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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 OF THE RESOLUTIONS OF THE BOARD OF DIRECTORS

A meeting of the Board of Directors of Industrial and Commercial Bank of China Limited (the “**Bank**”) was held at the Bank’s head office at 55 Fuxingmennei Avenue, Xicheng District, Beijing on 29 August 2025. There were 12 directors eligible for attending the meeting, of whom 12 directors attended the meeting in person. Members of the Senior Management and members of the Board of Supervisors were in attendance at the meeting. The meeting was convened in compliance with the provisions of the laws, regulations, and requirements under the Articles of Association of Industrial and Commercial Bank of China Limited (the “**Articles**”) and the Rules of Procedures for the Board of Directors of Industrial and Commercial Bank of China Limited (the “**Rules of Procedures for the Board of Directors**”).

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

1. Proposal on Nominating Mr. Norman CHAN Tak Lam as Candidate for Independent Director of Industrial and Commercial Bank of China Limited

Voting result of this proposal: 11 valid votes, 11 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

Mr. Norman CHAN Tak Lam has not participated in the voting as he had interests in the proposal.

The term of office of Mr. Norman CHAN Tak Lam as independent director of the Bank will expire in September 2025, and he is eligible for re-election according to relevant regulations. In order to ensure the smooth operation of the Board of Directors, according to the Company Law of the People's Republic of China (the “**Company Law**”), the relevant laws and regulations and the relevant requirements under the Articles and the Working Regulations for the Nomination Committee of the Board of Directors of Industrial and Commercial Bank of China Limited (the “**Working Regulations for the Nomination Committee of the Board of Directors**”), and after consideration and approval by the Nomination Committee of the Board of Directors, the Board of Directors resolved that Mr. Norman CHAN Tak Lam be nominated as candidate for independent director. The re-election of Mr. Norman CHAN Tak Lam as independent director of the Bank is subject to the consideration and approval at the Shareholders' General Meeting, and his term of office of new session as independent director of the Bank shall take effect on the date when the approval from the Shareholders' General Meeting is obtained. Mr. Norman CHAN Tak Lam has made a confirmation of his independence to the Bank in accordance with Rule 3.13 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Hong Kong Listing Rules**”).

The biography of Mr. Norman CHAN Tak Lam is set out in Appendix 1. The Declaration and Commitment of Nominator of Independent Director, the Declaration and Commitment of Candidate for Independent Director and the Review Opinions of the Qualifications for Independent Director Candidate are set out in Appendix 2.

The views of independent directors of the Bank on this proposal: Having reviewed relevant information, we consider that the nomination of Mr. Norman CHAN Tak Lam by the Board of Directors of the Bank as candidate for independent director of the Bank is in compliance with the Company Law and other laws and regulations as well as the relevant provisions of the Articles. We agree to nominate Mr. Norman CHAN Tak Lam as candidate for independent director of the Bank and submit this proposal to the Shareholders' General Meeting for consideration.

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

2. Proposal on Nominating Mr. Lee Kam Hung Lawrence as Candidate for Independent Director of Industrial and Commercial Bank of China Limited

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

According to the Company Law, the relevant laws and regulations and the relevant requirements under the Articles and the Working Regulations for the Nomination Committee of the Board of Directors, taking into account the work requirements of the Board of Directors, and after consideration and approval by the Nomination Committee of the Board of Directors, the Board of Directors resolved that Mr. Lee Kam Hung Lawrence be nominated as candidate for independent director of the Bank. The appointment of Mr. Lee Kam Hung Lawrence as independent director is subject to the consideration and approval at the Shareholders' General Meeting after the Shanghai Stock Exchange reviews his qualification and confirms that it has no objection, and is subject to the approval of National Financial Regulatory Administration ("NFRA") after the approval from the Shareholders' General Meeting has been obtained. Mr. Lee Kam Hung Lawrence has made a confirmation of his independence to the Bank in accordance with Rule 3.13 of the Hong Kong Listing Rules.

The biography of Mr. Lee Kam Hung Lawrence is set out in Appendix 3. The Declaration and Commitment of Nominator of Independent Director, the Declaration and Commitment of Candidate for Independent Director and the Review Opinions on the Qualifications for Independent Director Candidate are set out in Appendix 4.

The views of independent directors of the Bank on this proposal: Having reviewed relevant information, we consider that the nomination of Mr. Lee Kam Hung Lawrence by the Board of Directors of the Bank as candidate for independent director of the Bank is in compliance with the Company Law and other laws and regulations as well as the relevant provisions of the Articles. We agree to nominate Mr. Lee Kam Hung Lawrence as candidate for independent director of the Bank and submit this proposal to the Shareholders' General Meeting for consideration.

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

3. Proposal on Nominating Mr. Duan Hongtao as Candidate for Executive Director of Industrial and Commercial Bank of China Limited

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

According to the Company Law, the relevant laws and regulations and the relevant requirements under the Articles and the Working Regulations for the Nomination Committee of the Board of Directors, and after consideration and approval by the Nomination Committee of the Board of Directors, the Board of Directors resolved that Mr. Duan Hongtao be nominated as candidate for executive director of the Bank. The appointment of Mr. Duan Hongtao as executive director of the Bank is subject to the consideration and approval at the Shareholders' General Meeting, and his term of office as executive director shall take effect after the approval by NFRA and the announcement by the Bank. The biography of Mr. Duan Hongtao is set out in Appendix 5.

The views of independent directors of the Bank on this proposal: Having reviewed relevant information, we consider that the nomination of Mr. Duan Hongtao by the Board of Directors of the Bank as candidate for executive director of the Bank is in compliance with the Company Law and other laws and regulations as well as the relevant provisions of the Articles. We agree to nominate Mr. Duan Hongtao as candidate for executive director of the Bank and submit this proposal to the Shareholders' General Meeting for consideration.

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

Save as disclosed in this announcement, the abovementioned director candidates do not hold any other positions in the Bank or its subsidiaries, they have not held directorships in other listed companies in the last three years, they do not have any relationship with any directors, supervisors, senior management members, substantial shareholders or controlling shareholders of the Bank, and they do not hold any interests in the shares of the Bank within the meaning of Part XV of the Securities and Futures Ordinance of Hong Kong. Save as disclosed in the announcement, there are no other matters relating to the elections of director candidates that need to be brought to the attention of the shareholders of the Bank nor is there any other information to be disclosed pursuant to the requirements of Rule 13.51(2) of the Hong Kong Listing Rules.

