Directors of Bank of Qingdao resolutely implemented the decisions and arrangements of the Central Committee of the Communist Party of China, the State Council, and higher-level Party committees and governments, as well as all financial regulatory requirements. The Bank deeply practiced the political and people-centered nature of financial work, focused on serving local development, the real economy, and social livelihoods, adhered to the principle of “quality and efficiency first”, solidly advanced the execution of its strategy, and achieved positive results in high-quality development.

I. MAIN OPERATING RESULTS IN 2025

In 2025, under the strategic guidance of the Board of Directors, the Bank achieved reasonable growth in business scale through structural optimization, demonstrated strong resilience in profitability through enhanced efficiency, and maintained a sound asset quality profile through refined management. This signified the translation of the strategic blueprint of “reasonable quantitative growth” and “effective qualitative improvement” into tangible practice, marking a new phase in the Bank’s high-quality development.

As of the end of 2025, the total assets of the Company¹ amounted to RMB814.960 billion, an increase of 18.12% over the end of last year; total deposits from customers amounted to RMB502.899 billion, an increase of 16.41% over the end of last year; total loans to customers amounted to RMB397.008 billion, an increase of 16.53% over the end of last year; the operating income for the year amounted to RMB14.573 billion, an increase of 7.97% over the last year; net profit attributable to the parent company amounted to RMB5.188 billion, an increase of 21.66% over the last year; weighted average return on net assets was 12.68%, an increase of 1.17 percentage points over the last year; non-performing loan ratio was 0.97%, falling below the 1% threshold and decreasing by 0.17 percentage point over the end of last year, achieving the eighth consecutive year of decline; provision coverage ratio was 292.30%, an increase of 50.98 percentage points over the end of last year, its risk replenishment capability remaining sufficient.

In 2025, Bank of Qingdao was included in the *Fortune* China 500 list for the first time, ranked 270th in The Banker’s “Top 1000 World Banks 2025” list, climbed to 317th place in the “Top 500 Most Valuable Brands in China” ranking, and received the “Five-Star Diamond Award”, the highest honor in the global service sector, for the tenth time. These accolades comprehensively reflect the Bank’s systemic overall strength and the value of its brand and services.

¹ The Company refers to Bank of Qingdao Co., Ltd. and its subsidiaries.

II. MAIN WORK OF THE BOARD OF DIRECTORS IN 2025**(I) Deepening corporate governance to consolidate the foundation for high-quality development****1. *Reshaping the top-level governance structure to enhance standardization***

In response to the evolving landscape of “listed company governance structure reform” and new industry regulatory requirements, Bank of Qingdao promptly initiated the abolition of the Board of Supervisors and the iterative updating of its governance framework. Focusing on the alignment between institutional design and governance operations, as well as the coherence among various governance documents, the Bank comprehensively revised and refined the relevant provisions. The Audit Committee of the Board of Directors fully assumed the functions previously discharged by the Board of Supervisors, thereby advancing the governance framework from “soundness” toward “optimization” while ensuring a smooth transition of supervisory responsibilities. This institutional renewal empowered the enhancement of the Bank’s corporate governance capabilities and provided a robust framework underpinning high-quality development. During the year, the Board of Directors of the Bank considered and approved amendments to more than ten foundational corporate governance systems, including the *Articles of Association*, the *Rules of Procedures for Shareholders’ Meetings*, the *Rules of Procedures of the Board of Directors*, and the working rules of Board special committees. Provisions reinforcing Party leadership were further incorporated into the Articles of Association. These efforts were aimed at establishing a high-quality corporate governance framework characterized by clearly defined powers and responsibilities, standardized procedures, and seamless coordination, thereby solidifying the institutional foundation for the Bank’s compliant operations and high-quality development.

2. *Optimizing Board operations to ensure standardized and efficient decision-making*

In 2025, against the backdrop of a complex market environment, the Board of Directors strictly complied with regulations and fulfilled its duties diligently, deeply integrating its own capacity building with the Bank’s development. The Board continuously refined a full-chain decision-making mechanism encompassing pre-meeting communication, in-meeting research and discussion, and post-meeting follow-up, thereby providing standardized and efficient decision-making safeguards for the Bank’s high-quality development. During the reporting period, the Board convened a total of 17 meetings, considered 133 proposals, and heard or reviewed 47 reports, actively focusing on key areas including strategy execution, comprehensive risk management, consumer equity protection, internal control, and capital management. At the beginning of the year, the special committees of the Board charted their overall plans and formulated work programs, and throughout the year they advanced and refined their duty fulfillment arrangements in a coordinated manner. Through a work mechanism with clearly defined powers and responsibilities as well as standardized and efficient operational practices,

the committees provided professional support for Board decision-making. During the reporting period, the special committees held a total of 55 meetings, considered 150 proposals, and heard or reviewed 48 reports, thereby underpinning the Board's "decision-making capabilities" with their "professional depth".

3. *Refining service support to realize the value of Directors' fulfillment of duties*

Bank of Qingdao focused on the core needs of Directors in fulfilling their duties and continuously deepened the development of its duty fulfillment support system. The Bank elevated and maintained its service mechanisms across multiple dimensions, including the preparation of duty fulfillment materials, information synchronization, professional advisory, and communication and coordination, thereby rendering Directors' performance of duties more substantiated, efficient, and value-adding. In 2025, the independent Directors of the Bank conducted grassroots research at the Tai'an Branch, gaining on-site insights into practical challenges encountered in business operations and providing targeted recommendations informed by professional expertise to assist the branch in resolving development bottlenecks. During the formulation of the new three-year strategic plan, independent Directors participated in two specialized forums and actively contributed suggestions on the Bank's future development. They also regularly attended specialized training sessions on regulatory policies and legal interpretations to stay abreast of new legal developments and regulatory trends, thereby enhancing their capacity to fulfill their duties. The Bank convened three special meetings of independent Directors, at which resolutions including the estimated amount of the ordinary related party transactions for 2025 and related party transactions between the Bank of Qingdao and its Directors, Supervisors, senior management, and their related parties, and other matters were considered and approved, thereby effectively safeguarding the legitimate rights and interests of minority investors. The Bank strengthened the development of Directors' duty fulfillment archives and established sound duty fulfillment ledgers for Directors, promoting more compliant, comprehensive, and efficient management of Directors' performance of duties. To protect the lawful rights and interests of the Bank's Directors and to facilitate the full exercise of rights and performance of duties by Directors and relevant responsible personnel within their respective scopes of responsibility, the Bank purchased liability insurance for such personnel.

4. *Strengthening governance fundamentals to forge an outstanding brand reputation*

Adhering to an operational philosophy of continuous improvement and the pursuit of excellence, the Bank diligently cultivated its corporate governance practices. By virtue of its standardized and efficient governance framework and solid practical achievements, the Bank earned widespread recognition and high acclaim from regulatory authorities, industry associations, and authoritative financial media.

In industry awards, the Bank received multiple prestigious honors from the China Association for Public Companies, including being named the “Best Practice Case of Board of Listed Companies” for the third consecutive year, the “Best Board Office Practices for Listed Companies” for the fourth consecutive year, the “Best Practices in Investor Relations Management of Listed Companies”, the “Best Practice of the Annual Report Presentation of Listed Companies” for the second consecutive year, and the “Best Practice in Internal Control of Listed Companies” for the first time. These five prestigious honors represent sustained leadership and demonstrate the Bank’s exceptional strength in corporate governance. In media awards, the Bank received multiple major awards from *China Securities Journal*, a leading media outlet. The Bank received the “Golden Bull — Golden Information Disclosure Award” for the third consecutive year, and won the “Golden Bull Award for Corporate Governance” for Hong Kong-listed companies for the first time, achieving a “dual Golden Bull” distinction. The Bank also received the “Golden Dawn Award for Investor Relations” from *Securities Market Weekly*, further elevating its brand influence and social reputation. In the 2024–2025 Information Disclosure Evaluation conducted by the SZSE, the Bank maintained the highest rating of “A” for the fifth consecutive year, underscoring its sustained dedication to and solid expertise in information disclosure.

(II) Strengthening strategic coordination to steer the course of high-quality development

1. Advancing the “Five Major Aspects” to build momentum for transformation

In 2025, under the scientific planning of the Board of Directors, Bank of Qingdao closely aligned its operations with the core mission of financial services for the real economy, made dedicated efforts to advance the “Five Major Aspects”, and focused on key areas with targeted measures to enhance quality and efficiency. The Bank achieved notable phased results across all areas of work.

In terms of technology finance, the Bank reinforced its support for technology innovation services, promoting high-quality development of technology finance through “platform specialization” and “systematic professionalism”. The Bank established a service model for technology finance featuring “full lifecycle, comprehensive product”, and built a “Five Specialized” framework encompassing “specialized institutions”, “exclusive products”, “targeted policies”, “professional approval”, and “dedicated channels”. The Bank also created the technology finance service brand “BQD Technology Innovation — Growth Companionship”. As of the end of 2025, the balance of technology finance loans was RMB31.458 billion, representing a year-on-year increase of 21.75%, thereby supporting the innovative development of technology enterprises.

In terms of blue and green finance, the Bank achieved synergistic breakthroughs and took the lead in regional ecological finance development. By leveraging dual-carbon policy instruments, the Bank realized substantial growth in green finance and completed the transition from old to new green finance standards along with system upgrades, thereby effectively enhancing the specialization and refinement of its green finance management. The Bank also systematically reviewed domestic and international theoretical outcomes and practical experience in blue finance, and in light of the current state of blue economy development, innovatively established a blue finance standards framework encompassing four dimensions, namely, basic general standards, financial institution standards, financial product standards, and financing activity standards. As of the end of 2025, the balance of green loans was RMB58.813 billion, representing a growth rate of 57.47%; the blue loans reached RMB22.754 billion, representing a growth rate of 35.59%.

In terms of inclusive finance, the Bank focused on the needs of micro and small enterprises, and guided by its “White Paper on High-Quality Development”, established a high-quality development framework for inclusive finance through transformations in philosophy, functions, and management. By strengthening the inclusive finance team at the grassroots level, enhancing the credit product system for micro and small enterprises, launching “marketing incentive campaigns for inclusive micro and small loans”, and establishing mechanisms for “tiered authorisation and approval of inclusive loan interest rates” and “integrated professional approval of inclusive loans”, the Bank ensured that inclusive finance operations fully met regulatory targets. As of the end of 2025, the balance of inclusive loans reached RMB53.22 billion, representing a year-on-year increase of 18.03%, thereby making substantial progress in advancing the “Inclusive Finance” initiative.

In terms of pension finance, the Bank deepened its engagement in the silver economy sector and established a three-dimensional framework encompassing “products + services + industry”, achieving notable results. The Bank’s original “Easy Enterprise Loan for Elderly” product was recognized as a provincial-level exemplary pension finance product and was selected for inclusion in the “Shandong Quality Financial Products” roster. The product has served over 30 pension institutions across the province, providing financing in excess of RMB300 million. As of the end of 2025, the Bank’s healthcare customer base comprised 5,823 households, representing an increase of 919 households, or 18.74%, compared with the end of the previous year. The Bank led the underwriting of the nation’s first publicly offered debt financing instrument supporting the pension industry issued by a provincial-level state-owned enterprise, with an issuance amount of RMB200 million, a term of three years, and a coupon rate of 1.96%, thereby channeling financial resources into the investment and construction of pension projects. The Bank iterated its “Qingxin · One Step Forward” elderly care service model, upgraded age-friendly facilities at its branches, launched a senior-friendly version of its mobile banking, enhanced its dedicated senior service hotline, and organized volunteer service teams to conduct community education and outreach.

In terms of digital finance, the Bank anchored its efforts in digital and intelligent transformation, focusing on scenario integration and efficiency enhancement. The Bank successfully launched Phase I of its new-generation distributed core business system and completed the development and rollout of the “Rongxi”(融羲) intelligent marketing platform. It fully advanced digital operations, thereby fortifying an independently controllable financial technology foundation. The Bank also established and refined a tiered service mechanism for digital economy enterprises, providing differentiated financial service solutions tailored to enterprises at various stages of development and of different types. The Bank continued to increase its financial technology investment and leveraged technologies such as big data and artificial intelligence to enhance its risk identification and customer service capabilities. As of the end of 2025, the Bank’s balance of loans to the digital economy sector stood at RMB7.293 billion. During the year, the Bank allocated loans to a cumulative total of 5,182 enterprises in the digital economy sector, with an aggregate amount of RMB9.933 billion. These efforts yielded notable results in the digital finance domain.

2. *Charting the three-year strategic plan to clarify the path forward*

In 2025, the Board of Directors guided management to adhere to the operational philosophy of “professional improvement, digital and intelligent empowerment, system optimization, and characteristic driving”. Centered on the *2023-2025 Strategic Plan*, the Board focused on diligent and pragmatic efforts for high-quality development, ensuring that the annual operating targets were fully met and the strategic plan was brought to a successful conclusion.

Meanwhile, the Board of Directors led the Bank in proactively adapting to changes in the internal and external environment. Through the three major phases of research and discussion, centralized drafting, and review and refinement, the formulation of the *2026–2028 Strategic Plan* was completed. In the new three-year strategic plan, Bank of Qingdao remains steadfast in its commitment to “sticking to the plan from start to finish”, maintains its vision of “Innovative Finance, Brilliant Banking”, and adheres to the overarching direction of advancing high-quality development under the leadership of the Party. The Plan places greater emphasis on the guiding role of Party building and never wavers in upholding Party leadership, thereby establishing a more robust organizational framework and operational mechanism. The Bank proactively integrates its own development into the broader local development landscape and unwaveringly pursues sustained high-quality growth. It continues to strengthen capacity building, advances the “Strong Head Office” strategy and the “Dual Foundations” initiative, enhances customer segment quality, and cultivates distinctive and differentiated competitive advantages.

3. *Strengthening group-wide consolidated management to forge synergies for development*

In 2025, the Board of Directors continuously strengthened the Group's management capabilities, refined the consolidated management working mechanism, coordinated compliance management and risk prevention and control, and effectively enhanced the efficiency of Group-wide resource coordination, thereby laying a solid foundation for the Bank's integrated and steady development. Firstly, in accordance with the principle of vertical management, consolidated management was continuously refined. During the year, the Board urged management to efficiently implement the *Group Consolidated Management Efficiency Enhancement Work Plan of Bank of Qingdao*, and continuously provided increased guidance and support to subsidiaries in areas including corporate governance, risk management, and internal control and compliance, helping subsidiaries improve their operational and managerial standardization. Secondly, the *Subsidiary Comprehensive Evaluation Management Measures of Bank of Qingdao Co., Ltd.* were strictly implemented. Using performance evaluation as a starting point, a number of constructive recommendations were put forward to subsidiaries regarding business quality enhancement, efficiency improvement, transformation, and upgrading. Thirdly, under the guidance of the regulatory authorities, the acquisition of Laixi Yuntai Rural Bank was successfully completed, and various takeover matters were advanced in an orderly manner, marking a new chapter in the Group's consolidated management.

(III) **Optimizing equity management to enhance the efficiency of high-quality development**

1. *Revitalizing the shareholding structure to consolidate the governance foundation*

The Board of Directors has always regarded shareholding management as a core component of improving corporate governance and advances related work in an orderly manner in compliance with the principles of prudence, openness, and transparency. In 2025, the Board seized the opportunity presented by the major shareholder's shareholding increase adjustment to optimize the shareholding structure, strengthen shareholder qualification management and the balancing of rights and interests, and continuously enhance the standardization of shareholding operations and governance effectiveness. The Bank strictly complied with the relevant requirements of regulatory authorities regarding shareholding management and made comprehensive preparations for the work plans associated with the major shareholder's shareholding increase. In November 2025, the Bank completed the shareholding increase by Qingdao Guoxin Group, along with the change in the Bank's largest shareholder.

2. *Strengthening related party transaction monitoring to enhance management and control effectiveness and efficiency*

In 2025, the Board of Directors adhered to the core principles of compliance, fairness, and look-through identification, anchored regulatory requirements to fortify the shield of risk management and control, rigorously standardized related party transaction management, and resolutely guarded against the risk of improper benefit transfers. Firstly, the Bank systematically integrated the related party transaction management rules of various regulatory authorities, deeply embedded the Bank's operational mandate of "Strong Head Office, Superior Service", and compiled and officially issued the related party transaction Operational Manual, thereby advancing the upgrading of related party transaction management toward standardization, proceduralization, and refinement. Secondly, the Bank promoted the launch of the related party transaction management system. The initial phase of the system focused on core business scenarios, covering key functions such as related-party inquiries and compliance reviews of both credit and non-credit related party transactions across all institutional levels. The system was rolled out for Bank-wide application, significantly enhancing the efficiency of related party transaction reviews and the level of intelligent management. Thirdly, the Bank conducted a self-inspection of related party transactions. Closely aligning with the latest regulatory policy requirements and key areas of regulatory examination focus, the Bank organized a comprehensive dimensional self-inspection of related party transactions, concentrating on core risk areas including related-party management, compliance reviews of related party transactions, and related party transaction data reporting.

(IV) **Focusing on value communication to unlock the potential for high-quality development**

1. *Leveraging value transmission mechanisms to boost market confidence*

The Board of Directors has established a closed-loop management system for market value management centered on "internal value creation – external value recognition – long-term value circulation", driving the efficient conversion of operational quality and efficiency into market value and generating long-term and sustainable value returns for shareholders. In terms of institutional safeguards, the Board has considered and approved core regulations including the *Market Value Management Measures* and the *Value Enhancement Plan*, which clearly define the division of powers and responsibilities between the Board of Directors and the management team in market value management. It also specifies pathways for value enhancement and response mechanisms for abnormal fluctuations, laying a solid institutional foundation for the standardized and regular operation of market value management. In terms of strategic execution, the Board approved the *Shareholders' Return Plan for 2024–2026* at the beginning of the year. On the premise of maintaining adequate capital adequacy and risk resilience, the Plan meets investors' reasonable return expectations and strengthens long-term investor confidence through commitments to sustained and stable returns. In 2025, the Bank's share price increase ranked among the top of listed banks.

2. *Unblocking diversified communication channels to strengthen market recognition*

To deepen effective communication with the capital market, Bank of Qingdao has continuously strengthened the development of its investor relations management system, empowered communication efficiency through innovative measures, and focused on enhancing investor recognition and trust. Firstly, the Bank innovatively upgraded the format of its annual results presentation, adopting for the first time a combined model of “online live video streaming + offline meeting” to enable simultaneous participation by both domestic and international investors, effectively broadening communication coverage and market influence. Secondly, the Bank successfully held its first Investor Open Day, presenting a true, comprehensive, and three-dimensional view of its daily operations and the professional demeanor of its frontline teams to investors, thereby further solidifying the Bank’s favorable brand image in the capital market. Thirdly, adhering to the two-pronged strategy of “going out” and “inviting in”, the Bank has comprehensively cultivated both A-share and H-share capital markets in depth. Through diversified and multi-dimensional communication initiatives, the Bank has effectively built a bridge with the capital market, consolidating market consensus and gathering synergy for high-quality development.

3. *Ensuring rigorous information disclosure quality to build market credibility*

The Board of Directors has consistently adhered to the core principles of “truthfulness, accuracy, completeness, timeliness, and fairness” in information disclosure. In strict compliance with the regulatory requirements of the CSRC, the SZSE, and the Hong Kong Stock Exchange, the Bank regarded high-quality information disclosure as a crucial link and a vital bridge connecting with the capital market and communicating with its broad investor base. Building upon a solid foundation of compliant disclosure, the Bank took the protection of investors’ right to know as its starting point and the communication of long-term value as its ultimate goal. It continued to deepen the enhancement and upgrade of information disclosure, achieving a profound transformation from “compliance disclosure” to “value disclosure”. On the one hand, the Bank optimized and upgraded core disclosure contents such as periodic reports, ensuring both the comprehensiveness and objectivity of the information while focusing more closely on investor concerns. It enriched the dimensions of disclosure, increased the depth of content, and accurately presented the Bank’s operational dynamics, strategic layout, and development potential. On the other hand, the Bank strengthened the timeliness and responsiveness of information disclosure, improved the rapid response mechanism for significant matters, and effectively shortened the preparation cycle for disclosures to ensure timely release of information. In 2025, the Bank strictly disclosed a total of 215 documents in accordance with regulatory requirements, including A-share and H-share periodic reports and interim announcements, comprising 133 filings with the SZSE and 82 filings with the Hong Kong Stock Exchange. Through these standardized, efficient, and high-quality information disclosure practices, the Bank

fully leveraged the important role in communicating with the market, conveying value, and building trust, thereby laying a solid foundation for fostering a positive and interactive ecosystem with its broad investor base.

(V) Reinforcing internal control and risk control to fortify the safeguards for high-quality development

1. *Emphasizing systematic development to comprehensively strengthen risk management by addressing both symptoms and root causes*

The Board of Directors of the Bank upheld a prudent and sound risk culture, and supported by an effective risk management and control mechanism, continuously enhanced the comprehensive risk management system while strengthening policy guidance and risk management and control in key areas, thereby safeguarding the risk bottom line through rigorous management and control measures. Firstly, the Bank focused on analyzing risk characteristics and developed a risk indicator framework. The Bank implemented the “Probe Initiative” to analyze and summarize the relationships between common risk characteristics and relevant forward-looking indicators. By utilizing risk management tools such as the risk management cockpit and external data platforms, the Bank progressively established a framework of key risk indicators that could be deployed for risk research, judgement and analysis. Secondly, the Bank refined the comprehensive risk monitoring and strengthened the forward-looking early warning efficiency of risk management. The Bank continued to implement the monthly KRI monitoring mechanism for comprehensive risk management, optimized the KRI monitoring framework based on the annual risk appetite, increased the number of monitoring indicators, and raised the proportion of quantitative indicators. The Bank analyzed the causes of indicator fluctuations on a monthly basis, issued timely early warnings and corrective guidance, assessed the current risk level, evaluated the risk trajectory for the subsequent period, and formulated targeted management and control measures. The Bank also reinforced risk information sharing and cross-functional early warning, thereby effectively enhancing the forward-looking nature and acuity of risk management. Thirdly, the Bank improved its risk assessment mechanism and enhanced the consistency of comprehensive risk management. Product innovations and business model innovations were subject to centralized review procedures by the Comprehensive Risk Management Committee. On the basis of fully identifying and assessing the risks associated with new products or new businesses, the business units determined targeted control measures.

2. *Highlighting synergistic features and proactive efforts to reinforce internal control management*

In 2025, guided by the philosophy of “taking one step forward and acting proactively” in internal control development, the Board of Directors remained committed to extending its reach to the front-line and operational levels. It reinforced the enforcement of systems, and fostered collaboration across the head office, branches, and sub-

branches to establish a professional and standardized internal control management framework, a well-functioning oversight mechanism, and a scientifically integrated risk control management platform. Firstly, the Board leveraged the effectiveness of internal control reviews and took preemptive measures to address issues at an early stage. An innovative “internal control review” model was adopted, under which the Bank conducted quarterly internal control review meetings. These meetings engaged all business areas to deeply explore the supervisory value of internal control reviews as a platform for identifying issues, early risk warnings, and compliance education. This internal control review model was further extended to first-tier branches, thereby becoming a regularized management practice. Secondly, the Board implemented rigorous special compliance inspections to strengthen a comprehensive protective network across all dimensions. The Bank organized and carried out internal control and compliance inspections for 2025. To enhance the forward-looking and proactive nature of compliance management, the Bank conducted in-depth assessments of compliance management standards in key business areas and carried out special compliance inspections covering all dimensions and the full operational process, thereby effectively reinforcing the compliance defense line for business operations.

(VI) Practicing people-centered finance to enrich the underpinnings of high-quality development

1. Deepening social responsibility practices to advance sustainable development

The Board of Directors of the Bank remained steadfast in its original financial mission, unwavering in its commitment to social responsibility, and unremitting in its dedication to serving the real economy and safeguarding public well-being. It empowered the development of the real economy through targeted financial services and contributed to the advancement of a better life with a resolute sense of responsibility. Firstly, the Bank refined its top-level governance structure. It renamed the Strategy Committee of the Board of Directors as the Strategy and Sustainability Committee of the Board of Directors and refined the relevant working rules. By strengthening the Board’s decision-making and oversight functions on sustainability matters, the Bank ensured the effective implementation of a high-quality sustainable development path from the governance source. Secondly, the Bank successfully convened the “Five Major Aspects · Green Finance and Bank of Qingdao Win-Win Co-Creation Conference”. Under the theme “Partnering for a Green Finance and Sustainable Future”, the conference adopted a methodology of “conceptual guidance - technological empowerment - scenario validation - solution implementation” to provide a comprehensive solution for the clean heating industry, spanning from theory to practice. Through a platform-based approach, the conference contributed to energy conservation and carbon reduction across the province. Thirdly, the Bank actively engaged in public welfare undertakings and developed a diversified charitable system encompassing educational donations, assistance to the poor, environmental protection, and rural revitalization initiatives. Leveraging the “Bank of Qingdao Charity Foundation in Qingdao”, the Bank built a bridge for transmitting love and positive energy to the community.

2. *Extending community outreach to convey the warmth of finance*

The Bank actively developed community finance. By leveraging Party-building leadership to galvanize team cohesion, cultivating deep roots in communities to build brand reputation, and offering non-financial services to strengthen customer loyalty, the Bank has become a prime example of its commitment to “differentiated operations” and the creation of “distinctive services”. Using the “Bank of Qingdao Happy Neighborhood” brand as a vehicle, the Bank innovatively developed the “Nine-Pillar Elderly Care and Respect” Volunteer Service System, thereby deeply integrating financial services into community governance and residents’ daily lives. As of the end of 2025, the Bank’s thirteen flagship branches had established partnership relationships with over 190 sub-districts and communities, cumulatively organizing more than 2,500 activities that benefited 263,100 community residents. Through sincere service and the cultivation of deep trust, the Bank effectively consolidated its customer base, driving deposits from customers to exceed RMB12 billion and the scale of financial assets to surpass RMB14 billion. By safeguarding neighborhood trust with the warmth of non-financial services, the Bank vividly demonstrated its commitment to “finance for the people”. This model not only earned the Bank public trust and market share, but also received the honor of being named a “National Financial System Model Branch for Learning from Lei Feng Activities”. Moreover, the Bank won the Gold Award at the 2025 Qingdao Volunteer Service Competition, significantly enhancing its brand reputation and perceived brand warmth.

3. *Safeguarding the bottom line of consumer equity and rights to earn market trust and recognition*

The Board of Directors regarded consumer rights protection as a fundamental baseline and a core responsibility in the business development. The Board continuously enhanced the Bank-wide institutional framework for consumer protection and the accountability transmission mechanisms, comprehensively strengthened system and mechanism development, and earnestly safeguarded the legitimate rights and interests of consumers. Firstly, the Bank established a full-process closed-loop management mechanism and implemented a quarterly customer survey and special follow-up system for negative feedback. This formed a complete work chain encompassing “survey and assessment — pain point identification — root cause analysis — optimization and improvement”, enabling the precise capture of customer service needs and providing robust data support for service process optimization and product innovation and upgrades. Secondly, the Bank fortified the information security defense line amid its digital transformation, placing the protection of consumer information security in a strategically prominent position. Through refining the information security management structure, enhancing stringent management systems, and establishing a multi-layered protection framework, the Bank safeguarded consumer information security and legitimate rights and interests in an all-round manner. Thirdly, the Board reinforced the supervisory and guiding role of governance. The Board and the Risk Management and Consumer Rights Protection Committee of the Board reviewed

consumer rights protection work reports on a semi-annual basis, ensuring that regulatory requirements were cascaded down through successive layers of accountability. This provided a solid safeguard for consumer rights and equity protection from the governance source and ensured that consumer protection efforts permeated the entire business management process and covered all service scenarios.

The year 2026 marks both a pivotal year for the commencement of China's "15th Five-Year" Plan and the first year for the launch of the Bank's 2026–2028 strategic plan. Standing at this critical juncture of building on past achievements and charting the course for the future, the Board of Directors will adhere to the overarching principle of "seeking progress while maintaining stability", follow the fundamental guidance of "Party leadership", and remain committed to the enduring theme of "high-quality development". The Board will maintain strategic resolve, enhance governance effectiveness, and coordinate risk prevention and control with value creation. It will make every effort to ensure that decision-making is scientific and compliant and that implementation yields tangible results, thereby jointly composing a new chapter in the high-quality development of Bank of Qingdao.

Please consider.

