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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 APPROVAL OF THE QUALIFICATION OF SENIOR EXECUTIVE VICE PRESIDENT

The Board of Directors of Industrial and Commercial Bank of China Limited (the “**Bank**”) approved the appointment of Mr. Zhao Guide as Senior Executive Vice President of the Bank on 30 October 2025. Today, the Bank received the “Qualification Approval of Zhao Guide as Senior Executive Vice President of Industrial and Commercial Bank of China by the National Financial Regulatory Administration”. Pursuant to the relevant requirements, the qualification of Mr. Zhao Guide as Senior Executive Vice President of the Bank has been approved by the National Financial Regulatory Administration. The appointment of Mr. Zhao Guide as Senior Executive Vice President of the Bank has become effective.

Please refer to the Announcement of the Resolutions of the Board of Directors of the Bank dated 30 October 2025 for the biography of Mr. Zhao Guide.

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

Beijing, PRC
26 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.