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中国建设银行

China Construction Bank

中國建設銀行股份有限公司

China Construction Bank Corporation

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 00939)

**Announcement on
the Resolutions of the Meeting of the Board of Directors
(23 December 2025)**

The meeting of the board of directors (the “**Board**”) of China Construction Bank Corporation (the “**Bank**” or “**CCB**”) was held onsite on 23 December 2025 in Beijing. The Bank issued the written notice of the meeting on 16 December 2025. The meeting was chaired by Mr. Zhang Jinliang, chairman of the Board. 13 directors were eligible to attend the meeting and all of them attended the meeting in person. The meeting was convened in compliance with the provisions of the *Company Law of the People's Republic of China*, the *Articles of Association of China Construction Bank Corporation* (the “**Articles of Association**”) and other rules.

The following resolutions were considered and approved at the meeting:

I. Proposal on Remuneration Distribution and Settlement Plan for Directors of CCB for the Year 2024

This proposal has been considered and approved by the Nomination and Remuneration Committee of the Board of the Bank.

Please refer to Appendix I to this announcement for voting results.

The independent non-executive directors were of the view that *Remuneration Distribution and Settlement Plan for Directors of CCB for the Year 2024* was in compliance with the relevant provisions of laws, regulations and the Articles of Association. The independent non-executive directors unanimously agreed that *Remuneration Distribution and Settlement Plan for Directors of CCB for the Year 2024* be submitted to the shareholders' meeting for consideration.

It was resolved that this proposal be submitted to the shareholders' meeting of the Bank for consideration.

Please refer to Appendix II to this announcement for *Remuneration Distribution and Settlement Plan for Directors of CCB for the Year 2024*.

II. Proposal on *Remuneration Distribution and Settlement Plan for Senior Management Members of CCB for the Year 2024*

This proposal has been considered and approved by the Nomination and Remuneration Committee of the Board of the Bank.

Please refer to Appendix III to this announcement for voting results.

The independent non-executive directors were of the view that *Remuneration Distribution and Settlement Plan for Senior Management Members of CCB for the Year 2024* was in compliance with the relevant provisions of laws, regulations and the Articles of Association. The independent non-executive directors agreed on *Remuneration Distribution and Settlement Plan for Senior Management Members of CCB for the Year 2024*.

Please refer to Appendix IV to this announcement for *Remuneration Distribution and Settlement Plan for Senior Management Members of CCB for the Year 2024*.

III. Proposal on the Nomination of Mr. Shi Jian as a Member of the Relevant Special Committee of the Board of the Bank

Voting results: voted in favour: 13 votes, voted against: 0 vote, abstained from voting: 0 vote.

It was resolved at the meeting that Mr. Shi Jian be appointed as a member of the Strategy Development Committee of the Board of the Bank. Mr. Shi Jian's membership in the Strategy Development Committee of the Board of the Bank shall take effect from the date of the approval by the National Financial Regulatory Administration of his appointment qualifications as director.

IV. Proposal on Appointment of Mr. Tang Shuo as Executive Vice President of the Bank

Voting results: voted in favour: 13 votes, voted against: 0 vote, abstained from voting: 0 vote.

This proposal has been reviewed and approved by the Nomination and Remuneration Committee of the Board of the Bank.

The independent non-executive directors were of the view that Mr. Tang Shuo satisfies the appointment qualifications and requirements of senior management as required by relevant laws, regulations and the Articles of Association, and agreed on this proposal.

Mr. Tang Shuo satisfies the appointment qualifications and requirements of senior management as required by relevant laws, regulations and the Articles of Association. It was resolved at the meeting that Mr. Tang Shuo be appointed as executive vice president of the Bank. Mr. Tang Shuo will take office as executive vice president of the Bank upon the approval of his appointment qualifications by the National Financial Regulatory Administration.

Mr. Tang Shuo, born in November 1978, is of Chinese nationality. From October 2025 to December 2025, Mr. Tang served as business controller (corporate and institutional banking business) at Bank of Communications (“BOCOM”). He served at BOCOM successively as general manager of Guangdong Branch and general manager of Beijing Branch from March 2021 to December 2025. He served at BOCOM successively as deputy general manager and general manager of Jiangxi Branch from July 2018 to March 2021, and successively as assistant general manager and deputy general manager of Beijing Branch from April 2016 to July 2018. His earlier roles at BOCOM include general manager of Beijing Wangjing Sub-branch, and general manager of personal finance business department and deputy general manager of corporate and institutional banking department (investment banking department) of Beijing Branch. Mr. Tang is a senior economist. He obtained a bachelor’s degree in law from Xi’an Jiaotong University in 2001 and a master’s degree in engineering from Beijing Jiaotong University in 2018.

