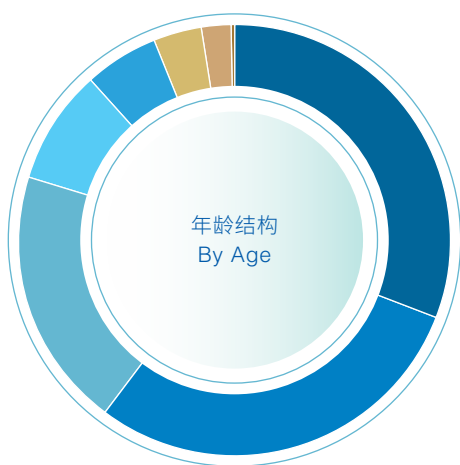


员工构成及培训情况 EMPLOYEES AND STAFF TRAINING

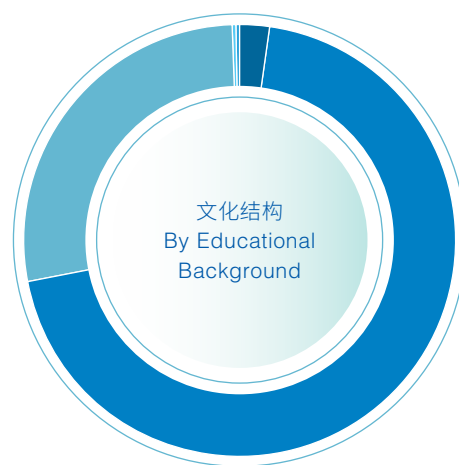
员工构成 Employees

截至2020年末，进出口银行共有员工4282名。
The Bank had 4,282 employees by the end of 2020.

	年龄档次	Age	人数 (个) Number	比重(%) Proportion
年龄结构 By Age	30岁以下	Below 30	1322	30.87%
	31-35岁	31-35	1260	29.43%
	36-40岁	36-40	841	19.64%
	41-45岁	41-45	368	8.59%
	46-50岁	46-50	238	5.56%
	51-55岁	51-55	148	3.46%
	56-60岁	56-60	102	2.38%
	61岁及以上	61 and above	3	0.07%
	合计	Total	4282	100.00%



● 30岁以下	30.87%
● 31-35岁	29.43%
● 36-40岁	19.64%
● 41-45岁	8.59%
● 46-50岁	5.56%
● 51-55岁	3.46%
● 56-60岁	2.38%
● 61岁及以上	0.07%



● 博士毕业	2.38%
● 硕士毕业	69.72%
● 本科毕业	27.53%
● 专科毕业	0.35%
● 中专毕业	0.02%
● 高中毕业及以下	0.00%

	文化水平	Education	人数 (个) Number	比重 (%) Proportion
文化结构 By Educational Background	博士毕业	PhD	102	2.38%
	硕士毕业	Master	2985	69.72%
	本科毕业	Bachelor	1179	27.53%
	专科毕业	College	15	0.35%
	中专毕业	Secondary Technical School	1	0.02%
	高中毕业及以下	High School and below	0	0.00%
	合计	Total	4282	100.00%

员工培训

2020年，本行按照《2018-2022年全国干部教育培训规划》部署和《中国进出口银行2020-2023年教育培训规划》安排，积极克服新冠肺炎疫情影响，按照“分类培养、导向引领”的要求，建设适应新时代发展需要的高素质专业化干部队伍。贯彻落实党中央部署要求，将“不忘初心、牢记使命”作为加强党的建设的永恒课题和全行党员干部的终身课题常抓不懈，推动主题教育常态化、机制化；创新采用在线直播、视频会议等方式开展任职培训和新入职人员培训，有效提升履职能力；着眼于提升专业水平，分级分类开展专业化能力培训，共举办12个线上专题培训班，6330人次参训，采用直播面授、视频会议等形式举办业务条线专题培训20期，5097人次参训；进一步完善在线学习系统建设，全年新上线在线课件475门，其中外部采购177门，自主制作298门。

Staff Training

In 2020, the Bank followed the guidance of the *National Plan for Cadre Education and Training (2018-2022)* and the *Education and Training Plan of China Eximbank (2020-2023)*, and overcame the impact of COVID-19 to build a well-qualified and professional team that meets the development needs for the new era through a wide range of training programs. The Bank fully implemented the decisions made by the CPC Central Committee to strengthen Party building and educate all Party members in the Bank by reminding them of the Party's founding mission on a continuing basis. New approaches such as online live broadcasts and video conferences were adopted to carry out training for the newly-appointed and newly-hired to improve their job performance. Great emphasis was laid on strengthening professional competence by carrying out professional training at different levels and in different categories. A total of 12 online special training courses were conducted with 6,330 participants and 20 business line special training sessions with 5,097 online and offline participants. In addition, the Bank's online education system was further improved and 475 online courses were uploaded throughout the year, among which 177 were purchased from external sources and 298 were produced independently.