

二零二零年四月二十七日

中國農業銀行股份有限公司香港分行公布主要財務資料

中國農業銀行股份有限公司香港分行今天根據香港金融管理局對海外註冊成立的認可機構的規定，發表主要財務資料披露文件。

中國農業銀行股份有限公司香港分行的主要財務資料披露文件(見附件)載有分行業務截至2019年12月31日的財務資料。文件內附有：收益表、資產負債表、賬目附註、補充財務資料，以及中國農業銀行的綜合財務資料。

中國農業銀行股份有限公司香港分行截至2019年12月31日的主要財務資料披露文件的副本由2020年4月27日起可於香港中環干諾道中50號中國農業銀行大廈25樓接待處查閱及可於本行之網站內「有關我們」的「監管披露」項下瀏覽 (<http://www.hk.abchina.com/zt/aboutus/RegulatoryDisclosures/>)。此外，本行亦已按香港銀行業條例第20節，將副本交由香港金融管理局存放於公眾註冊處，以供查閱。

27th April 2020

Agricultural Bank of China Limited Hong Kong Branch Releases Key Financial Information

Agricultural Bank of China Limited Hong Kong Branch today released its Key Financial Information Disclosure Statement, as required by the Hong Kong Monetary Authority of overseas incorporated authorized institutions.

Agricultural Bank of China Limited Hong Kong Branch's Key Financial Information Disclosure Statement (attached) includes financial information relating to the operations of the branch as at 31st December 2019. The Statement includes: Income Statement; Balance Sheet; Notes to the Financial Statements; Supplementary Financial Information and Bank Consolidated Financial Information.

Copies of the Agricultural Bank of China Limited Hong Kong Branch's Key Financial Information Disclosure Statement as at 31st December 2019 will be available at the 25/F Reception, Agricultural Bank of China Tower, 50 Connaught Road Central, Hong Kong and can be found in the "About us - Regulatory Disclosures" section of our website (<http://www.hk.abchina.com/en/aboutus/RegulatoryDisclosures/>) from 27 April 2020. A copy is also filed with the Hong Kong Monetary Authority, which keeps this notice in its Public Registry, maintained under Section 20 of the Hong Kong Banking Ordinance.



中國農業銀行股份有限公司香港分行
Agricultural Bank of China Limited Hong Kong Branch

於中華人民共和國註冊成立的有限公司
Incorporated in the People's Republic of China with limited liability

主要財務資料披露報表
Key Financial Information Disclosure Statement

於二零一九年十二月三十一日
As at 31 December 2019

中國農業銀行股份有限公司香港分行
AGRICULTURAL BANK OF CHINA LIMITED HONG KONG BRANCH

主要財務資料披露報表
KEY FINANCIAL INFORMATION DISCLOSURE STATEMENT

於二零一九年十二月三十一日
As at 31 December 2019

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中國農業銀行股份有限公司香港分行
AGRICULTURAL BANK OF CHINA LIMITED HONG KONG BRANCH

收益表
Income Statement

			截至2019年 12月31日結算 For the year ended 31 Dec 2019 千港元 HKD '000	截至2018年 12月31日結算 For the year ended 31 Dec 2018 千港元 HKD '000
		附註 Notes		
利息收入	Interest income		17,500,243	15,847,575
利息支出	Interest expense		(14,046,134)	(12,448,287)
淨利息收入	Net interest income		<u>3,454,109</u>	<u>3,399,288</u>
其他營運收入	Other operating income	1	965,457	1,118,174
總營運收入	Operating income		<u>4,419,566</u>	<u>4,517,462</u>
營運支出	Operating expenses	2	(417,253)	(386,979)
未扣除減值準備之營業溢利	Operating profit before impairment allowances		<u>4,002,313</u>	<u>4,130,483</u>
資產減值準備 - 貸款	Charge of impairment allowances for loan and advances		(119,669)	(42,817)
資產減值準備 - 證券及其他	Charge of impairment allowances for securities and others		(71,276)	(24,507)
營業盈利	Operating profit		<u>3,811,368</u>	<u>4,063,159</u>
出售固定資產的溢利	Gain on disposal of fixed assets		30	4
除稅前盈利	Profit before taxation		<u>3,811,398</u>	<u>4,063,163</u>
稅項	Taxation		(670,089)	(671,613)
除稅後盈利	Profit after taxation		<u><u>3,141,309</u></u>	<u><u>3,391,550</u></u>

