

Appendix

Qualifications Required for Global Campus Recruitment 2025, Bank of China Limited

I. Basic Requirements

- i. Candidates should comply with laws and orders, demonstrate integrity and strong work ethics, have no record of misconduct, and be willing to fulfill the obligations and responsibilities as employees of Bank of China.
- ii. Candidates should meet qualifications and possess competencies required by the position.
- iii. Candidates should have good team spirit, communication skills and learning capabilities.
- iv. Candidates should be physically and mentally sound enough to perform duties.
- v. Candidates should comply with the Bank's anti-nepotism policies.
- vi. Candidates should also meet other requirements necessary for the position.

II. Job Requirements

i. Positions at the Head Office Departments

1. Candidates should be fresh graduates from domestic or overseas universities.
2. Candidates should obtain a Bachelor's degree or above in the following majors:

Management Trainee (IT): Computer Science and Technology, Information and Communication Engineering, Cybersecurity, Software Engineering, Management Science and Engineering, Mathematics, Systems Science, Big Data, Artificial Intelligence or other related fields;

Management Trainee (Business Development): Science, Engineering, Economics, Management, Law or other related fields;

Management Trainee (Financial Markets): Mathematics, Computer Science and Technology, Software Engineering, Science, Engineering, Economics, Management, Law or other related fields;

Management Trainee (Risk Management and Compliance): Law, Science, Engineering, Economics, Management or other related fields;

Management Trainee (General Management): Science, Engineering, Economics, Management, Literature, Law or other related fields;

Positions at the Discipline Inspection and Supervision Office of the CCDI and NCS at BOC: Law, Economics, Management or other related fields; and candidates should be a member of the Communist Party of China.

Management Trainee at Shanghai RMB Trading Unit: Science, Engineering,

Economics, Law, Management, Literature, Mathematics, Software Engineering, Management Science and Engineering, Systems Science, Big Data or other related fields.

3. Candidates should be high potentials who are well-rounded and innovative. They should also demonstrate strong learning capabilities and good team spirit.

4. Candidates should have good command of English listening, speaking, reading and writing, with CET6 score above 425, or other qualifications to indicate English proficiency (e.g. TOEIC Listening & Reading score above 715, TOEFL iBT score above 85, or IELTS score above 6.5).

ii. Positions for Graduates of English (Translation and Interpreting) and other Foreign Languages

1. Candidates should be fresh graduates from domestic or overseas universities.

2. Candidates should obtain a Bachelor's degree or above.

3. We look for candidates majoring in English, German, French, Spanish, Portuguese, Arabic, Turkish and Uzbek. Applicants should have good command of listening, speaking, reading and writing, and be proficient enough to work in one of these languages. Graduates majored in English should pass TEM8 before graduation.

4. Candidates should be high potentials who are well-rounded and innovative. They should also demonstrate strong learning capabilities and good team spirit.

iii. Positions at Head Office Institutions

1. Candidates should be fresh graduates from domestic or overseas universities.

2. A Bachelor's degree or above in the following majors is necessary:

Bank Card Center: Economics, Law, Science, Engineering, Management or other related fields;

Pension Finance Center: Economics, Law, Management, Literature, Science, Engineering or other related fields;

Digital Asset Operation Center: Information Technology, Mathematics, Statistics, Economics, Management or other related fields;

IT Operation Center: Computer Science, Communications, Cybersecurity, Electronics, Management Science and Engineering, Mathematics, Big Data, Artificial Intelligence, Electrical Engineering or other related fields;

Software Center: Computer Science, Information Security, Artificial Intelligence, Information and Communication Engineering, Automation, Mathematics or other related fields;

International Settlement Center: Economics, Science, Engineering, Management, Law, Literature or other related fields;

Centralised Operation Center (Guangdong): Science, Engineering, Economics, Management, Law, Philosophy, Literature or other related fields;

Centralised Operation Center (Hubei): Science, Engineering, Economics, Management, Law, Philosophy, Literature or other related fields;

Remote Banking Center: Science, Engineering, Economics, Law, Management, Literature, Mathematics, Management Science and Engineering, System Science and Big Data or other related fields.

3. Candidates should be competent in their area of expertise, and demonstrate good team spirit, great sense of responsibility and learning capabilities.

4. Candidates should have good command of English listening, speaking, reading and writing, with CET4 score above 425, or other qualifications to indicate English proficiency (e.g. TOEIC Listening & Reading score above 630, TOEFL iBT score above 70, or IELTS score above 5.5). These requirements may not strictly apply to candidates who study other foreign languages and pass relevant language tests.

iv. Positions at Audit Departments

1. Candidates should be fresh graduates from domestic or overseas universities.

2. Candidates should obtain a Bachelor's degree or above in Mathematics, Statistics, Information Management, Computer Science, Financial Engineering, Auditing, Economics, Finance or other related fields.