4. Proposal on the Changes to the Chairman and Members of Some of the Special Committees of the Board of Directors

According to the Company Law, the relevant laws and regulations and the relevant requirements under the Articles and the Rules of Procedures for the Board of Directors, and the condition of appointments of certain Directors, in order to ensure the smooth operation of the Board of Directors and its special committees, the Board of Directors decided to make the following changes to the chairman and members of some of the special committees of the Board of Directors. Voting results are as follows:

| Name | Position | Valid votes | For | Abstained | Against | Remarks |
|-----------------------|---|--------------------|------------|------------------|----------------|---|
| Norman CHAN Tak Lam | Serves as member of Related Party Transactions Control Committee | 11 | 11 | 0 | 0 | Norman CHAN Tak Lam did not participate in the voting |
| | Ceases to serve as member of Audit Committee | 11 | 11 | 0 | 0 | |
| Li Weiping | Serves as chairman of Related Party Transactions Control Committee | 11 | 11 | 0 | 0 | Li Weiping did not participate in the voting |
| Murray Horn | Ceases to serve as chairman of Related Party Transactions Control Committee | 11 | 11 | 0 | 0 | Murray Horn did not participate in the voting |
| Lee Kam Hung Lawrence | Serves as member of Risk Management Committee | 12 | 12 | 0 | 0 | |
| | Serve as member of US Risk Committee | 12 | 12 | 0 | 0 | |
| | Serves as member of Audit Committee | 12 | 12 | 0 | 0 | |
| | Serves as member of Nomination Committee | 12 | 12 | 0 | 0 | |
| Duan Hongtao | Serves as member of Strategy Committee | 12 | 12 | 0 | 0 | |
| | Serves as member of Compensation Committee | 12 | 12 | 0 | 0 | |

Changes to the appointments of Mr. Norman CHAN Tak Lam, Mr. Li Weiping and Mr. Murray Horn shall take effect after the consideration and approval of relevant proposals by the Board of Directors. The appointments of Mr. Lee Kam Hung Lawrence and Mr. Duan Hongtao at the special committees shall take effect after the approval by NFRA and the announcement by the Bank.

5. Proposal on the Appointment of Mr. Yao Mingde to Concurrently Serve as Chief Financial Officer of Industrial and Commercial Bank of China Limited

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

According to the Company Law, the relevant laws and regulations and the relevant requirements under the Articles and the Working Regulations for the Nomination Committee of the Board of Directors, after consideration and approval by the Nomination Committee and the Audit Committee of the Board of Directors respectively, the Board of Directors resolved to appoint Mr. Yao Mingde to concurrently serve as Chief Financial Officer of the Bank. After the consideration and approval by the Board of Directors, the abovementioned appointment shall take effect after the approval by NFRA and the announcement by the Bank. The biography of Mr. Yao Mingde is set out in Appendix 6.

As at the date of this announcement, save as disclosed herein, Mr. Yao Mingde does not have any relationship with any directors, supervisors, senior management members, substantial shareholders or controlling shareholders of the Bank, and he does not hold any interests in the shares of the Bank within the meaning of Part XV of the Securities and Futures Ordinance of Hong Kong.

The views of independent directors of the Bank on this proposal: Having reviewed relevant information, we consider that the appointment of Mr. Yao Mingde by the Board of Directors of the Bank concurrently as Chief Financial Officer of the Bank is in compliance with the Company Law and other laws and regulations as well as the relevant provisions of the Articles. We agree to this proposal.

6. Proposal on the Appointment of Mr. Tian Fenglin to Concurrently Serve as Board Secretary of Industrial and Commercial Bank of China Limited

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

According to the Company Law, the relevant laws and regulations and the relevant requirements under the Articles and the Working Regulations for the Nomination Committee of the Board of Directors, after consideration and approval by the Nomination Committee of the Board of Directors, the Board of Directors resolved to appoint Mr. Tian Fenglin to concurrently serve as Board Secretary of the Bank, as well as Company Secretary and Authorized Representative of the Bank. From the resignation of Mr. Duan Hongtao until the appointment of Mr. Tian Fenglin as Board Secretary becomes effective, Mr. Tian Fenglin shall perform the duties of the Board Secretary of the Bank. The appointments of Mr. Tian Fenglin concurrently as Company Secretary and Authorized Representative shall take effect after the consideration and approval by the Board of Directors; and the appointment of Mr. Tian Fenglin as Board Secretary is subject to the approval of NFRA and shall take effect after the approval by NFRA and the announcement by the Bank.

The biography of Mr. Tian Fenglin is set out in Appendix 7.

As at the date of this announcement, save as disclosed herein, Mr. Tian Fenglin does not have any relationship with any directors, supervisors, senior management members, substantial shareholders or controlling shareholders of the Bank, and he does not hold any interests in the shares of the Bank within the meaning of Part XV of the Securities and Futures Ordinance of Hong Kong.

The views of independent directors of the Bank on this proposal: Having reviewed relevant information, we consider that the appointments of Mr. Tian Fenglin by the Board of Directors of the Bank concurrently as Board Secretary of the Bank and concurrently as Company Secretary and Authorized Representative are in compliance with the Company Law and other laws and regulations as well as the relevant provisions of the Articles. We agree to this proposal.

Since Mr. Tian Fenglin does not currently possess the qualifications or relevant experience required under Rule 3.28 of Hong Kong Listing Rules, the Bank has appointed Ms. Yu Hong, as the Joint Company Secretary to provide assistance to Mr. Tian Fenglin and to enable Mr. Tian Fenglin to acquire the “relevant experience” (required under the Hong Kong Listing Rules) to discharge his duties as Company Secretary. Ms. Yu Hong is currently the Joint Company Secretary of the Bank, company secretary and Co-Director of the Strategic Planning and Investment Management Department of Industrial and Commercial Bank of China (Asia) Limited. She has worked at Industrial and Commercial Bank of China (Asia) Limited since 2002, successively in the Finance and Accounting Department, the Corporate Finance Department, as Deputy Director of the Investment Management Department, and as Deputy Director of the Strategic Planning and Investment Management Department. Ms. Yu Hong holds a bachelor’s degree in economics from Dongbei University of Finance and Economics, a graduate diploma in Business Administration from Masstricht School of Management, and a master degree in economics from Renmin University of China. She is a fellow of the United Kingdom Chartered Association

of Certified Accountants and a member of the Chinese Institute of Certified Public Accountants. Ms. Yu Hong meets the qualification requirements under Rule 3.28 of the Hong Kong Listing Rules.

