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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 2013 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 2013 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 2013	Of which: Deferred payment	Actual amount of remuneration paid (pre-tax) for 2013	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	—	51.00	115.16	33.40	199.56	57.70	141.86	—
Yi Huiman	Vice Chairman of the Board of Directors, Executive Director, President	—	44.84	112.39	33.66	190.89	56.31	134.58	—
Zhao Lin	Chairman of the Board of Supervisors	—	44.88	112.50	34.83	192.20	56.36	135.84	—
Liu Lixian	Executive Director, Secretary of Party Discipline Committee	—	43.35	108.40	31.30	183.06	54.31	128.75	—

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		1	2	3	4	5=1+2+3+4	6	7=5-6	8
Wang Xiaoya	Non-executive Director	—	—	—	—	—	—	—	75.0
Ge Rongrong		—	—	—	—	—	—	—	73.9
Li Jun		—	—	—	—	—	—	—	78.0
Wang Xiaolan		—	—	—	—	—	—	—	75.0
Yao Zhongli		—	—	—	—	—	—	—	75.0
Fu Zhongjun		—	—	—	—	—	—	—	—
Wong Kwong Shing, Frank	Independent Non-executive Director	52.0	—	—	—	52.0	—	52.0	—
Malcolm Christopher McCarthy		43.0	—	—	—	43.0	—	43.0	—
Kenneth Patrick Chung		44.0	—	—	—	44.0	—	44.0	—
Or Ching Fai		44.0	—	—	—	44.0	—	44.0	—
Hong Yongmiao		42.0	—	—	—	42.0	—	42.0	—
Yi Xiqun		—	—	—	—	—	—	—	—
Wang Chixi	Shareholder Supervisor	—	36.72	92.04	29.59	158.36	36.91	121.45	—
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	—
Li Mingtian		5.0	—	—	—	5.0	—	5.0	—
Zhang Hongli	Senior Executive Vice President	—	43.35	108.36	31.30	183.01	54.29	128.73	—
Wang Xiquan	Senior Executive Vice President	—	43.35	108.36	30.87	182.58	54.29	128.29	—
Zheng Wanchun	Senior Executive Vice President	—	10.84	27.07	5.96	43.86	13.56	30.30	—
Gu Shu	Senior Executive Vice President	—	10.84	27.06	5.96	43.85	13.56	30.29	—
Wang Jingdong	Senior Executive Vice President	—	3.61	8.99	2.64	15.24	4.50	10.74	—
Wei Guoxiong	Chief Risk Officer	—	41.82	104.54	30.12	176.48	52.37	124.10	—
Lin Xiaoxuan	Chief Information Officer	—	41.82	104.24	30.12	176.18	52.23	123.96	—
Hu Hao	Board Secretary	—	41.82	104.45	30.12	176.39	52.33	124.06	—
Former directors and supervisors									
Yang Kaisheng	Vice Chairman of the Board of Directors, Executive Director, President	—	19.13	47.94	16.70	83.77	24.02	59.75	—
Wang Lili	Executive Director, Senior Executive Vice President	—	39.74	99.61	16.75	156.09	49.90	106.19	—

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 2013	Of which: Deferred payment	Actual amount of remuneration paid (pre-tax) for 2013	Amount of remuneration received from shareholder
		1	2	3	4	5=1+2+3+4	6	7=5-6	8
Li Xiaopeng	Executive Director, Senior Executive Vice President	—	18.06	45.28	12.77	76.11	22.68	53.42	—
Luo Xi	Executive Director, Senior Executive Vice President	—	43.35	108.40	31.30	183.06	54.31	128.75	—
Huan Huiwu	Non-executive Director	—	—	—	—	—	—	—	71.5
Xu Shanda	Independent Non-executive Director	—	—	—	—	—	—	—	—
Zhu Lifei	Employee Supervisor	4.2	—	—	—	4.2	—	4.2	—

Notes:

1. 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 2013, which includes the amount of “Remuneration paid” as disclosed in the 2013 Annual Report.
2. 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 2013, 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 2013. The deferred payment will be made having regard to the operating performance and status for the years 2014 to 2016, and the proportion payable each year will be one-third of the amount.
3. Pursuant to regulations of the China Banking Regulatory Commission, as part of the total remuneration before tax payable to the shareholder supervisor for 2013, 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 2013. The deferred payment will be made having regard to the operating performance and status for the years 2014 to 2016, and the proportion payable each year will be one-third of the amount.
4. Pursuant to relevant regulations, Mr. Xu Shanda, a former independent non-executive director, did not receive any fees from the Bank since 1 July 2008.
5. Mr. Fu Zhongjun has served as a non-executive director of the Bank since 31 December 2013, and Mr. Yi Xiqun has served as an independent non-executive director of the Bank since 31 December 2013.
6. The remuneration to the directors, supervisors and senior management members for 2013 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 2013 is subject to the consideration and approval of the shareholders’ general meeting of the Bank.

The total remuneration before tax payable by the Bank to directors, supervisors and senior management members of the Bank for 2013 amounts to RMB 27,178,900.

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

Beijing, PRC, 29 June 2014

As at the date of this announcement, the board of directors comprises Mr. JIANG Jianqing, Mr. YI Huiman and Mr. LIU Lixian as executive directors, Ms. WANG Xiaoya, Ms. GE Rongrong, Mr. LI Jun, Mr. WANG Xiaolan, Mr. YAO Zhongli and Mr. FU Zhongjun as non-executive directors, Mr. WONG Kwong Shing, Frank, Sir Malcolm Christopher McCARTHY, Mr. Kenneth Patrick CHUNG, Mr. OR Ching Fai, Mr. HONG Yongmiao and Mr. YI Xiqun as independent non-executive directors.