中國農業銀行股份有限公司香港分行
AGRICULTURAL BANK OF CHINA LIMITED HONG KONG BRANCH

資產負債表
BALANCE SHEET

			2019年12月31日 31 Dec 2019 仟港元 HKD '000	2019年6月30日 30 Jun 2019 仟港元 HKD '000
資產	ASSETS			
現金及銀行結存	Cash and balances with banks		38,611,054	28,224,971
存放同業(一至十二個月內到期)	Placements with banks (maturing between one and twelve months)		37,259,919	38,526,613
存於外匯基金存款	Due from Exchange Fund		5,271	107,378
海外辦事處之結欠金額	Amount due from overseas offices		20,955,079	14,160,466
持有的存款證	Certificates of deposit held		41,816,614	47,603,970
通過損益以反映公平價值的證券	Securities measured at fair value through profit or loss	3	9,970,871	10,747,755
以公平價值計入其他全面收益的證券	Securities measured at fair value through other comprehensive income		120,791,139	116,156,961
以攤餘成本計量的證券	Securities measured at amortised cost		22,114,070	16,084,974
貸款及其他賬項	Advances and other accounts	4	284,170,163	297,246,122
其他投資	Other investments		1,281,657	1,273,362
裝置及設備	Property and equipment		2,028,239	1,781,015
投資物業	Investment properties		3,039,864	3,291,575
總資產	Total assets		<u>582,043,940</u>	<u>575,205,162</u>
負債	LIABILITIES			
尚欠銀行及中央銀行的存款及結餘	Deposits and balances from banks, central banks		139,771,671	129,095,373
客戶存款	Deposits from customers	9	147,647,710	147,213,693
結欠海外辦事處之金額	Amount due to overseas offices		36,488,049	39,530,551
已發行存款證	Certificates of deposit issued		174,194,097	172,834,907
已發行債務證券	Issued debt securities		15,572,294	8,146,187
其他負債	Other liabilities		43,557,199	55,484,194
總負債	Total liabilities		<u>557,231,020</u>	<u>552,304,905</u>
資本	CAPITAL RESOURCES			
資本金	Loan capital		846,522	851,765
儲備	Reserves	10	23,966,398	22,048,492
			<u>24,812,920</u>	<u>22,900,257</u>
			<u>582,043,940</u>	<u>575,205,162</u>

賬目附註
 NOTES TO THE FINANCIAL STATEMENTS

	截至2019年 12月31日結算 For the year ended 31 Dec 2019 仟港元 HKD '000	截至2018年 12月31日結算 For the year ended 31 Dec 2018 仟港元 HKD '000
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1 其他營運收入

OTHER OPERATING INCOME

淨交易收入	Net trading income		
外匯交易收益淨額	Gains less losses arising from trading in foreign currencies	409,095	276,300
衍生工具交易收益淨額	Gains less losses arising from derivatives	(112,794)	221,838
買賣證券收益淨額	Gains less losses on securities held for trading purposes	56,943	55,830
		<u>353,244</u>	<u>553,968</u>
淨收費及佣金收入	Net fee and commission income		
收費及佣金收入	Fee and commission income	494,494	452,258
減：佣金支出	Less: Commission expenses	(47,778)	(40,629)
		<u>446,716</u>	<u>411,629</u>
租金收入	Rental income	<u>133,464</u>	<u>135,141</u>
非買賣性質投資收益淨額	Gains less losses arising from non-trading investment	<u>23,798</u>	<u>4,588</u>
其他	Others	<u>8,235</u>	<u>12,848</u>
		<u>965,457</u>	<u>1,118,174</u>