APPENDIX II**ESTIMATED AMOUNT OF THE ORDINARY
RELATED PARTY TRANSACTIONS FOR 2026****ESTIMATED AMOUNT OF THE ORDINARY RELATED PARTY TRANSACTIONS OF
BANK OF QINGDAO CO., LTD. FOR 2026****I. ESTIMATED CLASSIFICATION AND AMOUNT OF THE ORDINARY RELATED PARTY
TRANSACTIONS**

No.	Related party	Contents of Related Party Transactions	2026 Estimated Amount (RMB100 million)	Trading Balance/ Transaction Amount as at the End of Last Year (RMB100 million)
1	Qingdao Conson Development (Group) Co., Ltd. and its related parties	Credit businesses	59.90	20.06
		Deposit businesses	76.08	0.03
		Other non-credit businesses	10.70	0.02
2	Haier Group Corporation and its related parties	Credit businesses	50.00	28.70
		Deposit businesses	69.75	0.50
		Other non-credit businesses	0.05	-
3	Intesa Sanpaolo S.p.A. and its related parties	Credit businesses	2.00	-
		Deposit businesses	1.50	-
		Other non-credit businesses	8.27	0.046
4	BQD Financial Leasing Company Limited	Credit businesses	40.00	14.30
		Deposit businesses	51.00	-
		Other non-credit businesses	3.06	0.03
5	BQD Wealth Management Company Limited	Credit businesses	15.00	-
		Deposit businesses	55.00	1.00
		Other non-credit businesses	102.65	20.16
6	Qingdao Rural Commercial Bank Co., Ltd.	Credit businesses	35.00	3.00
		Deposit businesses	20.00	-
		Other non-credit businesses	5.11	0.00002
7	Shandong Laiwu Rural Commercial Bank Co., Ltd.	Credit businesses	5.00	-
		Deposit businesses	2.00	-
		Other non-credit businesses	3.00	-

APPENDIX II
**ESTIMATED AMOUNT OF THE ORDINARY
RELATED PARTY TRANSACTIONS FOR 2026**

No.	Related party	Contents of Related Party Transactions	2026 Estimated Amount (RMB100 million)	Trading Balance/ Transaction Amount as at the End of Last Year (RMB100 million)
8	Liqun Commercial Group Co., Ltd.	Credit businesses	3.65	1.97
		Deposit businesses	5.50	0.06
		Other non-credit businesses	0.02	-
9	Lingong Heavy Machinery Co., Ltd.	Credit businesses	14.00	2.80
		Deposit businesses	5.00	-
		Other non-credit businesses	0.08	-
10	Qingdao Laixi Yuantai Rural Bank Co., Ltd.	Deposit businesses	11.00	-
11	Shandong Rike Chemical Co., Ltd.	Credit businesses	1.10	-
		Deposit businesses	0.50	-
12	Songli Holding Group Co., Ltd.	Credit businesses	0.20	0.05
		Deposit businesses	0.20	0.002
13	Qingdao Port International Co., Ltd.	Credit businesses	0.40	0.04
		Deposit businesses	5.00	-
14	Bank of Qingdao Charitable Foundation in Qingdao City	Deposit businesses	0.60	-
		Other non-credit businesses	0.14	-
15	Standard Testing Group Co., Ltd.	Credit businesses	1.30	-
		Deposit businesses	1.50	-
16	Related natural persons	Credit businesses	7.09	2.57
		Deposit businesses	9.80	9.32
		Other non-credit businesses	0.002	-
Sub-total of credit businesses			234.64	73.49
Sub-total of deposit businesses			314.43	10.91
Sub-total of other non-credit businesses			133.08	20.26

Notes:

1. The estimated amount above is applicable to the related party transactions between the Bank or the majority-owned subsidiaries of the Bank and the related parties of the Bank, but does not constitute the Bank's or the majority-owned subsidiaries of the Bank's business commitment to its customers. When the related party transaction within the estimated amount actually occurs, the business risk approval and related party transaction approval will be implemented in accordance with the Bank's authorisation plan. The actual transaction plan shall be subject to the written documents issued by the Bank's competent examination and approval department.
2. If the amount of related party transactions set out in the above table is within the approval authority of the Board, it shall take effect from the date of approval by the Board; for those not within the scope of the Board's authority, it shall take effect from the date of approval at the annual general meeting of the year. The validity period of related party transactions amount set out above shall be valid until the date on which the new estimated amount of the ordinary related party transactions is considered and approved at the next annual general meeting of the Bank.
3. In the above table, the data of credit and deposit businesses is calculated based on the balance at the end of the previous year, and the data of other non-credit businesses is calculated based on the annual amount of the transactions.
4. As of the end of 2025, the balance of credit-related business with Qingdao Conson Development (Group) Co., Ltd. and its related parties was RMB2.006 billion, including the balance of credit-related transactions between BQD Wealth Management Company Limited and Qingdao Conson Development (Group) Co., Ltd. and its related parties of RMB901 million.

II. INTRODUCTION OF THE RELATED PARTIES AND RELATED RELATIONSHIP**(I) Qingdao Conson Development (Group) Co., Ltd.****1. Basic information**

Qingdao Conson Development (Group) Co., Ltd., with Liu Luqiang as its legal representative, has a registered capital of RMB5 billion. It is principally engaged in the investment, construction and operation of major infrastructure projects in urban and rural areas and major public welfare programs of the government; and engaged in service businesses covering real estate, tourism, land development, and approved non-banking financial services, and the investment and operation of other assets other than those prohibited by national laws and regulations approved by the government. Its domicile is located in the T1 office building of Haitian Center, No. 48 Hong Kong West Road, Shinan District, Qingdao, Shandong Province. As of the end of September 2025, the total asset was RMB134.820 billion and the net asset was RMB44.736 billion. It achieved total operating income of RMB14.931 billion and net profit of RMB2.333 billion in the first three quarters of 2025. (unaudited data)

2. Related relationship with the Bank

Qingdao Conson Development (Group) Co., Ltd. is a substantial Shareholder of the Bank with its subsidiaries holding a total of more than 5% of the Bank's Shares, which is in line with the related relationship as set out in the provisions of Article 7 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. Duty performance analysis

The above-mentioned related party is a high-quality, large-scale state-owned enterprise engaged in the investment and operation of state-owned capital. Its major financial indicator is good, and the business operations in various fields are stable. It has sound duty performance ability. This related party is not a dishonest person subject to enforcement.

(II) Haier Group Corporation**1. Basic information**

Haier Group Corporation, with Zhou Yunjie as its legal representative, has a registered capital of RMB311.18 million. It is principally engaged in the technology development, technology consultancy, technology transfer, technology services (including industrial internet); data processing; engaged in digital technology, intelligent technology, software technology; research and development, sales and after-sales services of robots and automation equipment products; logistics information services; the research and development and sales of intelligent household products and solution system software technology; the production of household appliances, electronic products, communication equipment, electronic computers and accessories, general machinery, kitchen appliances and robots for industrial purpose; domestic commercial (excluding national restricted, licensed and controlled commodities) wholesale and retail; export and import business (refer to foreign enterprise confirmation certificate for details); economic technology consultancy; research, development, and transfer of technological achievements; and lease of self-owned properties. Its domicile is located at Haier Road, Hi-Tech Industrial Park, Qingdao, Shandong Province (in Haier Industrial Park). As of the end of 2024, the consolidated total asset of Haier Group Corporation was RMB476.870 billion and the net asset was RMB158.344 billion. The operating income was RMB339.593 billion and net profit was RMB21.571 billion in 2024. (audited data)

2. Related relationship with the Bank

Haier Group Corporation is a substantial shareholder of the Bank, with its subsidiaries holding a total of more than 5% of the Bank's shares, which is in line with the related relationship as set out in the provisions of Article 7 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. *Duty performance analysis*

The above-mentioned related party has strong operating strength, stable development in main business and results, and good duty performance ability. This related party is not a dishonest person subject to enforcement.

(III) Intesa Sanpaolo S.p.A.**1. *Basic information***

Intesa Sanpaolo S.p.A., with Gian Maria GROS-PIETRO as its legal representative, has a registered capital of EUR10.369 billion. It is principally engaged in the commercial banking business. Its domicile is located in Piazza San Carlo, 156, Torino, 10129, Italy. As of the end of September 2025, the total asset was EUR944.024 billion and the net asset was EUR66.985 billion. It achieved revenue from the main business of EUR22.75 billion and net profit of EUR7.588 billion in the first three quarters of 2025. (unaudited data)

2. *Related relationship with the Bank*

Intesa Sanpaolo S.p.A. is a substantial shareholder of the Bank holding more than 5% of the Bank's shares, which is in line with the related relationship as set out in the provisions of Article 7 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. *Duty performance analysis*

The above-mentioned related party is a large multinational bank headquartered in Italy. It has strong operating strength in the fields of retail banking, corporate banking and wealth management. It has good major financial indicators and good duty performance ability. This related party is not a dishonest person subject to enforcement.

(IV) BQD Financial Leasing Company Limited**1. *Basic information***

BQD Financial Leasing Company Limited, with Meng Dageng as its legal representative, has a registered capital of RMB1.225 billion. It is principally engaged in the finance leasing business; transferring in and out assets under a finance lease; fixed income securities investment business; accepting guaranteed deposit of the lessee; absorbing fixed deposits over 3 months (inclusive) from non-bank shareholders; interbank lending and borrowing; obtaining loans from financial institutions; lending loans to offshore borrowers; disposal of and dealing with leased articles; economic consulting; other businesses approved by the banking regulatory authority. Its domicile is located in 15/F, Building No. 3, No. 6 Qinling Road, Laoshan District, Qingdao,

Shandong Province. As of the end of September 2025, the total asset was RMB19.121 billion and the net asset was RMB2.628 billion. It achieved operating income of RMB527 million and net profit of RMB332 million in the first three quarters of 2025. (unaudited data)

2. *Related relationship with the Bank*

The Bank initiated and established BQD Financial Leasing Company Limited and held 60% of its share capital. It is a holding subsidiary of the Bank, which is in line with the related relationship as set out in the provisions of Article 7 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. *Duty performance analysis*

The above-mentioned related party constantly improves its operating ability and profitability with solid risk control and steady operation. It has good major financial indicators and sound duty performance ability. This related party is not a dishonest person subject to enforcement.

(V) BQD Wealth Management Company Limited

1. *Basic information*

BQD Wealth Management Company Limited, with Zhao Xuan as its legal representative, has a registered capital of RMB1 billion. It is primarily engaged in the non-banking financial business. Its domicile is located in 37-40/F Qingdao World Financial Center (WFC Sincere Center), Building 1, No. 19 Qinling Road, Laoshan District, Qingdao, Shandong Province. As of the end of September 2025, the total asset was RMB2.128 billion and the net asset was RMB1.957 billion. It achieved operating income of RMB301 million and net profit of RMB155 million in the first three quarters of 2025. (unaudited data)

2. *Related relationship with the Bank*

The Bank initiated and established BQD Wealth Management Company Limited and held its entire share capital, which is in line with the related relationship as set out in the provisions of Article 7 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. *Duty performance analysis*

The above-mentioned related party is the first wealth management subsidiary of a city commercial bank approved in Northern China and the sixth within the whole country. It adheres to the business philosophy of “establishment with compliance, governance with professionalism, emergence with innovation and enhancement with technology”, has enjoyed stable operation since its opening, and is well capable of performing its duties. This related party is not a dishonest person subject to enforcement.

(VI) Qingdao Rural Commercial Bank Co., Ltd.**1. *Basic information***

Qingdao Rural Commercial Bank Co., Ltd., with Wang Xifeng as its legal representative, has a registered capital of RMB5.556 billion. It is principally engaged in receiving public deposits in domestic and foreign currencies; granting short-term, medium-term and long-term loans in domestic and foreign currencies; handling settlement within and outside of China; handling bill acceptance and discounting; acting as agent in issuing, honoring and underwriting of government bonds; trading of government bonds and financial bonds; engaging in interbank borrowing and lending in domestic and foreign currencies; engaging in bank card business; acting as agent in collection and payment and insurance services; providing safe deposit box services; foreign exchange remittances; trading and acting as agent in foreign exchange trading; providing letter of credit services and guarantee; foreign credit investigations, advisory and attestation service; fund sales; other businesses as approved by the relevant competent authorities of the state. Its domicile is located at Building 1, No. 6 Qinling Road, Laoshan District, Qingdao, Shandong Province. As of the end of September 2025, the total asset was RMB509.920 billion and the net asset was RMB47.164 billion. It achieved revenue of RMB8.028 billion and net profit of RMB3.328 billion in the first three quarters of 2025. (unaudited data)

2. *Related relationship with the Bank*

Qingdao Rural Commercial Bank Co., Ltd. is a related party of Qingdao Conson Development (Group) Co., Ltd., a substantial shareholder of the Bank, which is in line with the related relationship as set out in the provisions of Article 32 of the *Interim Measures for the Equity Management of Commercial Banks*.

3. *Duty performance analysis*

The above-mentioned related party maintains steady operation and good business conditions and has sound duty performance ability. This related party is not a dishonest person subject to enforcement.

(VII) Shandong Laiwu Rural Commercial Bank Co., Ltd.**1. Basic information**

Shandong Laiwu Rural Commercial Bank Co., Ltd., with Zhang Tong as its legal representative, has a registered capital of RMB2.514 billion. It is principally engaged in receiving public deposits; granting short-term, medium-term and long-term loans; handling settlement within China; handling bill acceptance and discounting; acting as agent in issuing, honoring and underwriting of government bonds; trading of government bonds and financial bonds; engaging in interbank borrowing and lending; engaging in debit card and credit card (business card) businesses; acting as agent in collection and payment and insurance services; providing safe deposit box services; conducting foreign exchange businesses, including foreign exchange deposits, foreign exchange loans, foreign exchange remittances, foreign exchange interbank lending, foreign currency exchange, international settlement, credit standing investigation, consulting and witnessing services; other businesses as approved by China Banking Regulatory Commission. Its domicile is located at No. 28 Luzhongdong Street, Laiwu District, Jinan City, Shandong Province. As of the end of 2025, the total asset was RMB50.055 billion and the net asset was RMB3.504 billion. It achieved revenue of RMB669 million and net profit of RMB127 million in 2025. (unaudited data)

2. Related relationship with the Bank

Xing Lecheng, a Director of the Bank, also serves as an independent director of Shandong Laiwu Rural Commercial Bank Co., Ltd., which is in line with the related relationship as set out in the provisions of Article 8 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. Duty performance analysis

The above-mentioned related party maintains steady operation and good business conditions and has sound duty performance ability. This related party is not a dishonest person subject to enforcement.

(VIII) Liqun Commercial Group Co., Ltd.**1. Basic information**

Liqun Commercial Group Co., Ltd., with Xu Ruize as its legal representative, has a registered capital of RMB914 million. It is principally engaged in general items: sales of general merchandise; software development; software sales; goods import and export; technology import and export; import and export agency; domestic trade agents; commercial complex management services; hotel management; asset management services for investment with own funds; engaged in the businesses of investment activities with its own funds; corporate management; property management; housing rental; non-residential real estate leasing; business training (excluding educational training, vocational skill training and other forms of training that are subject to licensing); corporate management consulting; information and technology consultancy services; socio-economic consultancy services; parking lot services; computer and office equipment maintenance; sales of food (pre-packaged food only); purchase of primary agricultural products; sale of agricultural by-products; sales of health food (pre-packaged); sale of infant formula milk powder and other infant formula foods; primary processing of edible agricultural products; wholesale of edible agricultural products; sale of Class I medical devices; sale of Class II medical devices; retail of protective goods for healthcare workers; wholesale of protective goods for healthcare workers; low-temperature warehousing (excluding hazardous chemicals and other items subject to licensing and approval); general cargo warehousing services (excluding hazardous chemicals and other items subject to licensing and approval); advertising production; advertising publication; sports health services; fitness and leisure activities; counter and stall rental; internet-based sales (except for sale of goods that are subject to licensing); fresh meat retail; fresh meat wholesale; fresh fruit retail; fresh fruit wholesale; fresh vegetable retail; fresh vegetable wholesale; aquatic products retail; aquatic products wholesale; retail of clothing and apparel; wholesale of clothing and apparel; shoe and hat retail; shoe and hat wholesale; cosmetics retail; cosmetics wholesale; retail of hardware products; wholesale of hardware products; sales of daily necessities; wholesale of daily necessities; jewelry retail; jewelry wholesale; jewellery recycling and repair services; retail of pet food and supplies; wholesale of pet food and supplies; retail of sporting goods and equipment; wholesale of sporting goods and equipment; auto parts retail; auto parts wholesale; sale of food detergents; sales of office supplies; sales of household goods; camera and equipment sales; sale of labor protection products; sale of disinfectants (excluding hazardous chemicals); sales of communication equipment; communication equipment repair; agency sales of single-purpose commercial prepaid cards; sale of household appliances; sale of household appliances parts and accessories; repair of electronic appliances; sale of building materials; sales of building decoration materials; sales of gold and silver products; sales of automotive decorative supplies; sale of electronic products; security equipment sales; photography and photographic processing services; sale of knitwear and raw materials; sale of optical cables; sales of outdoor products; project management service; washing and dyeing services; motor vehicle repair and maintenance; professional cleaning, washing and sterilising services;

housekeeping services; sale of sanitary pesticides. Licensed items: internet information services; food sales; food production; purchase of fresh milk; the retail and wholesale of pharmaceuticals; publication retail; real estate development and operation; catering services; accommodation services; building project construction; residential interior decoration; retail of tobacco products; retail of electronic cigarette; the import and export of tobacco monopoly commodities; road goods transportation (excluding hazardous goods); singing and dancing entertainment activities; haircut services; bathing services; value-added telecommunications services of Class II; film exhibition; call center; cruising taxi operation services; installation of protective equipment for civil air defense works; online cultural business operation and others. Its domicile is located at No. 78 Xiangjiang Road, Economic and Technological Development Zone, Qingdao, Shandong Province. As of the end of September 2025, the total asset was RMB15.503 billion and the net asset was RMB4.142 billion. It achieved operating income of RMB5.365 billion and net profit of RMB5,515,900 in the first three quarters of 2025. (unaudited data)

2. *Related relationship with the Bank*

Jiang Xinglu, a Supervisor of the Bank within the past twelve months, also served as an independent director of Liquan Commercial Group Co., Ltd. within the past twelve months, which is in line with the related relationship as set out in the provisions of Article 63 of the *Administrative Measures for the Information Disclosure of Listed Companies*.

3. *Duty performance analysis*

The above-mentioned related party is a high-quality listed company client engaged in retail chain operations of department stores, supermarkets and electrical appliances. Its major financial indicator is good, and the business operations in various fields are stable. It has sound duty performance ability. This related party is not a dishonest person subject to enforcement.

(IX) Lingong Heavy Machinery Co., Ltd.

1. *Basic information*

Lingong Heavy Machinery Co., Ltd. with Yu Mengsheng as its legal representative, has a registered capital of RMB554,043,068. It is principally engaged in permitted items: manufacturing of special equipment; installation, upgrading and maintenance of special equipment; manufacture of road motor vehicles; bonded warehouse operations. General items: research and development of machinery and equipment; sales of special equipment; lease of special equipment; manufacturing of machinery for construction works; sales of machinery for construction works; construction machinery and equipment leasing; manufacturing of mining machinery; sale of mining machinery; car sales; processing of mechanical parts and spare parts; sales of mechanical parts and

spare parts; manufacturing of agricultural machinery; sales of agricultural machinery; agricultural machinery services; agricultural machinery leasing; manufacture of hydraulic power machinery and components; sale of hydraulic power machinery and components; technology services, technology development, technology consultancy, technology exchanges, technology transfer, technology promotion; safety technical training for special operators; goods import and export; technology import and export; rental services (excluding licensed rental services); machinery equipment leasing; lease of non-residential properties; sale of lubricating oil; sale of petroleum products (excluding hazardous chemicals); sale of speciality chemicals (excluding hazardous chemicals); sale of tyres; sale of rubber products; metal products sales; retail of electronic components; sale of coating (excluding hazardous chemicals); sale of charging piles; internet sales (excluding goods requiring licensing for sales); general cargo warehousing services (excluding projects requiring permits and approvals such as hazardous chemicals). Its domicile is located at No. 2676 Kejia Road, High-tech Zone, Jinan City, Shandong Province. As of the end of March 2025, the total asset was RMB17.385 billion and the net asset was RMB7.021 billion. It achieved operating income of RMB2.084 billion and net profit of RMB184 million in the first quarter of 2025. (unaudited consolidated data)

2. *Related relationship with the Bank*

Jiang Xinglu, a Supervisor of the Bank within the past twelve months, also serves as an independent director of Lingong Heavy Machinery Co., Ltd., which is in line with the related relationship as set out in the provisions of Article 63 of the *Administrative Measures for the Information Disclosure of Listed Companies*.

3. *Duty performance analysis*

The above-mentioned related party is a manufacturer engaged in mining equipment and aerial work equipment. Its major financial indicator is good, and the business operations in various fields are stable and have good duty performance ability. This related party is not a dishonest person subject to enforcement.

(X) Qingdao Laixi Yuantai Rural Bank Co., Ltd.

1. *Basic information*

Qingdao Laixi Yuantai Rural Bank Co., Ltd. with Liu Xianwei as its legal representative, has a registered capital of RMB50 million. It is principally engaged in banking business. Its domicile is located at No. 39 Qingdao Road, Laixi City, Qingdao, Shandong Province. As of the end of September 2025, the total asset was RMB1.62 billion and the net asset was RMB131 million. It achieved revenue from the main business of RMB43 million and net profit of RMB9,000 in the first three quarters of 2025. (unaudited data)

2. *Related relationship with the Bank*

Qingdao Laixi Yuantai Rural Bank Co., Ltd. is wholly owned and controlled by the Bank and is a wholly-owned subsidiary of the Bank, which is in line with the related relationship as set out in the provisions of Article 7 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. *Duty performance analysis*

The above-mentioned related party maintains steady operation and good business conditions and has sound duty performance ability. This related party is not a dishonest person subject to enforcement.

(XI) Shandong Rike Chemical Co., Ltd.**1. *Basic information***

Shandong Rike Chemical Co., Ltd. with Liu Dawei as its legal representative, has a registered capital of RMB464,902,614. It is principally engaged in general items: production of chemical products (excluding permitted chemical products); sales of chemical products (excluding permitted chemical products); manufacture of specialized chemical product (excluding hazardous chemicals); sale of specialized chemical product (excluding hazardous chemicals); manufacture of special equipment for plastic processing; sale of special equipment for plastic processing; sale of instruments and meters ; manufacture of plastic products; sale of plastic products; sales of engineering plastics and synthetic resins; sales of synthetic materials; sale of coating (excluding hazardous chemicals); technology services, technology development, technology consultancy, technology exchanges, technology transfer, technology promotion; research and development of new material products and new technologies; research and development of technology in relation to biological polymers; research and development of machinery equipment; bio-based material technology research and development; sales of construction and decoration materials; bio-based materials sales; manufacture of moulds; sale of moulds; bio-based materials manufacturing; production of lightweight building materials; floor manufacturing; sales of lightweight building materials; manufacturing of equipment for production of construction materials; floor sales. Permitted items: technology import and export; goods import and export. Its domicile is located at Building 1, No. 3999 Yingxuan Street, Changle County, Weifang City, Shandong Province. As of the end of September 2025, the total asset was RMB4.97 billion and the net asset was RMB2.54 billion. It achieved total operating income of RMB2.83 billion and net profit of RMB511,300 in the first three quarters of 2025. (unaudited data)

2. Related relationship with the Bank

Xing Lecheng, a Director of the Bank, also serves as an independent director of Shandong Rike Chemical Co., Ltd., which is in line with the related relationship as set out in the provisions of Article 8 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. Duty performance analysis

The above-mentioned related party has strong operating strength, stable development in main business and results, and good duty performance ability. This related party is not a dishonest person subject to enforcement.

(XII) Songli Holding Group Co., Ltd.**1. Basic information**

Songli Holding Group Co., Ltd. with Liu Hansong as its legal representative, has a registered capital of RMB68,910,600. It is principally engaged in software development; software sales; technology services, technology development, technology consultancy, technology exchanges, technology transfer, technology promotion; IoT technology research and development ; IoT technical services; IoT application services; internet data service; manufacturing of electrical signal equipment; sales of electrical signal equipment devices; parking lot services; sales of communication equipment; manufacturing of telecommunication equipment; network technology services; integration services on information systems; property management; sales of smart power transmission and distribution and control equipment; sales of new energy motor vehicles; car rental; advertisement publication (not radio station or television station broadcast or periodicals publishing entities); production of advertisements; advertising design, agency; information and technology consultancy services; organization of cultural and artistic exchanges. Its domicile is located at 11 Floor, Building 6, Software Park, No. 288 Ningxia Road, Shinan District, Qingdao, Shandong Province. As of the end of 2024, the total consolidated assets of Songli Group was RMB551 million and the net asset was RMB323 million. It achieved operating income of RMB332 million and net profit of RMB41 million in 2024. (audited data)

2. Related relationship with the Bank

The relative of Yuan Jing, who holds the core business approval or decision-making power such as large credit extension in the Bank, also serves as the non-independent director of Songli Holding Group Co., Ltd., which is in line with the related relationship as set out in the provisions of Article 8 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. *Duty performance analysis*

The above-mentioned related party is a manufacturing, high-tech and green enterprise that is currently prioritized and supported by national policies. At present, it is at the listing counselling stage. Its business has seen satisfactory development and it has sound duty performance ability. This related party is not a dishonest person subject to enforcement.

(XIII) Qingdao Port International Co., Ltd.**1. *Basic information***

Qingdao Port International Co., Ltd. with Su Jianguang as its legal representative, has a registered capital of RMB6,491.1 million. It is principally engaged in approved business items: port operations; waterway ordinary cargo transport; storage services for customs supervised goods (excluding hazardous chemicals and dangerous goods); installation, renovation and repair of special equipment; power supply business; road cargo transport (online freight transport); road cargo transport (excluding dangerous goods); road dangerous goods transport; pilotage services; export supervised warehouse operations; bonded warehouse operations. General business items: port cargo stevedoring and handling activities; ordinary cargo storage services (excluding items requiring permits and approvals such as hazardous chemicals); stevedoring and handling; road cargo transport station operations; international freight forwarding; ship port services; port tallying; earthwork construction; project management services; ship leasing; non-residential real estate leasing; residential leasing; land use right leasing; goods import and export; technology import and export; international ship agency; labor services (excluding labor dispatch); minibus and van rental services; container maintenance; container leasing services; machinery and equipment leasing; special equipment rental; transport equipment leasing services; storage equipment leasing services; domestic freight forwarding; parking lot services; domestic container cargo transport agency; domestic ship agency; ship towing services; domestic trade agency; import and export agency; general equipment repair; specialized equipment repair; electronic and mechanical equipment maintenance (excluding special equipment); metal tool manufacturing; cold storage (excluding items requiring permits and approvals such as hazardous chemicals); grain and oil storage services; cargo packing services for transport; railway transport support activities. Its domicile is located at No. 12 Jingba Road, Huangdao District, Qingdao, Shandong Province. As of the end of September 2025, the total asset in the consolidated statements was RMB66.674 billion and the net asset was RMB49.996 billion. It achieved operating income of RMB14.238 billion and net profit of RMB4.595 billion in the first three quarters of 2025. (unaudited data)

2. Related relationship with the Bank

Jiang Xinglu, a Supervisor of the Bank within the past twelve months, also serves as an independent director of Qingdao Port International Co., Ltd., which is in line with the related relationship as set out in the provisions of Article 63 of the *Administrative Measures for the Information Disclosure of Listed Companies*.

3. Duty performance analysis

The above-mentioned related party is a high-quality listed company client engaged in the port operations of Qingdao Port, and is listed on both the Shanghai Stock Exchange and The Stock Exchange of Hong Kong Limited. Its major financial indicator is good, and the business operations are stable. It has sound duty performance ability. This related party is not a dishonest person subject to enforcement.

(XIV) Bank of Qingdao Charitable Foundation in Qingdao City**1. Basic information**

Bank of Qingdao Charitable Foundation in Qingdao City with Chen Shuang as its legal representative, has a registered capital of RMB2 million. It is principally engaged in carrying out poverty alleviation, relief, care for the elderly, the orphans, the sick and the disabled, medical care and student financial aid, and other public welfare activities consistent with the foundation's purpose, by donating assets or providing voluntary services. Its domicile is located at No. 6 Qinling Road, Laoshan District, Qingdao, Shandong Province. As of the end of 2025, the total asset was RMB18.72 million and the net asset was RMB18.72 million. It achieved income from donations of RMB1.82 million and total revenue of RMB2,031,200 in 2025. (unaudited data)

2. Related relationship with the Bank

The Bank initiated and established Bank of Qingdao Charitable Foundation in Qingdao City, with Chen Shuang, the Director of the Bank, as the organization's legal representative, which is in line with the related relationship as set out in the provisions of Article 8 of the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*.

3. Duty performance analysis

The above-mentioned related party is a public welfare and charitable organization initiated and established by the Bank. It maintains standardized operation and management, has stable sources of funding, demonstrates strong capacity in executing public welfare projects, and possesses reliable capability to perform its obligations. This related party is not a dishonest person subject to enforcement.

(XV) Standard Testing Group Co., Ltd.**1. Basic information**

Standard Testing Group Co., Ltd. with Han Lianchao as its legal representative, has a registered capital of RMB63,004,284. It is principally engaged in permitted items: inspection and testing services; quality inspection on construction project; quality inspection on water conservancy project; providing professional appraisal services commissioned by the Judiciary; non-destructive testing of civil nuclear safety equipment; clinical trial services for pharmaceutical products. General business items: technology import and export; standardised services; information consulting services (excluding licensing information consulting services); information technology consultant service; import and export commodity inspection and appraisal; technology services, technology development, technology consultancy, technology exchanges, technology transfer, technology promotion; corporate management; measurement and technical services; research and development on the engineering and technical; business training (excluding educational training, vocational skill training and other forms of training that are subject to licensing); medical research and experimental development; corporate management consulting. Its domicile is located at B1-1, B1-3, C3 Area, Lanbei Intelligent Manufacturing Factory, No. 1 Jinye Road, High-tech Zone, Qingdao, Shandong Province. As of the end of June 2025, the total consolidated assets of Standard Group was RMB964 million and the net asset was RMB522 million. It achieved operating income of RMB346 million and net profit of RMB5.6 million in the first half of 2025. (audited data)

2. Related relationship with the Bank

Lu Kun, a Supervisor of the Bank within the past twelve months, also serves as an independent director of Standard Testing Group Co., Ltd., which is in line with the related relationship as set out in the provisions of Article 63 of the *Administrative Measures for the Information Disclosure of Listed Companies*.

3. Duty performance analysis

The above-mentioned related party with strong operating strength has become the largest testing company in Shandong Province, has maintained stable development in its main business and results, and possesses good capability to perform its obligations. This related party is not a dishonest person subject to enforcement.

(XVI) Related Natural Persons

Related natural persons as provided in the provisions of the *Administrative Measures for the Information Disclosure of Listed Companies*, the *Rules Governing Listing of Shares on Shenzhen Stock Exchange*, the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*, the *Interim Measures for the Equity Management of Commercial Banks* and other laws and regulations, and the administrative system for related party transactions of the Bank.

**III. MAIN CONTENTS AND PURPOSE OF RELATED PARTY TRANSACTIONS AND THEIR
IMPACT ON THE BANK**

The estimated ordinary related party transactions of the Bank are mainly credit, deposit and other non-credit businesses within the normal business scope of the Bank. In accordance with the general business principles and market principles, the Bank conducts a fair review from the aspects of business pricing and guarantee methods, and conducts related party transactions on terms that are not superior to those of similar transactions of non-related parties. Specific transaction terms are established according to business nature, transaction amount and duration, relevant national policies and regulations and applicable industry practices. It is in line with the overall interests of the Bank and Shareholders, and does not affect the independence of the Bank. The Bank's main business will not depend on the related parties for such transactions.

**SPECIAL REPORT ON RELATED PARTY TRANSACTIONS OF
BANK OF QINGDAO CO., LTD. FOR 2025**

To Shareholders:

In 2025, Bank of Qingdao Co., Ltd. (hereinafter referred to as the “Bank”) strictly complied with the relevant regulations of domestic and overseas regulatory authorities and stock exchanges, continuously improved related party transaction management standards and effectively prevented the risk of related party transactions. All indicators of related party transactions were controlled within the scope allowed by regulatory requirements. The related party transactions of the Bank for 2025 are reported below:

I. COMPOSITION OF THE RELATED PARTY TRANSACTIONS CONTROL COMMITTEE UNDER THE BOARD OF DIRECTORS AND CONVENING OF ANNUAL MEETING FOR 2025

As of the end of 2025, the Related Party Transactions Control Committee under the Board of Directors of the Bank consisted of 5 members, and the post of chairman of the committee was held by an independent Director. The proportion of independent Directors set in the committee was more than half.

