

薪酬管理

Remuneration

本行薪酬管理架构及决策程序按照章程规定执行，年度薪酬总量、受益人及薪酬结构分布按照国家有关主管部门要求确定。

负责人薪酬管理。本行董事会、高级管理层等的具体薪酬信息已按照国家有关部门要求向社会披露。

员工薪酬管理。本行不断深化薪酬分配机制改革，所辖各级机构薪酬总额与绩效考核结果等挂钩分配，员工个人薪酬与单位、员工绩效考核结果等挂钩分配。持续优化员工薪酬分配办法，加强绩效贡献激励，健全长期激励约束，实施薪酬延期支付和追索扣回管理，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，促进人才发展，增强员工归属感和凝聚力。

The Bank follows the provisions in the Articles of Association when establishing the structure of remuneration management and decision-making procedures. And the annual amount of remuneration, beneficiaries and allocation structure are subject to the requirements of competent authorities in China.

Remuneration of the Board of Directors and executives. Remuneration information of the Board of Directors and Top Executives has been disclosed to the public as required by relevant government departments.

Remuneration of employees. The Bank continued to deepen the reform of the remuneration allocation mechanism. 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 made continuous efforts to optimize employee remuneration allocation mechanism, and improve long-term incentives and constraints. Remuneration deferral and clawback was implemented to link employees' responsibility and contribution with the Bank's development and lagged risks in the long run. By so doing, the Bank expected to cultivate a pool of talents and increase the sense of belonging and cohesion among employees.