2 營運支出

OPERATING EXPENSES

人事費用	Staff expenses	333,427	303,719
其他營運支出	Other operating expenses	83,826	83,260
		<u>417,253</u>	<u>386,979</u>

	2019年12月31日 31 Dec 2019 仟港元 HKD '000	2019年6月30日 30 Jun 2019 仟港元 HKD '000
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3 通過損益以反映公平價值的證券

SECURITIES MEASURED AT FAIR VALUE THROUGH PROFIT OR LOSS

交易證券 初始指定	Trading securities Designated at inception	---	---
		9,970,871	10,747,755
		<u>9,970,871</u>	<u>10,747,755</u>

賬目附註
 NOTES TO THE FINANCIAL STATEMENTS

4 貸款及其他賬項 ADVANCES AND OTHER ACCOUNTS		附註 Notes	2019年12月31日 31 Dec 2019 仟港元 HKD '000	2019年6月30日 30 Jun 2019 仟港元 HKD '000
客戶貸款	Advances to customers	5	206,025,031	205,412,123
減值準備	Impairment allowances			
- 第一階段	- stage 1		(1,178,896)	(977,240)
- 第二階段	- stage 2		---	(99,979)
- 第三階段	- stage 3		(108,403)	(108,912)
			<u>204,737,732</u>	<u>204,225,992</u>
給予銀行的貸款	Advances to banks		2,661,361	6,487,825
減值準備	Impairment allowances			
- 第一階段	- stage 1		(928)	(3,505)
			<u>2,660,433</u>	<u>6,484,320</u>
商業票據	Trade bills		70,916,196	80,879,022
減值準備	Impairment allowances			
- 第一階段	- stage 1		(19,168)	(23,494)
- 第二階段	- stage 2		---	---
- 第三階段	- stage 3		(3,760)	(3,831)
			<u>70,893,268</u>	<u>80,851,697</u>
應計利息及其他賬項	Accrued interest and other accounts		5,878,730	5,684,113
			<u>284,170,163</u>	<u>297,246,122</u>

賬目附註
NOTES TO THE FINANCIAL STATEMENTS

5 客戶貸款總額分析
ANALYSIS OF GROSS AMOUNT OF ADVANCES TO CUSTOMERS

a. 按行業分類 Breakdown by industry sectors	2019年12月31日 31 Dec 2019		2019年6月30日 30 Jun 2019	
	仟港元 HKD '000	抵押品覆蓋之百分比 % of gross advances covered by collateral	仟港元 HKD '000	抵押品覆蓋之百分比 % of gross advances covered by collateral
在香港使用之貸款	Loans for use in Hong Kong			
工商金融	Industrial, commercial and financial			
物業發展	21,412,681	0.84	25,307,258	8.38
物業投資	1,215,654	5.10	867,695	7.38
金融企業	52,370,031	17.96	51,147,933	18.39
股票經紀	---	---	150,000	---
批發及零售業	4,744,795	3.22	4,330,640	3.99
製造業	86,374	---	626,876	---
運輸及運輸設備	9,579,027	---	12,996,468	---
資訊科技	---	---	500,000	---
其他	8,686,127	---	7,702,692	---
個人	Individuals			
為購買其他住宅物業之貸款	4,883	100.00	5,104	100.00
其他	13,488,253	20.57	10,944,027	15.26
在香港使用之貸款總計	111,587,825	11.27	114,578,693	11.73
貿易融資	1,526,575	---	1,412,697	---
在香港以外使用之貸款	92,910,631	13.96	89,420,733	14.32
總客戶貸款	<u>206,025,031</u>	12.40	<u>205,412,123</u>	12.78

b. 按地區分類
Breakdown by geographical areas

客戶貸款之地區分類，是依照客戶所在之地區，經計及風險轉移後而劃定。在一般情況下，若貸款之擔保人所在地有異於該客戶，則風險轉移至擔保人之所在地區。

Advances to customers by geographical areas are classified according to the location of the counterparties after taking into account the transfer of risk. In general, risk transfer applies when an advance is guaranteed by a party in a country which is different from that of the counterparty.