In 2025, the Related Party Transactions Control Committee under the Board of Directors of the Bank held 13 meetings in total and reviewed and approved 20 resolutions and reviewed or heard 3 reports, mainly including the review of major related party transactions and the review and hearing of the quarterly report on related party transactions.

II. MANAGEMENT MEASURES FOR RELATED PARTY TRANSACTIONS FOR 2025

With an active and compliant working attitude, objective and fair working standards and efficient working mechanism on operation, the Bank implemented various provisions and regulatory requirements on related party transaction management in key sectors such as the management of the list of related parties and the review and approval of related party transactions to practically prevent risks on related party transactions.

Firstly, the Bank issued the Related Party Transaction Operational Manual. The Bank systematically integrated the related party transaction management rules of regulatory institutions including the National Financial Regulatory Administration (the “NFRA”), the CSRC, the SZSE, and the Stock Exchange. Deeply embedding the Bank’s working principles of “Strengthening the Head Office and Optimizing Services”, the Bank compiled and officially issued the Related Party Transaction Operational Manual. The Manual provides comprehensive guidance across critical areas, ranging from the scope of related parties and the scope of related party transactions to end-to-end operational procedures for related party transactions and regulatory prohibitions. It effectively breaks down communication barriers between the Head Office and front-line business units, provides standardized and regulated practical guidelines for front-line operations, and facilitates the upgrade of related party transaction management towards greater standardization, process-orientation, and refinement.

Secondly, the Bank implemented the management plan for related party transactions involving directors, senior management, and their related parties. In accordance with the 2025 amendments made by the NFRA to the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions*, the Bank examined and discussed the new review requirements for directors, senior management, and their related parties under Article 45. The Bank clarified the scope of related party identification, the categories of financial products, and the amount standards, and formulated a board submission proposal that is both compliant and operationally viable. This initiative establishes a solid institutional foundation for directors, senior management, and their related parties to conduct business in a lawful and compliant manner, and provides clear, actionable guidance for future business development.

Thirdly, the Bank amended the administrative measures for the related party transactions. In accordance with the *Administrative Measures for the Related Party Transactions of Banking and Insurance Institutions* as amended by the NFRA in 2025, the *Rules Governing Listing of Shares on Shenzhen Stock Exchange* as revised by the SZSE, the Listing Rules of the Stock Exchange, and the Bank's management needs, the Bank revised and issued the *Administrative Measures for the Related Party Transactions of Bank of Qingdao Co., Ltd.* The amendments cover the management of related party lists, related party reporting and undertakings, and the scope and classification of related party transactions under the CSRC and SZSE definitions. The revised measures further clarify the related party transaction management responsibilities of various departments at the Head Office and of branches and sub-branches, make appropriate adjustments to the management requirements and management and control procedures for related party transactions, and optimize the related party transaction management system.

Fourthly, the Bank advanced the Bank-wide promotion and application of the Related Party Transaction Management System. The System is deeply focused on core business scenarios of related party transaction management and precisely covers key functions such as rapid identification of related party status, as well as compliance reviews of both credit and non-credit related party transactions across all levels of the Bank's institutions, thereby establishing an integrated and standardized related party transaction management and control framework. A companion *Operational Manual for the Related Party Transaction Management System* was issued, and through measures including role-specific training and online Q&A sessions, the Bank has ensured that system operators are proficient in the system's functionalities and operational protocols. Meanwhile, by embedding the related party list into the deposit business system, the Bank is able to proactively identify deposit-related transactions at the front-end. Through system enhancements and full-scale promotion and deployment, the Bank has significantly improved the efficiency of related party transaction reviews and the level of intelligent management.

Fifthly, the Bank standardized the execution of various related party transaction management tasks. In accordance with the working arrangement whereby "front-line business units submit amount requirements and Head Office departments consolidate and coordinate", the Bank completed the estimation of related party transaction amounts for 2025 and implemented aggregate amount control over related party transactions, with total estimated credit business amounting to RMB27.165 billion. Pursuant to the relevant regulations of the NFRA, the CSRC, the SZSE, and the Stock Exchange, the Bank periodically collects and confirms related parties from directors, senior management, and

personnel with core business approval or decision-making authority. The Bank prepares quarterly related party transaction management work reports summarizing the key management activities and business developments during the quarter, and submits such reports to the Related Party Transaction Control Committee of the Board of Directors and to the Board of Directors. The Bank also facilitates the compliant execution of approval procedures for major related party transactions. In 2025, a total of 12 major related party transaction matters were considered and approved by the Board of Directors, all of which were reported and disclosed in accordance with regulatory requirements.

Sixthly, the Bank diligently executed the self-inspection work on related party transaction management. Through meticulous planning and coordinated collaboration among relevant departments, the Bank reviewed the management requirements set forth in new regulatory rules, the Bank's management requirements, and the key enforcement issues targeted by regulators in recent years. The Bank conducted a comprehensive examination of its related party transaction management against 18 key focus areas, while also drawing inferences from identified issues to conduct a thorough assessment in areas including related party management, review and approval of related party transactions, and fair pricing of related party transactions. These efforts have standardized the Bank's related party transaction practices and effectively controlled related party transaction risks. The Bank regards this self-inspection initiative as an effective lever for related party transaction management, enabling the Bank to summarize key points of legal and regulatory focus and to mitigate related party transaction business risks, thereby continuously enhancing the Bank-wide compliance awareness in related party transaction management.

III. APPROVAL OF RELATED PARTY TRANSACTIONS FOR 2025

In accordance with commercial principles, the Bank approved related party transactions on conditions not more favorable than those for comparable transactions with non-related parties. The terms of the transactions were fair and reasonable and in the interests of all Shareholders and the Bank as a whole. The Bank implemented the corresponding approval process and approval requirements for the related party transactions in specifications of the NFRA, the Stock Exchange, the CSRC, and the SZSE. The details are as follows:

(I) Related party transactions in specifications of NFRA

In 2025, the Bank strictly complied with regulatory requirements. It did not provide any credits to related parties using the Bank's equity as a pledge, nor did it provide guarantees for financing activities of related parties.

In respect of the approval of major related party transactions, in 2025, there were a total of 12 major related party transactions considered and approved by the Board of Directors, which were related party transactions with 2 related companies of Haier Group, Qingdao Conson Development (Group) Co., Ltd., Qingdao Financial Guarantee Group Co., Ltd., BQD Financial Leasing Company Limited and BQD Wealth Management Company Limited and the businesses approved included credit-related and deposit related with the amount of RMB14.3 billion. The major related party transactions of the Bank were reviewed by the Related Party Transactions Control Committee under the Board of Directors and submitted to

the Board of Directors for approval, and reported and disclosed to the supervisory authority on a case-by-case basis within 15 business days after the signing of the transaction agreement. Independent Directors of the Bank issued independent opinions on the fairness of major related party transactions and the performance of internal approval procedures.

For the approval of general related party transactions, the Bank approved general related party transactions in accordance with internal authorisation procedures, disclosed general related party transactions for the current quarter by type of transaction on a consolidated basis within 30 days after the end of each quarter, and submitted the general related party transactions to the Related Party Transactions Control Committee under the Board of Directors annually for filings through making special reports on related party transactions.

(II) Related party transactions in specifications of the Stock Exchange

In 2025, the related party transactions in specifications of the Stock Exchange carried out by the Bank were exempted from submission to the Board of Directors and the shareholders' meeting for review and from external disclosure. The transactions were approved according to the internal authorisation procedures of the Bank.

(III) Related party transactions in specifications of the CSRC and the SZSE

In 2025, the Bank made reasonable estimates of daily related party transactions in accordance with the relevant requirements of the CSRC and the SZSE, and the Board of Directors and the shareholders' meeting approved and performed the procedures for external disclosure. A single related party transaction within the scope of estimates is not subject to repeated approval and disclosure in accordance with the standards of the CSRC and the SZSE; none of the related party transactions outside the scope of estimates have met the standards for submission to the Board of Directors and the shareholders' meeting for consideration and external disclosure, and such transactions have been considered and approved in accordance with the internal authorisation procedures of the Bank.

IV. STATISTICS OF RELATED PARTY TRANSACTIONS AT THE END OF 2025

The statistics of the Bank's related party transactions at the end of the year were categorized into related party transactions in specifications of the NFRA, the Stock Exchange, the CSRC and the SZSE, the details of which are as follows:

(I) Related party transactions in specifications of NFRA

1. Credit related party transactions

As of the end of 2025, the total net credit balance of the Bank's credit related party transactions in specifications of the NFRA amounted to RMB6.221 billion. The transaction interest rate or handling fee was determined based on general commercial principles and standards not more favorable than those for similar transactions with non-related parties, the details of which are as follows:

Name of Related Parties	Type of Transaction	Net Amount of Transaction ¹ (RMB100 million)	Interest Rate/ Handling Fee Rate (%)
Major related party transactions	-	46.05	-
BQD Financial Leasing Company Limited	Interbank borrowings, bond investment	14.00	2.30/2.10/1.78 ²
Haier Group (Qingdao) Jinying Holdings Co., Ltd.	Medium-term working capital loans, bond investment	8.15	3.60/4.00/2.05 ²
Qingdao Conson Development (Group) Co., Ltd.	Bond investment	6.20	1.82/2.41/2.14/2.06 ²
Qingdao Haiyun Chuangzhi Business Development Co., Ltd.	Residential development loan	5.75	5.62
Haier Consumer Finance Co., Ltd.	Interbank borrowings	5.00	2.00/2.40 ²
Haitian (BVI) International Investment Development Limited	Bond investment	3.51	7.00
Qingdao Haili Living Technology Co., Ltd.	Supply chain financing	1.73	3.93
Qingdao Haishanghai Life Service Group Co., Ltd.	Medium-term working capital loans	0.95	6.70
Haier Group Finance Co., Ltd.	Interbank bill credit	0.16	- ³
Qingdao Haichen Real Estate Development Co., Ltd.	Commercial housing development loan	0.10	6.50
Qingdao Mindray Ecological Environment Technology Co., Ltd.	Short-term working capital loans	0.10	3.90
Qingdao No.1 Courtyard Hotel Co., Ltd.	Short-term working capital loans	0.10	3.90
Qingdao Haiyu Qingquan Hot Spring Hotel Co., Ltd.	Short-term working capital loans	0.10	3.90
Qingdao Haishanghai Commercial Operation Co., Ltd.	Short-term working capital loans	0.10	3.90
Qingdao Tizhiwang IoT Technology Co., Ltd.	Short-term working capital loans	0.10	3.90
General related party transactions	-	16.16	-
Total	-	62.21	-

- Notes:*
1. Net amount of transaction refers to the amount of the facilities balance after deducting cash related guarantees.
 2. Interest rate/handling fee rate refers to the interest rate or handling fee rate applicable to the business with transaction balance at the end of the year. In respect of the credit businesses of BQD Financial Leasing Company Limited, Haier Group (Qingdao) Jinying Holdings Co., Ltd., Qingdao Conson Development (Group) Co., Ltd., and Haier Consumer Finance Co., Ltd., the above table sets out the different pricing interest rates for the multiple lending to related parties.
 3. The facilities granted by the Bank to Haier Group Finance Co., Ltd. were provided to customers holding bank acceptance bills issued by Haier Group Finance Co., Ltd., who pledged such bills to the Bank. The Bank has no direct business with Haier Group Finance Co., Ltd., and the business income was derived from non-related party customers who pledge bills.

In 2025, credit related party transactions mainly included interbank borrowing and loan businesses. The quality of credit facilities granted to related parties was better than the average quality of credit facilities granted by the Bank. The Bank judged that the existing credit related party transactions would have no material impact on the normal operation of the Bank.

As of the end of 2025, the related party with the largest net credit facilities from the Bank was BQD Financial Leasing Company Limited, with net credit facilities of RMB1.4 billion, accounting for 2.42% of the net capital as at the end of the year; the related party group with the largest net credit facilities was Haier Group Corporation, with net credit facilities of RMB2.87 billion, accounting for 4.97% of the net capital as at the end of the year; and the net credit facilities granted to all related parties amounted to RMB6.221 billion, accounting for 10.77% of the net capital as at the end of the year. The above proportions have not exceeded the regulatory limits.

2. *Non-credit related party transactions*

In 2025, the non-credit related party transactions in specifications of the NFRA were primarily the Bank's consignment of wealth management products issued by related parties, bond distribution transactions, and deposit business, with a total transaction amount of RMB7.029 billion throughout the year. Among these transactions, a fixed-term deposit of RMB200 million from Tsingtao Brewery Co., Ltd. was classified as major related party transactions, with all remaining transactions categorized as general related party transactions. The prices of non-credit related party transactions were determined based on general commercial principles and standards not more favorable than those for similar transactions with non-related parties.

(II) Related party transactions in specifications of the Stock Exchange

In 2025, the Bank's related party transactions in specifications of the Stock Exchange were mainly non-credit transactions with related parties, including advertising cooperation, bond underwriting, and sales services, with a total transaction amount of RMB3.7119 million during the year.

(III) Related party transactions in specifications of the CSRC and the SZSE

In 2025, the related party transactions of the Bank in specifications of the CSRC and the SZSE were mainly credit business on- and off-balance sheet such as bond investment, and non-credit business such as bond underwriting and deposits, of which the balance of credit business was RMB1.84 billion and the total transaction amount of non-credit business was RMB1.086 billion.

Please consider.

**THE RESOLUTION ON CAPITAL PLANNING OF BANK
OF QINGDAO CO., LTD. FOR 2026-2028**

To Shareholders:

To further strengthen capital management, constraints and risk resistance on capital, stimulate the Company's¹ sustained and stable growth, and maximize Shareholders' value, the Company has prepared the Capital Planning for 2026-2028 in accordance with the *Regulation Governing Capital of Commercial Banks* and other regulations and after fully considering its future development strategies and business planning, details of which are as follows:

I. SUMMARY OF CAPITAL PLAN

The Company firmly establishes the awareness of saving capital and the concept of risk management, regards capital compliance as a prerequisite for development plans, enables capital to play an important role in preventing and resisting risks, promotes the support and guidance of capital for high-quality development, advances the establishment of the long-term capital replenishment system and achieves the coordination and unity of capital, risk, and return.

The capital plan of the Company is closely integrated with capital regulatory requirements, future capital requirements, and capital availability. Based on the capital adequacy ratio management of the past year, the Company takes the internal capital adequacy assessment into account, reserves appropriate space for a capital buffer, sets reasonable capital adequacy ratio planning targets, ensures that the target capital adequacy level continues to meet regulatory requirements and is adapted to business development strategy, risk appetite, risk management, and external operating environment. By prudently estimating asset quality, profit growth, and capital market volatility, and fully considering factors that may affect capital level and risk events of the Company, the Company calculates the Company's capital surplus/deficit situation in the future, scientifically arranges capital replenishment plans and capital supporting management measures, and ensures that the Company meets the needs of its sustained and stable business development.

II. TARGETS OF CAPITAL PLAN

(I) General principles

The general principles of the Company's capital plan are as follows:

1. Taking regulatory requirements as the bottom line. According to the *Administrative Measures for the Capital of Commercial Banks* (《商業銀行資本管理辦法》), the regulatory requirements for the non-systemically important banks' core tier-one capital adequacy ratio, tier-one capital adequacy ratio and capital adequacy ratio are 7.5%, 8.5% and 10.5%, respectively, and on this basis, the Company shall also accrue Pillar 2 capital requirements determined through its internal capital adequacy assessment, ensuring that the capital adequacy level always meets regulatory requirements.

¹ The Company refers to Bank of Qingdao Co., Ltd. and its subsidiaries.

APPENDIX IV RESOLUTION ON THE CAPITAL PLANNING FOR 2026-2028

2. Fully enhancing the efficiency of capital utilization. By fully taking into account the operating environment, business development and strategic needs, the Company shall set reasonable capital adequacy targets, improve the efficiency of capital utilization, boost shareholder and investor confidence, and establish a favorable market image and competitive advantage among peers.

(II) Capital plan targets

Taking the above factors into consideration, the capital plan targets of the Company and the Bank for 2026-2028 are set as follows:

2026-2028 Capital Plan Targets

Capital Adequacy Ratio	Regulatory Requirements ²	2026-2028	Targets of the Company's Planning
		Targets of the Bank's Planning	
Core Tier-one Capital Adequacy Ratio	≥7.5%	≥7.7%	≥7.7%
Tier-one Capital Adequacy Ratio	≥8.5%	≥9.0%	≥9.0%
Capital Adequacy Ratio	≥10.5%	≥11%	≥11%

If there are significant fluctuations in the economic and financial situation, regulatory policy adjustments, and other significant uncertainties during the period of the plan, the capital plan objectives will be adjusted accordingly.

III. CAPITAL REPLENISHMENT PLAN

The capital replenishment plan takes full account of market conditions and the Company's actual circumstances, balances short-term and long-term capital needs, and takes into account the availability, advantages and disadvantages of various capital replenishment channels to broaden the capital replenishment methods in a multi-level and multi-channel manner so as to optimize the capital structure, improve capital quality, enhance the Company's ability to withstand risks and meet increasingly stringent capital regulatory requirements. During the period of the plan, the capital replenishment mechanism of the Company is set out as follows:

² The regulatory requirements here do not include Pillar 2 capital requirements, which are recognized by the regulator based on the results of an internal capital adequacy assessment.

(I) Replenishment of internally sourced capital

1. *To optimize the income structure and increase profitability*

The Company will further consolidate the foundation for business development, and gradually optimize the business structure and income structure by focusing on scale, quality and efficiency, comprehensively consider the relationship among profitability, risk and capital consumption, and encourage the development of low-capital-consuming businesses such as fee and commission income; meanwhile, it will earnestly implement cost reduction and efficiency enhancement through measures such as effective control over unreasonable expenditures and asset quality improvement to further stimulate the potential for the growth in internally sourced capital.

2. *To implement a reasonable profit distribution policy*

While ensuring the growth of profits, the Bank rationally weighs a balance between short-term and long-term interests of shareholders, taking into full consideration the relationship between profit distribution and the consolidation of the sustainable development of the capital. In addition, we apply appropriate forms of payment in rational proportions in respect of profit distribution. All these efforts are aimed to strengthen our ability of internal build-up and further improve capability of internally sourced capital replenishment.

(II) Replenishment of externally sourced capital

On the basis of the replenishment of internally sourced capital based on profit retention, the Company, in line with policy requirements, market conditions, will also seek to apply different financing channels in response to the administrative requirements in different times and set up a diversified capital replenishment mechanism. The principal externally sourced capital replenishment plan in the future is as follows:

1. *To diversify the replenishment of core tier-one capital*

Subject to regulatory approvals, the Company will issue convertible bonds and replenish core tier-one capital as appropriate based on the needs of business development, to expand core tier-one capital replenishment channels and form a diversified capital replenishment pattern.

2. *To diversify the replenishment of other tier-one capital and tier-two capital*

In view of the common practices of the peers in the market and the future redemption of the Company's stock of perpetual bonds and tier-two capital bonds, in order to maintain a steady capital adequacy ratio, the Company will issue perpetual bonds and tier-two capital bonds at the appropriate time to enhance the overall capital adequacy level.

APPENDIX IV RESOLUTION ON THE CAPITAL PLANNING FOR 2026-2028

IV. CAPITAL MANAGEMENT MEASURES

Looking forward, the Company will continue to adopt a centralized development mindset, continuously refine its capital management system, strengthen capital constraints and management, optimize capital allocation and appraisal on capital performance, reinforce capital coordination and dynamic monitoring, and carry out a long-term mechanism for capital replenishment, so as to ensure the effectiveness of capital management.

(I) To improve the business structure and make efficient use of capital

The Company will optimize its asset portfolio and steadily advance structural adjustments. The grant of credit loans will give priority to industries corresponding to national industrial policies and to small and medium-sized enterprises whose risk exposure is under control. The Company will increase credit loans for high-quality enterprises with new quality productive forces that align with the “Five Major Aspects”, closely integrate with provincial and municipal plans for key industries and project arrangements, and focus on the “Eight Major Tracks” to form a reasonable layout for large, medium and small customers. While growing the credit business, the Company will make more efforts in promoting the revenue from intermediate businesses within the scope of policies. In this way, the Company is able to realize the simultaneous development of traditional business and emerging business, and further improve the efficiency of capital utilization.

(II) To improve the performance appraisal system and strengthen the appraisal of capital occupancy

The Company has included economic capital in its assessment system by introducing indicators such as economic value added and risk-adjusted capital margin to evaluate each institution. Looking forward, the Company will, through scientific economic capital management and appraisal of capital occupancy, continue to improve its performance appraisal system, thus effectively integrating the concept of capital and capital management into all aspects of operation and management to maximize capital gains.

(III) To improve internal capital adequacy assessment process and enhance capital monitoring

The Company has established a set of appraisal procedures with prudent and sound internal capital adequacy assessment process, cautiously assessed various major risks, evaluated capital adequacy level and capital quality, and formulated capital planning. Looking forward, the Company will continue to improve its internal capital adequacy assessment process and enhance capital monitoring, strengthen its stress tests and improve its capital management emergency response plans to ensure that the Company has sufficient capital level to respond to changes in adverse market conditions, thereby continuously strengthening its capacity to withstand various risks.

APPENDIX IV RESOLUTION ON THE CAPITAL PLANNING FOR 2026-2028

(IV) To adopt a dual-pronged approach to establish a long-term mechanism for capital replenishment

The Company will dynamically adjust its capital plan and capital resources based on market conditions, strategic plans, and business development plans, and will establish a long-term mechanism for capital replenishment to ensure that its capital level remains aligned with future business development and risk management capabilities. Firstly, the Company will continuously enhance its profitability, determine a reasonable dividend policy, and gradually increase the level of endogenous capital growth. Secondly, the Company will closely follow policy guidance, actively study innovative capital instruments, and make appropriate use of various exogenous capital replenishment channels to ensure that capital meets the needs of business development.

Please consider.

**RESOLUTION ON THE FORMULATION OF THE INTERIM MEASURES
GOVERNING TOTAL SALARY OF BANK OF QINGDAO CO., LTD.**

To Shareholders:

In order to further standardize the total salary management of Bank of Qingdao Co., Ltd. (hereinafter referred to as the “**Company**”), improve the total salary determination mechanism, adhere to efficiency orientation and strengthen the linkage between total salary and operating performance, the Company has formulated the *Interim Measures Governing Total Salary of Bank of Qingdao Co., Ltd.* (hereinafter referred to as these “**Measures**”) in accordance with relevant laws, regulations, normative documents, etc., and in light of the actual situation of the Company. The specific contents are as follows:

I. SCOPE OF APPLICATION

These Measures shall apply to the total salary management of the group headquarters, all branches and sub-branches within its jurisdiction, as well as its wholly-owned and controlled subsidiaries.

II. SCOPE OF TOTAL SALARY

Total salary refers to the total amount of labor remuneration directly paid to all employees who have established labor relationships with the Company within an accounting year, including wages, bonuses, allowances, subsidies, overtime pay, wages paid under special circumstances, etc. The calculation shall be based on the consolidated financial statements of the Group prepared on an accrual basis.

III. TOTAL SALARY DETERMINATION MECHANISM

The Company’s annual total salary shall be determined based on the settled amount of the total salary for the previous year as the base figure, linked to the growth rate of economic performance indicators and performance evaluation, and finalized after comprehensive consideration of efficiency adjustment indicators.

IV. CLASSIFICATION MANAGEMENT

The group headquarters shall, based on the annual financial budget, conduct overall and classified management of the total salary of subsidiaries, branches, and sub-branches. The total salary of the group headquarters shall be subject to budget control and linked to the overall performance of the Bank. Specifically, wages shall be based on the fixed remuneration of each department for the previous year and verified according to the actual headcount; performance-based bonuses shall be determined based on the evaluation results and performance standards of each department, taking into account the overall operating performance of the Bank. The total salary of subsidiaries, branches, sub-branches, and business departments shall adopt a model of “base salary + performance linked to profitability”. Specifically, wages shall be based on the fixed remuneration of Entities for the previous year and verified according to the actual headcount; performance-based bonuses shall be determined based on the attainment of profitability indicators, including profit and operating income of the relevant Entity.

V. REQUIREMENTS FOR THE ALLOCATION AND REGULATION OF TOTAL SALARY

Where the average salary of employees of the group headquarters, subsidiary enterprises (including all branches, sub-branches, and subsidiaries) operating in a fully competitive sector in the previous year reaches five (5) times the national average salary of employed persons in urban units for the corresponding period, the growth rate of the average salary of such employees for the current year shall not exceed the regulatory target for salary growth of state-owned enterprises. Where the average salary exceeds six (6) times the national average salary of employed persons in urban units for the corresponding period, in principle, no salary increase shall be permitted.

VI. INTERNAL ALLOCATION

Within the approved total salary budget, each entity shall have the autonomy over internal allocation, including formulating internal remuneration and assessment measures in accordance with laws and regulations, and independently determining the allocation plan for performance bonuses based on assessment results.

Internal allocation shall adhere to the principle of “value creation”, under which remuneration resources shall be tilted toward core talents, key positions, and grassroots and front-line employees who directly create value, serve the real economy, and enhance market competitiveness. It shall uphold the principle of “pay for performance”, to strengthen the linkage with performance evaluation, and reasonably widen the gap in internal allocation. It shall follow the principle of “structural optimization” to reasonably set the ratio of fixed to variable remuneration based on position-specific risks and responsibilities. The performance-based remuneration of mid- to senior-level management personnel and personnel in key positions shall be subject to deferred payment, with the deferral period generally being no less than three (3) years.

VII. REGULATION OF REMUNERATION MANAGEMENT

All salary-related income shall be fully incorporated into the management of total salary. Relevant policies and regulations concerning social insurance, housing provident fund, enterprise annuity, etc., shall be strictly implemented. A clawback mechanism for performance-based remuneration shall be established and strictly enforced.

VIII. SUPERVISION OF ALLOCATION AND ACCOUNTABILITY FOR VIOLATIONS

The total salary of the Company shall be subject to the supervision of the regulatory authorities, the Board of Directors, the shareholders’ meeting, and the employees. Where any entity is found to have over-accrued or over-distributed total salary, engaged in falsification, or accounted for items in violation of relevant regulations, the Company shall reduce or claw back the amount involved in such violation and impose strict accountability on the relevant personnel.

Please consider.

APPENDIX**INTERIM MEASURES GOVERNING TOTAL SALARY OF BANK OF
QINGDAO CO., LTD.****CHAPTER 1 GENERAL PROVISIONS****Article 1 Purpose**

In order to further standardize the total salary management of Bank of Qingdao Co., Ltd. (hereinafter referred to as the “**Company**”), improve the salary determination mechanism, and adhere to efficiency orientation to strengthen the linkage between total salary and operating performance and promote the high-quality development of the Company, the Company has formulated these Measures in accordance with relevant laws, regulations, normative documents, etc., and in light of the actual situation of the Company.

Article 2 Scope of Application

These Measures shall apply to the total salary management of the group headquarters, all branches and sub-branches within its jurisdiction, as well as wholly-owned and controlled subsidiaries (hereinafter collectively referred to as the “Entities”).

Article 3 Scope of Management

For the purposes of these Measures, total salary refers to the total amount of labor remuneration directly paid by the Company to all employees who have established a labor relationship with the Company within an accounting year, including wages, bonuses, allowances, subsidies, overtime pay, wages paid under special circumstances, etc.

Article 4 Management Principles

- (I) Adherence to Policy Orientation. The allocation of salary shall reflect alignment with national macro policies and the commitment to social responsibilities, and promote sound interaction between the financial sector and the real economy.
- (II) Adherence to Incentives and Constraints. The principle of distribution according to work shall be upheld, ensuring both incentives and constraints are in place, and the allocation of salary among different entities and among employees within the Group shall be coordinated in a balanced manner.
- (III) Adherence to Performance Orientation. A reasonable total salary budget plan shall be determined based on the Company’s operating conditions and development objectives, and the linkage mechanism between total salary and economic performance shall be improved.

Article 5 Management Bodies

The Board of Directors shall be the decision-making body for total salary, responsible for approving the annual total salary budget and final accounts as well as adjustments to material matters, and for supervising the implementation thereof. The Human Resources Department shall be responsible for formulating the relevant management policies governing the Company's total salary management and for developing the total salary budget and final accounts plans. The Planning and Finance Department shall collaborate in preparing the total salary budget and final accounts plans and monitor the progress of implementation. The Audit Department shall be responsible for reviewing the compliance of salary allocation and preventing the accounting of items in violation of relevant regulations.

CHAPTER 2 TOTAL PAYROLL DETERMINATION MECHANISM**Article 6 Determination Mechanism Framework**

The Company shall implement a budget management system for total salary. The annual total salary shall be determined based on the settled amount of the total salary for the previous year, linked to the growth rate of the economic performance indicators as reflected in the Group's consolidated financial statements for the current year, and finalized after comprehensive consideration of factors including labor productivity, labor cost input-output efficiency, market benchmarking results, and regulatory requirements of relevant government authorities.

Article 7 The calculation of the Company's annual total salary shall be based on the consolidated financial statements of the Group prepared on an accrual basis. The calculation formula is as follows:

Total salary of the current year = prior year total salary base $\times$ (1+W), where W is the growth rate of total salary, which shall be determined as a function of Y.

$Y = \text{Growth rate of linkage indicators} \times \text{Comprehensive assessment coefficient}$. The growth rate of linkage indicators shall be determined in accordance with Article 8 of these Measures, and the comprehensive assessment coefficient shall be determined in accordance with Article 9 of these Measures.

The functional relationship between W and Y is as follows:

When $-20\% \leq Y \leq 20\%$, $W=Y$

When $Y > 20\%$, $W = 20\% + \arctan(2.5Y - 0.5) \times 20\% / \pi$

When $Y < -20\%$, $W = -20\% + \arctan(2.5Y + 0.5) \times 20\% / \pi$

Article 8 Growth Rate of Total Salary Linkage Indicators

The Company shall select the total salary linkage indicators from net profit, total profit, operating income, and other relevant indicators based on industry characteristics and actual operating conditions, and shall determine the respective weight of each indicator.

The total salary linkage indicators and their respective weights may be appropriately adjusted with the consent of the state-owned assets regulatory authorities in light of the Company's actual circumstances.

