

## 薪酬管理 REMUNERATION

本行按照有关法律法规、监管要求及章程规定制定并调整薪酬政策。年度薪酬总量由主管部门根据本行落实国家宏观政策、服务微观经济和实体经济效果、政策性任务完成情况等核定。

负责人薪酬管理。根据中央金融企业负责人薪酬管理有关要求，本行负责人薪酬由基本年薪、绩效年薪和任期激励收入三部分组成。每年根据国家主管部门公布的中央企业负责人基本年薪基数和本行绩效评价结果等核算，按公司治理程序经董事会审议批准、报主管部门备案后清算和发放，并在本行官方网站上公开披露。

员工薪酬管理。本行不断深化薪酬分配机制改革，优化资源配置，提升管理水平。各级机构薪酬总量与机构绩效考核结果等挂钩，员工薪酬水平与个人绩效考核结果等挂钩，实现薪酬与业绩贡献相匹配，充分发挥薪酬的激励约束作用。实施薪酬延期支付和追索扣回机制，将员工当前和长远的责任、贡献与本行发展和滞后风险挂钩，促进本行和员工的长期可持续发展。完善福利保障，按国家有关规定为员工缴纳住房公积金和社会保险，增强员工归属感和凝聚力。





The Bank formulates and adjusts its remuneration policy according to relevant laws and regulations, regulatory requirements and the *Articles of Association of the Export-Import Bank of China*. The total annual remuneration is determined by the competent authorities based on the Bank's performance in implementing national macro policies, serving the real economy and fulfilling its tasks as a policy bank.

**Remuneration of the Board of Directors and top executives.** Following the guiding principles of remuneration management for persons-in-charge at state-owned financial enterprises, the remuneration distributed to the persons-in-charge at the Bank consists of three parts, namely basic salary, merit pay and incentives pay. It is calculated annually based on the basic annual salary base for persons-in-charge at state-owned enterprises released by relevant authorities and the result of the Bank's performance evaluation, and distributed after review and approval by the Board of Directors in accordance with the Bank's corporate governance procedures and after filing with the competent authorities. Their remuneration information is disclosed on the Bank's official website.

**Remuneration of employees.** The Bank continued to deepen the reform of the remuneration allocation mechanism, optimize resource allocation and improve remuneration management. The remuneration of all head office departments and affiliates is based on their respective performance evaluation results, and individual employee's remuneration is linked with the results of individual performance appraisal. This way, remuneration is largely dependent on performance and contribution and thus it can serve as both incentives and restraints. Remuneration deferral and clawback was implemented to link employees' current and long-term responsibility and contribution with the Bank's development and its risk exposure duration to promote the sustainable development of the Bank and its employees. Housing provident fund and social insurance are paid for the Bank's employees in accordance with relevant national regulations to improve their welfare and security, give them a sense of belonging and strengthen cohesion among employees.

