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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 2009 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 in its 2009 Annual Report. The total final remuneration payable to such persons are set out below:

Unit: RMB'0000

Name	Position	Fees	Basic salary	Performance-based salary	Contribution to social insurances and welfare plans, housing allowances, etc.	Total remuneration before tax for 2009 ^{Note 1}	Of which: Deferred payment ^{Note 2}	Actual amount of remuneration paid (pre-tax) for 2009
		(1)	(2)	(3)	(4)	(5)=(1)+(2)+(3)+(4)	(6)	(7)=(5)-(6)
Jiang Jianqing	Chairman of the Board of Directors, Executive Director	—	39.8	109.3	24.9	174	54.8	119.2
Yang Kaisheng	Vice Chairman of the Board of Directors, Executive Director, President	—	35.8	98.3	31.6	165.7	49.2	116.5
Zhao Lin	Chairman of the Board of Supervisors	—	35	96.1	24.6	155.7	48.1	107.6
Zhang Furong	Executive Director, Senior Executive Vice President	—	33.8	92.8	21.5	148.1	46.5	101.6
Huan Huiwu ^{Note 3}	Non-executive Director	—	—	—	—	—	—	—
Gao Jianhong ^{Note 3}		—	—	—	—	—	—	—
Li Chunxiang ^{Note 3}		—	—	—	—	—	—	—
Li Jun ^{Note 3}		—	—	—	—	—	—	—
Li Xiwen ^{Note 3}		—	—	—	—	—	—	—
Wei Fusheng ^{Note 3}		—	—	—	—	—	—	—
Leung Kam Chung, Antony	Independent Non-executive Director	49.8	—	—	—	49.8	—	—
Qian Yingyi		48.5	—	—	—	48.5	—	—
Xu Shanda		—	—	—	—	—	—	—
Wong Kwong Shing, Frank		42.8	—	—	—	42.8	—	—
Malcolm Christopher McCarthy		2.5	—	—	—	2.5	—	—
Kenneth Patrick Chung	2.5	—	—	—	2.5	—	—	
Wang Chixi	Shareholder Supervisor	—	24.6	67.6	15.7	107.9	—	107.9
Dong Juan	External Supervisor	17.5	—	—	—	17.5	—	—

Name	Position	Fees	Basic salary	Performance-based salary	Contribution to social insurances and welfare plans, housing allowances, etc.	Total remuneration before tax for 2009 ^{Note 1}	Of which: Deferred payment ^{Note 2}	Actual amount of remuneration paid (pre-tax) for 2009
		(1)	(2)	(3)	(4)	(5)=(1)+(2)+(3)+(4)	(6)	(7)=(5)-(6)
Meng Yan	External Supervisor	16.5	—	—	—	16.5	—	—
Zhang Wei	Employee Supervisor	5	—	—	—	5	—	—
Chang Ruiming	Employee Supervisor	1.7	—	—	—	1.7	—	—
Wang Lili	Senior Executive Vice President	—	33.8	92.5	21.5	147.8	46.3	101.5
Li Xiaopeng	Senior Executive Vice President	—	33.8	92.5	21.5	147.8	46.3	101.5
Luo Xi ^{Note 4}	Senior Executive Vice President	—	—	—	—	—	—	—
Liu Lixian	Secretary of Party Discipline	—	33.8	92.2	21.5	147.5	46.2	101.3
Yi Huiman	Senior Executive Vice President	—	33.8	92.5	21.5	147.8	46.3	101.5
Wei Guoxiong	Chief Risk Officer	—	32.6	88.9	19.3	140.8	44.5	96.3
Gu Shu	Board Secretary	—	32.6	88.9	19.3	140.8	44.5	96.3
Resigned director during the year								
Niu Ximing ^{Note 5}	Executive Director, Senior Executive Vice President	—	33.8	92.8	21.5	148.1	46.5	101.6
Notes:								
1. The remuneration before tax payable to the Chairman of the Board of Directors, the President, the Chairman of the Board of Supervisors and other senior management members for 2009 set out in the table above represents the total amount of annual remuneration for each of these individuals, which includes the amount of "Remuneration paid" as disclosed in the 2009 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 and other senior management members, 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 2009. The deferred payment will be made having regard to the operating performance and status for the years 2010 to 2012, and the proportion payable each year will be one-third of the amount.								
3. Mr. Huan Huiwu, Mr. Gao Jianhong, Ms. Li Chunxiang, Mr. Li Jun, Mr. Li Xiwen and Mr. Wei Fusheng received remuneration from the nominating party.								
4. Mr. Luo Xi did not receive any remuneration from the Bank in 2009.								
5. Mr. Niu Ximing resigned from his position as a director of the Bank on 29 December 2009 and the remuneration set out in the table above represents the remuneration received by Mr. Niu for the period from January to December 2009 when he acted as an Executive Director of the Bank.								

The total remuneration payable to the Chairman of the Board of Directors, the President, the Chairman of the Board of Supervisors, Executive Directors, Supervisors and other senior management members of the Bank for 2009 amounted to RMB19,588,000.

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

Beijing, PRC
29 April 2010

As at the date of this announcement, the board of directors comprises Mr. JIANG Jianqing, Mr. YANG Kaisheng, Mr. ZHANG Furong and Ms. WANG Lili as executive directors, Mr. HUAN Huiwu, Mr. GAO Jianhong, Ms. LI Chunxiang, Mr. LI Jun, Mr. LI Xiwen and Mr. WEI Fusheng as non-executive directors, Mr. LEUNG Kam Chung, Antony, Mr. QIAN Yingyi, Mr. XU Shanda, Mr. WONG Kwong Shing, Frank, Sir Malcolm Christopher McCARTHY and Mr. Kenneth Patrick CHUNG as independent non-executive directors.