Article 9 The comprehensive assessment coefficient shall be determined based on the results of the operating performance evaluation and the degree of achievement of the assessment objectives. The calculation formula is as follows:

Comprehensive Assessment Coefficient = Performance Evaluation Coefficient × 80% + Assessment Objective Coefficient × 20%

Article 10 Adjustment Factors

1. **Labor Productivity Adjustment:** Where economic performance has improved, if the Company's labor productivity for the current year has not increased, the growth rate of the total salary for the current year shall be lower than the growth rate of economic performance for the corresponding period. Where economic performance has declined, if labor productivity for the current year has not decreased, the extent of the reduction in the total salary for the current year may be appropriately moderated.
2. **Labor Cost Input-Output Adjustment:** Where economic performance has improved, if the labor cost input-output efficiency ratio for the previous year was below the industry average, the growth rate of the total salary for the current year shall be lower than the growth rate of economic performance for the corresponding period. Where economic performance has declined, if the labor cost input-output efficiency ratio for the previous year was better than the industry average, the extent of the reduction in the total salary for the current year may be appropriately moderated.
3. **Salary Level Regulation Adjustment:** Where economic performance has improved, if the average salary of employees for the previous year reached three (3) times the national average salary of employed persons in urban non-private units, the growth rate of the total salary for the current year shall be lower than the growth rate of economic performance for the corresponding period. Where economic performance has declined, if the average salary of employees for the previous year was below 80% of the national average salary of employed persons in urban non-private units, the extent of the reduction in the total salary for the current year may be appropriately moderated.

Article 11 In principle, the annual growth rate of the Company's total salary shall not exceed 30%, and the annual reduction rate shall not exceed 20%. The fixed portion of employee remuneration shall, in principle, only increase and not decrease, except in cases where the growth rate of total salary exceeds the above standards due to adjustments in the management scope.

Article 12 The total salary shall be determined in accordance with the linkage mechanism between salary and performance. In principle, an increase in headcount shall not lead to an increase in total salary, and a decrease in headcount shall not lead to a reduction in total salary. However, where special circumstances exist, the total salary may be appropriately adjusted upon determination, including but not limited to: mergers and acquisitions, reorganizations, newly established enterprises or institutions, large-scale increases or decreases in personnel; implementation of major technological innovation projects or commercialization of scientific and technological achievements and other special matters; and impacts attributable to non-operating factors such as implementation of major decisions and deployments, undertaking of major special tasks, significant policy adjustments, handling issues of historical legacy, or force majeure events. Specific implementation shall be carried out in accordance with relevant regulations.

Article 13 Budget and Final Accounts Management of Total Salary

The annual total salary budget and the report on the execution of the previous year's budget shall be submitted to the Board of Directors for consideration.

CHAPTER 3 INTERNAL MANAGEMENT AND ALLOCATION

Article 14 The group headquarters shall, based on the annual financial budget, conduct overall management of the total salary of subsidiaries, branches, and sub-branches, and shall independently determine the internal allocation of remuneration in accordance with laws and regulations, and establish an open and transparent internal remuneration allocation system. Remuneration resources shall be directed primarily toward grassroots and front-line positions, key positions, high-level and highly skilled personnel who are urgently needed or in short supply, and personnel who have made outstanding contributions.

The group headquarters shall strengthen look-through management and organize and implement the supervision and administration of the total salary of the Entities. Subsidiaries may, within the framework established by the group headquarters, design market-oriented remuneration systems with reference to peer practices in the same industry and in light of their own characteristics, and such systems shall be implemented upon review and approval by the group headquarters. Branches and sub-branches shall implement the remuneration management policies of the group headquarters.

Article 15 Classified Management of Total Salary

Differentiated management shall be implemented based on the functional positioning, business characteristics, and other relevant factors of the Entities.

1. Group Headquarters: As the management center, support center, and cost center of the Bank, the total salary of the group headquarters shall be subject to budget management and control and linked to the overall performance of the Bank. Specifically, wages shall be based on the fixed remuneration of each department for the previous year and verified according to the actual headcount; performance-based bonuses, being variable remuneration, shall be determined based on the evaluation results and performance standards of each department, taking into account the overall operating performance of the Bank.

2. Subsidiaries, Branches and Sub-branches, and Departments of the Group Headquarters Undertaking Business Operation Tasks: As profit centers of the Bank, the total salary of such entities shall adopt a model of “base salary + performance linked to profitability”. Specifically, wages shall be based on the fixed remuneration of the Entities for the previous year and verified according to the actual headcount; performance-based bonuses shall be determined based on the attainment of such entity’s profitability indicators, including profit and operating income.
3. Handling of Special Circumstances: Rewards for excellence, scientific and technological investment, and special contributions awarded by the group headquarters or its business lines shall, in principle, be borne by the group headquarters and shall not be included in the total salary budget of the Entities.

Article 16 Requirements for the Allocation and Regulation of Total Salary

Where the average salary of employees of the group headquarters or a subsidiary enterprise (including all branches, sub-branches, and subsidiaries) operating in a fully competitive sector in the previous year reaches five (5) times the national average salary of employed persons in urban units for the corresponding period, the growth rate of the average salary of such employees for the current year shall not exceed the regulatory target for salary growth of state-owned enterprises. Where the average salary exceeds six (6) times the national average salary of employed persons in urban units for the corresponding period, in principle, no increase shall be permitted.

Article 17 Autonomy over Internal Allocation

Entities shall, within the approved total salary budget, have autonomy over its internal allocation, including: formulating internal remuneration and assessment measures in accordance with laws and regulations, and independently determining the allocation plan for performance bonuses based on assessment results.

Article 18 Principles Governing Internal Allocation

1. Principle of “Value Creation”: Remuneration resources shall be tilted toward core talents, key positions, and front-line employees that directly create value, serve the real economy, and enhance market competitiveness.
2. Principle of “Pay for Performance”: A remuneration management system oriented toward performance contribution shall be established to strengthen the linkage with performance evaluation and reasonably widen the gap in internal allocation.
3. Principle of “Structural Optimization”: The ratio of fixed to variable remuneration shall be reasonably set based on position-specific risks and responsibilities. The performance-based remuneration of mid-to senior-level management personnel and personnel in key positions shall be subject to deferred payment, with the deferral period generally being no less than three (3) years.

Article 19 Remuneration Management of Responsible Persons of Subsidiary Enterprises

The remuneration levels of responsible persons of subsidiary enterprises shall be closely linked to the overall performance of the respective entity and their individual assessment results. Such remuneration shall be administered in accordance with the relevant provisions of the state, provinces, municipalities, and the Company on remuneration management.

Article 20 Regulation of Remuneration Management

1. **Full Inclusion in Budget:** All salary-related income shall be fully incorporated into the management of total salary, and it shall be strictly prohibited to account for any salary-related items outside the total salary budget.
2. **Regulation of Welfare and Benefits:** Relevant national, provincial, and municipal policies and regulations concerning social insurance, housing provident fund, enterprise annuity, supplementary medical insurance, and other benefits shall be strictly implemented, and such items shall not be accounted for in excess of prescribed standards or scope.
3. **Establishment of Clawback Mechanism:** The clawback mechanism for performance-based remuneration shall be strictly enforced. Where any violation of relevant rules and regulations occurs, the entity shall have the right to claw back any relevant performance-based remuneration already paid and withhold all unpaid performance-based remuneration.

Article 21 In principle, the growth rate of the average salary of employees of the group headquarters shall be lower than the growth rate of the average salary of incumbents of the entity. The growth rate of the average salary of mid- to senior-level management personnel shall, in principle, not exceed the growth rate of the average salary of incumbents of the entity.

Where the average salary of employees of the group headquarters is significantly higher than the average salary of incumbents of the entity, the annual total salary thereof shall be further tilted toward front-line employees and grassroots employees. The group headquarters shall, in principle, not increase the average salary level until the internal allocation gap has been narrowed.

Article 22 Accounting practices and financial statement presentation shall be standardized to objectively and accurately reflect the annual financial position and operating results. The increase in the “employee benefits payable - salaries, bonuses and allowances payable” as presented in the financial statements for the year shall be consistent with the actual accrued total salary, and no salary-related items shall be reflected under other accounting headings.

Article 23 Supervision of Total Salary Allocation

1. In accordance with the internal supervision mechanism, the Board of Directors and other competent bodies shall determine matters relating to salary allocation in compliance with statutory procedures and strengthen the supervision of the implementation of salary allocation resolutions.

2. The management of total salary shall be incorporated into the scope of supervision and inspection by disciplinary inspection, audit, and other authorities, and the implementation thereof shall be subject to supervision and evaluation.

Article 24 Accountability for Violations

Where any entity is found to have over-accrued or over-distributed total salary, engaged in falsification, or accounted for items in violation of relevant regulations, the Company shall take the following measures:

1. Reduce or claw back the amount involved in the violation and correspondingly reduce the total salary budget of such entity for the next year.
2. Impose corresponding sanctions on the principal responsible person and other responsible personnel of the entity in accordance with the measures for handling employee violations, including but not limited to financial penalties, disciplinary actions, and organizational measures.
3. Where the circumstances are serious, the matter shall be referred to the disciplinary inspection and supervision authorities or judicial authorities in accordance with the law.

CHAPTER 4 SUPPLEMENTARY PROVISIONS

Article 25 The management of the Company's total salary shall be subject to the supervision of the regulatory authorities, the Board of Directors, the shareholders' meeting, and the employees, and the Company shall ensure information disclosure in accordance with the law and accept supervision by the public.

Article 26 The Remuneration Committee of the Board of Directors of the Company shall be responsible for the interpretation of these Measures.

Article 27 These Measures shall take effect on the date of approval by the shareholders' meeting. Where any previously issued relevant provisions are inconsistent with these Measures, these Measures shall prevail.

**RESOLUTION ON THE FORMULATION OF
THE REMUNERATION MANAGEMENT MEASURES FOR DIRECTORS AND
SENIOR MANAGEMENT OF BANK OF QINGDAO CO., LTD.**

To Shareholders:

In order to further standardize the remuneration management of Directors and senior management (hereinafter referred to as “**Senior Management**”) of Bank of Qingdao Co., Ltd. (hereinafter referred to as the “**Bank**”), to improve a scientific and reasonable incentive and constraint mechanism, and to fully motivate the initiative and creativity of Senior Management, the Bank has formulated the *Remuneration Management Measures for Directors and Senior Management of Bank of Qingdao Co., Ltd.* (hereinafter referred to as the “**Management Measures**”) in accordance with relevant laws, regulations, normative documents and other relevant requirements, and in light of the Bank’s actual circumstances. The details are as follows:

I. SCOPE OF APPLICATION

These Management Measures apply to the executive Directors and Senior Management of the Bank, including the Chairman, the President, the Vice Presidents, and the Secretary to the Board. In addition to the foregoing, the determination, distribution, and management of remuneration for the following management personnel shall be implemented by reference to these Management Measures: the Stationed Chief of the Discipline Inspection Team, the Chairman of the Labor Union, the Assistant to the President, and the Chief Information Officer. Among these individuals, the members of the leadership team managed by the Qingdao Municipal Party Committee, including the Chairman, the President, the Vice Presidents, the Stationed Chief of the Discipline Inspection Team, and the Chairman of the Labor Union, are hereinafter collectively referred to as the “Enterprise Responsible Persons”.

The allowances for non-executive Directors and independent Directors of the Bank shall be implemented in accordance with the relevant requirements of the Bank on the management of Directors’ allowances. The remuneration of employee Directors shall be implemented in accordance with the relevant requirements of the Bank on the management of employee remuneration and shall not be subject to these Management Measures.

II. REMUNERATION MANAGEMENT

- 1. The remuneration for Enterprise Responsible Persons shall consist of basic annual remuneration, performance-based annual remuneration, term incentive income, and welfare benefits, etc.**

The basic annual remuneration represents the base annual remuneration of Enterprise Responsible Persons. It shall be determined on the basis of the benchmark for basic annual remuneration applicable to Enterprise Responsible Persons and linked to the allocation coefficient. The performance-based annual remuneration represents the performance-linked

compensation of Enterprise Responsible Persons. It shall be determined on the basis of the basic annual remuneration as the benchmark, taking into account the enterprise's operating performance assessment, the assessment type, and the individual's annual performance assessment results, in conjunction with the performance-based annual remuneration adjustment coefficient. The term incentive income shall be determined on the basis of the total annual remuneration level during the term, in conjunction with the term assessment results.

The welfare benefits of Enterprise Responsible Persons shall include social insurance, housing provident fund contributions, enterprise annuity, and supplementary medical insurance, etc., and shall be implemented in accordance with the relevant provisions of the State, provincial and municipal authorities, and the Bank.

2. The remuneration of other Senior Management shall consist of fixed remuneration, performance-based remuneration, and welfare-related income, etc.

The fixed remuneration represents the annual basic remuneration of other Senior Management. It shall be determined by the remuneration standard corresponding to their respective job grades. The performance-based remuneration shall be determined on the basis of the annual performance standards and linked to the assessment results of the Senior Management. The welfare-related income shall include social insurance premiums, housing provident fund contributions, enterprise annuity, supplementary medical insurance, heatstroke prevention and cooling allowances, and winter heating allowances, etc.

III. REMUNERATION PAYMENT

The basic remuneration shall be paid on a monthly basis. A certain proportion of the performance-based remuneration shall be advanced on a monthly basis, with the remaining portion to be adjusted and settled based on the annual performance assessment results. The term incentive income shall be paid out based on the term assessment results.

IV. DEFERRED PAYMENT AND CLAWBACK

The performance-based remuneration shall be subject to deferred payment, with a deferred payment ratio of 50% and a deferred payment period of no less than three years. The deferred portion shall be paid out in equal annual installments commencing from the following year. Provided that no deduction events occur during the term of office, the deferred performance-based remuneration shall be paid out in accordance with the relevant provisions.

In the event of material error, material loss caused to the Bank, or material deficiency in the corporate governance procedures during the term of office, as well as the occurrence of other events triggering clawback or penalty provisions, a portion or the entirety of the performance-based remuneration and term incentive income already paid shall be clawed back or recovered based on the responsibility assumed.

V. PERFORMANCE ASSESSMENT

The Bank shall conduct annual performance assessments for Senior Management. The assessment of the Chairman and the President shall comprehensively take into account the bank-wide performance assessment and individual duty performance appraisal. The performance assessment of other Senior Management shall comprehensively take into account the bank-wide performance assessment, business line performance assessment and individual duty performance appraisal.

The performance assessment plan for Directors shall be formulated by the Remuneration Committee of the Board of Directors and approved by the Shareholders' Meeting. The performance assessment plan for Senior Management shall be formulated by the Remuneration Committee of the Board of Directors and approved by the Board of Directors, with an explanation provided to the Shareholders' Meeting. The performance evaluation of Directors and Senior Management shall be organized uniformly by the Remuneration Committee of the Board of Directors. Specifically, the performance evaluation of the Chairman and the President shall be conducted by the Board of Directors. The performance evaluation of Vice Presidents, the Secretary to the Board, and other Senior Management may be assisted by senior management under the organization of the Remuneration Committee of the Board of Directors, and the evaluation results shall be implemented after approval by the Board of Directors. Directors shall not participate in their own performance assessments.

The assessment indicators for the Chairman and the President shall include bank-wide assessment indicators, individual duty performance appraisal, and performance incentive indicators. Depending on the differences in their respective business purviews and functions, differentiated performance assessments shall be applied to other Senior Management. The assessment indicators shall include Bank-wide assessment indicators, individual performance assessment indicators, and performance incentive indicators, among which the individual performance assessment indicators shall consist of individual duty performance appraisal, assessments of the departments under their respective purview, and assessments of their affiliated branches.

VI. REMUNERATION ADJUSTMENT MECHANISM

The remuneration of Enterprise Responsible Persons shall be adjusted in accordance with the relevant provisions of the state-owned assets supervision and administration authorities. The remuneration of other Senior Management shall be adjusted based on assessment or overall circumstances. In principle, the annual remuneration adjustment ratio for Senior Management shall not exceed the average wage increase for active employees of the Bank.

Please consider.

Appendix: Remuneration Management Measures for Directors and Senior Management of Bank of Qingdao Co., Ltd.

APPENDIX**REMUNERATION MANAGEMENT MEASURES FOR DIRECTORS AND
SENIOR MANAGEMENT OF BANK OF QINGDAO CO., LTD.****CHAPTER 1 GENERAL PROVISIONS****Article 1 Purpose**

In order to further standardize the remuneration management of Directors and senior management (hereinafter referred to as “**Senior Management**”) of Bank of Qingdao Co., Ltd. (hereinafter referred to as the “**Bank**”), to establish and improve a scientific and reasonable incentive and constraint mechanism, and to fully motivate the initiative and creativity of Senior Management, these Measures are hereby formulated in accordance with relevant laws, regulations, normative documents and other relevant requirements, and in light of the Bank’s actual circumstances.

Article 2 Scope of Application

These Measures apply to the executive Directors and Senior Management of the Bank, including the Chairman, the President, the Vice Presidents, and the Secretary to the Board. In addition to the foregoing, the determination, distribution, and management of remuneration for the following management personnel shall be implemented by reference to these Measures: the Stationed Chief of the Discipline Inspection Team, the Chairman of the Labor Union, the Assistant to the President, and the Chief Information Officer. Among these individuals, the members of the leadership team managed by the Qingdao Municipal Party Committee, including the Chairman, the President, the Vice Presidents, the Stationed Chief of the Discipline Inspection Team, and the Chairman of the Labor Union, are hereinafter collectively referred to as the “Enterprise Responsible Persons”.

The allowances for non-executive Directors and independent Directors of the Bank shall be implemented in accordance with the relevant requirements of the Bank on the management of Directors’ allowances. The remuneration of employee Directors shall be implemented in accordance with the relevant requirements of the Bank on the management of employee remuneration and shall not be subject to these Measures.

Article 3 Principles of Formulation

Under the pre-conditions of supporting the strategy of the Bank and achieving operational objectives, principles of remuneration formulation are:

- (I) Under the premise of upholding the Party’s leadership over cadres and talent management, the Board of Directors shall exercise standardized management in accordance with the law, thereby establishing a systematic and contract-based management mechanism.
- (II) Supporting the development strategy, the formulation shall comply with the regulatory requirements, and adapt to the current operation status and strategic development requirements of the Bank.

- (III) Adhering to the principles of “position-based remuneration” and “remuneration changes with position changes”, the actual level of remuneration paid shall be commensurate with performance, risk, and job responsibilities, and shall be subject to upward and downward flexibility as well as increase or decrease.
- (IV) Balancing the legitimate rights and interests of all parties, so as to establish a remuneration distribution order for Senior Management recruited through market-based selection that is characterized by standardized operation, sound development, and effective oversight.

CHAPTER 2 REMUNERATION MANAGEMENT

Article 4 Structure of Remuneration

The remuneration for Enterprise Responsible Persons shall consist of basic annual remuneration, performance-based annual remuneration, term incentive income, and welfare benefits, etc.; the remuneration of other Senior Management shall consist of fixed remuneration, performance-based remuneration, and welfare-related income, etc. In principle, the performance-based remuneration shall account for no less than 50% of the aggregate amount of the basic remuneration and the performance-based remuneration.

Article 5 Remuneration for Enterprise Responsible Persons

(I) Basic annual remuneration

The basic annual remuneration represents the base annual remuneration of Enterprise Responsible Persons. It shall be determined on the basis of the benchmark for basic annual remuneration applicable to Enterprise Responsible Persons.

(II) Performance-based annual remuneration

The performance-based annual remuneration represents the performance-linked compensation of Enterprise Responsible Persons and is linked to the annual operating performance assessment results. It shall be determined on the basis of the Bank’s operating performance assessment score, the assessment type, and the individual’s annual performance assessment results, etc.

(III) Term incentive income

The term incentive income shall be linked to the term assessment and evaluation results of Enterprise Responsible Persons.

Article 6 Welfare Benefits

The welfare benefits of Enterprise Responsible Persons shall include social insurance, housing provident fund contributions, enterprise annuity, and supplementary medical insurance, etc., and shall be implemented in accordance with the relevant provisions of the State, provincial and municipal authorities, and the Bank.

Article 7 Remuneration for Other Senior Management**(I) Fixed remuneration**

The fixed remuneration represents the annual basic remuneration of other Senior Management. It shall be determined by the remuneration standard corresponding to their respective job grades. The specific implementation shall be carried out in accordance with the relevant provisions of the Bank on employee grades and remuneration management.

(II) Performance-based remuneration

The performance-based remuneration shall be determined on the basis of the annual performance assessment results of the Senior Management.

(III) Welfare-related income

The welfare-related income shall include social insurance premiums, housing provident fund contributions, enterprise annuity, supplementary medical insurance, heatstroke prevention and cooling allowances, and winter heating allowances, etc. Such income shall be implemented in accordance with the relevant provisions of the State, provincial and municipal authorities, and the Bank.

CHAPTER 3 REMUNERATION PAYMENT**Article 8 Remuneration Distribution**

The basic remuneration shall be paid on a monthly basis. The performance-based remuneration shall be implemented under the principle of “monthly advance payment, annual settlement”. A certain proportion of the performance-based remuneration shall be retained, and upon conclusion of the annual assessment, adjusted and settled in accordance with the performance assessment results.

The term incentive income shall be paid out after the conclusion of the term assessment, based on the term assessment results. In principle, it shall be subject to deferred payment over two years at a ratio of 5:5.

Article 9 Deferred Payment of Performance-based Remuneration

- (I) The performance-based remuneration shall be subject to deferred payment, with a deferred payment ratio of 50% and a deferred payment period of no less than three years.

- (II) The deferred portion shall be paid out in equal annual installments commencing from the following year.

Provided that no deduction events occur during the term of office, the deferred performance-based remuneration due for the current year shall be paid in accordance with the relevant provisions.

Article 10 Clawback Mechanism for Remuneration

In the event of material error, material loss caused to the Bank, or material deficiency in the corporate governance procedures during the term of office, as well as the occurrence of other events triggering clawback or penalty provisions, a portion or the entirety of the performance-based remuneration and term incentive income already paid shall be clawed back or recovered based on the responsibility assumed. The specific implementation shall be carried out in accordance with the relevant provisions of the State, provincial and municipal authorities, and the Bank. The clawback mechanism shall also apply to Senior Management who have resigned or retired.

CHAPTER IV PERFORMANCE ASSESSMENT PROCEDURES

Article 11 The Bank shall conduct annual performance assessments for Senior Management. The assessment of the Chairman and the President shall comprehensively take into account the bank-wide performance assessment and individual duty performance appraisal. The performance assessment of other Senior Management shall comprehensively take into account the bank-wide performance assessment, business line performance assessment and individual duty performance appraisal.

Article 12 The performance assessment plan for Directors shall be formulated by the Remuneration Committee of the Board of Directors and approved by the Shareholders' Meeting. The performance assessment plan for Senior Management shall be formulated by the Remuneration Committee of the Board of Directors and approved by the Board of Directors, with an explanation provided to the Shareholders' Meeting. The performance evaluation of Directors and Senior Management shall be organized uniformly by the Remuneration Committee of the Board of Directors. Specifically, the performance evaluation of the Chairman and the President shall be conducted by the Board of Directors. The performance evaluation of Vice Presidents, the Secretary to the Board, and other Senior Management may be assisted by senior management under the organization of the Remuneration Committee of the Board of Directors, and the evaluation results shall be implemented after approval by the Board of Directors. Directors shall not participate in their own performance assessments.

CHAPTER 5 OTHER PROVISIONS

Article 13 Remuneration Adjustment Mechanism

- (I) Remuneration Adjustments for Enterprise Responsible Persons

The remuneration of responsible persons shall be adjusted in accordance with the relevant provisions of the state-owned assets supervision and administration authorities.

(II) Remuneration Adjustments for Other Senior Management**1. General adjustments**

These shall be implemented in accordance with the relevant provisions of the Bank's remuneration management measures.

2. Assessment-based remuneration adjustment

In order to encourage high performance among Senior Management, differentiated remuneration adjustment points shall be assigned based on their annual performance assessment results. If an individual's accumulated adjustment points reach the prescribed threshold and the Bank-wide operating results for the year have met the targets set by the Board of Directors, the individual's remuneration may be elevated by one salary band. The salary band adjustment shall not exceed the maximum salary band corresponding to the individual's respective job grade.

Article 14 Miscellaneous

When recruiting Senior Management from outside the Bank, their remuneration may be determined by reference to these Measures and prevailing market compensation levels, and shall be implemented after approval through the relevant procedures.

CHAPTER 6 SUPPLEMENTARY PROVISIONS

Article 15 Matters not covered by these Measures shall be handled in accordance with laws and regulations, relevant policies, the Articles of Association, and the Bank's relevant rules and regulations.

Article 16 The Remuneration Committee of the Board shall be responsible for interpreting these Measures.

Article 17 These Measures shall take effect on the date of approval by the Shareholders' Meeting. For any year after the effective date of these Measures for which the remuneration plan has not yet been finalized, these Measures shall apply mutatis mutandis.

APPENDIX VII RESOLUTION ON THE 2026 REMUNERATION PLAN FOR DIRECTORS AND SENIOR MANAGEMENT

RESOLUTION ON THE 2026 REMUNERATION PLAN FOR DIRECTORS AND SENIOR MANAGEMENT OF BANK OF QINGDAO CO., LTD.

To Shareholders:

Pursuant to the provisions of the *Company Law of the People's Republic of China*, the *Commercial Banking Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, the *Corporate Governance Guidelines for Banking and Insurance Institutions* and other laws, regulations, regulatory documents as well as the *Articles of Association* of Bank of Qingdao Co., Ltd., and in light of the actual circumstances of Bank of Qingdao Co., Ltd. (hereinafter referred to as the “**Bank**”) and the relevant remuneration administrative measures, the remuneration plan for Directors and senior management is formulated as follows:

I. APPLICABLE PERSONS

Executive Directors and senior management (hereinafter referred to as the “**Directors and Senior Management**”).

The allowances for non-executive Directors and independent Directors of the Bank shall be implemented in accordance with the relevant requirements of the Bank on the management of Directors' allowances.

II. REMUNERATION STRUCTURE

The remuneration of Directors and Senior Management consists of basic remuneration, performance-based remuneration, medium-and long-term incentives, and welfare income etc. In principle, the performance-based remuneration shall account for no less than 50% of the aggregate amount of the basic remuneration and the performance-based remuneration.

The basic remuneration shall be determined based on job responsibilities, performance capability, market levels and job grades; the performance-based remuneration shall be determined on the basis of the annual performance assessment results; the medium-and long-term incentives mainly consist of term incentive income.

III. REMUNERATION DISTRIBUTION

The basic remuneration shall be paid on a monthly basis. The performance-based remuneration shall be paid in advance in a certain proportion on a monthly basis, and the remaining portion shall be adjusted and settled based on the annual performance assessment results. The term incentive income shall be paid out upon the completion of the term assessment, based on the term assessment results.

APPENDIX VII RESOLUTION ON THE 2026 REMUNERATION PLAN FOR DIRECTORS AND SENIOR MANAGEMENT

IV. REMUNERATION MANAGEMENT AND RISK CONTROL

1. Deferred Payment System

The performance-based remuneration shall be subject to deferred payment, with a deferred payment ratio of 50% and a deferred payment period of no less than three years. The deferred portion shall be paid out in equal annual installments commencing from the following year. Provided that no deduction events occur during the term of office, the deferred performance-based remuneration due for the current year shall be paid in accordance with the relevant provisions.

2. Clawback Mechanism for Performance-based Remuneration

In the event of material error, material loss caused to the Bank, or material deficiency in the corporate governance procedures during the term of office, as well as the occurrence of other events triggering clawback or penalty provisions, the Bank may claw back part or all of the paid performance-based remuneration and term incentive income based on the responsibility assumed by the relevant individuals. The specific implementation shall be carried out in accordance with the relevant provisions of the State, provincial and municipal authorities, and the Bank. The clawback mechanism shall also apply to personnel who have resigned or retired.

- 3.** The remuneration of Directors and Senior Management is pre-tax amounts. The Bank shall make unified contributions and withholdings on behalf of the individuals for various social insurance premiums, housing provident fund contributions, enterprise annuity and individual income tax to be borne by the individuals.

V. SUPPLEMENTARY PROVISIONS

- 1.** The remuneration plan for executive Directors shall take effect after being considered and approved by the shareholders' meeting and shall remain in effect until a new remuneration plan is considered and approved. The remuneration plan for senior management shall take effect after being considered and approved by the Board of Directors and shall remain in effect until a new remuneration plan is considered and approved.
- 2.** This plan shall be interpreted by the Board of Directors. In the event of any adjustment to national laws, regulations or regulatory policies during the implementation process, the adjusted provisions shall prevail.

Please consider.

**RESOLUTION ON THE 2024 REMUNERATION SETTLEMENT
FOR DIRECTORS AND SENIOR MANAGEMENT OF
BANK OF QINGDAO CO., LTD.**

To Shareholders,

In accordance with relevant work requirements, the following proposal is hereby submitted regarding the settlement of the 2024 remuneration for Directors and senior management (hereinafter referred to as the “**Senior Management**”) of Bank of Qingdao Co., Ltd. (hereinafter referred to as the “**Bank**”):

I. REMUNERATION SETTLEMENT FOR DIRECTORS

In accordance with the work requirements, the remuneration for the Directors of the Bank for 2024 has been allocated with reference to factors including individual annual performance appraisal results, performance contributions, and job responsibilities. The details are as follows:

(I) Performance Appraisal

The Directors to whom this remuneration settlement plan applies for 2024 include Jing Zailun (Chairman of the Board), Wu Xianming (Executive Director, President, and Chief Compliance Officer), Chen Shuang (Executive Director and Vice President), and Liu Peng (Executive Director and Vice President). The allowances for non-executive Directors and independent Directors shall be implemented in accordance with the relevant requirements governing Directors’ allowances of the Bank.

Pursuant to the relevant provisions of the Remuneration Management Measures for Directors and Senior Management, the performance appraisal plan for executive Directors shall be formulated by the Remuneration Committee of the Board of Directors and approved by the shareholders’ meeting. The appraisal of the Chairman of the Board and the President shall be conducted by the Board of Directors. The performance appraisal of other executive Directors shall be delegated by the Board of Directors to the management for execution, and the appraisal results shall be implemented upon approval by the Board of Directors. Directors shall not participate in the appraisal of their own performance.

(II) Remuneration Settlement

Pursuant to the relevant provisions of the Remuneration Management Measures for Directors and Senior Management and based on factors including individual annual performance appraisal results, performance contributions, and job responsibilities, the total annual remuneration for Directors for 2024 has been determined at RMB3.214434 million, and incentives have been granted to individual Directors accordingly.

