

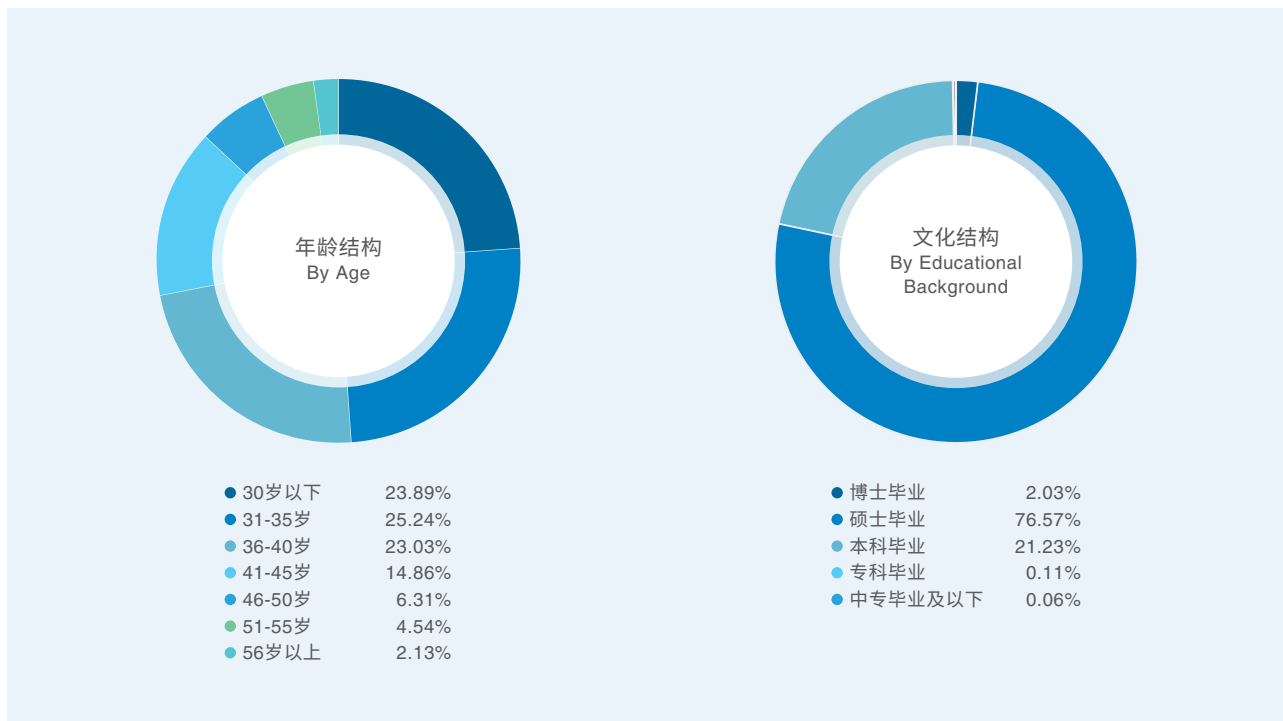
员工构成及培训情况 EMPLOYEES AND STAFF TRAINING

员工构成 Employees

截至2024年末，进出口银行共有员工4738名。
The Bank had 4,738 employees by the end of 2024.

	年龄	Age	人数(个) Number	比重(%) Proportion
年龄结构 By Age	30岁以下	Under 30	1,132	23.89
	31-35岁	31-35	1,196	25.24
	36-40岁	36-40	1,091	23.03
	41-45岁	41-45	704	14.86
	46-50岁	46-50	299	6.31
	51-55岁	51-55	215	4.54
	56岁以上	56 and above	101	2.13
	合计	Total	4,738	100.00

	文化水平	Education	人数(个) Number	比重(%) Proportion
文化结构 By Educational Background	博士毕业	PhD	96	2.03
	硕士毕业	Master	3,628	76.57
	本科毕业	Bachelor	1,006	21.23
	专科毕业	College	5	0.11
	中专毕业 及以下	Secondary Technical School	3	0.06
	合计	Total	4,738	100.00



员工培训 Staff Training

2024年，本行按照《全国干部教育培训规划（2023-2027年）》部署，制定《中国进出口银行干部教育培训规划（2024-2027年）》，为锻造一支忠诚干净担当的高素质专业化金融干部队伍提供坚实保障。落实党中央决策部署，开展党的二十届三中全会精神、中央金融工作会议精神学习培训，组织开展领导干部任职、新入职员工培训，开展国际化、专业化能力培训。全年共举办全行性面授培训班105个，19537人次参加；网上专题班4个，12618人次参加；持续丰富在线学习资源，全年新上线在线课程210门。

In 2024, the Bank followed the guidance of the *National Plan for Cadre Education and Training (2023-2027)* and formulated the *Education and Training Plan of the Export-Import Bank of China (2024-2027)*, providing a solid guarantee for cultivating a well-qualified and professional team of financial talents who are loyal, clean, and responsible. The Bank fully implemented the decisions made by the CPC Central Committee to ensure that the study of the guiding principles of the Third Plenary Session of the 20th CPC Central Committee and the Central Financial Work Conference was well conducted. The Bank carried out training sessions to the newly-appointed and newly-hired, focusing on internationalization and professional capability development. A total of 105 face-to-face training courses were conducted with 19,537 participants, while 4 online special courses were taken by 12,618 participants. In addition, the Bank's e-learning resources were further enriched and 210 new courses were launched online throughout the year.