3. Candidates should be competent in their area of expertise, and demonstrate good team spirit, great sense of responsibility and learning capabilities.

4. Candidates should have good command of English listening, speaking, reading and writing, with CET4 score above 425, or other qualifications to indicate English proficiency (e.g. TOEIC Listening & Reading score above 630, TOEFL iBT score above 70, or IELTS score above 5.5). These requirements may not strictly apply to candidates who study other foreign languages and pass relevant language tests.

v. Management Trainee positions at domestic branches

1. Candidates should be fresh graduates from domestic or overseas universities.

2. Candidates should obtain a Bachelor's degree or above in Science, Engineering, Economics, Management, Law or other related fields.

3. Candidates should be high potentials who are well-rounded and innovative. They should also demonstrate strong learning capabilities and good team spirit.

4. Candidates should have good command of English listening, speaking, reading and writing, with CET6 score above 425, or other qualifications to indicate English proficiency (e.g. TOEIC Listening & Reading score above 715, TOEFL iBT score above 85, or IELTS score above 6.5). These requirements may not strictly apply to candidates who study other foreign languages and pass relevant language tests.

vi. IT Positions at Domestic Branches

1. Candidates should be fresh graduates from domestic or overseas universities.

2. Candidates should obtain a Bachelor's degree or above in fields related with information technology.

3. Candidates should be competent in their area of expertise, and demonstrate good team spirit, great sense of responsibility and learning capabilities.

4. Candidates should have good command of English listening, speaking, reading and

writing, with CET4 score above 425, or other qualifications to indicate English proficiency (e.g. TOEIC Listening & Reading score above 630, TOEFL iBT score above 70, or IELTS score above 5.5). These requirements may not strictly apply to candidates who study other foreign languages and pass relevant language tests.

vii. Positions at domestic outlets (marketing services)

1. Candidates should be fresh graduates from domestic or overseas universities.
2. Candidates should obtain a Bachelor's degree or above in Science, Engineering, Economics, Law, Literature or other related fields.
3. Candidates should be willing to provide high-quality customer service. They should also demonstrate good team spirit, great sense of responsibility and learning capabilities.
4. Candidates should have good command of English listening, speaking, reading and writing, with CET4 score above 425, or other qualifications to indicate English proficiency (e.g. TOEIC Listening & Reading score above 630, TOEFL iBT score above 70, or IELTS score above 5.5). These requirements may not strictly apply to candidates who study other foreign languages and pass relevant language tests.

viii. Positions at domestic outlets (comprehensive services)

1. Candidates should be fresh graduates from domestic or overseas universities.
2. Candidates should obtain a Bachelor's degree or above in Science, Engineering, Economics, Law, Literature or other related fields. Positions at those institutions who suffer from an undersupply of fresh graduates (primarily county-level institutions) are also available to applicants who obtain a Bachelor's degree through a degree upgrading program from a junior college degree to a Bachelor's degree. Positions in the key counties under the country's rural revitalization program are open to candidates with a junior college degree. Candidates should have their family ties or daily activities in the city where the position is located.
3. Candidates should be willing to provide high-quality customer service. They should also demonstrate good team spirit, great sense of responsibility and learning capabilities.
4. Candidates are preferred to have good command of English listening, speaking, reading and writing.

ix. Job descriptions for positions at institutions in Hong Kong, Macao, Taiwan and other overseas markets, or at the non-banking subsidiaries, can be found separately on the page of each position.

III. Several Points to Note

i. Institutions with job openings will specify requirements for different positions in addition to the basic requirements and job descriptions mentioned above. Candidates are advised to apply according to their skills and experiences to avoid invalid application.

ii. Detailed requirements on time of graduation are as follows:

1. Fresh graduates from domestic universities should be first-time job seekers graduating between January 1, 2024 and July 31, 2025, who can obtain the originals

of graduation certificate, the degree certificate and relevant qualification certificates before starting to work full time at the Bank.

2. Fresh graduates from overseas universities should be first-time job seekers graduating between January 1, 2024 and July 31, 2025, who can obtain the original of graduation (degree) certificate before July 31, 2025 and before starting to work full time at the Bank. They should obtain the academic credential evaluation by Chinese Service Center for Scholarly Exchange (CSCSE) of the Ministry of Education before starting to work full time at the Bank.

iii. Fresh graduates from Sino-foreign joint education programs should meet one of the requirements above.

iv. The “fresh graduates” said above refers to graduates from domestic or overseas institutions of higher education, excluding those who are pre-assigned to specific posts or areas, or sent to study by relevant institutions.