II. REMUNERATION SETTLEMENT FOR OTHER SENIOR MANAGEMENT**(I) Performance Appraisal**

Other senior management members in 2024 include Zhang Meng (Vice President), Zhang Chihong (Vice President), and Zhang Qiaowen (Secretary to the Board).

Pursuant to the relevant provisions of the Remuneration Management Measures for Directors and Senior Management, the performance appraisal plan for other senior management shall be formulated by the Remuneration Committee of the Board of Directors, approved by the Board of Directors, and reported to the shareholders' meeting. The performance appraisal shall be delegated by the Board of Directors to the management for execution, and the appraisal results shall be implemented upon approval by the Board of Directors.

(II) Remuneration Settlement

Pursuant to the remuneration standards and the results of performance appraisals, the total annual remuneration for other senior management for 2024 has been determined at RMB2.091749 million, and incentives have been granted to individuals accordingly.

III. DEFERRED PAYMENT AND CLAWBACK MECHANISM FOR PERFORMANCE-BASED REMUNERATION

The annual remuneration for Directors and senior management for 2024 represents pre-tax amounts. Subject to approval by the shareholders' meeting, such remuneration shall be paid after the deferred portion has been deducted in accordance with regulations. The deferred payment period shall be no less than three years. The deferred portion shall be paid in equal annual installments. If no deduction events occur during their term of office, the deferred performance-based remuneration payable for the current year shall be paid in accordance with regulations.

In the event of material error, material loss caused to the Bank, or material deficiency in the corporate governance procedures during the term of office, as well as the occurrence of other events triggering clawback or penalty provisions, a portion or the entirety of the performance-based remuneration already paid shall be clawed back or recovered based on the responsibility assumed. The specific implementation shall be carried out in accordance with the relevant provisions of the State, provincial and municipal authorities, and the Bank. The clawback mechanism shall also apply to individuals who have resigned or retired.

Please consider.

**EVALUATION REPORT ON THE PERFORMANCE OF DUTIES BY
THE BOARD OF DIRECTORS AND DIRECTORS OF BANK OF
QINGDAO CO., LTD. FOR 2025**

To Shareholders:

The audit committee of the Board of Bank of Qingdao Co., Ltd. (hereinafter referred to as “**Bank of Qingdao**” or the “**Bank**”) conducted supervision and evaluation of the performance of duties by the Board of Directors and Directors for 2025 in accordance with the regulatory provisions, such as the *Code of Corporate Governance for Banking and Insurance Institutions*, the *Provisional Measures for the Evaluation of Performance of Duties by Directors and Supervisors of Banking and Insurance Institutions (for Trial Implementation)*, as well as the *Articles of Association of Bank of Qingdao Co., Ltd.* (hereinafter referred to as the “**Articles of Association**”) and the *Measures for the Evaluation of Performance of Duties by the Board of Directors and Directors of Bank of Qingdao Co., Ltd.* The evaluation results are hereby reported as follows:

I. EVALUATION OF THE PERFORMANCE OF DUTIES BY THE BOARD OF DIRECTORS**(I) The performance of the Board of Directors in corporate governance, strategic management, capital management, risk management, internal control, remuneration management, information disclosure and consolidated financial statements management**

1. In terms of corporate governance, in 2025, to adapt to the new situation of the “reform of the corporate governance structure of listed companies” and new regulatory requirements in the industry, the Bank promptly initiated the dissolution of the Board of Supervisors and the iterative update of its governance systems. During the year, the Board of Directors considered and approved the amendments to more than ten foundational corporate governance systems, including the *Articles of Association*, the *Rules of Procedure for the Shareholders’ Meeting*, the *Rules of Procedure of the Board of Directors*, and the working rules of the Board’s special committees, and strove to build a high-quality corporate governance system featuring clear rights and responsibilities, standardized procedures, and smooth coordination. Taking the increase of shareholding by the major shareholder as an opportunity, the Bank optimized its shareholding structure, strengthened shareholder qualification management and balance of rights and interests, and continuously enhanced the standardization of equity operations and governance efficiency. Qingdao Conson Group successfully completed its shareholding increase and became the largest shareholder of the Bank. The Bank strengthened market value management, established and improved the institutional system, and deepened effective communication with the capital market through measures such as innovating the format of the annual results presentation and holding the first Investor Open Day event, thereby boosting market confidence. In 2025, the Bank’s share price increase ranked among the forefront of listed banks.

2. In terms of strategic management, the Board of Directors, through periodic review and hearing of strategic implementation reports, dynamically grasped the progress of the strategic plan, calibrated the direction for strategy execution and provided constructive guidance in a timely manner. In 2025, the Bank as a whole focused on the core theme of high-quality development, pooled efforts to overcome difficulties, thus not only fully achieved the annual business targets but also successfully concluded the *2023-2025 Strategic Plan*. At the same time, based on systematic research and analysis of the internal and external environment, the Board of Directors led the Bank through three major stages of “research and discussion, centralized formulation, and deliberation and improvement” to efficiently complete the formulation of the *2026-2028 Strategic Plan*. Adhering to both inheritance and innovation, the Plan continues the development vision of “Innovative Finance, Brilliant Banking”, with strategic goals of “capability-driven, organizational agility, simultaneous improvement in quantity and quality, and healthy sustainability”, drawing a clear blueprint for the Bank’s development in the next stage.
3. In terms of capital management, the Board of Directors strictly fulfilled its capital management duties and continuously strengthened capital constraints and risk resilience. During the year, the Board considered and reviewed the Internal Capital Adequacy Assessment Report for 2024, the Capital Adequacy Ratio Management Report, and the Liability Quality Management Report, etc., promoting the Bank to maintain a reasonable capital adequacy level to support various businesses development and the implementation of strategic plans. The Board revised the *Administrative Measures for Capital Adequacy Ratio Stress Testing of Bank of Qingdao Co., Ltd.* and the *Administrative Measures for Capital Management of Bank of Qingdao Co., Ltd.*, further improved the top-level design of capital management and built a capital management system featuring clear rights and responsibilities, standardized procedures, and precise control, thereby providing a solid institutional guarantee for refined and intensive capital operation. Based on a long-term perspective for development, the Board of Directors coordinated capital management with strategic thinking. Through a full-process, penetrating capital control, the Bank fortified risk prevention lines and strengthened the foundation for development, thereby providing solid capital support for the Bank to serve the real economy and deepen its strategic transformation.
4. In terms of risk management, the Board of Directors adhered to prudent operation, continuously optimized the comprehensive risk management system, strengthened risk identification, unified risk appetite, improved risk policies, and solidified risk monitoring. It also built an intelligent risk control system and comprehensively enhanced the effectiveness of risk management. During the year, the Board considered and approved the *Statement of Risk Appetite of Bank of Qingdao Co., Ltd. for 2025* and the *Comprehensive Risk Management Report of Bank of Qingdao Co., Ltd. for 2024*. The Board conducted a comprehensive review of the Bank’s risk management situation in 2024, further improved the Bank’s quantitative system of risk appetite indicators and enhanced the effectiveness of risk limit management. The Board revised a number of policies, including the *Comprehensive Risk Management Measures of Bank of Qingdao*, the *Liquidity Risk Management Measures of Bank of Qingdao*, and the *Anti-Money*

Laundering and Counter-Terrorist Financing Risk Management System of Bank of Qingdao. These revisions optimized the top-level governance system for risk management, and weaved a dense and robust multi-dimensional risk prevention and control network. They also solidified the safety foundation for prudent operation and effectively improved the Bank's overall capabilities in risk prediction and resolution.

5. In terms of internal control and compliance, the Board of Directors demanded adherence to the principle of “proactive steps and active engagement”, and the construction of the internal control and compliance system reached a new level. Focusing on implementing the *Administrative Measures for Compliance Management of Financial Institutions*, the Board fully aligned with new regulatory requirements, optimized the governance structure, and refined the institutional processes, so that the coordinated efforts of the “three lines of defence” became smoother. The Board deepened the “greater supervision” framework, promoted the integration and interconnection of various types of supervision, and significantly improved the closed-loop management quality and efficiency of inspection and rectification. The Board focused on grassroots and foundational levels, pushed downward allocation of compliance management resources, and achieved continuous improvement in the compliance awareness and cultural atmosphere of all employees. During the year, the Board considered and approved the annual Internal Control Evaluation Report, reviewed and heard the regulatory notifications and rectification reports, internal audit work reports, management recommendation letters, special audit reports and rectification reports, etc. The Board comprehensively promoted the continuous improvement, effective implementation and dynamic optimization of the internal control mechanism, and through a systematic enhancement of internal control governance capabilities, solidified the risk defence line for the Bank's prudent operation.
6. In terms of remuneration management, during the year, the Board of Directors considered and approved the resolution on appropriation of staff bonus and the distribution of performance bonus of senior management at Bank level, reasonably determined the performance bonus of senior management and the total performance bonus of the Bank, guided the Bank to implement the mechanisms relating to deferred payment and clawback of performance remuneration, applied the deferred payment and clawback system for performance remuneration to mid-to-senior management personnel and other personnel in positions with significant impact on risks, strengthened the deep alignment of remuneration with risks and performance, and improved the remuneration governance system with aligned incentives and constraints.
7. In terms of information disclosure, the Board of Directors consistently adhered to the principle of information disclosure characterized by truthfulness, accuracy, completeness, timeliness and fairness, strictly implemented various disclosure requirements of the CSRC, the SZSE and the Hong Kong Stock Exchange, and took high-quality information disclosure as the core link connecting the Bank with its broad investors. On the basis of compliant disclosure, the Bank took safeguarding and protecting the investors' rights to know as its starting point, continuously optimized the

content and format of disclosure, proactively enriched the disclosure content, enhanced the depth of disclosure, and comprehensively and objectively presented the Bank's operational dynamics and long-term value to investors. In 2025, the Bank issued a total of 215 periodic reports and interim announcements, of which 133 were issued on the SZSE, 82 on the Hong Kong Stock Exchange, and there have been no inquiries or penalties by regulators for information disclosure compliance issues. The Bank received the highest rating of A in the Shenzhen Stock Exchange's information disclosure evaluation for five consecutive years.

8. In terms of consolidated financial statements management, the Board of Directors regularly reviewed the work report of annual consolidated financial statements management and urged the senior management to implement consolidated financial statements management responsibilities in accordance with policies and regulations. On the one hand, the Board of Directors pushed the senior management to actively implement the *Comprehensive Evaluation Management Measures for Subsidiaries of Bank of Qingdao Co., Ltd.*, and carried out preliminary evaluation of the assessment for subsidiaries on a quarterly basis. On the other hand, in accordance with the principle of vertical management, the Board of Directors continuously strengthened its guidance and support to subsidiaries from the aspects of corporate governance, risk management, internal control and compliance, and assisted subsidiaries in improving the standardization level of their operation and management. The continuous improvement in the refinement and systematization of the Group's consolidated financial statements management and the effective release of the efficiency of synergistic governance vigorously promoted the formation of a development pattern featuring strategic synergy and orderly control across the Group.

(II) Evaluation by the audit committee of the Board

In summary, the audit committee of the Board is of the view that in 2025, the Board of Directors of the Bank strictly performed its duties in accordance with laws, regulations and regulatory requirements, and effectively exercised its core functions of “formulating strategies, making decisions, and preventing risks”. The strategic plan anchored a clear direction and was implemented with solid and forceful execution. The risk prevention and control system remained robust, with precise and prudent responses and resolutions. Capital management was conducted in a scientific and coordinated manner, supported by a well established and orderly replenishment mechanism. Internal control and compliance were continuously strengthened, with the three lines of defense working in synergy. Information disclosure complied with applicable rules and regulations, and was truthful, standardized and transparent. Consolidated financial statements management was carried out in an orderly and coordinated fashion, steadily enhancing the Group's governance effectiveness. Investor relations management improved on an ongoing basis, ensuring smooth and efficient market communication channels. All aspects of the Board's performance of duties closely followed the main theme of the Bank's high-quality development. The Board continuously improved the scientificity, professionalism and effectiveness of its governance decisions and effectively transformed corporate governance requirements into operational development outcomes, cementing a solid

governance foundation for the Bank's prudent operation and the Group's coordinated development, and effectively safeguarding the legitimate rights and interests of all Shareholders, creditors and other stakeholders.

(III) Recommendations of the audit committee of the Board

2026 marks a critical year for the state to formulate and initiate the "15th Five-Year Plan" and also serves as the first year for the Bank to embark on a new chapter and commence a new journey under the 2026-2028 Strategic Plan. The audit committee recommends that the Board of Directors thoroughly study and implement the guiding principles from the 20th National Congress of the CPC and all previous plenary sessions of the 20th Central Committee of the CPC, fully execute the various deployments and requirements set out in the Central Economic Work Conference, the Central Financial Work Conference and the National Financial System Work Conference, and deeply grasp the political nature and people-oriented essence of financial work. The Board should anchor on the strategic goal of accelerating the construction of a financial powerhouse, strictly benchmark against regulatory guidance, and diligently comply with regulatory requirements. The Board should continue to improve the modern financial enterprise system with Chinese characteristics and steadily strengthen the foundation of corporate governance. The Board should always adhere to the principle of preventing and controlling risks as the eternal theme of financial work, and firmly uphold the bottom line of preventing systemic financial risks. The Board should also uphold the fundamental purpose of financial services serving the real economy, and make precise efforts to deeply advance the "Five Major Aspects" including technology finance and green finance. Through the steady implementation of the Bank's strategic plan, the Board should drive the Bank's high-quality development to greater depths and more tangible results, and effectively use financial services to support local economic development, thereby achieving deep integration and aligned synergy between regional strategies and the Bank's development.

II. EVALUATION OF THE PERFORMANCE OF DUTIES BY DIRECTORS

(I) Evaluation from the audit committee of the Board

Based on the daily supervision records of the audit committee of the Board, the Directors' self-evaluation of the performance of their duties, the regulatory opinions of the Qingdao Bureau of National Financial Regulatory Administration, and the special report of the external audit institution, the audit committee of the Board evaluated the performance of the Bank's Directors for 2025 as follows:

1. *The “five dimensions” of Directors of the Bank*

(1) Fulfilling the duty of loyalty

The Directors of the Bank were able to act in the best interest of the Bank, perform their duties of loyalty, keep the Bank’s secrets strictly, pay close attention to matters that may harm the Bank’s interests, report to the Board of Directors in a timely manner, and promote the correction of problems.

(2) Fulfilling the duty of care

The Directors of the Bank were able to devote sufficient time and effort to the participation in the Bank’s affairs, keeping abreast of the operation and management and risk status, attending the meetings of the Board of Directors and its special committees as required, carefully studying and making prudent judgment on matters submitted to the Board of Directors for consideration.

(3) Professionalism in performance of duties

The Directors of the Bank possessed sound professional education backgrounds and rich experience in economic and financial management, and were able to continuously enhance their professional competence, study and put forward scientific and reasonable opinions and recommendations in light of the role and responsibilities of the Board of Directors and drawing on their professional knowledge, industry experience, and work experience, so as to promote scientific decision-making by the Board of Directors.

(4) Independence and moral standards in performance of duties

The Directors of the Bank were able to adhere to a high standard of professional conduct, perform their duties independently and autonomously, so as to promote the Bank’s fair treatment of all Shareholders, safeguard the legitimate rights and interests of stakeholders, and actively perform social responsibilities.

(5) Compliance in performance of duties

The Directors of the Bank were able to comply with laws and regulations, regulatory requirements and the Articles of Association, continuously regulate their performance of duties, perform their duties in compliance with the law, and promote and supervise the Bank’s operations in accordance with laws and regulations.

2. *Performance of duties by Directors of various categories*

In general, executive Directors were able to earnestly implement the resolutions of the shareholders' meeting and the Board of Directors in accordance with the provisions of the Articles of Association, diligently perform their operational and management responsibilities, implement the system of reporting by the senior management to the Board of Directors, support other members of the Board to fully understand the Bank's operation, management and risk information, and promote the effective implementation and timely feedback of the resolutions of the Board.

Non-executive Directors were able to strike a proper balance between the Bank's immediate and long-term interests and maintain sound communication between the Bank and its major Shareholders without putting the Shareholders' own interests above those of the Bank and other Shareholders, and support the Bank in adhering to compliant operation, improving the overall risk management level and driving the optimization and improvement of various operational and management activities.

Independent Directors were free from the influence of substantial Shareholders, senior management and other entities and individuals that have interests in the Bank, maintained independence when performing their duties, actively attended meetings and participated in surveys to fully understand the Bank's operations, expressed independent opinions on relevant major issues and attached great importance to the protection of the legitimate rights and interests of minority Shareholders and other stakeholders.

The chairpersons of the special committees of the Board of Directors were able to convene and preside over committee meetings in accordance with the requirements of the working rules of the special committee, deliberate and review matters within their terms of reference and issue professional opinions for the reference of the Board of Directors to promote the scientific and efficient decision-making of the Board of Directors.

To sum up, the audit committee of the Board is of the opinion that all Directors of the Bank were regarded as competent in their performance evaluation for 2025.

(II) **Recommendations of the audit committee of the Board**

In 2026, the audit committee of the Board recommends that the Directors of the Bank continue to strengthen research on financial regulatory policies and industry development trends, adhere to the principle of due diligence in performing their duties, and further participate in the major decision-making processes of corporate governance. Focusing on core areas such as strategic implementation, risk prevention and control, capital management, and consolidated financial statements management and control, the Directors should proactively conduct performance research and provide precise recommendations. They should also strictly comply with regulatory requirements relating to information disclosure, internal control and compliance, and strengthen supervision over the operation and management of senior management. Through

high-standard performance of duties, they should promote the continuous improvement of corporate governance efficiency, ensure a stable start to the Bank's new three-year strategic plan, effectively safeguard the legitimate rights and interests of all Shareholders and stakeholders, and escort the high-quality development of the Bank.

This report is hereby given.

**EVALUATION REPORT ON THE PERFORMANCE OF DUTIES OF
THE SENIOR MANAGEMENT AND SENIOR EXECUTIVES FOR 2025**

To Shareholders:

The audit committee of the Board of Directors of Bank of Qingdao Co., Ltd. (hereinafter referred to as “**Bank of Qingdao**”, or the “**Bank**”), in accordance with the *Corporate Governance Code for Banking and Insurance Institutions*, and other regulatory regulations, as well as the *Articles of Association of Bank of Qingdao Co., Ltd.* (hereinafter referred to as the “*Articles of Association*”) and the *Measures for Evaluation of Performance of Duties of the Senior Management and Senior Executives of Bank of Qingdao Co., Ltd.*, supervised and evaluated the performance of duties of the senior management and senior executives for 2025, and the evaluation is now reported as follows:

I. EVALUATION OF PERFORMANCE OF DUTIES OF SENIOR MANAGEMENT**(I) Performance of duties of senior management****1. Operation and management**

In 2025, the senior management of the Bank closely adhered to the theme of high-quality development, advanced the implementation of the Bank’s strategies in depth, comprehensively carried out various operational and management tasks, successfully achieved all annual operating targets and major strategic objectives, and comprehensively enhanced their core competitiveness and capabilities for sustainable development.

In terms of scale, the senior management focused on eight major sectors and continued to leverage the advantages of key products. As of the end of 2025, technology finance loans amounted to RMB31.458 billion, representing an increase of 21.75%; green loans reached RMB58.813 billion, representing an increase of 57.47%; blue loan balance stood at RMB22.754 billion, representing an increase of 35.59%; and agriculture-related loans reached RMB48.184 billion, representing an increase of 31.75%. In terms of characteristic operations, the senior management strengthened its international business through product optimisation and scenario enrichment, vigorously promoted domestic settlement businesses such as treasury platforms as key growth drivers, and diversified its sources of income from intermediary business. In terms of custody business, the senior management intensified market development efforts and initially established a marketing mechanism covering the whole country, with deep penetration in the province and an integrated head-office-and-branch approach. In terms of comprehensive advantages, BQD Financial Leasing focused on its core business and steadily advanced business transformation. During the year, the proportion of financial leasing business placed in the manufacturing sector reached 27.25%. BQD Wealth Management issued 516 wealth management products during the year, with total proceeds exceeding RMB530 billion, and fee and commission income from wealth management products reached RMB726 million. In terms of digital and intelligent transformation, the senior

management launched the construction of a retail wealth engine platform, focusing on offline scenarios and improving customer management efficiency. The risk cockpit was completed, forming a visual platform covering comprehensive risks and full-scope credit content. In terms of personnel management, the senior management improved its market-oriented employment mechanism, abolished lifetime employment, and formed a market-driven competitive model.

2. *Risk management*

In 2025, the senior management of the Bank systematically advanced the development of the Bank's risk prevention and control capabilities across all fronts, continuously improved the risk management and control mechanism, and comprehensively enhanced the professionalism and refinement of risk management.

Firstly, the senior management deepened research on emerging risks in new areas and strengthened the professionalism of risk identification. Special seminars on market risk were held to comprehensively scan the current status of market risk management, identify shortcomings in the control mechanism and a list of issues, optimise the market risk limit management system, and vigorously promote the market risk management system construction project. The senior management also reviewed money laundering risk management policies and procedures, and organized the implementation of anti-money laundering system development, system optimisation, execution management, and performance assessment. Secondly, the senior management strengthened the linkage between monitoring and credit approval to enhance the effectiveness of closed-loop risk control management. It coordinated and strengthened the linkage between risk monitoring and post-credit management, established and improved an interactive management mechanism between risk monitoring and post-credit follow-up. In response to various risk signals identified through monitoring, relevant personnel simultaneously followed up and conducted special investigations on typical cases, striving to build a full-process closed-loop risk management system from risk monitoring to direct verification. Thirdly, the senior management deeply explored the value and application of monitoring data to enhance the supporting role of data-enabled risk control. It continuously deepened the value extraction and scenario-based application of risk monitoring data, coordinated the analysis, mining and application of various internal and external data, and successfully promoted the implementation of multiple data monitoring application projects at the Bank-wide level, including black and grey lists, real estate big data, peer asset quality and interest rates, thereby enhancing the Bank's comprehensive risk management capabilities and refined control levels through data empowerment.

3. *Internal control management*

In 2025, the senior management focused on strengthening full-process internal control and compliance management, steadily advanced the refinement of compliance management, and enhanced internal control execution as well as supervision and accountability.

Firstly, the senior management strengthened grassroots interaction and reinforced the management of city branches. Guided by the principle of “taking a proactive step forward and acting proactively”, the Bank comprehensively enhanced the integrated management of head office, branches and sub-branches, formulated the *Bank of Qingdao Internal Control and Compliance Management Measures for Out-of-town Branches*, and clarified the duties and work requirements of internal control and compliance personnel at all levels within the branches, ensuring that branch internal control management achieves “horizontal coverage across all areas and vertical penetration to all levels”. Secondly, the senior management strengthened identification and assessment, and conducted in-depth process reviews. A system of operational risk and control matrices for key processes was established, covering seven major areas, including corporate banking, retail banking, financial market management, channel management, operations management, comprehensive administration, and information technology management, achieving effective coverage of all key processes. Thirdly, the senior management built a robust compliance barrier and strengthened personal information protection compliance management. The *Personal Information Protection Management Measures* were revised to clarify compliance audit requirements for personal information protection, strengthen the risk screening for infringement of information rights and interests, and reinforce requirements for the use of AI software. The senior management also conducted a special compliance inspection on personal information protection issues across the Bank, identified potential problems, analyzed their causes and consequences, and proposed targeted regulatory requirements.

4. *Consolidated financial statements management*

In 2025, the senior management further advanced the development of the Group’s consolidated financial statements management capabilities, strengthened the coordinated and synergistic development between the parent bank and its subsidiaries, and enhanced the overall effectiveness of consolidated financial statements management execution through performance assessment.

Firstly, the senior management actively implemented the *Bank of Qingdao Comprehensive Evaluation Management Measures for Subsidiaries*. Taking assessment and evaluation as an entry point, the senior management put forward a number of constructive recommendations for the enhancement of business efficiency and the transformation and upgrading of its subsidiaries, thereby assisting the subsidiaries in solidifying their operational foundation and improving their business performance. Secondly, the senior management strictly implemented the *Consolidated*

Financial Statements Management Effectiveness Enhancement Plan. In accordance with the line-based vertical management model, the corresponding management departments of the Head Office issued guidance opinions. During the year, the senior management conducted special corporate governance inspections and special inspection “follow-up reviews” on its subsidiaries, carried out comprehensive internal audits covering corporate governance, the “Three Major and One Important”, personnel management and operating performance, incorporated asset quality into consolidated financial statements management, and strengthened credit risk monitoring, thereby deepening the Group’s consolidated financial statements management and control across multiple dimensions.

5. *Regular reports*

The senior management has established a regular information reporting system to the Board of Directors and its special committees, under which the senior management regularly reports information on the Bank’s operation and management, financial data, risk management, internal control and other matters on a regular basis, supports and assists Directors in obtaining the various types of information necessary for them to perform their duties. Specifically, final financial accounts report, profit distribution plan, and consolidated business plan shall be reported to the Board of Directors and its special committees on an annual basis; president’s work report and comprehensive risk management report shall be reported to the Board of Directors and its special committees on a semi-annual basis; reports on related party transactions and market risk management reports shall be reported to the Board of Directors and its special committees on a quarterly basis; temporary occurrence of significant matters and other urgent matters which are required to be reported by laws and regulations shall be reported to the Board of Directors and its special committees at all times. Meanwhile, the Bank regularly provided monthly *Communications for Directors (Supervisors)* to its Directors, sharing in a timely manner information on business operations and management activities, market information, regulatory developments, shareholder updates and other messages, thereby effectively providing information support for the decision-making of the Board of Directors.

6. *Meetings management*

Under the leadership of the Board of Directors and in accordance with the Company’s Articles of Association and the authorisations granted by the Board, the senior management of the Bank conducts business operations and management activities through the President’s office meeting and the specialised committees established under the senior management, promptly studies and deploys important operational and management tasks, and is responsible for advancing the implementation of the Bank’s risk management strategies, policies and measures. Among these, the President’s office meeting, as a forum for implementing relevant state policies and guidelines of the Party and the State, carrying out the relevant decisions and resolutions of the Bank’s Party Committee and the Board of Directors, and studying and deciding on important matters

relating to the Bank's operations and management, adopts a President responsibility system and adheres to a decision-making mechanism involving pre-meeting deliberation, meeting discussion and final decision by the President. In 2025, a total of 17 President's office meetings were convened, at which 42 agenda items were heard, studied and considered, including the *2026 Authorisation Plan*, the *Bank of Qingdao International Business High-Quality Development Plan*, and the *Bank of Qingdao Inclusive Finance Business High-Quality Development White Paper*. These meetings fully played the role of strategic execution in the Bank's business development, focusing on the Bank's strategic planning, reform and transformation, annual business development plans and strategy implementation, the formulation of important work and business plans, and decision-making on major operational and management matters within the scope of various Board authorisations for decisions by the President, thereby ensuring the coordinated and stable development of the Bank as a whole.

(II) Evaluation by the audit committee of the Board

In summary, the audit committee of the Board is of the opinion that, in 2025, the senior management of the Bank acted diligently and responsibly with a strong sense of accountability, strictly implemented various resolutions of the shareholders' meeting and the Board of Directors, promoted the orderly conduct of business operations and management, and achieved improved operational development quality and efficiency with numerous highlights. Solid progress was made and preliminary results were achieved in the areas of professionalisation, digital and intelligent transformation, and specialised development. During their performance of duties, no violation of laws, regulations or the *Articles of Association* by the senior management was found, nor was any act that harms the legitimate rights and interests of depositors and other stakeholders identified.

II. EVALUATION OF PERFORMANCE OF DUTIES OF SENIOR EXECUTIVES

(I) Evaluation by the audit committee of the Board of Directors

Based on the daily supervisory records of the audit committee of the Board, and with reference to the senior management's self-assessment of their performance, the audit committee of the Board evaluates the performance of the senior executives as follows:

1. Fulfilling the duty of loyalty

The senior executives of the Bank actively safeguarded the overall interests of the Bank, maintained sound and steady operations. With excellent professional ethics, they timely reported to the President any issues identified in daily management that may harm the interests of the Bank and urged the correction of such issues.

2. *Fulfilling the duty of diligence*

The senior executives of the Bank were able to devote sufficient time and energy to the participation in the Bank's affairs, keeping abreast of the operating management and risk status, attending the meetings of the senior management as required, and carefully studying and making prudent judgments on matters submitted to the meetings of senior management for consideration.

3. *Professionalism in performance of duties*

The senior executives of the Bank were able to continuously enhance their professional competence, study and put forward scientific and reasonable opinions and recommendations in light of the role and responsibilities of the senior management, and drawing on their professional knowledge, industry experience, and work experience, so as to promote scientific decision-making by the senior management.

4. *Independence and moral standards in performance of duties*

The senior executives of the Bank were able to adhere to a high standard of professional ethics and perform their duties independently and autonomously without the control and interference of substantial Shareholders, so as to promote the Bank's fair treatment of legitimate rights and interests of all stakeholders, and actively perform social responsibilities.

5. *Compliance in performance of duties*

The senior executives of the Bank were able to comply with laws and regulations, regulatory requirements and the Articles of Association, continuously regulate their performance of duties, perform their duties in compliance with the law, and promote and supervise the Bank's operations in accordance with laws and regulations.

To sum up, the audit committee of the Board of Directors is of the opinion that all senior executives of the Bank were regarded as competent in their performance evaluation for 2025.

(II) Recommendations by the audit committee

In 2026, the audit committee of the Board recommends that the senior management of the Bank resolutely implement the decisions and arrangements of the Central Committee of the Communist Party of China, unswervingly advance sustainable high-quality development, seize the opportunities during the critical period of the transition from old to new growth drivers in the province and the city, adhere to the principle of “simultaneous improvement in both quantity and quality”, drive business development through capability building, respond to external challenges through internal upgrading, elevate operating quality through coordinated efforts, continuously strengthen risk awareness in business development, while firmly focusing on both “strengthening the Head Office” and “consolidating the grassroots foundation”, so as to solidify the foundation and inject momentum into the new strategic cycle.

This report is hereby given.

