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中國工商銀行股份有限公司

INDUSTRIAL AND COMMERCIAL BANK OF CHINA LIMITED

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

Stock Code: 1398

USD Preference Shares Stock Code: 4603

EUR Preference Shares Stock Code: 4604

RMB Preference Shares Stock Code: 84602

ANNOUNCEMENT ON APPOINTMENT OF EMPLOYEE SUPERVISOR

On 21 September 2018, Mr. Hui Ping was elected as the employee supervisor of Industrial and Commercial Bank of China Limited (the “**Bank**”) at the special meeting of the first session of employee representative assembly of the Bank. The new term of office of Mr. Hui Ping as employee supervisor commences on 21 September 2018 for a term of three years.

Mr. Hui Ping, Chinese nationality, was born in May 1960. Mr. Hui Ping has served as the employee supervisor of the Bank since September 2015. He joined the Bank in 1984 and is currently the Deputy Secretary of the Party Discipline Committee and concurrently the Director of the Discipline Enforcement Department of the Bank. He was Deputy Head and Head of Shaanxi Branch and General Manager of the Internal Control and Compliance Department of the Bank. He graduated from Xiamen University and received a Doctorate degree in Finance. He is a senior economist.

Save as disclosed above, Mr. Hui Ping has not held any directorships in any listed public companies in the last three years. Further, Mr. Hui Ping has no relationship with any directors, senior management, substantial shareholders or controlling shareholders of the Bank and he has no interests in the shares of the Bank within the meaning of Part XV of the Hong Kong Securities and Futures Ordinance.

Pursuant to the Articles of Association of the Bank, the term of office of each supervisor is three years and supervisors are eligible for serving consecutive terms if re-elected upon expiry of his/her term of office. The details of remuneration of the supervisors are available in the Bank's annual reports and related announcements.

Saved as disclosed in the announcement, there are no other matters relating to the election of Mr. Hui Ping that need to be brought to the attention of the shareholders of the Bank nor is there any information to be disclosed pursuant to any relevant regulatory requirements.

The board of supervisors of the Bank would like to express its welcome to Mr. Hui Ping for serving successive term as employee supervisor.

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

Beijing, PRC

21 September 2018

As at the date of this announcement, the board of directors comprises Mr. YI Huiman and Mr. GU Shu as executive directors, Mr. CHENG Fengchao, Mr. ZHENG Fuqing, Mr. FEI Zhoulin, Ms. MEI Yingchun, Mr. DONG Shi and Mr. YE Donghai as nonexecutive directors, Mr. OR Ching Fai, Mr. HONG Yongmiao, Mr. Anthony Francis NEOH, Mr. YANG Siu Shun, Ms. Sheila Colleen BAIR and Mr. SHEN Si as independent non-executive directors.