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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

ANNOUNCEMENT ON THE RETIREMENT OF NON-EXECUTIVE DIRECTOR

Mr. Lu Yongzhen, Non-executive Director of Industrial and Commercial Bank of China Limited (the “**Bank**”), ceased to act as Non-executive Director of the Bank, as well as member of the Strategy Committee, Risk Management Committee, Compensation Committee and US Risk Committee of the Board of Directors from the date of this announcement due to expiration of his term of office. Mr. Lu Yongzhen 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. Lu Yongzhen 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 as well as risk management of the Bank. The Board of Directors of the Bank would like to express its sincere gratitude to Mr. Lu Yongzhen 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
25 November 2025

As at the date of this announcement, the Board of Directors comprises Mr. LIAO Lin, Mr. LIU Jun, Mr. DUAN Hongtao and Mr. WANG Jingwu as executive directors, Ms. CAO Liqun, 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.