The Bank has applied, and The Stock Exchange of Hong Kong Limited (the “**Hong Kong Stock Exchange**”) has granted to the Bank, a waiver from strict compliance with Rules 3.28 and 8.17 of the Hong Kong Listing Rules, for a period of three years from the date of appointment of Mr. Tian Fenglin as Company Secretary, provided that Ms. Yu Hong will assist Mr. Tian Fenglin during the waiver period to discharge his duties as Company Secretary. The waiver will be revoked immediately if and when Ms. Yu Hong, during this period, ceases to provide assistance to Mr. Tian Fenglin, and the waiver may be withdrawn if the Bank commits a material breach of the Hong Kong Listing Rules. At the expiry of the three-year period, the Bank and Mr. Tian Fenglin would then endeavour to demonstrate to the Hong Kong Stock Exchange that Mr. Tian Fenglin, having had the benefit of Ms. Yu Hong’s assistance, will have acquired the relevant experience under Rule 3.28 of the Hong Kong Listing Rules. The Bank has, in accordance with the relevant requirement, disclosed the details of the waiver, including reasons for the waiver and the waiver conditions, in this announcement. The individual title of each of Mr. Tian Fenglin and Ms. Yu Hong is “Company Secretary” and “Joint Company Secretary”, respectively. The difference in their respective individual title will not alter their same duties, obligations and liabilities jointly as the joint company secretaries of the Bank.

7. Proposal on the Renewal of the Liability Insurance for Directors, Supervisors and Senior Management Members for 2025-2026

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

8. Proposal on the 2025 Interim Report and its Abstract

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

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

Details are available on the website of the Shanghai Stock Exchange (www.sse.com.cn).

9. Proposal on the Pillar 3 Disclosure Report of Capital Management for the First Half of 2025

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

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

10. Proposal on the 2025 Interim Profit Distribution Plan

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

The views of the independent directors on this proposal: The 2025 Interim Profit Distribution Plan is in compliance with the requirements of relevant laws, regulations and the Articles. We agree to this proposal.

This proposal shall be submitted to the Shareholders’ General Meeting of the Bank for consideration.

Details are available in the Announcement on 2025 Interim Profit Distribution Plan of Industrial and Commercial Bank of China Limited published on the website of the Shanghai Stock Exchange (www.sse.com.cn).

11. Proposal on Distribution of Dividends for “工行優 2” and USD Offshore Preference Shares

Voting result of this proposal: 12 valid votes, 12 voted in favour of this proposal, 0 voted against and 0 abstained from voting.

On Wednesday, 24 September 2025, the Bank will pay dividends on the Domestic Preference Shares “工行優 2”, with a dividend rate of 3.02% (pre-tax) and the total amount to be distributed is RMB2.114 billion.

On Tuesday, 23 September 2025, the Bank will pay dividends on the USD Offshore Preference Shares, with an initial dividend rate of 3.58% (post-tax), a withholding enterprise income tax rate of 10%, and the total amount to be distributed is approximately USD115.36 million, of which USD103.82 million will be paid to holders of Preference Shares and approximately USD11.54 million will be withheld and paid as enterprise income tax.

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

- Appendices:
1. Biography of Mr. Norman CHAN Tak Lam
 2. Declaration and Commitment of Nominator of Independent Director, Declaration and Commitment of Candidate for Independent Director, Review Opinions of the Qualifications for Independent Director Candidate of Mr. Norman CHAN Tak Lam
 3. Biography of Mr. Lee Kam Hung Lawrence
 4. Declaration and Commitment of Nominator of Independent Director, Declaration and Commitment of Candidate for Independent Director, Review Opinions of the Qualifications for Independent Director Candidate of Mr. Lee Kam Hung Lawrence
 5. Biography of Mr. Duan Hongtao
 6. Biography of Mr. Yao Mingde
 7. Biography of Mr. Tian Fenglin

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

Beijing, PRC
29 August 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, Ms. CAO Liquan, Mr. DONG Yang and Ms. ZHONG Mantao as non-executive directors, Mr. Norman CHAN Tak Lam, Mr. Herbert WALTER, Mr. Murray HORN, Mr. CHEN Guanting and Mr. LI Weiping as independent non-executive directors.

Appendix 1:

Biography of Mr. Norman CHAN Tak Lam

Norman CHAN Tak Lam, male, Chinese nationality, born in 1954.

Mr. Norman CHAN Tak Lam has served as Independent Non-executive Director of the Bank since September 2022. He previously served as Chief Executive of the Hong Kong Monetary Authority, Director of the Chief Executive's Office of the Hong Kong Special Administrative Region Government, Vice Chairman of Asia of Standard Chartered Bank, Chairman of HK Acquisition Corporation and other positions. He currently serves as Chairman of the Board of Directors of RD Wallet Technologies Limited, Chairman of the Board of Directors of RD ezLink Limited, Founding Chairman of Hong Kong Institute of Web 3.0, Senior Adviser of the Hong Kong Academy of Finance, Chairman of the Board of Trustees of Chung Chi College of The Chinese University of Hong Kong, Vice Chairman of The Chinese University of Hong Kong Council, Chairman of the Board of CUHK Innovation Limited. He obtained a Bachelor's degree in Social Sciences from The Chinese University of Hong Kong, an Honorary Fellowship from The Chinese University of Hong Kong, an Honorary Doctorate of Business Administration from City University of Hong Kong, an Honorary Doctorate of Business Administration from Lingnan University, an Honorary Doctorate of Business Administration from Hong Kong Shue Yan University, an Honorary Doctorate of Social Sciences of The Chinese University of Hong Kong. He was awarded the Silver Bauhinia Star by the Hong Kong Special Administrative Region and the Gold Bauhinia Star by the Hong Kong Special Administrative Region. He is a Fellow of The Hong Kong Institute of Bankers, Fellow of Hong Kong Academy of Finance. He was awarded the IFTA FinTech Achievement Award by the Institute of Financial Technologists of Asia (IFTA), the Leadership Lifetime Achievement Award by The Asian Banker.