In addition, the Remuneration Distribution and Settlement Plan for Supervisors of CCB for the Year 2024 of the Bank has been considered and approved by the Audit Committee of the Board of the Bank, and will also be submitted to the shareholders’ meeting of the Bank for consideration and approval. Please refer to Appendix V to this announcement for details.

Announcement of the captioned matter is hereby given.

**The Board of Directors of
China Construction Bank Corporation**

23 December 2025

As at the date of this announcement, the executive directors of the Bank are Mr. Zhang Jinliang, Mr. Zhang Yi and Mr. Ji Zhihong; the non-executive directors of the Bank are Ms. Xin Xiaodai, Ms. Liu Fang, Ms. Li Lu, Ms. Li Li and Mr. Dou Hongquan; and the independent non-executive directors of the Bank are Mr. William Coen, Mr. Leung Kam Chung, Antony, Lord Sassoon, Mr. Lin Zhijun and Mr. Zhang Weiguo.

Appendix I

Voting Results of the Proposal on *Remuneration Distribution and Settlement Plan* for Directors of CCB for the Year 2024

Item	Valid Votes	For	Abstained	Against	Remarks
Directors (in office as at the end of 2024)					
Remuneration of Mr. Zhang Jinliang for 2024	12	12	0	0	Mr. Zhang Jinliang abstained from voting
Remuneration of Mr. Zhang Yi for 2024	12	12	0	0	Mr. Zhang Yi abstained from voting
Remuneration of Mr. Ji Zhihong for 2024	12	12	0	0	Mr. Ji Zhihong abstained from voting
Remuneration of Mr. Tian Bo for 2024	13	13	0	0	
Remuneration of Mr. Xia Yang for 2024	13	13	0	0	
Remuneration of Ms. Liu Fang for 2024	12	12	0	0	Ms. Liu Fang abstained from voting
Remuneration of Ms. Li Lu for 2024	12	12	0	0	Ms. Li Lu abstained from voting
Remuneration of Mr. Graeme Wheeler for 2024	13	13	0	0	
Remuneration of Mr. Michel Madelain for 2024	13	13	0	0	
Remuneration of Mr. William Coen for 2024	12	12	0	0	Mr. William Coen abstained from voting
Remuneration of Mr. Leung Kam Chung, Antony for 2024	12	12	0	0	Mr. Leung Kam Chung, Antony abstained from voting
Remuneration of Lord Sassoon for 2024	12	12	0	0	Lord Sassoon abstained from voting
Remuneration of Mr. Lin Zhijun for 2024	12	12	0	0	Mr. Lin Zhijun abstained from voting
Directors Resigned in 2024					
Remuneration of Mr. Tian Guoli for 2024	13	13	0	0	
Remuneration of Ms. Shao Min for 2024	13	13	0	0	
Remuneration of Mr. Kenneth Patrick Chung for 2024	13	13	0	0	

Appendix II

Remuneration Distribution and Settlement Plan for Directors of CCB for the Year 2024

Unit: RMB10,000

Name	Title	Total remuneration before tax for 2024 from the Bank			Whether obtained remuneration from shareholders or other related parties of the Bank
		Annual remuneration payable (Allowance)	Employer's contribution to social insurances, enterprise annuity, supplemental medical insurance and housing allowances	Other monetary income	
Directors (in office as at the end of 2024)					
Zhang Jinliang	Chairman, Executive Director	93.30	24.37	–	No
Zhang Yi	Vice Chairman, Executive Director	62.20	17.11	–	No
Ji Zhihong	Executive Director	83.97	23.59	–	No
Tian Bo	Non-executive Director	–	–	–	Yes
Xia Yang	Non-executive Director	–	–	–	Yes
Liu Fang	Non-executive Director	–	–	–	Yes
Li Lu	Non-executive Director	–	–	–	Yes
Graeme Wheeler	Independent Non-executive Director	44.00	–	–	No
Michel Madelain	Independent Non-executive Director	44.00	–	–	No
William Coen	Independent Non-executive Director	40.00	–	–	No
Leung Kam Chung, Antony	Independent Non-executive Director	41.00	–	–	No
Lord Sassoon	Independent Non-executive Director	39.00	–	–	No
Lin Zhijun	Independent Non-executive Director	13.00	–	–	No
Directors Resigned in 2024					
Tian Guoli	Chairman, Executive Director	23.32	5.45	–	No
Shao Min	Non-executive Director	–	–	–	Yes
Kenneth Patrick Chung	Independent Non-executive Director	22.00	–	–	No

