

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

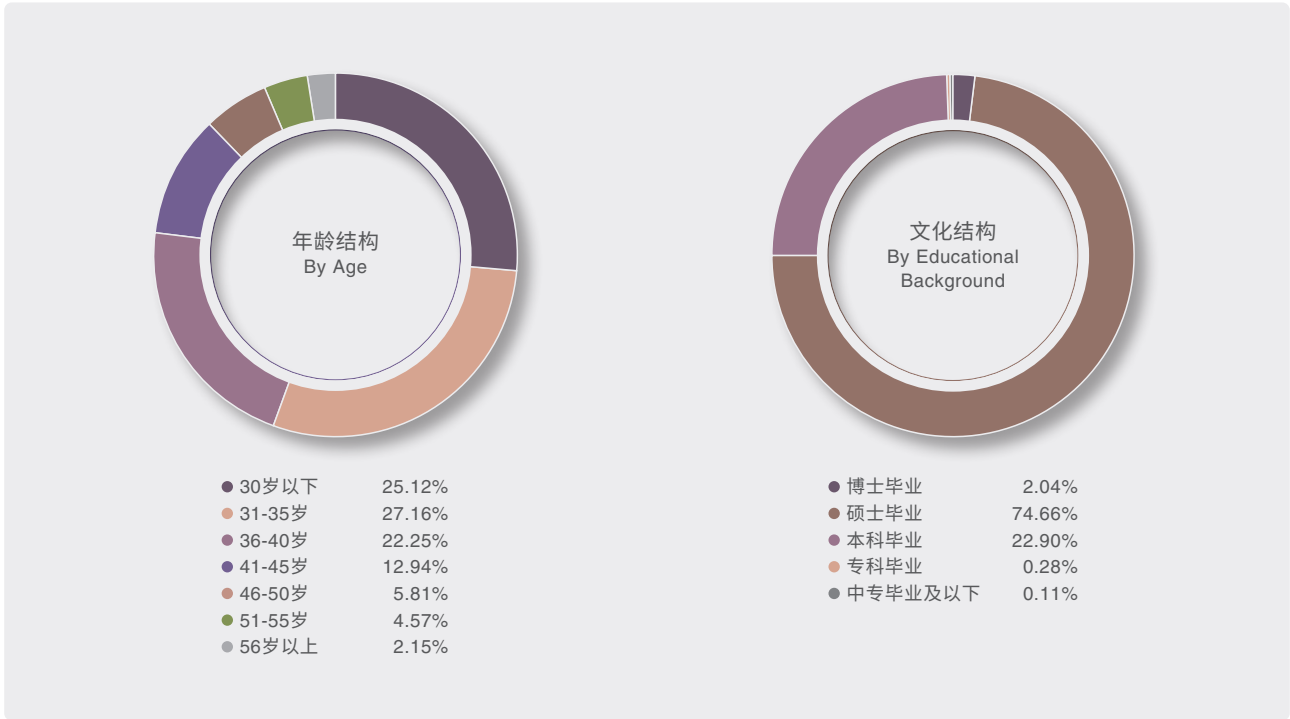
员工构成 Employees

截至2023年末，进出口银行共有员工4598名。

The Bank had 4,598 employees by the end of 2023.

	年龄档次	Age	人数(个) Number	比重(%) Proportion
年龄结构 By Age	30岁以下	Under 30	1,155	25.12
	31-35岁	31-35	1,249	27.16
	36-40岁	36-40	1,023	22.25
	41-45岁	41-45	595	12.94
	46-50岁	46-50	267	5.81
	51-55岁	51-55	210	4.57
	56岁以上	56 and above	99	2.15
	合计	Total	4,598	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	94	2.04
	硕士毕业	Master	3,433	74.66
	本科毕业	Bachelor	1,053	22.90
	专科毕业	College	13	0.28
	中专毕业 及以下	Secondary Technical School	5	0.11
	合计	Total	4,598	100.00



员工培训

Staff Training

2023年，本行按照《全国干部教育培训规划（2023-2027年）》部署和《中国进出口银行2020-2023年教育培训规划》安排，持续加大教育培训投入，为培养符合政治过硬、能力过硬、作风过硬标准，忠诚、干净、担当的高素质、专业化金融干部人才队伍赋能增效。落实党中央决策部署，高质量开展党的二十大精神培训，组织好学习贯彻中央金融工作会议精神培训；持续开展任职培训和新入职员工培训，加强专业化能力培训力度，提升各层级员工履职能力。全年共举办全行性面授培训班92个，26042人次参加；网上专题班5个，12748人次参加；直播培训20期。持续丰富在线学习资源，全年新上线在线课程559门，其中外部采购247门，自主制作312门。

In 2023, the Bank followed the guidance of the *National Plan for Cadre Education and Training (2023-2027)* and the *Education and Training Plan of the Export-Import Bank of China (2020-2023)*, and continued to increase its input in education and training to cultivate an efficient, well-qualified and professional team that is loyal, capable, 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 20th CPC National Congress and the Central Financial Work Conference was well conducted. The Bank carried out training sessions to the newly-appointed and newly-hired and strengthened professional training to improve staff's job performance at all levels. A total of 92 face-to-face training courses were conducted with 26,042 participants, while 5 online special courses were taken by 12,748 participants and 20 live broadcasting lectures were held. In addition, the Bank's e-learning resources were further enriched and 559 new courses were launched online throughout the year, among which 247 were purchased from external sources and 312 were self-made by the Bank.