Appendix 2:

Industrial and Commercial Bank of China Limited Declaration and Commitment of Nominator of Independent Director

The nominator, the Board of Directors of Industrial and Commercial Bank of China Limited, is hereby nominating Mr. Norman CHAN Tak Lam as an independent director candidate of the Board of Directors of Industrial and Commercial Bank of China Limited. The nominator has fully understood the occupation, educational background, professional title, detailed work experience, all concurrent positions of the nominee and any negative record such as major dishonest conduct. The nominee has agreed to act as the independent director candidate of the Board of Directors of Industrial and Commercial Bank of China Limited (please refer to the Declaration of Candidate for Independent Director).

The nominator believes that the nominee is qualified to serve as an independent director and is not related to Industrial and Commercial Bank of China Limited in any way that influences his independence. Below is the full text of the declaration and commitment:

- I. The nominee has the basic knowledge about the operation of listed companies, is familiar with relevant laws, administrative regulations, rules and other normative documents, owns work experience of more than five years in law, economy, finance, management or other areas that is required to perform the responsibilities of an independent director. The nominee has attended the training and obtained the relevant training certificates recognized by the Shanghai Stock Exchange.
- II. The nominee's eligibility for the position is compliant with the requirements of the following laws, administrative regulations and departmental rules:
 - i. Regulations on the post qualifications of directors in *the Company Law of the People's Republic of China*;
 - ii. Regulations on the concurrent appointment of civil servants in the *Civil Servant Law of the People's Republic of China* (if applicable);
 - iii. Relevant regulations on the post qualifications and conditions of independent directors in the *Measures for the Administration of Independent Directors of Listed Companies* of the China Securities Regulatory Commission, the self-regulatory rules of the Shanghai Stock Exchange and ICBC's Articles of Association;

- iv. Regulations of the *Notice on the Regulating Cadres Filed with the Organization Department of the CPC Central Committee to Serve as Independent Directors and Independent Supervisors of Listed Companies and Fund Management Companies after Resignation or Retirement (Dismission)* of the CPC Central Commission for Discipline Inspection and the Organization Department of the CPC Central Committee (if applicable);
- v. Relevant regulations of the *Guidelines of the Organization Department of the CPC Central Committee on Further Regulating the (Concurrent) Appointment of Party and Government Leading Cadres in Enterprises* (if applicable);
- vi. Relevant regulations of the *Guidelines on Enhancing Anti-corruption and Integrity in Higher Education Institutions* of the CPC Central Commission for Discipline Inspection, the Ministry of Education and the Ministry of Supervision;
- vii. Relevant regulations of the *Guidelines for Independent Directors and External Supervisors of Joint-stock Commercial Banks* of the People's Bank of China;
- viii. Relevant regulations of the *Measures for the Supervision and Administration of Directors, Supervisors, Senior Management Members and Practitioners of Securities Fund Operation Institutions* of the China Securities Regulatory Commission (if applicable);
- ix. Relevant regulations of the *Administrative Measures for the Qualifications of Directors and Senior Management Members of Banking Financial Institutions, the Regulations on the Administration of Qualifications of Directors, Supervisors and Senior Management Members of Insurance Companies and the Measures for the Administration of Independent Directors of Insurance Institutions*;
- x. Other circumstances specified by laws, regulations, department rules, normative documents and the Shanghai Stock Exchange.

III. The nominee has the independence, and does not belong to any of the following cases:

- i. A person working in the listed company or its subsidiaries, or the spouse, parent, child and major social relations (major social relations refer to siblings, spouses of siblings, parents of spouses, siblings of spouses, spouses of children, parents of children's spouses, etc.) of such person;
- ii. A shareholder directly or indirectly holding more than 1% of the issued shares of the listed company or a natural person shareholder among the top ten shareholders of the listed company, or the spouse, parent or child of such shareholder;

- iii. A person working in a shareholder that directly or indirectly holds more than 5% of the issued shares of a listed company or a person working in one of the top five shareholders of the listed company, or the spouse, parent and child of such person;
- iv. A person working in a subsidiary of the controlling shareholders and de facto controllers of the listed company, or the spouse, parent and child of such person;
- v. A person having significant business dealings with the listed company, its controlling shareholders, de facto controllers or their respective subsidiaries, or serving in a unit with significant business dealings or a unit of its controlling shareholders or de facto controllers;
- vi. A person providing financial, legal, consulting and sponsorship services to the listed company, its controlling shareholders, de facto controllers or their respective subsidiaries, including but not limited to all members of the project team of the intermediary providing such services, reviewers at all levels, persons signing the report, partners, directors, senior management and main person in charge;
- vii. A person who has been in any of the circumstances listed in the preceding six items within the past 12 months;
- viii. Other circumstances determined to not have independence by the Shanghai Stock Exchange.

IV. The independent director candidate has not had the following bad records:

- i. Subject to administrative penalties by the CSRC or criminal penalties by judicial organs within the past 36 months;
- ii. Investigated by the CSRC or the judicial authorities for suspected securities and futures offenses, with no clear conclusion yet;
- iii. Publicly reprimanded or criticized more than three times by the stock exchange within the past 36 months;
- iv. Bad records such as major dishonesty;
- v. Other circumstances determined by the Shanghai Stock Exchange.

- V. The nominee is not a person who was dismissed by the board of directors through shareholders' general meeting for failing to attend two consecutive meetings of the board of directors in person or by appointing other directors during his previous term of office as an independent director.
- VI. The number of domestic listed companies where the nominee concurrently serves as an independent director does not exceed three, including Industrial and Commercial Bank of China Limited. The nominee has not served in Industrial and Commercial Bank of China Limited for more than six consecutive years.
- VII. The nominee possesses extensive professional experience and solid expertise in the field of economics and finance, with a global perspective and international, professional capabilities in financial supervision and management.
- VIII. The nominee does not have any situation that affects the integrity of an independent director or other situations affecting his post qualifications.

The nominee has passed the qualification review by the Nomination Committee of the Board of Directors of Industrial and Commercial Bank of China Limited, and the nominator does not have any interest or other close relationships with the nominee that may impede the independent performance of duties.

The nominator has checked and confirmed that the eligibility of the candidate for independent director meets the requirements in accordance with the *Self-Regulatory Guideline No. 1 — Standardized Operation of Listed Companies on the Shanghai Stock Exchange*.

The nominator guarantees the aforesaid declaration is authentic, complete and accurate, and does not contain any false statements or misleading elements. The nominator is fully aware of the potential consequences arising from any false declaration.

This declaration hereby declared.

