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中國工商銀行股份有限公司

**INDUSTRIAL AND COMMERCIAL BANK OF CHINA LIMITED**

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

Stock Code: 1398

USD Preference Shares Stock Code: 4620

## **ANNOUNCEMENT ON THE RETIREMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR**

Mr. Fred Zulu Hu, Independent Non-executive Director of Industrial and Commercial Bank of China Limited (the “**Bank**”), ceased to act as Independent Non-executive Director of the Bank, chairman and member of Nomination Committee, as well as member of the Strategy Committee, the Audit Committee and the Compensation Committee of the Board of Directors on 30 April 2025 due to expiration of his term of office. Mr. Fred Zulu Hu has confirmed that he has no disagreement with the Board of Directors of the Bank and there are no matters relating to his retirement that need to be brought to the attention of the shareholders or creditors of the Bank.

Mr. Fred Zulu Hu has performed his duties diligently and conscientiously since he joined the Board of Directors of the Bank and has made important contributions in areas including corporate governance, strategic planning, audit supervision as well as risk management of the Bank. The Board of Directors of the Bank would like to express its sincere gratitude to Mr. Fred Zulu Hu for his contributions to the Bank during his tenure of service.

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

Beijing, PRC  
30 April 2025

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