**REPORT ON THE PERFORMANCE OF DUTIES
BY INDEPENDENT NON-EXECUTIVE DIRECTORS OF
BANK OF QINGDAO CO., LTD. FOR 2025
(Xing Lecheng)**

Dear Shareholders:

As an independent non-executive Director of Bank of Qingdao Co., Ltd. (hereinafter referred to as “**Bank of Qingdao**” or the “**Bank**”), I performed my duties faithfully and diligently by strictly following the *Company Law*, the *Securities Law*, the *Corporate Governance Standards for Banking and Insurance Institutions*, the *Rules Governing Listing of Stocks on the Shenzhen Stock Exchange*, and other laws and regulations as well as the relevant provisions of the *Articles of Association* of the Bank, and shall not be influenced by major Shareholders of the Bank, related parties, or other units or individuals having a material interest with the Bank and its major Shareholders or related parties in 2025. I actively participated in meetings of the Board of Directors and its special committees, independently, objectively and impartially expressed opinions and suggestions on matters considered by the Board of Directors, and effectively safeguarded the legitimate rights and interests of the Bank, the small and medium-sized Shareholders, and other stakeholders. I hereby report my performance of duties in 2025 as follows:

I. MY BASIC SITUATIONS

Born in November 1962, I have been an independent non-executive Director of Bank of Qingdao since July 2021. Currently I am the chairman of the Related Party Transactions Control Committee and a member of the Remuneration Committee, the Audit Committee, the Risk Management and Consumer Rights Protection Committee. I have served as the director of the Investment and Financing Research Centre of Jinan University and the president of Shandong Provincial Institute of Inclusive Finance since December 2018. I concurrently serve as a member of the Standing Committee of the National People’s Congress of Shandong Province, a director of the China Investment Association, the vice-chairman of Shandong Provincial Association of Venture Capital, and the independent director of Shandong Laiwu Rural Commercial Bank Company Limited and Shandong Rike Chemical Co., Ltd.

II. THE PERFORMANCE OF DUTIES FOR 2025

Bank of Qingdao provided strong support to the independent Directors in discharging their duties, continuously enhanced its performance support, and furnished all necessary conditions for their role fulfillment.

(I) Attendance at Meetings

In 2025, Bank of Qingdao convened 4 general meetings, including 2024 annual general meeting, 2025 first extraordinary general meeting and 2025 first A Shareholders’ general meeting and 2025 first H Shareholders’ general meeting, at which a total of 22 resolutions were considered, and 5 reports were received; the Board convened 17 meetings, 5 of which were on-site meetings and 12 of which were written circulation meetings, at which 133

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resolutions were considered, and 47 reports were received or reviewed; each of the Board special committees organized a total of 55 meetings, including 7 Strategy and Sustainability Committee meetings, 3 Remuneration Committee meetings, 10 Audit Committee meetings, 3 Nomination Committee meetings, 15 Risk Management and Consumer Rights Protection Committee meetings, 13 Related Party Transactions Control Committee meetings, and 4 Network Security and Information Technology Committee meetings, at which 150 resolutions were considered, and 48 reports were received or reviewed.

As a member of the Board of Directors, the chairman of the Related Party Transactions Control Committee, and a member of the Remuneration Committee, the Audit Committee, the Risk Management and Consumer Rights Protection Committee, I attended the shareholders' meetings, meetings of the Board of Directors, and meetings of the special committees to which I belonged in person in accordance with the rules and regulations, and voted on the relevant resolutions on the basis of the principles of independence, objectivity and impartiality, with the exception of the attendance at the eighth meeting of the ninth session of the Related Party Transactions Control Committee, which I delegated to Zhang Xu, an independent Director in accordance with the laws and regulations due to the arrangements for my official duties. I considered, reviewed and received issues, such as the president's work report, strategy implementation report and comprehensive risk management report on a semi-annual basis; and considered, reviewed and received issues, such as the annual reports, report for final financial accounts, profit distribution proposals, and proposal on bonus performance disbursement on an annual basis. I also expressed objective and independent opinions at the meetings and performed my duties as an independent non-executive Director. Details of the attendance of the meetings are set out below:

Number of attendance in person/Number of scheduled attendance									
Name	General Meeting	Board of Directors	Special committee meetings of the Board of Directors						
			Strategy and Sustainability Committee	Remuneration Committee	Nomination Committee	Related Party Transactions Control Committee	Audit Committee	Risk Management and Consumer Rights Protection Committee	Network Security and Information Technology Committee
Xing Lecheng	4/4	17/17	-	3/3	-	12/13	10/10	15/15	-

(II) Participation in training and research

1. Participation in research

In 2025, in addition to attending the meetings of the Board of Directors and special committees, I also participated in 1 special research and put forward relevant comments and suggestions. The specific research is as follows:

In June 2025, I participated in a special research in Tai'an Branch of Bank of Qingdao, and learned about the basic situation of the Bank's Tai'an Branch, the development of key businesses, risk management and control, and the difficulties faced by the branch's business development. I recommended that the branch should strengthen its workforce development, establish a layered training system of "base skills + featured businesses", and build a talent system that aligns with development goals and adapts to business needs. I also recommended that the branch leverages the diverse cultural backgrounds of its outstanding employees to foster a virtuous cycle linking talent development, strategic execution, and business growth, thereby cultivating a multidisciplinary team with both financial acumen and deep local insight into Tai'an.

2. *Participation in training*

In 2025, I participated in a number of training sessions organized by regulatory authorities, industry self-discipline organizations, intermediaries and other entities. The main details are set out below:

- (1) I participated in the Capacity Building Training for Independent Directors (Phase IV) organized by the China Association for Public Companies, mainly focusing on learning about how independent directors review the financial data of listed companies, key points of data compliance for listed companies, and the standardization of shareholders' meetings and director performance from the perspective of shareholding-based rights exercise.
- (2) I participated in a training session on the typical cases analysis of violations of laws and regulations of listed companies organized by the China Association for Public Companies, where I primarily studied two topics, namely, public commitments and corporate governance.
- (3) I participated in the Capacity Building Training for Independent Directors (Phase VI) organized by the China Association for Public Companies to gain an in-depth understanding of the reform of the audit committee and performance practice of independent director under the new Company Law, as well as the practice and impact of institutional investors' participation in corporate governance of listed companies.

(III) On-site office work

In 2025, I actively came to the Bank for on-site office work and spent approximately 22.5 days in the Bank's office. In addition to coming to the Bank to participate in surveys, research, training and review information, I also held in-depth discussions with multiple departments including the Office of the Board of Directors, the Risk Management Department, and the Legal Compliance Department of Bank of Qingdao, to fully understand the recent operational and management situation of the Bank. I went into the front line to visit the business

APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025

departments of Tai'an Branch, Daiyue Sub-branch of Tai'an Branch and other branches and sub-branches, held meetings with relevant responsible persons, keeping close attention to the operational situations.

(IV) Communication with internal auditors and accounting firms

In 2025, I stayed committed to my role and actively communicated with the Bank's Audit Department and the accounting firms, conscientiously fulfilling my supervisory duties. Firstly, in light of the Bank's actual situation, I conducted regular inspections of the internal audit work of the Audit Department to ensure the quality and efficiency of the internal audit. Secondly, I continuously supervised the establishment, improvement and implementation of the Bank's internal control mechanism, promoting the enhancement of the internal control system. Thirdly, I maintained liaison with the accounting firms on the arrangement of the external audit work and the progress of the key work, and coordinated to resolve critical matters during the audit process. Through the above measures, I endeavored to facilitate the Audit Department and the accounting firms in giving full play to their professional effectiveness in the Bank's daily and annual audits, thereby effectively safeguarding the legitimate rights and interests of all Shareholders.

(V) Work of the special meeting of independent Directors

On 25 March 2025, the Bank held the first meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025*. I entrusted Mr. ZHANG Xu, an independent Director, to attend the meeting on my behalf.

On 27 August 2025, the Bank held the second meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved ten resolutions, including the *Resolution on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties* and the *Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors and the Listing Scheme of Bank of Qingdao Co., Ltd.*

On 7 November 2025, the Bank held the third meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Adjustment of the Estimated Amount of Ordinary Related Party Transactions for 2025 by Bank of Qingdao Co., Ltd.*

(VI) Issuance of independent opinions

In 2025, I focused on the lawfulness and fairness of major related party transactions, the profit distribution plan, and issued independent opinions pursuant to the requirements of *Articles of Association* of the Bank. The details are as follows:

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INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
1	17 January 2025	8th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Selection and Engagement of Accounting Firms for 2025 Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Consumer Finance Co., Ltd.
2	26 March 2025	10th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the <i>Profit Distribution Plan of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 3: Independent Opinion on the Resolution on Appropriation of Staff Bonus and the Distribution of Performance Bonus of Senior Management at Bank Level of Bank of Qingdao Co., Ltd. for 2024 Independent Opinion 4: Independent Opinion on the <i>Internal Control Evaluation Report of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 5: Independent Opinion on the External Guarantees and Funds Occupied by Related Parties of Bank of Qingdao Co., Ltd. Independent Opinion 6: Independent Opinion on the Derivatives Investment and Risk Control of Bank of Qingdao Co., Ltd. Independent Opinion 7: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Financial Guarantee Group Co., Ltd.
3	28 April 2025	11th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and BQD Financial Leasing Company Limited

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INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
4	30 May 2025	12th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Resolution on Providing Credit Business to Haier Group Corporation Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 3: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
5	27 June 2025	14th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd.
6	30 July 2025	15th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Supplemental Agreement to the Related Party Transactions of Commission Sale Business between Bank of Qingdao Co., Ltd. and BQD Wealth Management Company Limited
7	25 August 2025	16th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

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No.	Time	Name of Meeting	Name of Independent Opinion
8	28 August 2025	17th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors of Bank of Qingdao Co., Ltd. Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties Independent Opinion 3: Independent Opinion on the Nomination of Mr. Wang Zhuquan as an Independent Director Candidate for the Ninth Session of the Board of Directors of Bank of Qingdao Co., Ltd.
9	30 September 2025	18th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions of Deposit-taking Business between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
10	24 October 2025	19th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the External Investment Matters of Bank of Qingdao Co., Ltd.
11	28 October 2025	20th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on Increasing the Investment Cap between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 2: Independent Opinion on the Adjustment of the Credit Granting Amount between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
12	10 November 2025	21st meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025

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INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
13	30 December 2025	24th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

(VII) Others

In 2025, I did not propose to hold an extraordinary shareholders' meeting nor did I propose to convene a Board meeting, appoint or dismiss an accounting firm, or engage an external auditor and consulting institution independently.

III. WORK ON PROTECTING INVESTORS' INTERESTS

1. I have effectively fulfilled my duties as an independent Director by actively participating in the meetings of the Board of Directors, the shareholders' meetings and the meetings of the special committees of the Board of Directors, seriously studying various resolutions and verifying the actual situation. Drawing on my professional knowledge, I made impartial judgement on matters involved in the resolutions and exercised my voting rights independently, objectively and prudently, thereby effectively safeguarding the legitimate rights and interests of the Bank and all the Shareholders, in particular the rights and interests of the small and medium-sized Shareholders.
2. I proactively studied and mastered the laws and regulations issued by the China Securities Regulatory Commission (CSRC), the Shenzhen Stock Exchange (SZSE) and the National Financial Regulatory Administration (NFRA) and other organizations as well as the relevant systems and regulations, to deepen my knowledge and understanding of the rules and regulations and corporate governance, and to continuously enhance my awareness to protect the rights and interests of the Bank and the public investors and duty performance ability.
3. I continued to pay attention to the Bank's information disclosure work and urged the Bank to strictly comply with the requirements of the laws and regulations such as *Rules Governing the Listing of Stocks on the Shenzhen Stock Exchange*, *Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 1 – Standardized Operation of the Companies Listed on the Main Board*, as well as the Bank's *Information Disclosure Management Measures*, so as to ensure that the disclosure of the Bank's information is truthful, accurate, timely and complete.
4. I maintained open communication with small and medium-sized investors, understood their demands and actively protected their rights and interests.

IV. OVERALL EVALUATION

In 2025, as an independent non-executive Director of Bank of Qingdao, I performed my duties conscientiously and diligently, insisted on fulfilling my duties and expressing independent opinions in accordance with relevant laws, regulations, normative documents and the requirements of the *Articles of Association* and other systems of the Bank, maintained efficient communication with the senior management, paid close attention to the development of the Bank. I was not influenced by major Shareholders or other entities and individuals with interests in the Bank, and fully performed my role as an independent non-executive Director. In respect of the duty of loyalty, I actively safeguarded the overall interests of the Bank. I did not accept any improper benefits in the course of discharging my duties, nor have I used my position and power in the Bank to seek personal gains, disclosed the Bank's commercial secrets without authorisation, or undermined the interests of the Bank through related-party relationships. There were no conflicts of interest between my full-time and part-time positions and my role as an independent non-executive Director of the Bank, and I truthfully informed the Bank of all relevant circumstances. Bank of Qingdao has actively adopted the opinions and suggestions put forward by me in the course of performing my duties and earnestly promoted their implementation, so as to achieve steady and far-reaching development on the path of high-quality development.

In 2026, I will continue to earnestly participate in the meetings of the Board of Directors, special committees and shareholders' meeting in accordance with requirements of domestic and foreign laws and regulations, express opinions independently and objectively, and perform my duties faithfully and diligently, actively participate in special research and on-site work at the Bank, give full play to the important role of professionalism and independence, provide advice and suggestions for the Bank's business development, promote the Bank's sustainable and high-quality development, and earnestly safeguard the legal rights and interests of the Bank and Shareholders, especially minority Shareholders.

This report is hereby given.

Independent Non-Executive Director: Xing Lecheng

**REPORT ON THE PERFORMANCE OF DUTIES BY INDEPENDENT
NON-EXECUTIVE DIRECTORS OF BANK OF QINGDAO CO., LTD. FOR 2025**
(Zhang Xu)

Dear Shareholders:

As an independent non-executive Director of Bank of Qingdao Co., Ltd. (hereinafter referred to as “**Bank of Qingdao**” or the “**Bank**”), I performed my duties faithfully and diligently by strictly following the *Company Law*, the *Securities Law*, the *Corporate Governance Standards for Banking or Insurance Institutions*, the *Rules Governing Listing of Stocks on the Shenzhen Stock Exchange*, and other laws and regulations as well as the relevant provisions of the *Articles of Association* of the Bank, and shall not be influenced by major Shareholders of the Bank, related parties, or other units or individuals having a material interest with the Bank and its major Shareholders or related parties in 2025. I actively participated in meetings of the Board of Directors and its special committees, independently, objectively and impartially expressed opinions and suggestions on matters considered by the Board of Directors, and effectively safeguarded the legitimate rights and interests of the Bank, the small and medium-sized Shareholders, and other stakeholders. I hereby report my performance of duties in 2025 as follows:

I. MY BASIC SITUATIONS

Born in November 1969, I was appointed as an independent non-executive Director of the Bank in July 2021. Currently, I serve as the chairman of the Remuneration Committee, and a member of the Nomination Committee, the Related Party Transactions Control Committee and the Risk Management and Consumer Rights Protection Committee. I have been teaching at Qingdao University since July 1993 and am currently a professor in the Department of Finance, School of Economics, Qingdao University. I concurrently serve as a member of the Standing Committee of the Qingdao Political Consultative Conference, the vice-chairman of the Qingdao Municipal Committee of the Jiu San Society, a special researcher of the expert decision-making advisory committee of the Qingdao municipal government, a committee member of Economy Development Society of China Association for Study of Foreign Economic, a vice president of Qingdao Urban Economics Society, and an external director of Weifang Rural Credit Cooperative Union.

II. THE PERFORMANCE OF DUTIES FOR 2025

Bank of Qingdao provided strong support to the independent Directors in discharging their duties, continuously enhanced its performance support, and furnished all necessary conditions for their role fulfillment.

(I) Attendance at Meetings

In 2025, Bank of Qingdao convened 4 general meetings, including 2024 annual general meeting, 2025 first extraordinary general meeting and 2025 first A Shareholders’ general meeting and 2025 first H Shareholders’ general meeting, at which a total of 22 resolutions were considered, and 5 reports were received; the Board convened 17 meetings, 5 of which were on-site meetings and 12 of which were written circulation meetings, at which 133

APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025

resolutions were considered, and 47 reports were received or reviewed; each of the Board special committees organized a total of 55 meetings, including 7 Strategy and Sustainability Committee meetings, 3 Remuneration Committee meetings, 10 Audit Committee meetings, 3 Nomination Committee meetings, 15 Risk Management and Consumer Rights Protection Committee meetings, 13 Related Party Transactions Control Committee meetings, and 4 Network Security and Information Technology Committee meetings, at which 150 resolutions were considered, and 48 reports were received or reviewed.

As a member of the Board of Directors, the chairman of the Remuneration Committee, and a member of the Nomination Committee, the Related Party Transactions Control Committee, and the Risk Management and Consumer Rights Protection Committee, I attended the shareholders' meetings, meetings of the Board of Directors and meetings of the special committees to which I belonged in person in accordance with the rules and regulations, and voted on the relevant resolutions on the basis of the principles of independence, objectivity and impartiality. I considered, reviewed and received issues, such as the president's work report, strategy implementation report and comprehensive risk management report on a semi-annual basis; and considered, reviewed and received issues, such as the annual reports, report for final financial accounts, profit distribution proposals, and proposal on bonus performance disbursement on an annual basis. I also expressed objective and independent opinions at the meetings and performed my duties as an independent non-executive Director. Details of the attendance of the meetings are set out below:

Number of attendance in person/Number of scheduled attendance									
Name	General Meeting	Board of Directors	Special committee meetings of the Board of Directors						
			Strategy and Sustainability Committee	Remuneration Committee	Nomination Committee	Related Party Transactions Control Committee	Audit Committee	Risk Management and Consumer Rights Protection Committee	Network Security and Information Technology Committee
Zhang Xu	4/4	17/17	-	3/3	3/3	13/13	-	15/15	-

(II) Participation in training and research

1. Participation in research

In 2025, in addition to attending the meetings of the Board of Directors and special committees, I also participated in 1 special research and put forward relevant comments and suggestions. The specific research is as follows:

In June 2025, I participated in a special research in Tai'an Branch of Bank of Qingdao, and learned about the basic situation of the Bank's Tai'an Branch, the development of key businesses, risk management and control, and the difficulties faced by the branch's

business development. I recommended that the branch should take the post-lending management of key projects as an opportunity to, under the premise of strict risk management, leverage technologies such as the Internet of Things (IoT) and blockchain in order to conduct real-time monitoring of fund flows and equipment operating status for these key projects, establish a penetration management mechanism, and further expand into high-end manufacturing sectors such as aerospace and maritime industries.

2. *Participation in training*

In 2025, I participated in a number of training sessions organized by regulatory authorities, industry self-discipline organizations, intermediaries and other entities, and the details of my participation are set out below:

- (1) I participated in the Capacity Building Training for Independent Directors (Phase IV) organized by the China Association for Public Companies, mainly focusing on learning about how independent directors review the financial data of listed companies, key points of data compliance for listed companies, and the standardization of shareholders' meetings and director performance from the perspective of shareholding-based rights exercise.
- (2) I participated in the training on laws and regulations organized by a law firm in coordination with the Bank, and gained an understanding of the duties of directors and key matters for the performance of duties in both domestic and foreign contexts, the relevant provisions on ESG in domestic and foreign contexts, and the role that directors should play, etc.
- (3) I participated in a training session on the typical cases analysis of violations of laws and regulations of listed companies organized by the China Association for Public Companies, where I primarily studied two topics, namely, public commitments and corporate governance.
- (4) I participated in the Capacity Building Training for Independent Directors (Phase VI) organized by the China Association for Public Companies to gain an in-depth understanding of the reform of the audit committee and performance practice of independent director under the new Company Law, as well as the practice and impact of institutional investors' participation in corporate governance of listed companies.

(III) **On-site office work**

In 2025, I actively came to the Bank for on-site office work and spent approximately 21.5 days in the Bank's office. In addition to coming to the Bank to participate in surveys, research, training and review information, I also held in-depth discussions with multiple departments including the Strategy Department, the Human Resources Department, and the Office of the Board of Directors, to keep abreast of the dynamics of the Bank's related work. I

conscientiously read the monthly *Correspondences to the Directors and Supervisors*, so as to grasp the Bank's operation and management activities, market information, supervisory dynamics, shareholder news, etc., thereby expanding my channels to learn about matters related to Bank of Qingdao, the shareholders, and regulation, etc. I went into the front line to visit the business departments of Tai'an Branch, Daiyue Sub-branch of Tai'an Branch and other branches and sub-branches, and held meetings with relevant responsible persons, keeping close attention to the operational situations.

(IV) Communication with internal auditors and accounting firms

In 2025, I stayed committed to my role and actively communicated with the Bank's Audit Department and the accounting firms, conscientiously fulfilling my supervisory duties. Firstly, in light of the Bank's actual situation, I conducted regular inspections of the internal audit work of the Audit Department to ensure the quality and efficiency of the internal audit. Secondly, I continuously supervised the establishment, improvement and implementation of the Bank's internal control mechanism, promoting the enhancement of the internal control system. Thirdly, I maintained liaison with the accounting firms on the arrangement of the external audit work and the progress of the key work, and coordinated to resolve critical matters during the audit process. Through the above measures, I endeavored to facilitate the Audit Department and the accounting firms in giving full play to their professional effectiveness in the Bank's daily and annual audits, thereby effectively safeguarding the legitimate rights and interests of all Shareholders.

(V) Work of the special meeting of independent Directors

On 25 March 2025, the Bank held the first meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025*.

On 27 August 2025, the Bank held the second meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved ten proposals, including the *Resolution on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties* and the *Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors and the Listing Scheme of Bank of Qingdao Co., Ltd.*

On 7 November 2025, the Bank held the third meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the Resolution on the Adjustment of the Estimated Amount of Ordinary Related Party Transactions for 2025 by Bank of Qingdao Co., Ltd.

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(VI) Issuance of independent opinions

In 2025, I focused on the lawfulness and fairness of major related party transactions, the profit distribution plan, and issued independent opinions pursuant to the requirements of *Articles of Association* of the Bank. The details are as follows:

No.	Time	Name of Meeting	Name of Independent Opinion
1	17 January 2025	8th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Selection and Engagement of Accounting Firms for 2025 Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Consumer Finance Co., Ltd.
2	26 March 2025	10th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the <i>Profit Distribution Plan of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 2: Independent Opinion on the Matter on Estimated Amount of Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025 Independent Opinion 3: Independent Opinion on the Resolution on Appropriation of Staff Bonus and the Distribution of Performance Bonus of Senior Management at Bank Level of Bank of Qingdao Co., Ltd. for 2024 Independent Opinion 4: Independent Opinion on the <i>Internal Control Evaluation Report of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 5: Independent Opinion on the External Guarantees and Funds Occupied by Related Parties of Bank of Qingdao Co., Ltd. Independent Opinion 6: Independent Opinion on the Derivatives Investment and Risk Control of Bank of Qingdao Co., Ltd. Independent Opinion 7: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Financial Guarantee Group Co., Ltd.

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INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
3	28 April 2025	11th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and BQD Financial Leasing Company Limited
4	30 May 2025	12th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Resolution on Providing Credit Business to Haier Group Corporation Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 3: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
5	27 June 2025	14th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd.
6	30 July 2025	15th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Supplemental Agreement to the Related Party Transactions of Commission Sale Business between Bank of Qingdao Co., Ltd. and BQD Wealth Management Company Limited
7	25 August 2025	16th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
8	28 August 2025	17th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors of Bank of Qingdao Co., Ltd. Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties Independent Opinion 3: Independent Opinion on the Nomination of Mr. Wang Zhuquan as an Independent Director Candidate for the Ninth Session of the Board of Directors of Bank of Qingdao Co., Ltd.
9	30 September 2025	18th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions of Deposit-taking Business between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
10	24 October 2025	19th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the External Investment Matters of Bank of Qingdao Co., Ltd.
11	28 October 2025	20th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on Increasing the Investment Cap between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 2: Independent Opinion on the Adjustment of the Credit Granting Amount between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
12	10 November 2025	21st meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025
13	30 December 2025	24th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

(VII) Others

In 2025, I did not propose to hold an extraordinary shareholders' meeting nor did I propose to convene a Board meeting, appoint or dismiss an accounting firm, or engage an external auditor and consulting institution independently.

III. WORK ON PROTECTING INVESTORS' INTERESTS

1. I have effectively fulfilled my duties as an independent Director by actively participating in the meetings of the Board of Directors, the shareholders' meetings and the meetings of the special committees of the Board of Directors, seriously studying various resolutions and verifying the actual situation. Drawing on my professional knowledge, I made impartial judgement on matters involved in the resolutions and exercised my voting rights independently, objectively and prudently, thereby effectively safeguarding the legitimate rights and interests of the Bank and all the Shareholders, in particular the rights and interests of the small and medium-sized Shareholders.
2. I proactively studied and mastered the laws and regulations issued by the China Securities Regulatory Commission (CSRC), the Shenzhen Stock Exchange (SZSE) and the National Financial Regulatory Administration (NFRA) and other organizations as well as the relevant systems and regulations, to deepen my knowledge and understanding of the rules and regulations and corporate governance, and to continuously enhance my awareness to protect the rights and interests of the Bank and the public investors and duty performance ability.
3. I continued to pay attention to the Bank's information disclosure work and urged the Bank to strictly comply with the requirements of the laws and regulations such as *Rules Governing the Listing of Stocks on the Shenzhen Stock Exchange*, *Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 1 – Standardized Operation of the Companies Listed on the Main Board*, as well as the Bank's *Information Disclosure Management Measures*, so as to ensure that the disclosure of the Bank's information is truthful, accurate, timely and complete.
4. I maintained open communication with small and medium-sized investors, understood their demands and actively protected their rights and interests.

IV. OVERALL EVALUATION

In 2025, as an independent non-executive Director of Bank of Qingdao, I performed my duties conscientiously and diligently, insisted on fulfilling my duties and expressing independent opinions in accordance with relevant laws, regulations, normative documents and the requirements of the *Articles of Association* and other systems of the Bank, maintained efficient communication with the senior management, paid close attention to the development of the Bank. I was not influenced by major Shareholders or other entities and individuals with interests in the Bank, and fully performed my role as an independent non-executive Director. In respect of the duty of loyalty, I actively safeguarded the overall interests of the Bank. I did not accept any improper benefits in the course of discharging my

duties, nor have I used my position and power in the Bank to seek personal gains, disclosed the Bank's commercial secrets without authorisation, or undermined the interests of the Bank through related-party relationships. There were no conflicts of interest between my full-time and part-time positions and my role as an independent non-executive Director of the Bank, and I truthfully informed the Bank of all relevant circumstances. Bank of Qingdao has actively adopted the opinions and suggestions put forward by me in the course of performing my duties and earnestly promoted their implementation, so as to achieve steady and far-reaching development on the path of high-quality development.

In 2026, I will continue to earnestly participate in the meetings of the Board of Directors, special committees and shareholders' meeting in accordance with requirements of domestic and foreign laws and regulations, express opinions independently and objectively, and perform my duties faithfully and diligently, actively participate in special research and on-site work at the Bank, give full play to the important role of professionalism and independence, provide advice and suggestions for the Bank's business development, promote the Bank's sustainable and high-quality development, and earnestly safeguard the legal rights and interests of the Bank and Shareholders, especially minority Shareholders.

This report is hereby given.

Independent Non-Executive Director: Zhang Xu

**REPORT ON THE PERFORMANCE OF DUTIES BY INDEPENDENT
NON-EXECUTIVE DIRECTORS OF BANK OF QINGDAO CO., LTD. FOR 2025**
(Cheung Man Chor, Elton)

Dear Shareholders:

As an independent non-executive Director of Bank of Qingdao Co., Ltd. (hereinafter referred to as “**Bank of Qingdao**” or the “**Bank**”), I performed my duties faithfully and diligently by strictly following the *Company Law*, the *Securities Law*, the *Corporate Governance Standards for Banking or Insurance Institutions*, the *Rules Governing Listing of Stocks on the Shenzhen Stock Exchange*, and other laws and regulations as well as the relevant provisions of the *Articles of Association* of the Bank, and shall not be influenced by major Shareholders of the Bank, related parties, or other units or individuals having a material interest with the Bank and its major Shareholders or related parties in 2025. I actively participated in meetings of the Board of Directors and its special committees, independently, objectively and impartially expressed opinions and suggestions on matters considered by the Board of Directors, and effectively safeguarded the legitimate rights and interests of the Bank, the small and medium-sized Shareholders, and other stakeholders. I hereby report my performance of duties in 2025 as follows:

I. MY BASIC SITUATIONS

Born in September 1972, I have served as an independent non-executive Director of the Bank since April 2023. Currently, I serve as the chairman of the Nomination Committee and a member of the Audit Committee and the Remuneration Committee. Since May 2021, I have served as a group partner, chief strategy officer and chief legal officer of VMS Investment Group (HK) Limited.

II. THE PERFORMANCE OF DUTIES FOR 2025

Bank of Qingdao provided strong support to the independent Directors in discharging their duties, continuously enhanced its performance support, and furnished all necessary conditions for their role fulfillment.

(I) Attendance at Meetings

In 2025, Bank of Qingdao convened 4 general meetings, including 2024 annual general meeting, 2025 first extraordinary general meeting and 2025 first A Shareholders’ general meeting and 2025 first H Shareholders’ general meeting, at which a total of 22 resolutions were considered, and 5 reports were received; the Board convened 17 meetings, 5 of which were on-site meetings and 12 of which were written circulation meetings, at which 133 resolutions were considered, and 47 reports were received or reviewed; each of the Board special committees organized a total of 55 meetings, including 7 Strategy and Sustainability Committee meetings, 3 Remuneration Committee meetings, 10 Audit Committee meetings, 3 Nomination Committee meetings, 15 Risk Management and Consumer Rights Protection Committee meetings, 13 Related Party Transactions Control Committee meetings, and 4 Network Security and Information Technology Committee meetings, at which 150 resolutions were considered, and 48 reports were received or reviewed.