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

Industrial and Commercial Bank of China Limited
Declaration and Commitment of Candidate for Independent Director

I, Norman CHAN Tak Lam, am fully aware of and agree to be nominated by the Board of Directors of Industrial and Commercial Bank of China Limited as a candidate for independent director of the Board of Directors of Industrial and Commercial Bank of China Limited. I publicly declare that I am qualified to serve as an independent director. I warrant that no relationship affects my independence as an independent director of Industrial and Commercial Bank of China Limited. I hereby specifically declare and undertake that:

- I. In addition to the basic knowledge of the operation of listed companies, I am familiar with relevant laws, administrative regulations, departmental rules and other normative documents, and have more than five years of working experience in law, economics, finance, management or other experience required for the performance of my duties as an independent director. I have attended the training and obtained the relevant training certificates recognized by the Shanghai Stock Exchange.
- II. My post qualifications comply with the requirements of the following laws, administrative regulations, departmental rules and ICBC's regulations:
 - i. Regulations on the post qualifications of directors in the *Company Law of the People's Republic of China*;
 - ii. Regulations on the concurrent appointment of civil servants in the *Civil Servant Law of the People's Republic of China* (if applicable);
 - iii. Relevant regulations on the post qualifications and conditions of independent directors in the *Measures for the Administration of Independent Directors of Listed Companies* of the China Securities Regulatory Commission, the self-regulatory rules of the Shanghai Stock Exchange and ICBC's Articles of Association;
 - iv. Regulations of the *Notice on the Regulating Cadres Filed with the Organization Department of the CPC Central Committee to Serve as Independent Directors and Independent Supervisors of Listed Companies and Fund Management Companies after Resignation or Retirement (Dismission)* of the CPC Central Commission for Discipline Inspection and the Organization Department of the CPC Central Committee (if applicable);
 - v. Relevant regulations of the *Guidelines of the Organization Department of the CPC Central Committee on Further Regulating the (Concurrent) Appointment of Party and Government Leading Cadres in Enterprises* (if applicable);

- vi. Relevant regulations of *the Guidelines on Enhancing Anti-corruption and Integrity in Higher Education Institutions* of the CPC Central Commission for Discipline Inspection, the Ministry of Education and the Ministry of Supervision;
- vii. Relevant regulations of the Guidelines for Independent Directors and External Supervisors of Joint-stock Commercial Banks of the People's Bank of China;
- viii. Relevant regulations of *the Measures for the Supervision and Administration of Directors, Supervisors, Senior Management Members and Practitioners of Securities Fund Operation Institutions* of the China Securities Regulatory Commission (if applicable);
- ix. Relevant regulations of *the Administrative Measures for the Qualifications of Directors and Senior Management Members of Banking Financial Institutions, the Regulations on the Administration of Qualifications of Directors, Supervisors and Senior Management Members of Insurance Companies and the Measures for the Administration of Independent Directors of Insurance Institutions*;
- x. Other circumstances specified by laws, regulations, department rules, normative documents and the Shanghai Stock Exchange.

III. I am independent and do not fall under the following circumstances:

- i. A person working in a listed company or its subsidiaries, or the spouse, parent, child and major social relations (major social relations refer to siblings, spouses of siblings, parents of spouses, siblings of spouses, spouses of children, parents of children's spouses, etc.) of such person;
- ii. A shareholder directly or indirectly holding more than 1% of the issued shares of a listed company or a natural person shareholder among the top ten shareholders of a listed company, or the spouse, parent or child of such shareholder;
- iii. A person working in a shareholder that directly or indirectly holds more than 5% of the issued shares of a listed company or a person working in one of the top five shareholders of a listed company, or the spouse, parent and child of such person;
- iv. A person working in a subsidiary of the controlling shareholders and de facto controllers of a listed company, or the spouse, parent and child of such person;
- v. A person having significant business dealings with a listed company, its controlling shareholders, de facto controllers or their respective subsidiaries, or serving in a unit with significant business dealings or its controlling shareholders or de facto controllers;

- vi. A person providing financial, legal, consulting and sponsorship services to a listed company, its controlling shareholders, de facto controllers or their respective subsidiaries, including but not limited to all members of the project team of the intermediary providing such services, reviewers at all levels, persons signing the report, partners, directors, senior management members and main person in charge;
- vii. A person who has been in any of the circumstances listed in the preceding six items within the past 12 months;
- viii. Other circumstances determined to not have independence by the Shanghai Stock Exchange.

IV. I do not have the following bad records:

- i. Subject to administrative penalties by the CSRC or criminal penalties by judicial organs within the past 36 months;
- ii. Investigated by the CSRC or the judicial authorities for suspected securities and futures offenses, with no clear conclusion yet;
- iii. Publicly reprimanded or criticized more than three times by the stock exchange within the past 36 months;
- iv. Bad records such as major dishonesty;
- v. Other circumstances determined by the Shanghai Stock Exchange.

V. I am not a person who was dismissed by the board of directors through shareholders' general meeting for failing to attend two consecutive meetings of the board of directors in person or by appointing other directors during my previous term of office as an independent director.

VI. The number of domestic listed companies where I concurrently serve as an independent director does not exceed three, including Industrial and Commercial Bank of China Limited. I have not served in Industrial and Commercial Bank of China Limited for more than six consecutive years.

VII. I possess extensive professional experience and solid expertise in the field of economics and finance, with a global perspective and international, professional capabilities in financial supervision and management.

VIII. I do not have any situation that affects the integrity of an independent director or other situations affecting my post qualifications.

I have passed the qualification review by the Nomination Committee of the Board of Directors of Industrial and Commercial Bank of China Limited, and I do not have any interest or other relationships with the nominator that may impede my independent performance of duties.

I have verified and confirmed that my qualifications for independent director meet the requirements in accordance with the *Self-Regulatory Guideline No. 1 – Standardized Operation of Listed Companies on the Shanghai Stock Exchange*.

I am fully aware of the duties of an independent director, and I warrant that the above statement is authentic, complete and accurate and does not contain any misrepresentations or misleading elements. I fully understand the consequences that may result from making a false statement. The Shanghai Stock Exchange may confirm my qualifications and independence based on the Declaration.

I undertake that during my tenure as an independent director of Industrial and Commercial Bank of China Limited, I will comply with the laws and regulations, rules, regulations and notices issued by the CSRC and the requirements of the business rules of the Shanghai Stock Exchange, accept the supervision of the Shanghai Stock Exchange, and ensure that I will have sufficient time and energy to perform my duties, make independent judgments, and will not be influenced by any of the Company's substantial shareholder, de facto controller, or other units or individuals with an interest in the Company.

