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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)

SUPPLEMENTAL ANNOUNCEMENT FOR THE 2012 ANNUAL REPORT

Industrial and Commercial Bank of China Limited (the “**Bank**”) has already disclosed certain information in respect of remuneration to directors, supervisors and senior management members in its 2012 Annual Report. The total final remuneration is set out below:

Unit: RMB10,000

Name	Position	Fees	Basic Salary	Performance-based salary	Contribution by the employer to social insurance and welfare plans, housing allowance, etc.	Total remuneration before tax for 2012	Of which: Deferred payment	Actual amount of remuneration paid (pre-tax) for 2012	Amount of remuneration received from shareholder
		1	2	3	4	5=1+2+3+4	6	7=5-6	8
Jiang Jianqing	Chairman of the Board of Directors, Executive Director	—	49.50	116.66	33.40	199.56	58.45	141.11	—
Yang Kaisheng	Vice Chairman of the Board of Directors, Executive Director, President	—	44.55	114.17	39.15	197.87	57.20	140.67	—
Zhao Lin	Chairman of the Board of Supervisors	—	43.56	111.62	33.48	188.66	55.92	132.74	—
Wang Lili	Executive Director, Senior Executive Vice President	—	42.08	107.43	30.11	179.62	53.82	125.80	—
Li Xiaopeng	Executive Director, Senior Executive Vice President	—	42.08	107.43	30.11	179.62	53.82	125.80	—
Huan Huiwu	Non-executive Director	—	—	—	—	—	—	—	78.0
Wang Xiaoya		—	—	—	—	—	—	—	73.8
Ge Rongrong		—	—	—	—	—	—	—	73.8
Li Jun		—	—	—	—	—	—	—	78.0
Wang Xiaolan		—	—	—	—	—	—	—	73.8
Yao Zhongli		—	—	—	—	—	—	—	73.8

Name	Position	Fees	Basic Salary	Performance-based salary	Contribution by the employer to social insurance and welfare plans, housing allowance, etc.	Total remuneration before tax for 2012	Of which: Deferred payment	Actual amount of remuneration paid (pre-tax) for 2012	Amount of remuneration received from shareholder
		1	2	3	4	5=1+2+3+4	6	7=5-6	8
Xu Shanda	Independent Non-executive Director	—	—	—	—	—	—	—	—
Wong Kwong Shing, Frank		49.0	—	—	—	49.0	—	49.0	—
Malcolm Christopher McCarthy		41.0	—	—	—	41.0	—	41.0	—
Kenneth Patrick Chung		41.2	—	—	—	41.2	—	41.2	—
Or Ching Fai		24.2	—	—	—	24.2	—	24.2	—
Hong Yongmiao		14.0	—	—	—	14.0	—	14.0	—
Wang Chixi	Shareholder Supervisor	—	34.65	92.86	27.88	155.39	37.24	118.15	—
Dong Juan	External Supervisor	30.0	—	—	—	30.0	—	30.0	—
Meng Yan		28.0	—	—	—	28.0	—	28.0	—
Zhang Wei	Employee Supervisor	5.0	—	—	—	5.0	—	5.0	—
Zhu Lifei		5.0	—	—	—	5.0	—	5.0	—
Li Mingtian		2.1	—	—	—	2.1	—	2.1	—
Luo Xi	Senior Executive Vice President	—	42.08	107.43	30.11	179.62	53.82	125.80	—
Liu Lixian	Secretary of Party Discipline	—	42.08	107.43	30.11	179.62	53.82	125.80	—
Yi Huiman	Senior Executive Vice President	—	42.08	107.43	30.11	179.62	53.82	125.80	—
Zhang Hongli	Senior Executive Vice President	—	42.08	107.43	30.11	179.62	53.82	125.80	—
Wang Xiquan	Senior Executive Vice President	—	41.15	105.07	29.26	175.49	52.64	122.85	—
Wei Guoxiong	Chief Risk Officer	—	40.59	103.28	27.65	171.52	51.74	119.78	—
Lin Xiaoxuan	Chief Information Officer	—	40.59	103.28	27.65	171.52	51.74	119.78	—
Hu Hao	Board Secretary	—	40.59	103.28	27.65	171.52	51.74	119.78	—

Notes:

- The remuneration before tax payable to the directors, supervisors and senior management members of the Bank set out in the table above represents the total amount of remuneration for each of these individuals for 2012, which includes the amount of “Remuneration paid” as disclosed in the 2012 Annual Report.
- Pursuant to relevant government regulations, as part of the total remuneration before tax payable to the Chairman of the Board of Directors, the President, the Chairman of the Board of Supervisors, other executive directors and senior management members for 2012, payment of 50% or more of the performance-based salary will be deferred. The deferred amount will be accrued in the Bank’s accounts and withheld from the payment of remuneration to the said individuals for 2012. The deferred payment will be made having regard to the operating performance and status for the years 2013 to 2015, and the proportion payable each year will be one-third of the amount.
- Due to his age, Mr. Yang Kaisheng has ceased to act as the president of the Bank since 22 May 2013, and has resigned from the positions as the vice chairman of the Board of Directors, an executive director of the Bank as well as member of the Strategy Committee, the Nomination Committee and the Compensation Committee of the Board.
- Due to her age, Ms. Wang Lili has ceased to act as the vice president of the Bank since 22 May 2013, and has resigned from the positions as an executive director of the Bank, as well as member of the Risk Management Committee of the Board.
- Due to change of job assignments, Mr. Li Xiaopeng has ceased to act as the vice president of the Bank since 22 May 2013, and has resigned from the positions as an executive director of the Bank, as well as member of the Related Party Transactions Control Committee of the Board.
- Pursuant to relevant regulations, Mr. Xu Shanda, an independent non-executive director, did not receive any fees from the Bank since 1 July 2008.
- Total remuneration before tax of shareholder supervisor for 2012 was determined pursuant to his/her actual term of office. Pursuant to regulations of the China Banking Regulatory Commission, as part of the total remuneration before tax payable to the shareholder supervisor for 2012, payment of 40% or more of the performance-based salary will be deferred. The deferred amount will be accrued in the Bank’s accounts and withheld from the payment of remuneration to the said individuals for 2012. The deferred payment will be made having regard to the operating performance and status for the years 2013 to 2015, and the proportion payable each year will be one-third of the amount.
- The remuneration to the directors, supervisors and senior management members for 2012 as set out above has been considered and passed by the Compensation Committee of the Board and the Board, of which the remuneration to the directors and supervisors for 2012 is subject to the consideration and approval of the shareholders’ general meeting.

In 2012, the total remuneration before tax to all directors, supervisors and senior management members of the Bank amounted to RMB27.4875 million.

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

Beijing, PRC, 27 June 2013

As at the date of this announcement, the board of directors comprises Mr. JIANG Jianqing as executive director, Mr. HUAN Huiwu, Ms. WANG Xiaoya, Ms. GE Rongrong, Mr. LI Jun, Mr. WANG Xiaolan and Mr. YAO Zhongli as non-executive directors, Mr. XU Shanda, Mr. WONG Kwong Shing, Frank, Sir Malcolm Christopher McCARTHY, Mr. Kenneth Patrick CHUNG, Mr. OR Ching Fai and Mr. HONG Yongmiao as independent non-executive directors.