

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及经济效益、风险控制等因素核定。

负责人薪酬管理。本行负责人薪酬按照中央金融企业负责人薪酬管理规定执行，包括基本年薪、绩效年薪和任期激励收入三个部分。每年根据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。按照董事会审批的薪酬体系，持续建立健全薪酬管理制度，优化薪酬分配机制，提升薪酬管理水平。充分发挥薪酬的激励约束作用，坚持按劳分配、按贡献分配，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。实施绩效薪酬延期支付和追索扣回，将员工当前和长远的责任、贡献与本行长期可持续发展和滞后风险挂钩。不断完善员工福利保障机制，推动社会保险改革，建立健全福利性货币收入体系。

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, fulfilling its tasks as a policy bank, as well as factors including economic returns and risk control.



Remuneration of 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 line with corporate governance procedures and after filing with the competent authorities. Their remuneration information is disclosed on the Bank's website.

Remuneration of employees. Based on the remuneration system approved by the Board of Directors, the Bank continued to build up regulations on remuneration management and optimize remuneration allocation mechanism with improved effectiveness. More efforts were made to well leverage the role of remuneration serving as both incentives and restraints through performance- and contribution-based distribution. The remuneration of head office departments and affiliates is based on their respective performance results, and staff remuneration is linked with the individual performance appraisal. Remuneration deferral and clawback were put in place to connect the staff with both current and long-term responsibility and contribution, and to well connect the staff with both the Bank's sustainable development and potential risk exposure in the long run. The Bank continued to improve staff welfare and security mechanism by stepping up social security reform and building up a system for incomes generated by welfare benefits.