I undertake that I will resign from my position as an independent director in accordance with the relevant provisions if I fail to meet the required qualifications during my tenure.

It is hereby declared.

Declared by: Norman CHAN Tak Lam

Review Opinions of the Qualifications for Independent Director Candidate

In accordance with regulations such as the *Measures for the Administration of Independent Directors of Listed Companies*, as the Nomination Committee of the Board of Directors of Industrial and Commercial Bank of China Limited, we have reviewed relevant materials of Mr. Norman CHAN Tak Lam, the independent director candidate. We hereby release the review opinions as follows:

Upon review, the Committee holds that Mr. Norman CHAN Tak Lam has the post qualifications for the Bank's independent director stipulated in the laws and regulations, rules, and normative documents such as the *Company Law of the People's Republic of China*, the *Measures for the Administration of Independent Directors of Listed Companies*, and the *Measures of CBIRC for Implementation of Administrative Licensing for Chinese Commercial Banks* as well as the listing rules of the exchanges where the Bank's stocks are listed and the provisions of the *Articles of Association of Industrial and Commercial Bank of China Limited*.

The Committee agrees to nominate Mr. Norman CHAN Tak Lam as the candidate for the Bank's independent director and submits it to the Board of Directors for deliberation.

**Nomination Committee of the Board of Directors of
Industrial and Commercial Bank of China**

Appendix 3:

Biography of Mr. Lee Kam Hung Lawrence

Lee Kam Hung Lawrence, male, Chinese nationality, was born in 1954.

Mr. Lee Kam Hung Lawrence currently serves as the Chairman and Non-executive Director of OSL Group Limited, engaging in law-related work at the same time. He concurrently serves as the Chairman of the Staff Appeals Committee at the Hospital Authority and he is a Senior Fellow of Hong Kong Securities and Investment Institute. He served as the Chairman of Hong Kong SAR and Chinese Mainland offices, the Chairman of the Asia Pacific Regional Council and a member of the Executive Committee of Baker McKenzie, a Non-executive Director, Chairman of the Process Review Panel, and a member of the Takeovers and Mergers Panel and the Takeovers Appeal Committee of the Securities and Futures Commission, Hong Kong SAR.

Mr. Lee Kam Hung Lawrence obtained a Bachelor's Degree in Laws (LLB) and a Postgraduate Certificate in Laws (P.C.LL) from the University of Hong Kong. He was awarded the Bronze Bauhinia Star and the title of Justice of the Peace.

Appendix 4:

Industrial and Commercial Bank of China Limited Declaration and Commitment of Nominator of Independent Director

The nominator, the Board of Directors of Industrial and Commercial Bank of China Limited, is hereby nominating Mr. Lee Kam Hung Lawrence as an independent director candidate of the Board of Directors of Industrial and Commercial Bank of China Limited. The nominator has fully understood the occupation, educational background, professional title, detailed work experience, all concurrent positions of the nominee and any negative record such as major dishonest conduct. The nominee has agreed to act as the independent director candidate of the Board of Directors of Industrial and Commercial Bank of China Limited (please refer to the Declaration of Candidate for Independent Director).

The nominator believes that the nominee is qualified to serve as an independent director and is not related to Industrial and Commercial Bank of China Limited in any way that influences his independence. Below is the full text of the declaration and commitment:

- I. The nominee has the basic knowledge about the operation of listed companies, is familiar with relevant laws, administrative regulations, rules and other normative documents, owns work experience of more than five years in law, economy, accounting, finance, management or other areas that is required to perform the responsibilities of an independent director.
- II. The nominee's eligibility for the position is compliant with the requirements of the following laws, administrative regulations and departmental rules:
 - i. Regulations on the post qualifications of directors in *the Company Law of the People's Republic of China*;
 - ii. Regulations on the concurrent appointment of civil servants in the *Civil Servant Law of the People's Republic of China* (if applicable);
 - iii. Relevant regulations on the post qualifications and conditions of independent directors in the *Measures for the Administration of Independent Directors of Listed Companies* of the China Securities Regulatory Commission, the self-regulatory rules of the Shanghai Stock Exchange and ICBC's Articles of Association;

- iv. Regulations of the *Notice on the Regulating Cadres Filed with the Organization Department of the CPC Central Committee to Serve as Independent Directors and Independent Supervisors of Listed Companies and Fund Management Companies after Resignation or Retirement (Dismission)* of the CPC Central Commission for Discipline Inspection and the Organization Department of the CPC Central Committee (if applicable);
- v. Relevant regulations of the *Guidelines of the Organization Department of the CPC Central Committee on Further Regulating the (Concurrent) Appointment of Party and Government Leading Cadres in Enterprises* (if applicable);
- vi. Relevant regulations of the *Guidelines on Enhancing Anti-corruption and Integrity in Higher Education Institutions* of the CPC Central Commission for Discipline Inspection, the Ministry of Education and the Ministry of Supervision (if applicable);
- vii. Relevant regulations of the *Guidelines for Independent Directors and External Supervisors of Joint-stock Commercial Banks* of the People's Bank of China (if applicable);
- viii. Relevant regulations of the *Measures for the Supervision and Administration of Directors, Supervisors, Senior Management Members and Practitioners of Securities Fund Operation Institutions* of the China Securities Regulatory Commission (if applicable);
- ix. Relevant regulations of the *Administrative Measures for the Qualifications of Directors and Senior Management Members of Banking Financial Institutions, the Regulations on the Administration of Qualifications of Directors, Supervisors and Senior Management Members of Insurance Companies and the Measures for the Administration of Independent Directors of Insurance Institutions*;
- x. Other circumstances specified by laws, regulations, department rules, normative documents and the Shanghai Stock Exchange.

