

薪酬管理 Remuneration

本行薪酬由国家主管部门根据落实国家政策、服务实体经济情况及经营效益等因素核定。按照国有企业工资决定机制改革意见，本行将不断研究深化收入分配机制，促进薪酬全面可持续发展。

负责人薪酬管理。按照中央关于深化中央企业负责人薪酬管理的有关精神，本行董事长、行长及其他负责人薪酬严格按照有关规定执行，薪酬由基本年薪、绩效年薪和任期激励收入三部分组成。根据国家有关部门公布的数据和本行绩效评价结果对负责人的薪酬进行核算，在履行公司治理程序、报主管部门备案后进行清算和发放，在本行官方网站上予以披露。

员工薪酬管理。各级机构的薪酬总额与绩效考核结果挂钩，员工薪酬与机构和员工个人绩效考核情况挂钩。本行不断深化薪酬分配机制改革，提升薪酬管理水平，实施薪酬延期支付和追索扣回机制，保证员工当前和长远的责任、贡献与本行发展和风险持续时期相一致，充分发挥薪酬的激励约束作用，促进人才发展。



The Bank's remuneration of employees are reviewed and approved by competent authorities, based on its performance in terms of implementing national policies, serving the real economy and generating operating profits. In accordance with the Chinese government's guidance on the reform of wage distribution system in state-owned enterprises, the Bank will continue to improve its remuneration allocation structure in an effort to build up a sustainable remuneration system.

Remuneration of the Board of Directors and top executives. Following the guiding principles of strengthening remuneration management for persons-in-charge at state-owned enterprises, the amount of remuneration distributed to the Chairman, President and other top executives of the Bank is in strict accordance with relevant regulations. Their remuneration consists of three parts: basic salary, merit pay and incentives pay. They are calculated based on the benchmark released by relevant authorities and the result of the

Bank's performance evaluation, and distributed after fulfilling required corporate governance procedures and filing with competent authorities. Their remuneration information is disclosed to the public on the Bank's official website.

Remuneration of employees. The amount of remuneration distributed to different units is based on their respective performance evaluation results. Individual employee's remuneration is decided by the performance of both the unit he/she works for and his/her own.

The Bank continued to deepen the reform of the remuneration allocation mechanism and improve remuneration management. 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. With improved incentives and constraints, the Bank expected to cultivate a pool of talents and fully tap their potential.