Notes:

1. From 2015 onwards, remunerations of the Bank's leaders administered by central authorities have been paid in accordance with relevant policies relating to the remuneration reform for central enterprises.
2. In accordance with relevant laws and regulations, independent non-executive directors receive allowances from the Bank.
3. The remuneration before tax in the above table refers to the total amount of remuneration of the directors of the Bank for the year 2024, including the "remuneration paid" as disclosed in the Bank's 2024 annual report. This plan is additional information to the remuneration of directors as disclosed in the Bank's 2024 annual report.
4. In 2024, there were no performance-based remuneration recourse deductions for directors.

5. Ms. Shao Min, Mr. Tian Bo, Mr. Xia Yang, Ms. Liu Fang and Ms. Li Lu are directors appointed by Central Huijin Investment Ltd., and they receive their remuneration from Central Huijin Investment Ltd. In addition, some of the Bank's independent non-executive directors hold positions as directors or senior management members in other legal entities or organisations, such legal entities or organisations thus become related parties of the Bank. Save as disclosed above, none of the Bank's directors obtained remuneration from related parties of the Bank during the reporting period.
6. Changes in directors as shown in the table above:
- (1) Upon election by the Board of the Bank and approval of National Financial Regulatory Administration, Mr. Zhang Jinliang commenced his position as chairman of the Bank and ceased to serve as vice chairman of the Bank from March 2024;
 - (2) Upon election at the 2023 annual general meeting of the Bank, Mr. Zhang Yi commenced his position as executive director of the Bank from June 2024; upon election by the Board of the Bank and approval of National Financial Regulatory Administration, Mr. Zhang Yi commenced his position as vice chairman of the Bank from July 2024;
 - (3) Upon election at the 2023 annual general meeting of the Bank, Mr. William Coen and Mr. Leung Kam Chung, Antony continued to serve as independent non-executive directors of the Bank from June 2024;
 - (4) Upon election at the 2023 annual general meeting of the Bank and approval of National Financial Regulatory Administration, Mr. Lin Zhijun commenced his position as independent non-executive director of the Bank from September 2024;
 - (5) By reason of age, Mr. Tian Guoli ceased to serve as chairman and executive director of the Bank from March 2024;
 - (6) Due to change of job, Ms. Shao Min ceased to serve as non-executive director of the Bank from August 2024;
 - (7) Due to expiry of term of office, Mr. Kenneth Patrick Chung ceased to serve as independent non-executive director of the Bank from June 2024.

Appendix III

Voting Results of the Proposal on *Remuneration Distribution and Settlement Plan* for Senior Management Members of CCB for the Year 2024

Item	Valid Votes	For	Abstained	Against	Remarks
Senior Management Members (in office as at the end of 2024)					
Remuneration of Mr. Zhang Yi for 2024	12	12	0	0	Mr. Zhang Yi abstained from voting
Remuneration of Mr. Ji Zhihong for 2024	12	12	0	0	Mr. Ji Zhihong abstained from voting
Remuneration of Mr. Li Yun for 2024	13	13	0	0	
Remuneration of Mr. Li Jianjiang for 2024	13	13	0	0	
Remuneration of Mr. Jin Panshi for 2024	13	13	0	0	
Remuneration of Mr. Sheng Liurong for 2024	13	13	0	0	
Senior Management Members Resigned in 2024					
Remuneration of Mr. Wang Bing for 2024	13	13	0	0	
Remuneration of Mr. Li Min for 2024	13	13	0	0	
Remuneration of Mr. Hu Changmiao for 2024	13	13	0	0	

Appendix IV

Remuneration Distribution and Settlement Plan for Senior Management Members of CCB for the Year 2024

Unit: RMB10,000

Name	Title	Total remuneration before tax for 2024 from the Bank			Whether obtained remuneration from shareholders or other related parties of the Bank
		Annual remuneration payable	Employer's contribution to social insurances, enterprise annuity, supplemental medical insurance and housing allowances	Other monetary income	
Senior Management Members (in office as at the end of 2024)					
Zhang Yi	President	62.20	17.11	–	No
Ji Zhihong	Executive Vice President	83.97	23.59	–	No
Li Yun	Executive Vice President	83.97	23.59	–	No
Li Jianjiang	Executive Vice President	62.97	18.29	–	No
Jin Panshi	Chief Information Officer	115.61	32.26	–	No
Sheng Liurong	Chief Financial Officer	116.05	32.26	–	No
Senior Management Members Resigned in 2024					
Wang Bing	Executive Vice President	76.97	21.43	–	No
Li Min	Executive Vice President	62.96	17.10	–	No
Hu Changmiao	Secretary to the Board	57.55	13.33	–	No