III. The nominee has the independence, and does not belong to any of the following cases:

- i. A person working in the listed company or its subsidiaries, or the spouse, parent, child and major social relations (major social relations refer to siblings, spouses of siblings, parents of spouses, siblings of spouses, spouses of children, parents of children's spouses, etc.) of such person;
- ii. A shareholder directly or indirectly holding more than 1% of the issued shares of the listed company or a natural person shareholder among the top ten shareholders of the listed company, or the spouse, parent or child of such shareholder;

- iii. A person working in a shareholder that directly or indirectly holds more than 5% of the issued shares of a listed company or a person working in one of the top five shareholders of the listed company, or the spouse, parent and child of such person;
- iv. A person working in a subsidiary of the controlling shareholders and de facto controllers of the listed company, or the spouse, parent and child of such person;
- v. A person having significant business dealings with the listed company, its controlling shareholders, de facto controllers or their respective subsidiaries, or serving in a unit with significant business dealings or a unit of its controlling shareholders or de facto controllers;
- vi. A person providing financial, legal, consulting and sponsorship services to the listed company, its controlling shareholders, de facto controllers or their respective subsidiaries, including but not limited to all members of the project team of the intermediary providing such services, reviewers at all levels, persons signing the report, partners, directors, senior management and main person in charge;
- vii. A person who has been in any of the circumstances listed in the preceding six items within the past 12 months;
- viii. Other circumstances determined to not have independence by the Shanghai Stock Exchange.

IV. The independent director candidate has not had the following bad records:

- i. Subject to administrative penalties by the CSRC or criminal penalties by judicial organs within the past 36 months;
- ii. Investigated by the CSRC or the judicial authorities for suspected securities and futures offenses, with no clear conclusion yet;
- iii. Publicly reprimanded or criticized more than three times by the stock exchange within the past 36 months;
- iv. Bad records such as major dishonesty;
- v. Other circumstances determined by the Shanghai Stock Exchange.

- V. The nominee is not a person who was dismissed by the board of directors through shareholders' general meeting for failing to attend two consecutive meetings of the board of directors in person or by appointing other directors during his previous term of office as an independent director.
- VI. The number of domestic listed companies where the nominee concurrently serves as an independent director does not exceed three, including Industrial and Commercial Bank of China Limited. The nominee has not served in Industrial and Commercial Bank of China Limited for more than six consecutive years.
- VII. The nominee possesses relatively rich law-related working experience, and practiced for an extended period at Baker McKenzie as Chairman of the firm's Hong Kong and PRC offices, Chairman of the Asia Pacific Regional Council, and as a member of the Executive Committee.
- VIII. The nominee does not have any situation that affects the integrity of an independent director or other situations affecting his post qualifications.

The nominee has passed the qualification review by the Nomination Committee of the Board of Directors of Industrial and Commercial Bank of China Limited, and the nominator does not have any interest or other close relationships with the nominee that may impede the independent performance of duties.

The nominator has checked and confirmed that the eligibility of the candidate for independent director meets the requirements in accordance with the *Self-Regulatory Guideline No. 1 — Standardized Operation of Listed Companies on the Shanghai Stock Exchange*.

The nominator guarantees the aforesaid declaration is authentic, complete and accurate, and does not contain any false statements or misleading elements. The nominator is fully aware of the potential consequences arising from any false declaration.

This declaration hereby declared.

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

Industrial and Commercial Bank of China Limited

Declaration and Commitment of Candidate for Independent Director

I, Lee Kam Hung Lawrence, am fully aware of and agree to be nominated by the Board of Directors of Industrial and Commercial Bank of China Limited as a candidate for independent director of the Board of Directors of Industrial and Commercial Bank of China Limited. I publicly declare that I am qualified to serve as an independent director. I warrant that no relationship affects my independence as an independent director of Industrial and Commercial Bank of China Limited. I hereby specifically declare and undertake that:

- I. In addition to the basic knowledge of the operation of listed companies, I am familiar with relevant laws, administrative regulations, departmental rules and other normative documents, and have more than five years of working experience in law, economics, accounting, finance, management or other experience required for the performance of my duties as an independent director.
- II. My post qualifications comply with the requirements of the following laws, administrative regulations, departmental rules and ICBC's regulations:
 - i. Regulations on the post qualifications of directors in the *Company Law of the People's Republic of China*;
 - ii. Regulations on the concurrent appointment of civil servants in the *Civil Servant Law of the People's Republic of China* (if applicable);
 - iii. Relevant regulations on the post qualifications and conditions of independent directors in the *Measures for the Administration of Independent Directors of Listed Companies* of the China Securities Regulatory Commission, the self-regulatory rules of the Shanghai Stock Exchange and ICBC's Articles of Association;
 - iv. Regulations of the *Notice on the Regulating Cadres Filed with the Organization Department of the CPC Central Committee to Serve as Independent Directors and Independent Supervisors of Listed Companies and Fund Management Companies after Resignation or Retirement (Dismission)* of the CPC Central Commission for Discipline Inspection and the Organization Department of the CPC Central Committee (if applicable);
 - v. Relevant regulations of the *Guidelines of the Organization Department of the CPC Central Committee on Further Regulating the (Concurrent) Appointment of Party and Government Leading Cadres in Enterprises* (if applicable);

- vi. Relevant regulations of *the Guidelines on Enhancing Anti-corruption and Integrity in Higher Education Institutions* of the CPC Central Commission for Discipline Inspection, the Ministry of Education and the Ministry of Supervision (if applicable);
- vii. Relevant regulations of the Guidelines for Independent Directors and External Supervisors of Joint-stock Commercial Banks of the People's Bank of China (if applicable);
- viii. Relevant regulations of *the Measures for the Supervision and Administration of Directors, Supervisors, Senior Management Members and Practitioners of Securities Fund Operation Institutions* of the China Securities Regulatory Commission (if applicable);
- ix. Relevant regulations of *the Administrative Measures for the Qualifications of Directors and Senior Management Members of Banking Financial Institutions, the Regulations on the Administration of Qualifications of Directors, Supervisors and Senior Management Members of Insurance Companies and the Measures for the Administration of Independent Directors of Insurance Institutions*;
- x. Other circumstances specified by laws, regulations, department rules, normative documents and the Shanghai Stock Exchange.

