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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 2010 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 2010 Annual Report. The total final remuneration are 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 allowances, etc.	Total remuneration before tax for 2010 ^{Note 1}	Of which: Deferred payment ^{Note 2}	Actual amount of remuneration paid (pre-tax) for 2010
		1	2	3	4	5=1+2+3+4	6	7=5-6
Jiang Jianqing	Chairman of the Board of Directors, Executive Director	—	42.75	121.41	31.90	196.06	60.83	135.23
Yang Kaisheng	Vice Chairman of the Board of Directors, Executive Director, President	—	38.48	109.28	41.63	189.39	54.75	134.64
Zhao Lin	Chairman of the Board of Supervisors	—	37.62	106.84	32.09	176.55	53.53	123.02
Wang Lili	Executive Director, Senior Executive Vice President	—	36.34	102.84	28.70	167.88	51.52	116.36
Li Xiaopeng	Executive Director, Senior Executive Vice President	—	36.34	102.84	28.70	167.88	51.52	116.36
Huan Huiwu	Non-executive Director ^{Note 3}	—	—	—	—	—	—	—
Gao Jianhong		—	—	—	—	—	—	—
Li Chunxiang		—	—	—	—	—	—	—
Li Jun		—	—	—	—	—	—	—
Li Xiwen		—	—	—	—	—	—	—
Wei Fusheng		—	—	—	—	—	—	—
Leung Kam Chung, Antony	Independent Non-executive Director	50.00	—	—	—	50.00	—	—
Qian Yingyi		49.00	—	—	—	49.00	—	—
Xu Shanda ^{Note 4}		—	—	—	—	—	—	—
Wong Kwong Shing, Frank		47.00	—	—	—	47.00	—	—
Malcolm Christopher McCarthy		39.17	—	—	—	39.17	—	—
Kenneth Patrick Chung		38.25	—	—	—	38.25	—	—

Name	Position				Contribution by the employer to social insurance and welfare plans, housing allowances, etc.	Total remuneration before tax for 2010 ^{Note 1}	Of which: Deferred payment ^{Note 2}	Actual amount of remuneration paid (pre-tax) for 2010
		Fees	Basic Salary	Performance-based salary				
		1	2	3	4	5=1+2+3+4	6	7=5-6
Wang Chixi	Shareholder Supervisor	—	26.51	75.29	20.89	122.69	—	122.69
Dong Juan	External Supervisor	30.00	—	—	—	30.00	—	—
Meng Yan		28.00	—	—	—	28.00	—	—
Zhang Wei	Employee Supervisor	5.00	—	—	—	5.00	—	—
Zhu Lifei ^{Note 5}		1.25	—	—	—	1.25	—	—
Luo Xi	Senior Executive Vice President	—	36.34	102.48	28.70	167.52	51.34	116.18
Liu Lixian	Secretary of Party Discipline	—	36.34	102.48	28.70	167.52	51.34	116.18
Yi Huiman	Senior Executive Vice President	—	36.34	102.84	28.70	167.88	51.52	116.36
Zhang Hongli ^{Note 6}	Senior Executive Vice President	—	24.23	68.33	20.34	112.90	34.23	78.67
Wang Xiquan ^{Note 7}	Senior management member	—	23.51	66.30	20.12	109.93	33.22	76.71
Wei Guoxiong	Chief Risk Officer	—	35.06	98.87	26.31	160.24	49.53	110.71
Lin Xiaoxuan ^{Note 8}	Chief Information Officer	—	2.92	8.23	2.59	13.74	4.12	9.62
Hu Hao ^{Note 9}	Board Secretary	—	—	—	—	—	—	—
Resigned director, supervisor and senior management member during the year								
Zhang Furong ^{Note 10}	Executive Director, Senior Executive Vice President	—	21.20	60.21	13.88	95.29	30.17	65.12
Chang Ruiming ^{Note 11}	Employee Supervisor	3.75	—	—	—	3.75	—	—
Gu Shu ^{Note 12}	Board Secretary	—	32.13	90.61	23.57	146.31	45.40	100.91

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 2010, which includes the amount of “Remuneration paid” as disclosed in the 2010 Annual Report. The payment of remuneration to directors and supervisors of the Bank is subject to the approval from shareholders at the shareholders’ general meeting of the Bank.
- 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 2010, 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 2010. The deferred payment will be made having regard to the operating performance and status for the years 2011 to 2013, and the proportion payable each year will be one-third of the amount.
- Independent non-executive directors, 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.
- Pursuant to relevant regulations, Mr. Xu Shanda, an independent non-executive director, did not receive any allowance from the Bank since 1 July 2008.
- The total remuneration before tax for 2010 for Mr. Zhu Lifei represents the remuneration received by Mr. Zhu for the period when he acted as the Employee Supervisor of the Bank in 2010.
- The total remuneration before tax for 2010 for Mr. Zhang Hongli represents the remuneration received by Mr. Zhang for the period when he acted as the Senior Executive Vice President of the Bank in 2010.
- The total remuneration before tax for 2010 for Mr. Wang Xiquan represents the remuneration received by Mr. Wang for the period when he acted as a senior management member of the Bank in 2010.
- The total remuneration before tax for 2010 for Mr. Lin Xiaoxuan represents the remuneration received by Mr. Lin in respect of the period when he acted as the Chief Information Officer of the Bank in 2010.
- Mr. Hu Hao, as the Board Secretary, did not receive any remuneration from the Bank in 2010.
- The total remuneration before tax for 2010 for Mr. Zhang Furong represents the remuneration received by Mr. Zhang in respect of the period when he acted as the Executive Director and Senior Executive Vice President of the Bank in 2010.
- The total remuneration before tax for 2010 for Mr. Chang Ruiming represents the remuneration received by Mr. Chang in respect of the period when he acted as the Employee Supervisor of the Bank in 2010.
- The total remuneration before tax for 2010 for Mr. Gu Shu represents the remuneration received by Mr. Gu in respect of the period when he acted as the Board Secretary of the Bank in 2010.

In 2010, the total remuneration before tax to all directors, supervisors and senior management members of the Bank amounted to RMB24,532,000.

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

Beijing, PRC
17 May 2011

As at the date of this announcement, the board of directors comprises Mr. JIANG Jianqing, Mr. YANG Kaisheng, Ms. WANG Lili and Mr. LI Xiaopeng 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.