Notes:

- From 2015 onwards, remunerations of the Bank's leaders administered by central authorities have been paid in accordance with relevant policies relating to the remuneration reform for central enterprises.
- The remuneration before tax in the above table refers to the total amount of remuneration of the senior management members of the Bank for the year 2024, including the "remuneration paid" as disclosed in the Bank's 2024 annual report. This plan is additional information to the remuneration of the senior management members as disclosed in the Bank's 2024 annual report.
- In 2024, there were no performance-based remuneration recourse deductions for senior management members.
- Changes in senior management members as shown in the table above:
 - Upon appointment of the Board of the Bank and approval of the National Financial Regulatory Administration, Mr. Zhang Yi commenced his position as president of the Bank from May 2024;

- (2) Upon appointment of the Board of the Bank and approval of National Financial Regulatory Administration, Mr. Li Jianjiang commenced his position as executive vice president of the Bank from May 2024; upon appointment of the Board of the Bank, Mr. Li Jianjiang commenced to concurrently serve as chief risk officer of the Bank from May 2024;
- (3) Due to change of job, Mr. Li Yun ceased to serve as executive vice president of the Bank from March 2025;
- (4) Upon appointment of the Board of the Bank, Mr. Wang Bing commenced to concurrently serve as secretary to the Board of the Bank from May 2024; due to change of job, Mr. Wang Bing ceased to serve as executive vice president and secretary to the Board of the Bank from November 2024;
- (5) Due to change of job, Mr. Li Min ceased to serve as executive vice president of the Bank from September 2024;
- (6) By reason of age, Mr. Hu Changmiao ceased to serve as secretary to the Board of the Bank from May 2024.

Appendix V

Remuneration Distribution and Settlement Plan for Supervisors of CCB for the Year 2024

Unit: RMB10,000

Name	Title	Total remuneration before tax for 2024 from the Bank			Whether obtained remuneration from shareholders or other related parties of the Bank
		Annual remuneration payable	Employer's contribution to social insurances, enterprise annuity, supplemental medical insurance and housing allowances	Other monetary income	
Supervisors (in office as at the end of 2024)					
Lin Hong	Shareholder Representative Supervisor	112.64	29.64	–	No
Liu Jun	Employee Representative Supervisor	5.00	–	–	No
Zhao Xijun	External Supervisor	29.00	–	–	No
Liu Huan	External Supervisor	27.00	–	–	No
Ben Shenglin	External Supervisor	25.00	–	–	No

Notes:

- From 2015 onwards, remunerations of the Bank's leaders administered by central authorities have been paid in accordance with relevant policies relating to the remuneration reform for central enterprises.
- In accordance with relevant laws and regulations, employee representative supervisors and external supervisors receive allowances from the Bank.
- The remuneration before tax in the above table refers to the total amount of remuneration of the supervisors of the Bank for the year 2024, including the "remuneration paid" as disclosed in the Bank's 2024 annual report. This plan is additional information to the remuneration of supervisors as disclosed in the Bank's 2024 annual report.
- In 2024, there were no performance-based remuneration recourse deductions for supervisors.
- Some of the Bank's external supervisors hold positions as directors or senior management members in other legal entities or organisations, such legal entities or organisations thus become related parties of the Bank. Save as disclosed above, none of the Bank's supervisors obtained remuneration from related parties of the Bank during the reporting period.
- The Bank has approved the *Resolution on Cancellation of the Board of Supervisors* and the *Resolution on Amendments to the Articles of Association of China Construction Bank Corporation* at the 2024 annual general meeting held on 27 June 2025. The revised Articles of Association has been approved by the National Financial Regulatory Administration. In accordance with the provisions of the Articles of Association, the Bank has cancelled the Board of Supervisors since 23 September 2025. The Audit Committee of the Board will assume the functions and powers of the Board of Supervisors according to the law. Mr. Lin Hong, Mr. Liu Jun, Mr. Zhao Xijun, Mr. Liu Huan and Mr. Ben Shenglin ceased to serve as supervisors of the Bank.