III. I am independent and do not fall under the following circumstances:

- i. A person working in a listed company or its subsidiaries, or the spouse, parent, child and major social relations (major social relations refer to siblings, spouses of siblings, parents of spouses, siblings of spouses, spouses of children, parents of children's spouses, etc.) of such person;
- ii. A shareholder directly or indirectly holding more than 1% of the issued shares of a listed company or a natural person shareholder among the top ten shareholders of a listed company, or the spouse, parent or child of such shareholder;
- iii. A person working in a shareholder that directly or indirectly holds more than 5% of the issued shares of a listed company or a person working in one of the top five shareholders of a listed company, or the spouse, parent and child of such person;
- iv. A person working in a subsidiary of the controlling shareholders and de facto controllers of a listed company, or the spouse, parent and child of such person;

- v. A person having significant business dealings with a listed company, its controlling shareholders, de facto controllers or their respective subsidiaries, or serving in a unit with significant business dealings or its controlling shareholders or de facto controllers;
- vi. A person providing financial, legal, consulting and sponsorship services to a listed company, its controlling shareholders, de facto controllers or their respective subsidiaries, including but not limited to all members of the project team of the intermediary providing such services, reviewers at all levels, persons signing the report, partners, directors, senior management members and main person in charge;
- vii. A person who has been in any of the circumstances listed in the preceding six items within the past 12 months;
- viii. Other circumstances determined to not have independence by the Shanghai Stock Exchange.

IV. I do not have the following bad records:

- i. Subject to administrative penalties by the CSRC or criminal penalties by judicial organs within the past 36 months;
- ii. Investigated by the CSRC or the judicial authorities for suspected securities and futures offenses, with no clear conclusion yet;
- iii. Publicly reprimanded or criticized more than three times by the stock exchange within the past 36 months;
- iv. Bad records such as major dishonesty;
- v. Other circumstances determined by the Shanghai Stock Exchange.

V. I am not a person who was dismissed by the board of directors through shareholders' general meeting for failing to attend two consecutive meetings of the board of directors in person or by appointing other directors during my previous term of office as an independent director.

VI. The number of domestic listed companies where I concurrently serve as an independent director does not exceed three, including Industrial and Commercial Bank of China Limited. I have not served in Industrial and Commercial Bank of China Limited for more than six consecutive years.

VII. I possess relatively rich law-related working experience, and practiced for an extended period at Baker McKenzie as Chairman of the firm's Hong Kong and PRC offices, Chairman of the Asia Pacific Regional Council, and as a member of the Executive Committee.

VIII. I do not have any situation that affects the integrity of an independent director or other situations affecting my post qualifications.

I have passed the qualification review by the Nomination Committee of the Board of Directors of Industrial and Commercial Bank of China Limited, and I do not have any interest or other relationships with the nominator that may impede my independent performance of duties.

I have verified and confirmed that my qualifications for independent director meet the requirements in accordance with the *Self-Regulatory Guideline No. 1 – Standardized Operation of Listed Companies on the Shanghai Stock Exchange*.

I am fully aware of the duties of an independent director, and I warrant that the above statement is authentic, complete and accurate and does not contain any misrepresentations or misleading elements. I fully understand the consequences that may result from making a false statement. The Shanghai Stock Exchange may confirm my qualifications and independence based on the Declaration.

I undertake that during my tenure as an independent director of Industrial and Commercial Bank of China Limited, I will comply with the laws and regulations, rules, regulations and notices issued by the CSRC and the requirements of the business rules of the Shanghai Stock Exchange, accept the supervision of the Shanghai Stock Exchange, and ensure that I will have sufficient time and energy to perform my duties, make independent judgments, and will not be influenced by any of the Company's substantial shareholder, de facto controller, or other units or individuals with an interest in the Company.

I undertake that I will resign from my position as an independent director in accordance with the relevant provisions if I fail to meet the required qualifications during my tenure.

It is hereby declared.

Declared by: Lee Kam Hung Lawrence

Review Opinions of the Qualifications for Independent Director Candidate

In accordance with regulations such as the *Measures for the Administration of Independent Directors of Listed Companies*, as the Nomination Committee of the Board of Directors of Industrial and Commercial Bank of China Limited, we have reviewed relevant materials of Mr. Lee Kam Hung Lawrence, the independent director candidate. We hereby release the review opinions as follows:

Upon review, the Committee holds that Mr. Lee Kam Hung Lawrence has the post qualifications for the Bank's independent director stipulated in the laws and regulations, rules, and normative documents such as the *Company Law of the People's Republic of China*, the *Measures for the Administration of Independent Directors of Listed Companies*, and the *Measures of CBIRC for Implementation of Administrative Licensing for Chinese Commercial Banks* as well as the listing rules of the exchanges where the Bank's stocks are listed and the provisions of the *Articles of Association of Industrial and Commercial Bank of China Limited*.

The Committee agrees to nominate Mr. Lee Kam Hung Lawrence the candidate for the Bank's independent director and submits it to the Board of Directors for deliberation.

**Nomination Committee of the Board of Directors of
Industrial and Commercial Bank of China**

Appendix 5:

Biography of Mr. Duan Hongtao

Duan Hongtao, male, Chinese nationality, born in 1969.

Mr. Duan Hongtao has served as Senior Executive Vice President of the Bank since March 2023 and concurrently Board Secretary of the Bank since August 2024. He has served as Deputy Secretary of the Party Committee of the Bank since June 2025. He served as the Assistant to General Manager and Deputy General Manager of Hubei Branch, General Manager of Qingdao Branch, General Manager of Shandong Branch, and Director of the Executive Office of the Head Office of China Construction Bank.

Mr. Duan Hongtao obtained a Doctoral degree in Management. He is a senior economist.

Appendix 6:

Biography of Mr. Yao Mingde

Yao Mingde, male, Chinese nationality, born in 1970.

Mr. Yao Mingde has served as Senior Executive Vice President of the Bank since March 2024. He previously served as Deputy General Manager of the Financial Accounting Department/County Area Banking Accounting and Assessment Center of the Head Office of Agricultural Bank of China, General Manager of the Financial Accounting Department/Office of Assessment Center/County Area Banking/Inclusive Finance Accounting and Assessment Center of the Head Office, Chairman of Agricultural Bank of China (Moscow) Limited, and President of Shenzhen Branch of Agricultural Bank of China.

Mr. Yao Mingde obtained a Doctoral degree in Management. He is a senior accountant.

Appendix 7:

Biography of Mr. Tian Fenglin

Tian Fenglin, male, Chinese nationality, born in 1967.

Mr. Tian Fenglin has served as Chief Business Officer of the Bank since December 2023. He previously served as Deputy General Manager of ICBC Singapore Branch, Executive Director and General Manager of ICBC (Malaysia), Vice Chairman of ICBC (Argentina), Deputy General Manager of Jiangsu Branch and General Manager of Suzhou Branch, General Manager of Jiangsu Branch, and General Manager of the Corporate Banking Department and the Investment Banking Department of the Head Office.

Mr. Tian Fenglin obtained an MBA degree. He is a senior economist.