As a member of the Board of Directors, the chairman of the Nomination Committee, and a member of the Audit Committee and the Remuneration Committee, I attended the shareholders' meetings, meetings of the Board of Directors and meetings of the special committees to which I belonged in person in accordance with the rules and regulations, and voted on the relevant resolutions on the basis of the principles of independence, objectivity and impartiality. I considered, reviewed and received issues, such as the president's work report, strategy implementation report and comprehensive risk management report on a semi-annual basis; and considered, reviewed and received issues, such as the annual reports, report for final financial accounts, profit distribution proposals, and proposal on bonus performance disbursement on an annual basis. I also expressed objective and independent opinions at the meetings and performed my duties as an independent non-executive Director. Details of the attendance of the meetings are set out below:

Number of attendance in person/Number of scheduled attendance									
Name	General Meeting	Board of Directors	Special committee meetings of the Board of Directors						
			Strategy and Sustainability Committee	Remuneration Committee	Nomination Committee	Related Party Transactions Control Committee	Audit Committee	Risk Management and Consumer Rights Protection Committee	Network Security and Information Technology Committee
Cheung Man Chor, Elton	4/4	17/17	-	3/3	3/3	-	10/10	-	-

(II) Participation in training and research

1. Participation in research

In 2025, in addition to attending the meetings of the Board of Directors and special committees, I also participated in 1 special research and put forward relevant comments and suggestions. The specific research is as follows:

In June 2025, I participated in a special research in Tai'an Branch of Bank of Qingdao, and learned about the basic situation of the Bank's Tai'an Branch, the development of key businesses, risk management and control, and the difficulties faced by the branch's business development. I recommended that the branch, based on the rich local ICH resources, deeply explore the local ICH industry chain, expand the inclusive finance scenario-oriented product matrix, target customer groups such as sci-tech micro and small enterprises and new agricultural entities, and create an "online + offline" financing closed loop.

2. *Participation in training*

In 2025, I participated in a number of training sessions organized by regulatory authorities, industry self-discipline organizations, intermediaries and other entities, and the details of my participation are set out below:

- (1) I participated in the Capacity Building Training for Independent Directors (Phase IV) organized by the China Association for Public Companies, mainly focusing on learning about how independent directors review the financial data of listed companies, key points of data compliance for listed companies, and the standardization of shareholders' meetings and director performance from the perspective of shareholding-based rights exercise.
- (2) I participated in the training on laws and regulations organized by a law firm in coordination with the Bank, and gained an understanding of the duties of directors and key matters for the performance of duties in both domestic and foreign contexts, the relevant provisions on ESG in domestic and foreign contexts, and the role that directors should play, etc.
- (3) I participated in a training session on the typical cases analysis of violations of laws and regulations of listed companies organized by the China Association for Public Companies, where I primarily studied two topics, namely, public commitments and corporate governance.
- (4) I participated in the Capacity Building Training for Independent Directors (Phase VI) organized by the China Association for Public Companies to gain an in-depth understanding of the reform of the audit committee and performance practice of independent director under the new Company Law, as well as the practice and impact of institutional investors' participation in corporate governance of listed companies.

(III) **On-site office work**

In 2025, I actively came to the Bank for on-site office work and spent approximately 18 days in the Bank's office. In addition to coming to the Bank to participate in surveys, research, training and review information, I also held in-depth discussions with multiple departments including the Risk Management Department, the Audit Department, and the Planning and Finance Department of Bank of Qingdao, to fully understand the recent operational and management situation of the Bank and give guidance. By studying various videos on the training platform of the China Association for Public Companies, I actively enhanced my duty performance capabilities to act as an independent Director and strengthened my sense of responsibility as an independent Director. I went into the front line, to visit the business departments of Tai'an Branch, Daiyue Sub-branch of Tai'an Branch and other branches and sub-branches, and held meetings with relevant responsible persons, keeping close attention to the operational situations.

(IV) Communication with internal auditors and accounting firms

In 2025, I stayed committed to my role and actively communicated with the Bank's Audit Department and the accounting firms, conscientiously fulfilling my supervisory duties. Firstly, in light of the Bank's actual situation, I conducted regular inspections of the internal audit work of the Audit Department to ensure the quality and efficiency of the internal audit. Secondly, I continuously supervised the establishment, improvement and implementation of the Bank's internal control mechanism, promoting the enhancement of the internal control system. Thirdly, I maintained liaison with the accounting firms on the arrangement of the external audit work and the progress of the key work, and coordinated to resolve critical matters during the audit process. Through the above measures, I endeavored to facilitate the Audit Department and the accounting firms in giving full play to their professional effectiveness in the Bank's daily and annual audits, thereby effectively safeguarding the legitimate rights and interests of all Shareholders.

(V) Work of the special meeting of independent Directors

On 25 March 2025, the Bank held the first meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025*.

On 27 August 2025, the Bank held the second meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved ten proposals, including the *Resolution on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties* and the *Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors and the Listing Scheme of Bank of Qingdao Co., Ltd.*

On 7 November 2025, the Bank held the third meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Adjustment of the Estimated Amount of Ordinary Related Party Transactions for 2025 by Bank of Qingdao Co., Ltd.*

(VI) Issuance of independent opinions

In 2025, I focused on the lawfulness and fairness of major related party transactions, selection and engagement of accounting firms, and issued independent opinions pursuant to the requirements of *Articles of Association* of the Bank. The details are as follows:

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
1	17 January 2025	8th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Selection and Engagement of Accounting Firms for 2025 Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Consumer Finance Co., Ltd.
2	26 March 2025	10th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the <i>Profit Distribution Plan of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 2: Independent Opinion on the Matter on Estimated Amount of Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025 Independent Opinion 3: Independent Opinion on the Resolution on Appropriation of Staff Bonus and the Distribution of Performance Bonus of Senior Management at Bank Level of Bank of Qingdao Co., Ltd. for 2024 Independent Opinion 4: Independent Opinion on the <i>Internal Control Evaluation Report of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 5: Independent Opinion on the External Guarantees and Funds Occupied by Related Parties of Bank of Qingdao Co., Ltd. Independent Opinion 6: Independent Opinion on the Derivatives Investment and Risk Control of Bank of Qingdao Co., Ltd. Independent Opinion 7: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Financial Guarantee Group Co., Ltd.

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
3	28 April 2025	11th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and BQD Financial Leasing Company Limited
4	30 May 2025	12th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Resolution on Providing Credit Business to Haier Group Corporation Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 3: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
5	27 June 2025	14th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd.
6	30 July 2025	15th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Supplemental Agreement to the Related Party Transactions of Commission Sale Business between Bank of Qingdao Co., Ltd. and BQD Wealth Management Company Limited
7	25 August 2025	16th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
8	28 August 2025	17th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors of Bank of Qingdao Co., Ltd. Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties Independent Opinion 3: Independent Opinion on the Nomination of Mr. Wang Zhuquan as an Independent Director Candidate for the Ninth Session of the Board of Directors of Bank of Qingdao Co., Ltd.
9	30 September 2025	18th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions of Deposit-taking Business between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
10	24 October 2025	19th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the External Investment Matters of Bank of Qingdao Co., Ltd.
11	28 October 2025	20th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on Increasing the Investment Cap between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 2: Independent Opinion on the Adjustment of the Credit Granting Amount between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
12	10 November 2025	21st meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
13	30 December 2025	24th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

(VII) Others

In 2025, I did not propose to hold an extraordinary shareholders' meeting nor did I propose to convene a Board meeting, appoint or dismiss an accounting firm, or engage an external auditor and consulting institution independently.

III. WORK ON PROTECTING INVESTORS' INTERESTS

1. I have effectively fulfilled my duties as an independent Director by actively participating in the meetings of the Board of Directors, the shareholders' meetings and the meetings of the special committees of the Board of Directors, seriously studying various resolutions and verifying the actual situation. Drawing on my professional knowledge, I made impartial judgement on matters involved in the resolutions and exercised my voting rights independently, objectively and prudently, thereby effectively safeguarding the legitimate rights and interests of the Bank and all the Shareholders, in particular the rights and interests of the small and medium-sized Shareholders.
2. I proactively studied and mastered the laws and regulations issued by the China Securities Regulatory Commission (CSRC), the Shenzhen Stock Exchange (SZSE) and the National Financial Regulatory Administration (NFRA) and other organizations as well as the relevant systems and regulations, to deepen my knowledge and understanding of the rules and regulations and corporate governance, and to continuously enhance my awareness to protect the rights and interests of the Bank and the public investors and duty performance ability.
3. I continued to pay attention to the Bank's information disclosure work and urged the Bank to strictly comply with the requirements of the laws and regulations such as *Rules Governing the Listing of Stocks on the Shenzhen Stock Exchange*, *Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 1 – Standardized Operation of the Companies Listed on the Main Board*, as well as the Bank's Information Disclosure Management Measures, so as to ensure that the disclosure of the Bank's information is truthful, accurate, timely and complete.
4. I maintained open communication with small and medium-sized investors, understood their demands and actively protected their rights and interests.

IV. OVERALL EVALUATION

In 2025, as an independent non-executive Director of Bank of Qingdao, I performed my duties conscientiously and diligently, insisted on fulfilling my duties and expressing independent opinions in accordance with relevant laws, regulations, normative documents and the requirements of the *Articles of Association* and other systems of the Bank, maintained efficient communication with the senior management, paid close attention to the development of the Bank. I was not influenced by major Shareholders or other entities and individuals with interests in the Bank, and fully performed my role as an independent non-executive Director. In respect of the duty of loyalty, I actively safeguarded the overall interests of the Bank. I did not accept any improper benefits in the course of discharging my duties, nor have I used my position and power in the Bank to seek personal gains, disclosed the Bank's commercial secrets without authorisation, or undermined the interests of the Bank through related-party relationships. There were no conflicts of interest between my full-time and part-time positions and my role as an independent non-executive Director of the Bank, and I truthfully informed the Bank of all relevant circumstances. Bank of Qingdao has actively adopted the opinions and suggestions put forward by me in the course of performing my duties and earnestly promoted their implementation, so as to achieve steady and far-reaching development on the path of high-quality development.

In 2026, I will continue to earnestly participate in the meetings of the Board of Directors, special committees and shareholders' meeting in accordance with requirements of domestic and foreign laws and regulations, express opinions independently and objectively, and perform my duties faithfully and diligently, actively participate in special research and on-site work at the Bank, give full play to the important role of professionalism and independence, provide advice and suggestions for the Bank's business development, promote the Bank's sustainable and high-quality development, and earnestly safeguard the legal rights and interests of the Bank and Shareholders, especially minority Shareholders.

This report is hereby given.

Independent Non-Executive Director: Cheung Man Chor, Elton

**REPORT ON THE PERFORMANCE OF DUTIES BY INDEPENDENT
NON-EXECUTIVE DIRECTORS OF BANK OF QINGDAO CO., LTD. FOR 2025
(Du Ning)**

Dear Shareholders:

As an independent non-executive Director of Bank of Qingdao Co., Ltd. (hereinafter referred to as “**Bank of Qingdao**” or the “**Bank**”), I performed my duties faithfully and diligently by strictly following the *Company Law*, the *Securities Law*, the *Corporate Governance Standards for Banking or Insurance Institutions*, the *Rules Governing Listing of Stocks on the Shenzhen Stock Exchange*, and other laws and regulations as well as the relevant provisions of the *Articles of Association* of the Bank, and shall not be influenced by major Shareholders of the Bank, related parties, or other units or individuals having a material interest with the Bank and its major Shareholders or related parties in 2025. I actively participated in meetings of the Board of Directors and its special committees, independently, objectively and impartially expressed opinions and suggestions on matters considered by the Board of Directors, and effectively safeguarded the legitimate rights and interests of the Bank, the small and medium-sized Shareholders, and other stakeholders. I hereby report my performance of duties in 2025 as follows:

I. MY BASIC SITUATIONS

Born in July 1977, I have served as an independent non-executive Director of the Bank since December 2023. Currently, I serve as the chairman of the Network Security and Information Technology Committee and a member of the Strategy and Sustainability Committee, the Risk Management and Consumer Rights Protection Committee and the Nomination Committee. Since July 2021, I have served as the chief executive officer of Regtek (Beijing) Technologies Co., Ltd.

II. THE PERFORMANCE OF DUTIES FOR 2025

Bank of Qingdao provided strong support to the independent Directors in discharging their duties, continuously enhanced its performance support, and furnished all necessary conditions for their role fulfillment.

(I) Attendance at Meetings

In 2025, Bank of Qingdao convened 4 general meetings, including 2024 annual general meeting, 2025 first extraordinary general meeting and 2025 first A Shareholders’ general meeting and 2025 first H Shareholders’ general meeting, at which a total of 22 resolutions were considered, and 5 reports were received; the Board convened 17 meetings, 5 of which were on-site meetings and 12 of which were written circulation meetings, at which 133 resolutions were considered, and 47 reports were received or reviewed; each of the Board special committees organized a total of 55 meetings, including 7 Strategy and Sustainability Committee meetings, 3 Remuneration Committee meetings, 10 Audit Committee meetings, 3 Nomination Committee meetings, 15 Risk Management and Consumer Rights Protection

APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025

Committee meetings, 13 Related Party Transactions Control Committee meetings, and 4 Network Security and Information Technology Committee meetings, at which 150 resolutions were considered, and 48 reports were received or reviewed.

As a member of the Board of Directors, the chairman of the Network Security and Information Technology Committee, and a member of the Strategy and Sustainability Committee, the Risk Management and Consumer Rights Protection Committee, the Nomination Committee, I attended the shareholders' meetings, meetings of the Board of Directors, and meetings of the special committees to which I belonged in person in accordance with the rules and regulations, and voted on the relevant resolutions on the basis of the principles of independence, objectivity and impartiality. I considered, reviewed and received issues, such as the president's work report, strategy implementation report and comprehensive risk management report on a semi-annual basis; and considered, reviewed and received issues, such as the annual reports, report for final financial accounts, profit distribution proposals, and proposal on bonus performance disbursement on an annual basis. I also expressed objective and independent opinions at the meetings and performed my duties as an independent non-executive Director. Details of the attendance of the meetings are set out below:

Number of attendance in person/Number of scheduled attendance									
Name	General Meeting	Board of Directors	Special committee meetings of the Board of Directors						
			Strategy and Sustainability Committee	Remuneration Committee	Nomination Committee	Related Party Transactions Control Committee	Audit Committee	Risk Management and Consumer Rights Protection Committee	Network Security and Information Technology Committee
Du Ning	4/4	17/17	7/7	-	3/3	-	-	15/15	4/4

(II) Participation in training and research

1. Participation in research

In 2025, in addition to attending the meetings of the Board of Directors and special committees, I also participated in 1 special research and put forward relevant comments and suggestions. The specific research is as follows:

In June 2025, I participated in a special research in Tai'an Branch of Bank of Qingdao, and learned about the basic situation of the Bank's Tai'an Branch, the development of key businesses, risk management and control, and the difficulties faced by the branch's business development. I recommend that the branch should strengthen customer base construction, leverage big data technologies to conduct in-depth analysis of local customer segments, and by refining segment-specific characteristics, utilize channels

such as community operations, cross-industry collaborations, and targeted advertising to precisely reach intended customers. This will enable the branch to deeply explore latent demand and achieve a dual breakthrough in both customer volume and customer quality.

2. *Participation in training*

In 2025, I participated in a number of training sessions organized by regulatory authorities, industry self-discipline organizations, intermediaries and other entities, and the details of my participation are set out below:

- (1) I participated in the Capacity Building Training for Independent Directors (Phase IV) organized by the China Association for Public Companies, mainly focusing on learning about how independent directors review the financial data of listed companies, key points of data compliance for listed companies, and the standardization of shareholders' meetings and director performance from the perspective of shareholding-based rights exercise.
- (2) I participated in the training on laws and regulations organized by a law firm in coordination with the Bank, and gained an understanding of the duties of directors and key matters for the performance of duties in both domestic and foreign contexts, the relevant provisions on ESG in domestic and foreign contexts, and the role that directors should play, etc.
- (3) I participated in a training session on the typical cases analysis of violations of laws and regulations of listed companies organized by the China Association for Public Companies, where I primarily studied two topics, namely, public commitments and corporate governance.
- (4) I participated in the Capacity Building Training for Independent Directors (Phase VI) organized by the China Association for Public Companies to gain an in-depth understanding of the reform of the audit committee and performance practice of independent director under the new Company Law, as well as the practice and impact of institutional investors' participation in corporate governance of listed companies.

(III) **On-site office work**

In 2025, I actively came to the Bank for on-site office work and spent approximately 22 days in the Bank's office. In addition to coming to the Bank to participate in surveys, research, training and review information, I also participated in the annual working meeting of the Network Security and Information Technology Management Committee of Bank of Qingdao and put forward opinions and suggestions on information technology work based on my professional expertise. At the same time, I also held in-depth discussions with multiple departments including the Information Technology Department, Data Management Department, Credit Approval Department and other departments of Bank of Qingdao, to fully understand

the recent situation of the Bank's related work. I went into the front line to visit the business departments of Tai'an Branch, Daiyue Sub-branch of Tai'an Branch and other branches and sub-branches, and held meetings with relevant responsible persons, keeping close attention to the operational situations.

(IV) Communication with internal auditors and accounting firms

In 2025, I stayed committed to my role and actively communicated with the Bank's Audit Department and the accounting firms, conscientiously fulfilling my supervisory duties. Firstly, in light of the Bank's actual situation, I conducted regular inspections of the internal audit work of the Audit Department to ensure the quality and efficiency of the internal audit. Secondly, I continuously supervised the establishment, improvement and implementation of the Bank's internal control mechanism, promoting the enhancement of the internal control system. Thirdly, I maintained liaison with the accounting firms on the arrangement of the external audit work and the progress of the key work, and coordinated to resolve critical matters during the audit process. Through the above measures, I endeavored to facilitate the Audit Department and the accounting firms in giving full play to their professional effectiveness in the Bank's daily and annual audits, thereby effectively safeguarding the legitimate rights and interests of all Shareholders.

(V) Work of the special meeting of independent Directors

On 25 March 2025, the Bank held the first meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025*.

On 27 August 2025, the Bank held the second meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved ten proposals, including the *Resolution on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties* and the *Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors and the Listing Scheme of Bank of Qingdao Co., Ltd.*

On 7 November 2025, the Bank held the third meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Adjustment of the Estimated Amount of Ordinary Related Party Transactions for 2025 by Bank of Qingdao Co., Ltd.*

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

(VI) Issuance of independent opinions

In 2025, I focused on the lawfulness and fairness of major related party transactions, selection and engagement of accounting firms, and issued independent opinions pursuant to the requirements of *Articles of Association* of the Bank. The details are as follows:

No.	Time	Name of Meeting	Name of Independent Opinion
1	17 January 2025	8th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Selection and Engagement of Accounting Firms for 2025 Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Consumer Finance Co., Ltd.
2	26 March 2025	10th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the <i>Profit Distribution Plan of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 2: Independent Opinion on the Matter on Estimated Amount of Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025 Independent Opinion 3: Independent Opinion on the Resolution on Appropriation of Staff Bonus and the Distribution of Performance Bonus of Senior Management at Bank Level of Bank of Qingdao Co., Ltd. for 2024 Independent Opinion 4: Independent Opinion on the <i>Internal Control Evaluation Report of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 5: Independent Opinion on the External Guarantees and Funds Occupied by Related Parties of Bank of Qingdao Co., Ltd. Independent Opinion 6: Independent Opinion on the Derivatives Investment and Risk Control of Bank of Qingdao Co., Ltd. Independent Opinion 7: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Financial Guarantee Group Co., Ltd.

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INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
3	28 April 2025	11th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and BQD Financial Leasing Company Limited
4	30 May 2025	12th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Resolution on Providing Credit Business to Haier Group Corporation Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 3: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
5	27 June 2025	14th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd.
6	30 July 2025	15th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Supplemental Agreement to the Related Party Transactions of Commission Sale Business between Bank of Qingdao Co., Ltd. and BQD Wealth Management Company Limited
7	25 August 2025	16th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
8	28 August 2025	17th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors of Bank of Qingdao Co., Ltd. Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties Independent Opinion 3: Independent Opinion on the Nomination of Mr. Wang Zhuquan as an Independent Director Candidate for the Ninth Session of the Board of Directors of Bank of Qingdao Co., Ltd.
9	30 September 2025	18th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions of Deposit-taking Business between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
10	24 October 2025	19th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the External Investment Matters of Bank of Qingdao Co., Ltd.
11	28 October 2025	20th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on Increasing the Investment Cap between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 2: Independent Opinion on the Adjustment of the Credit Granting Amount between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
12	10 November 2025	21st meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025
13	30 December 2025	24th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

(VII) Others

In 2025, I did not propose to hold an extraordinary shareholders' meeting nor did I propose to convene a Board meeting, appoint or dismiss an accounting firm, or engage an external auditor and consulting institution independently.

III. WORK ON PROTECTING INVESTORS' INTERESTS

1. I have effectively fulfilled my duties as an independent Director by actively participating in the meetings of the Board of Directors, the shareholders' meetings and the meetings of the special committees of the Board of Directors, seriously studying various resolutions and verifying the actual situation. Drawing on my professional knowledge, I made impartial judgement on matters involved in the resolutions and exercised my voting rights independently, objectively and prudently, thereby effectively safeguarding the legitimate rights and interests of the Bank and all the Shareholders, in particular the rights and interests of the small and medium-sized Shareholders.
2. I proactively studied and mastered the laws and regulations issued by the China Securities Regulatory Commission (CSRC), the Shenzhen Stock Exchange (SZSE) and the National Financial Regulatory Administration (NFRA) and other organizations as well as the relevant systems and regulations, to deepen my knowledge and understanding of the rules and regulations and corporate governance, and to continuously enhance my awareness to protect the rights and interests of the Bank and the public investors and duty performance ability.
3. I continued to pay attention to the Bank's information disclosure work and urged the Bank to strictly comply with the requirements of the laws and regulations such as *Rules Governing the Listing of Stocks on the Shenzhen Stock Exchange*, *Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 1 – Standardized Operation of the Companies Listed on the Main Board*, as well as the Bank's *Information Disclosure Management Measures*, so as to ensure that the disclosure of the Bank's information is truthful, accurate, timely and complete.
4. I maintained open communication with small and medium-sized investors, understood their demands and actively protected their rights and interests.

IV. OVERALL EVALUATION

In 2025, as an independent non-executive Director of Bank of Qingdao, I performed my duties conscientiously and diligently, insisted on fulfilling my duties and expressing independent opinions in accordance with relevant laws, regulations, normative documents and the requirements of the *Articles of Association* and other systems of the Bank, maintained efficient communication with the senior management, paid close attention to the development of the Bank. I was not influenced by major Shareholders or other entities and individuals with interests in the Bank, and fully performed my role as an independent non-executive Director. In respect of the duty of loyalty, I actively safeguarded the overall interests of the Bank. I did not accept any improper benefits in the course of discharging my

duties, nor have I used my position and power in the Bank to seek personal gains, disclosed the Bank's commercial secrets without authorisation, or undermined the interests of the Bank through related-party relationships. There were no conflicts of interest between my full-time and part-time positions and my role as an independent non-executive Director of the Bank, and I truthfully informed the Bank of all relevant circumstances. Bank of Qingdao has actively adopted the opinions and suggestions put forward by me in the course of performing my duties and earnestly promoted their implementation, so as to achieve steady and far-reaching development on the path of high-quality development.

In 2026, I will continue to earnestly participate in the meetings of the Board of Directors, special committees and shareholders' meeting in accordance with requirements of domestic and foreign laws and regulations, express opinions independently and objectively, and perform my duties faithfully and diligently, actively participate in special research and on-site work at the Bank, give full play to the important role of professionalism and independence, provide advice and suggestions for the Bank's business development, promote the Bank's sustainable and high-quality development, and earnestly safeguard the legal rights and interests of the Bank and Shareholders, especially minority Shareholders.

This report is hereby given.

Independent Non-Executive Director: Du Ning

**REPORT ON THE PERFORMANCE OF DUTIES BY INDEPENDENT
NON-EXECUTIVE DIRECTORS OF BANK OF QINGDAO CO., LTD. FOR 2025**
(Fan Xuejun)

Dear Shareholders:

As an independent non-executive Director of Bank of Qingdao Co., Ltd. (hereinafter referred to as “**Bank of Qingdao**” or the “**Bank**”), I performed my duties faithfully and diligently by strictly following the *Company Law*, the *Securities Law*, the *Corporate Governance Standards for Banking or Insurance Institutions*, the *Rules Governing Listing of Stocks on the Shenzhen Stock Exchange*, and other laws and regulations as well as the relevant provisions of the *Articles of Association* of the Bank, and shall not be influenced by major Shareholders of the Bank, related parties, or other units or individuals having a material interest with the Bank and its major Shareholders or related parties in 2025. I actively participated in meetings of the Board of Directors and its special committees, independently, objectively and impartially expressed opinions and suggestions on matters considered by the Board of Directors, and effectively safeguarded the legitimate rights and interests of the Bank, the small and medium-sized Shareholders, and other stakeholders. I hereby report my performance of duties in 2025 as follows:

I. MY BASIC SITUATIONS

Born in May 1973, I have been an independent non-executive Director of Bank of Qingdao since August 2024. Currently, I serve as the chairman of the Audit Committee and a member of the Remuneration Committee, the Nomination Committee, and the Related Party Transactions Control Committee. I have been a partner and a member of the internal audit committee of RSM China (special general partner) since December 2016.

II. THE PERFORMANCE OF DUTIES FOR 2025

Bank of Qingdao provided strong support to the independent Directors in discharging their duties, continuously enhanced its performance support, and furnished all necessary conditions for their role fulfillment.

(I) Attendance at Meetings

In 2025, Bank of Qingdao convened 4 general meetings, including 2024 annual general meeting, 2025 first extraordinary general meeting and 2025 first A Shareholders’ general meeting and 2025 first H Shareholders’ general meeting, at which a total of 22 resolutions were considered, and 5 reports were received; the Board convened 17 meetings, 5 of which were on-site meetings and 12 of which were written circulation meetings, at which 133 resolutions were considered, and 47 reports were received or reviewed; each of the Board special committees organized a total of 55 meetings, including 7 Strategy and Sustainability Committee meetings, 3 Remuneration Committee meetings, 10 Audit Committee meetings, 3 Nomination Committee meetings, 15 Risk Management and Consumer Rights Protection

APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025

Committee meetings, 13 Related Party Transactions Control Committee meetings, and 4 Network Security and Information Technology Committee meetings, at which 150 resolutions were considered, and 48 reports were received or reviewed.

As the chairman of the Audit Committee, and a member of the Remuneration Committee, the Nomination Committee, and the Related Party Transactions Control Committee, I attended the shareholders' meetings, meetings of the Board of Directors, and meetings of the special committees to which I belonged in person in accordance with the rules and regulations, and voted on the relevant resolutions on the basis of the principles of independence, objectivity and impartiality. I considered, reviewed and received issues, such as the president's work report, strategy implementation report and comprehensive risk management report on a semi-annual basis; and considered, reviewed and received issues, such as the annual reports, report for final financial accounts, profit distribution proposals, and proposal on bonus performance disbursement on an annual basis. I also expressed objective and independent opinions at the meetings and performed my duties as an independent non-executive Director. Details of the attendance of the meetings are set out below:

Number of attendance in person/Number of scheduled attendance									
Name	General Meeting	Board of Directors	Special committee meetings of the Board of Directors						
			Strategy and Sustainability Committee	Remuneration Committee	Nomination Committee	Related Party Transactions Control Committee	Audit Committee	Risk Management and Consumer Rights Protection Committee	Network Security and Information Technology Committee
Fan Xuejun	4/4	17/17	-	3/3	3/3	13/13	10/10	-	-

(II) Participation in training and research

1. Participation in research

In 2025, in addition to attending the meetings of the Board of Directors and special committees, I also participated in 1 special research and put forward relevant comments and suggestions. The specific research is as follows:

In June 2025, I participated in a special research in Tai'an Branch of Bank of Qingdao, and learned about the basic situation of the Bank's Tai'an Branch, the development of key businesses, risk management and control, and the difficulties faced by the branch's business development. I recommended that the branch should conduct a comprehensive analysis of the demand of major customers, dynamically adjust resource allocation, strike a balance between scale and profits, and through systematic strategic planning, expand its business scale to steadily increase its market share amidst competition.

2. *Participation in training*

In 2025, I participated in a number of training sessions organized by regulatory authorities, industry self-discipline organizations, intermediaries and other entities, and the details of my participation are set out below:

- (1) I participated in the Capacity Building Training for Independent Directors (Phase IV) organized by the China Association for Public Companies, mainly focusing on learning about how independent directors review the financial data of listed companies, key points of data compliance for listed companies, and the standardization of shareholders' meetings and director performance from the perspective of shareholding-based rights exercise.
- (2) I participated in the training on laws and regulations organized by a law firm in coordination with the Bank, and gained an understanding of the duties of directors and key matters for the performance of duties in both domestic and foreign contexts, the relevant provisions on ESG in domestic and foreign contexts, and the role that directors should play, etc.
- (3) I participated in a training session on the typical cases analysis of violations of laws and regulations of listed companies organized by the China Association for Public Companies, where I primarily studied two topics, namely, public commitments and corporate governance.
- (4) I participated in the Capacity Building Training for Independent Directors (Phase VI) organized by the China Association for Public Companies to gain an in-depth understanding of the reform of the audit committee and performance practice of independent director under the new Company Law, as well as the practice and impact of institutional investors' participation in corporate governance of listed companies.

(III) **On-site office work**

In 2025, I actively came to the Bank for on-site office work and spent approximately 25.5 days in the Bank's office. In addition to coming to the Bank to participate in surveys, research, training and review information, I also held in-depth discussions with multiple departments including the Office of the Board of Directors, the Human Resources Department, and the Strategy Department of Bank of Qingdao, to fully understand the recent operational and management situation of the Bank. I conscientiously read the monthly *Correspondences to the Directors and Supervisors*, so as to grasp the Bank's operation and management activities, market information, supervisory dynamics, shareholder news, etc., thereby expanding my channels to learn about matters related to Bank of Qingdao, the shareholders, and regulation, etc. I went into the front line to visit the business departments of Tai'an Branch, Daiyue Sub-branch of Tai'an Branch and other branches and sub-branches, and held meetings with relevant responsible persons, keeping close attention to the operational situations.

(IV) Communication with internal auditors and accounting firms

In 2025, I stayed committed to my role and actively communicated with the Bank's Audit Department and the accounting firms, conscientiously fulfilling my supervisory duties. Firstly, in light of the Bank's actual situation, I conducted regular inspections of the internal audit work of the Audit Department to ensure the quality and efficiency of the internal audit. Secondly, I continuously supervised the establishment, improvement and implementation of the Bank's internal control mechanism, promoting the enhancement of the internal control system. Thirdly, I maintained liaison with the accounting firms on the arrangement of the external audit work and the progress of the key work and coordinated to resolve critical matters during the audit process. Through the above measures, I endeavored to facilitate the Audit Department and the accounting firms in giving full play to their professional effectiveness in the Bank's daily and annual audits, thereby effectively safeguarding the legitimate rights and interests of all Shareholders.

(V) Work of the special meeting of independent Directors

On 25 March 2025, the Bank held the first meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025*.

On 27 August 2025, the Bank held the second meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved ten resolutions, including the *Resolution on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties* and the *Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors and the Listing Scheme of Bank of Qingdao Co., Ltd.*

On 7 November 2025, the Bank held the third meeting of the independent Directors' special meeting of the ninth session of the Board, at which it considered and approved the *Resolution on the Adjustment of the Estimated Amount of Ordinary Related Party Transactions for 2025 by Bank of Qingdao Co., Ltd.*

(VI) Issuance of independent opinions

In 2025, I focused on the lawfulness and fairness of major related party transactions, selection and engagement of accounting firms, and issued independent opinions pursuant to the requirements of *Articles of Association* of the Bank. The details are as follows:

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
1	17 January 2025	8th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Selection and Engagement of Accounting Firms for 2025 Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Consumer Finance Co., Ltd.
2	26 March 2025	10th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the <i>Profit Distribution Plan of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 2: Independent Opinion on the Matter on Estimated Amount of Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025 Independent Opinion 3: Independent Opinion on the Resolution on Appropriation of Staff Bonus and the Distribution of Performance Bonus of Senior Management at Bank Level of Bank of Qingdao Co., Ltd. for 2024 Independent Opinion 4: Independent Opinion on the <i>Internal Control Evaluation Report of Bank of Qingdao Co., Ltd. for 2024</i> Independent Opinion 5: Independent Opinion on the External Guarantees and Funds Occupied by Related Parties of Bank of Qingdao Co., Ltd. Independent Opinion 6: Independent Opinion on the Derivatives Investment and Risk Control of Bank of Qingdao Co., Ltd. Independent Opinion 7: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Financial Guarantee Group Co., Ltd.

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
3	28 April 2025	11th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and BQD Financial Leasing Company Limited
4	30 May 2025	12th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Resolution on Providing Credit Business to Haier Group Corporation Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 3: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
5	27 June 2025	14th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd.
6	30 July 2025	15th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Supplemental Agreement to the Related Party Transactions of Commission Sale Business between Bank of Qingdao Co., Ltd. and BQD Wealth Management Company Limited
7	25 August 2025	16th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
8	28 August 2025	17th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on the Issuance of A Share Convertible Corporate Bonds to Non-specific Investors of Bank of Qingdao Co., Ltd. Independent Opinion 2: Independent Opinion on the Related Party Transactions between Bank of Qingdao Co., Ltd. and Directors, Supervisors, Senior Management and Their Relevant Related Parties Independent Opinion 3: Independent Opinion on the Nomination of Mr. Wang Zhuquan as an Independent Director Candidate for the Ninth Session of the Board of Directors of Bank of Qingdao Co., Ltd.
9	30 September 2025	18th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Related Party Transactions of Deposit-taking Business between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
10	24 October 2025	19th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the External Investment Matters of Bank of Qingdao Co., Ltd.
11	28 October 2025	20th meeting of the 9th session of the Board of Directors	Independent Opinion 1: Independent Opinion on Increasing the Investment Cap between Bank of Qingdao Co., Ltd. and Qingdao Conson Development (Group) Co., Ltd. Independent Opinion 2: Independent Opinion on the Adjustment of the Credit Granting Amount between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.
12	10 November 2025	21st meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025

**APPENDIX XI REPORT ON THE PERFORMANCE OF DUTIES BY
INDEPENDENT NON-EXECUTIVE DIRECTORS FOR 2025**

No.	Time	Name of Meeting	Name of Independent Opinion
13	30 December 2025	24th meeting of the 9th session of the Board of Directors	Independent Opinion: Independent Opinion on the Adjustment of the Loan Interest Rate between Bank of Qingdao Co., Ltd. and Haier Group (Qingdao) Jinying Holdings Co., Ltd.

(VII) Others

In 2025, I did not propose to hold an extraordinary shareholders' meeting nor did I propose to convene a Board meeting, appoint or dismiss an accounting firm, or engage an external auditor and consulting institution independently.

III. WORK ON PROTECTING INVESTORS' INTERESTS

1. I have effectively fulfilled my duties as an independent Director by actively participating in the meetings of the Board of Directors, the shareholders' meetings and the meetings of the special committees of the Board of Directors, seriously studying various resolutions and verifying the actual situation. Drawing on my professional knowledge, I made impartial judgement on matters involved in the resolutions and exercised my voting rights independently, objectively and prudently, thereby effectively safeguarding the legitimate rights and interests of the Bank and all the Shareholders, in particular the rights and interests of the small and medium-sized Shareholders.
2. I proactively studied and mastered the laws and regulations issued by the China Securities Regulatory Commission (CSRC), the Shenzhen Stock Exchange (SZSE) and the National Financial Regulatory Administration (NFRA) and other organizations as well as the relevant systems and regulations, to deepen my knowledge and understanding of the rules and regulations and corporate governance, and to continuously enhance my awareness to protect the rights and interests of the Bank and the public investors and duty performance ability.
3. I continued to pay attention to the Bank's information disclosure work and urged the Bank to strictly comply with the requirements of the laws and regulations such as *Rules Governing the Listing of Stocks on the Shenzhen Stock Exchange*, *Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 1 – Standardized Operation of the Companies Listed on the Main Board*, as well as the Bank's *Information Disclosure Management Measures*, so as to ensure that the disclosure of the Bank's information is truthful, accurate, timely and complete.
4. I maintained open communication with small and medium-sized investors, understood their demands and actively protected their rights and interests.

IV. OVERALL EVALUATION

In 2025, as an independent non-executive Director of Bank of Qingdao, I performed my duties conscientiously and diligently, insisted on fulfilling my duties and expressing independent opinions in accordance with relevant laws, regulations, normative documents and the requirements of the *Articles of Association* and other systems of the Bank, maintained efficient communication with the senior management, paid close attention to the development of the Bank. I was not influenced by major Shareholders or other entities and individuals with interests in the Bank, and fully performed my role as an independent non-executive Director. In respect of the duty of loyalty, I actively safeguarded the overall interests of the Bank. I did not accept any improper benefits in the course of discharging my duties, nor have I used my position and power in the Bank to seek personal gains, disclosed the Bank's commercial secrets without authorisation, or undermined the interests of the Bank through related-party relationships. There were no conflicts of interest between my full-time and part-time positions and my role as an independent non-executive Director of the Bank, and I truthfully informed the Bank of all relevant circumstances. Bank of Qingdao has actively adopted the opinions and suggestions put forward by me in the course of performing my duties and earnestly promoted their implementation, so as to achieve steady and far-reaching development on the path of high-quality development.

In 2026, I will continue to earnestly participate in the meetings of the Board of Directors, special committees and shareholders' meeting in accordance with requirements of domestic and foreign laws and regulations, express opinions independently and objectively, and perform my duties faithfully and diligently, actively participate in special research and on-site work at the Bank, give full play to the important role of professionalism and independence, provide advice and suggestions for the Bank's business development, promote the Bank's sustainable and high-quality development, and earnestly safeguard the legal rights and interests of the Bank and Shareholders, especially minority Shareholders.

This report is hereby given.

Independent Non-Executive Director: Fan Xuejun

**EVALUATION REPORT OF THE SUBSTANTIAL SHAREHOLDERS
(MAJOR SHAREHOLDERS) OF BANK OF QINGDAO CO., LTD. FOR 2025**

To Shareholders:

In accordance with the relevant provisions of the *Regulatory Measures for the Behavior of Major Shareholders of Banking and Insurance Institutions (for Trial Implementation)* (hereinafter referred to as the “*Regulatory Measures for Major Shareholders*”) and the *Interim Measures for the Equity Management of Commercial Banks*, and in order to continuously improve the equity management of the Bank of Qingdao Co., Ltd. (hereinafter referred to as the “**Bank**”), the Bank conducted evaluation on relevant conditions of substantial Shareholders (major Shareholders) of the Bank for 2025. The evaluation results are reported as follows:

I. EVALUATION TARGETS

According to Article 3 of the *Regulatory Measures for Major Shareholders*, major shareholders of commercial banks refer to shareholders meeting one of the following conditions:

Holding more than 15% of equity interests in large state-owned commercial banks, national joint stock commercial banks, foreign-funded corporate banks, privately owned banks, insurance institutions, financial asset management companies, financial leasing companies, consumer financial companies, automobile financial companies and other institutions; holding more than 10% of equity interests in city commercial banks, rural commercial banks and other institutions; actually holding the most equity interests in banking and insurance institutions with a shareholding proportion of no less than 5% (including shareholders holding the same number of shares); nominating more than two directors; having controlling influence over the operation and management of banking and insurance institutions in the opinions of the board of directors of the banking and insurance institutions; and other circumstances recognized by the National Financial Regulatory Administration (hereinafter referred to as the “NFRA”) or its dispatched offices. The shareholding proportions of Shareholders and their related parties and persons acting in concert shall be calculated on an aggregated basis. If the total shareholding proportion meets the above requirements, the relevant Shareholders shall be considered as major Shareholders.

According to the provisions of the *Interim Measures for the Equity Management of Commercial Banks*, a substantial shareholder of a commercial bank refers to a shareholder who holds or controls more than 5% of the shares or voting rights of a commercial bank, or a shareholder who holds less than 5% of the total capital or total shares but has a significant impact on the operation and management of the commercial bank. The “significant influence” includes, but not limited to, dispatching directors, supervisors or senior management personnel to commercial banks, influencing the financial and operational management decisions of commercial banks through agreements or other means, and other circumstances recognized by the NFRA or its local offices.

According to above provisions and as of the end of 2025, the Bank had three substantial Shareholders and major Shareholders (hereinafter collectively referred to as the “**Major Shareholders**”), each with a shareholding of more than 10%, namely Qingdao Conson Development (Group) Co., Ltd. (hereinafter referred to as the “**Conson Group**”), Haier Group Corporation (hereinafter referred to as the “**Haier Group**”) and Intesa Sanpaolo S.p.A. (hereinafter referred to as the “**ISP**”).

II. EVALUATION CONTENTS AND BASIS

(I) Evaluation contents

In accordance with the requirements of the *Regulatory Measures for Major Shareholders* and with reference to the *Interim Measures for the Equity Management of Commercial Banks*, the *Measures on Administrative Licensing Items on Chinese-Funded Commercial Banks*, the *Notice on Further Strengthening the Management of Shareholders’ Commitments of Banking and Insurance Institutions*, the *Notice on Strengthening the Review of Qualifications of Major Shareholders of Small and Medium-sized Commercial Banks* and the *Articles of Association of Bank of Qingdao Co., Ltd.* (hereinafter referred to as the “**Articles of Association**”), the Bank carried out evaluation on major Shareholders in respect of their shareholder qualifications, financial conditions, equity holdings, related party transactions, exercise of shareholders’ rights, performance of obligations and undertakings, implementation of the *Articles of Association* and contractual provisions, as well as compliance with laws, regulations and regulatory requirements in 2025.

(II) Evaluation basis

The Bank carried out evaluation on major Shareholders based on the following information:

1. The self-evaluation form filled by major Shareholders;
2. The financial information provided by major Shareholders;
3. The letters of undertaking and the statements signed by major Shareholders;
4. The attendance of major Shareholders at the general meetings;
5. The performance of duties by Directors dispatched by major Shareholders;
6. The list of related parties submitted by major Shareholders who undertook such list is true, accurate and complete;
7. Information of related party transactions carried out between major Shareholders and their related parties with the Bank;
8. Public information on the National Enterprise Credit Information Publicity System, the China Enforcement Information Disclosure Website and the official websites of the CSRC and the NFRA.

III. APPRAISAL RESULTS**(I) Shareholders' qualifications and financial conditions****1. Conson Group and Haier Group**

Established on 17 July 2008, Conson Group, with unified social credit code 913702006752895001 and Liu Luqiang as its legal representative, has a registered capital of RMB5 billion. Established on 24 March 1980, Haier Group with unified social credit code 91370200163562681G and Zhou Yunjie as its legal representative, has a registered capital of RMB311.18 million.

The two companies have the capacity of legal persons; have a good corporate governance structure and an effective organizational management method; have a good social reputation, integrity record and tax payment record, and are able to repay the principal and interest of the loans to financial institutions in full and on time; have a long development period and stable operating conditions; have strong operation and management capabilities and financial strength; have sound financial conditions, achieving consecutive profits from 2022 to 2024 and for the first nine months of 2025. As at the end of September 2025, the net assets after the allocation at the end of the year accounted for over 30% of their total assets on the basis of consolidated financial statements; and the balance of equity investments accounted for no more than 50% of their net assets on the basis of consolidated financial statements.¹

2. ISP

ISP was established on 5 January 2007 (through merger of UniCredit SpA (意大利聯合銀行) and Sanpaolo Imi S.p.A. (意大利聖保羅意米銀行)), with commercial register No.00799960158, Gian Maria GROS-PIETRO as its legal representative and a registered capital of EUR10,369 million.

ISP has an outstanding credit rating for a long term with the Moody's rating of Baa1 in 2024 and A3 in 2025. It has sound financial conditions, achieving consecutive profits from 2023 to 2024 and for the first nine months of 2025. Its capital adequacy ratio as at the end of 2024 and the end of September 2025 reached the average level in the banking industry in Italy and was no less than 10.5%. The ISP has a sound internal control mechanism, and the place where it was incorporated has complete financial regulation systems and the country where it was located has stable economy.

¹ In this report, the assessment of the shareholders' qualifications of the major Shareholders is temporarily based on the financial reporting period set out herein. After the major Shareholder has subsequently completed the preparation of the financial statements at the end of 2025 and provided them to the Bank, the assessment of the shareholders' qualifications of the major Shareholders will be conducted by the secretarial organization of the Board of Directors of the Bank on the basis of the financial data as of the end of 2025.

APPENDIX XII	EVALUATION REPORT OF THE SUBSTANTIAL SHAREHOLDERS (MAJOR SHAREHOLDERS) FOR 2025
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(II) Equity holding

As of the end of 2025, the shareholding conditions of major Shareholders of the Bank are as follows:

No.	Name of Shareholders	Number of shares held (share)	Shareholding proportion
1	Conson Group	1,115,471,173	19.17%
	Qingdao Conson Industry-Finance Holdings (Group) Co., Ltd.	897,623,243	15.42%
	Qingdao Conson Financial Holdings Co., Ltd.	217,847,280	3.74%
	Qingdao Guoxin Capital Investment Co., Ltd. (青島國信資本投資有限公司)	650	0.00001%
2	Haier Group	1,055,878,943	18.14%
	Qingdao Haier Industrial Development Co., Ltd.	532,601,341	9.15%
	Qingdao Haier Air-Conditioner Electronics Co., Ltd.	284,299,613	4.88%
	Haier Smart Home Co., Ltd.	188,886,626	3.25%
	Qingdao Manniq Intelligent Technology Co., Ltd. (青島曼尼科智能科技有限公司)	30,165,994	0.52%
	Qingdao Haier Tooling Development Co., Ltd.	16,305,943	0.28%
	Qingdao Haier Air-Conditioner Co., Ltd.	2,412,951	0.04%
	Qingdao Haier Special Refrigerator Co., Ltd.	1,206,475	0.02%
3	ISP	1,018,562,076	17.50%

The acquisition of the above equity interests by major Shareholders of the Bank has been approved by and filed with regulatory authorities as required. There was no direct or indirect cross-shareholding with the Bank or the transfer of equity interests in violation of regulations. There was no situation where major Shareholders entrusted others or accept entrustment from others to hold the equity interests of the Bank. No equity interests have been pledged or subject to litigation, arbitration or compulsory measures imposed by judiciary authorities.

(III) Related party transactions

The related party transactions between the Bank and major Shareholders were carried out in compliance with laws and regulations with fair pricing, and the concentration of related party transactions complied with regulatory requirements. As of the end of 2025, the related party transactions between the Bank and major Shareholders were as follows²:

1. Conson Group and its related parties: the net amount of credit-related transactions was RMB1,105 million (1.91% of net capital of the Bank), the balance of deposit transactions was RMB3 million, and the actual amount of other non-credit transactions was RMB2 million;
2. Haier Group and its related parties: the net amount of the credit transactions was RMB2.87 billion (4.97% of net capital of the Bank), the balance of the deposit transactions was RMB50 million, and there were no other non-credit related party transactions;
3. ISP and its related parties: there was no outstanding balance in credit-related transactions or deposit transactions, and the actual amount of other non-credit transactions was RMB1 million.

The related party transactions between the Bank and major Shareholders were normal businesses within the scope of business of commercial banks and the credit quality of the related party transactions was above the average level across the Bank. The Bank performed review and approval, reporting and filing, information disclosure and other relevant procedures for related party transactions with major Shareholders in accordance with relevant laws and regulations as well as the unified policies of the Bank. The Bank was not aware of any circumstances where major Shareholders conducted related party transactions with the Bank through improper means or sought improper benefits by leveraging their influence on the Bank.

(IV) Exercise of Shareholders' rights and performance of responsibilities, obligations and undertakings

Major shareholders of the Bank were able to properly exercise shareholders' rights and earnestly perform their responsibilities and obligations. The Bank and major Shareholders were independent of each other in terms of business, organization, personnel, finance and assets. The Bank has an independent and complete business system and autonomous operational capability, and it was not aware of any unauthorized occupation of the Bank's funds by major Shareholders and its related parties. Major Shareholders prudently exercised the right to nominate Directors of the Bank and did not dispatch senior management to the Bank. Major Shareholders participated in the Bank's decision-making on major issues by attending shareholders' meetings and through the Directors dispatched to the Board of Directors of the

² The statistical scope of related party transactions in this report covers those related party transactions between the Bank (excluding its subsidiaries) and its Major Shareholders.

Bank and carried out businesses based on the authorisation plans of the shareholders' meetings, the Board of Directors and senior management. The Bank was not aware of any circumstances where major Shareholders intervened in the operation and management of the Bank in violation of regulations or beyond their authorities. Major Shareholders cooperated in reporting their operation conditions, financial information and shareholding structures and performed the information reporting obligation in a timely manner. The Bank was not aware of any situation in which major Shareholders used their influence to jeopardize the legitimate rights and interests of the Bank and other stakeholders.

No major Shareholders were found to violate their undertakings. Major Shareholders of the Bank carefully implemented the requirements of notices issued by regulatory authorities, signed the letters of undertaking of major Shareholders and the statements of major Shareholders based on the content templates issued by regulatory authorities without arbitrarily deleting undertakings or modifying the contents of the templates. For the performance of undertakings in relation to representations, all major Shareholders contributed with their own funds without holding shares in the Bank through financial products or providing inaccurate or incomplete information. For the performance of undertakings in relation to compliance, no major Shareholders interfered with the daily operation of the Bank, imposed improper target pressure on the Bank, interfered in the decision-making and operation of the Board of Directors and senior management of the Bank or sought improper benefits, and no major Shareholders impaired the legitimate rights and interests of depositors, the Bank or other stakeholders. For the performance of statements on due diligence, major Shareholders maintained stable operation and sound financial conditions and committed to continuously replenishing the Bank's capital.

(V) Implementation of the Articles of Association and contractual provisions

Major Shareholders of the Bank were able to earnestly implement the *Articles of Association* and the contractual provisions. Major Shareholders promptly reported to the Bank information on their related parties and their shareholding in other Chinese-funded commercial banks in accordance with regulatory requirements. No major Shareholders damaged the interests of the creditors of the Bank, sought improper benefits or interfered with the decision-making and management powers of the Board of Directors and senior management of the Bank under the *Articles of Association*. Major Shareholders performed the contribution obligation in strict compliance with laws and regulations, and supported the Board of Directors of the Bank in formulating reasonable capital plans. The agreements entered into between major Shareholders and their related companies and the Bank are business contracts and the relevant companies were capable of performing the provisions of the contracts.

(VI) Compliance with laws, regulations and regulatory requirements

Major Shareholders of the Bank were able to abide by laws, regulations and regulatory requirements. No major Shareholders hold shares in the Bank by issuing, managing or otherwise controlling financial products. They were able to explain their shareholding structure layer by layer, up to the actual controllers and ultimate beneficiaries, as well as their related

relationships or concerted action relationships with other Shareholders. The number of commercial banks in which major Shareholders, together with their related parties and parties acting in concert held shares as major shareholders was no more than 2, and the number of commercial banks in which major Shareholders held controlling interests was no more than 1, which effectively prevented conflicts of interest with the Bank in respect of equity investment and shareholding, corporate governance, equity pledges and related party transactions.

No major Shareholders were found to be listed as a subject of joint disciplinary action for dishonesty by relevant authorities, engage in serious evasion or repudiation of bank debts, provide false materials or make false statements, undertake significant responsibilities for the operational failure or major violations of laws and regulations a commercial bank's, refuse or obstruct the NFRA or its dispatched offices in exercising regulatory functions according to law, or be investigated and punished by financial regulatory authorities or relevant government departments for violations of laws and regulations, resulting in adverse impact, or be involved in any other circumstances that may adversely affect the operation and management of the Bank.

This report is hereby given.

NOTICE OF 2025 ANNUAL SHAREHOLDERS' MEETING

Hong Kong Exchanges and Clearing Limited and The Stock Exchange of Hong Kong Limited take no responsibility for the contents of this notice, make no representation as to its accuracy or completeness and expressly disclaim any liability whatsoever for any loss howsoever arising from or in reliance upon the whole or any part of the contents of this notice.

BQD 青岛银行
Bank of Qingdao Co., Ltd.*
青島銀行股份有限公司*

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

(H Shares Stock Code: 3866)

NOTICE OF 2025 ANNUAL SHAREHOLDERS' MEETING

NOTICE IS HEREBY GIVEN that the 2025 Annual Shareholders' Meeting (the **"2025 Annual Shareholders' Meeting"**) of Bank of Qingdao Co., Ltd. (the **"Bank"**) will be held at No. 6 Qinling Road, Laoshan District, Qingdao, Shandong Province, the People's Republic of China (the **"PRC"**), at 9:00 a.m. on Thursday, 28 May 2026 for the purposes of considering and, if thought fit, passing the following resolutions:

MATTERS TO BE CONSIDERED

Ordinary Resolutions

1. Work Report of the Board of Directors of Bank of Qingdao Co., Ltd. for 2025
2. Report for Final Financial Accounts of Bank of Qingdao Co., Ltd. for 2025
3. Profit Distribution Plan of Bank of Qingdao Co., Ltd. for 2025
4. Resolution on the Engagement of External Auditors of Bank of Qingdao Co., Ltd. for 2026 and their Remuneration
5. Resolution on the Election of Mr. Zhang Shixing as an Independent Director of the Ninth Session of the Board of Directors of Bank of Qingdao Co., Ltd.
6. Resolution on the Estimated Amount of the Ordinary Related Party Transactions of Bank of Qingdao Co., Ltd. for 2026
7. Special Report on Related Party Transactions of Bank of Qingdao Co., Ltd. for 2025
8. Resolution on the Capital Planning of Bank of Qingdao Co., Ltd. for 2026-2028
9. Resolution on the Designated Donations to the Bank of Qingdao Charity Foundation
10. Resolution on the Proposal to the Shareholders' Meeting in Relation to the Authorisation to the Board of Directors to Decide on the Interim Profit Distribution Plan for 2026

NOTICE OF 2025 ANNUAL SHAREHOLDERS' MEETING

11. Resolution on the Formulation of the Interim Measures Governing Total Salary of Bank of Qingdao Co., Ltd.
12. Resolution on the Formulation of the Remuneration Management Measures for Directors and Senior Management of Bank of Qingdao Co., Ltd.
13. Resolution on the 2026 Remuneration Plan for Directors and Senior Management of Bank of Qingdao Co., Ltd.
14. Resolution on the 2024 Remuneration Settlement for Directors and Senior Management of Bank of Qingdao Co., Ltd.

Special Resolution

15. Resolution on the General Mandate for the Issue of Shares by Bank of Qingdao Co., Ltd.

MATTERS TO BE REPORTED

1. Evaluation Report on the Performance of Duties by the Board of Directors and Directors of Bank of Qingdao Co., Ltd. for 2025
2. Evaluation Report on the Performance of Duties of the Senior Management and Senior Executives of Bank of Qingdao Co., Ltd. for 2025
3. Report on the Performance of Duties by Independent Non-executive Directors of Bank of Qingdao Co., Ltd. for 2025
4. Evaluation Report of the Substantial Shareholders (Major Shareholders) of Bank of Qingdao Co., Ltd. for 2025

By order of the Board
Bank of Qingdao Co., Ltd.*
Jing Zailun
Chairman

Qingdao, Shandong Province, the PRC
6 May 2026

As at the date of this notice, the board of directors of the Bank comprises Mr. Jing Zailun, Mr. Wu Xianming, Ms. Chen Shuang and Mr. Liu Peng as executive directors; Mr. Deng Youcheng, Mr. Zhou Yunjie, Mr. Rosario Strano, Ms. Tan Lixia and Mr. Giamberto Giraldo as non-executive directors; Mr. Xing Lecheng, Mr. Zhang Xu, Mr. Cheung Man Chor, Elton, Mr. Du Ning and Mr. Fan Xuejun as independent non-executive directors.

* Bank of Qingdao Co., Ltd. is not an authorized institution within the meaning of the Banking Ordinance (Chapter 155 of the Laws of Hong Kong), not subject to the supervision of the Hong Kong Monetary Authority, and not authorized to carry out banking and/or deposit-taking business in Hong Kong.

NOTICE OF 2025 ANNUAL SHAREHOLDERS' MEETING

Notes:

1. Pursuant to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”), all resolutions proposed at the shareholders’ meeting shall be voted by poll, except for those purely related to procedural or administrative matters to be voted by a show of hands as permitted by the chairman. Results of the poll voting will be published on the websites of the Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk) and the Bank (www.qdccb.com) as required by the Listing Rules.

2. **Closure of register of members and eligibility for attending and voting at the 2025 Annual Shareholders’ Meeting**

H shareholders of the Bank are advised that the share register will be closed from Thursday, 21 May 2026, to Thursday, 28 May 2026 (both days inclusive). To be eligible for attending and voting at the 2025 Annual Shareholders’ Meeting, the transfer documents together with relevant share certificates and other appropriate documents must be deposited at the H share registrar of the Bank, Computershare Hong Kong Investor Services Limited, at Shops 1712-1716, 17th Floor, Hopewell Centre, 183 Queen’s Road East, Wanchai, Hong Kong by no later than 4:30 p.m. on Wednesday, 20 May 2026. Shareholders whose names appear on the register of members of the Bank on Thursday, 21 May 2026 are entitled to attend and vote at the 2025 Annual Shareholders’ Meeting. Pursuant to the requirement of the articles of association of the Bank, where a shareholder pledges 50% or more of his/her equity interests in the Bank, the voting rights of such shareholder at the 2025 Annual Shareholders’ Meeting shall be subject to restrictions.

3. **Arrangement on dividend distribution**

The board of directors of the Bank has recommended the distribution of a cash dividend of RMB1.80 (inclusive of tax) per 10 shares for the year ended 31 December 2025. Subject to approval of the proposal at the 2025 Annual Shareholders’ Meeting, the dividend will be paid to A shareholders and H shareholders whose names appear on the register of members of the Bank at the close of business on the respective record dates. The proposed dividends payable are denominated in Renminbi, and will be paid to A shareholders in Renminbi and H shareholders in Hong Kong dollars. Calculation of the exchange rate for dividends payable in Hong Kong dollars will be based on the average of central parity rates of Renminbi of the interbank foreign exchange market as announced by the People’s Bank of China for the five working days preceding the date of declaration of the dividend at the 2025 Annual Shareholders’ Meeting (including the day the 2025 Annual Shareholders’ Meeting to be held).

4. **Closure of register of members and eligibility for final dividend distribution**

The H share register of the Bank will be closed from Wednesday, 3 June 2026, to Sunday, 7 June 2026 (both days inclusive). In order to be entitled to the final dividend distribution for the year 2025, the H shareholders of the Bank who have not registered are required to deposit the transfer documents together with relevant share certificates at the H share registrar of the Bank, Computershare Hong Kong Investor Services Limited, at Shops 1712-1716, 17th Floor, Hopewell Centre, 183 Queen’s Road East, Wanchai, Hong Kong by no later than 4:30 p.m. on Tuesday, 2 June 2026. Shareholders whose names appear on the register of members of the Bank on Sunday, 7 June 2026 are entitled to the final dividend distribution for the year 2025.

5. **Proxy**

Any shareholder entitled to attend and vote at the 2025 Annual Shareholders’ Meeting is entitled to appoint one or more persons (whether such person is a shareholder of the Bank or not) as his/her proxy or proxies to attend and vote on his/her behalf at the 2025 Annual Shareholders’ Meeting. As far as all joint shareholders of any shares are concerned, only the joint shareholder whose name appears first in the register of members has the right to receive the share certificate of the relevant shares from the Bank, to receive notices of the Bank and any notice served on such a shareholder shall be treated as having been served on all the other joint shareholders of those shares. In the case of joint shareholders, any one shareholder may sign the proxy form(s). The vote of the senior joint shareholder who tenders a vote, whether in person or by proxy, will be accepted to the exclusion of the votes of the other joint shareholder(s) and for this purpose seniority will be determined by the order in which the names stand in the register of members in respect of the joint shareholding.

NOTICE OF 2025 ANNUAL SHAREHOLDERS' MEETING

The appointment of a proxy must be in writing with a form under the hand of the appointer or his/her attorney duly authorised in writing. For a corporate appointer, the proxy form must be affixed with the common seal or signed by its director or attorney duly authorised in writing. To be valid, the instrument appointing a proxy together with the power of attorney or other authorisation document (if any) or a notarially certified copy of that power of attorney or other authorisation document must be completed and returned to the Bank's H share registrar (for H shareholder(s)) or the Bank's PRC registered office and principal place of business (for A shareholder(s)) not less than 24 hours before the designated time for the convening of the 2025 Annual Shareholders' Meeting or any adjournment thereof. Completion and return of the form(s) of proxy will not preclude shareholders from attending and voting in person at the 2025 Annual Shareholders' Meeting or at any adjournment if he/she so wishes.

6. Others

- (1) The 2025 Annual Shareholders' Meeting is estimated to last no longer than a working day. Shareholders who attend the meeting in person or by proxy shall bear their own traveling and accommodation expenses.
- (2) Address of Computershare Hong Kong Investor Services Limited:

17M Floor, Hopewell Centre
183 Queen's Road East, Wanchai, Hong Kong
Tel: (852) 2862 8555
Fax: (852) 2865 0990

Address of the PRC registered office and principal place of business of the Bank:

Building No. 3, No. 6 Qinling Road
Laoshan District
Qingdao
Shandong Province
the PRC
Tel: +86 40066 96588 ext 6
Fax: +86 (532) 8578 3866