		2019年12月31日 31 Dec 2019	2019年6月30日 30 Jun 2019
		仟港元 HKD '000	仟港元 HKD '000
總客戶貸款：	Gross advances to customers :		
香港	Hong Kong	81,386,743	90,192,442
中國大陸	Mainland China	118,629,522	110,121,796
其他地區	Others	6,008,766	5,097,885
		<u>206,025,031</u>	<u>205,412,123</u>
已逾期貸款：	Overdue loans :		
香港	Hong Kong	89,803	89,843
中國大陸	Mainland China	22,811	22,869
		<u>112,614</u>	<u>112,712</u>
已減值貸款：	Impaired loans :		
香港	Hong Kong	89,803	89,843
中國大陸	Mainland China	22,811	22,869
		<u>112,614</u>	<u>112,712</u>

賬目附註
NOTES TO THE FINANCIAL STATEMENTS

6 已減值資產的減值準備
IMPAIRMENT ALLOWANCES FOR IMPAIRED ASSETS

已減值貸款總額是該等個別貸款於首次入賬後，因發生若干損失事項並存在減值之客觀證據，而該損失事項對貸款的預計未來現金流量造成影響。其分析如下：

The gross amount of impaired loans, which represents those individual advances where there is objective evidence of impairment resulting from loss events occurring after the initial recognition of the advances and where those loss events have an impact on the estimate futures cash flows of the advances, is analysis as follows:

	2019年12月31日 31 Dec 2019		2019年6月30日 30 Jun 2019	
	仟港元	所佔客戶貸款 總額的百分比 % of total advance to customers	仟港元	所佔客戶貸款 總額的百分比 % of total advance to customers
已減值客戶貸款 Impaired loans to customers	HKD '000 112,614	0.05%	HKD '000 112,712	0.05%
已減值貸款的減值準備 Impairment allowances made in respect of such advances				
- 第三階段 - stage 3	108,403		108,912	
評估上述第三階段或個別減值準備已考慮之抵押品之總額 Total value of collateral taken into account in respect of stage 3 impairment allowance	1,030		1,482	

上述貸款之抵押品主要是上市公司的股票。
Collateral held against such loans is principally represented by pledge of listed equities securities.

於二零一九年十二月三十一日及二零一九年六月三十日，同業貸款中並無已減值貸款。
At 31 December 2019 and 30 June 2019, there were no impaired loans in respect to banks.

除香港分行提撥之減值準備外，總行亦就香港分行的風險承擔提撥債務風險準備金。
Other than the impairment allowances which have been made locally, the Head Office has provided country risk provision based on the exposures maintained at Hong Kong Branch.

7 逾期資產及經重組資產分析
ANALYSIS OF OVERDUE AND RESCHEDULED ASSETS

a. 逾期三個月以上的貸款
Gross amount of advances overdue more than three months

	2019年12月31日 31 Dec 2019		2019年6月30日 30 Jun 2019	
	仟港元	所佔客戶貸款 總額的百分比 % of total advance to customers	仟港元	所佔客戶貸款 總額的百分比 % of total advance to customers
客戶貸款總額，已逾期： Gross amount of advances to customers which have been overdue for:	HKD '000		HKD '000	
三個月以上至六個月 - 6 months or less but more than 3 months	---	---	---	---
六個月以上至一年 - 1 year or less but more than 6 months	---	---	---	---
一年以上 - more than 1 year	112,614	0.05%	112,712	0.05%
	112,614	0.05%	112,712	0.05%

逾期三個月以上的貸款持有的抵押品
Collateral held against advances to customers overdue more than three months

逾期三個月以上的貸款持有的 抵押品市值	Market value of collateral held against advances overdue for more than three months	1,030	1,482
逾期貸款有抵押品覆蓋部份	Secured portion of overdue advances	1,030	1,482
逾期貸款無抵押品覆蓋部份	Uncovered portion of overdue advances	111,584	111,230
已撥減值準備 - 第三階段	Impairment allowance made - stage 3	108,403	108,912

於二零一九年十二月三十一日及二零一九年六月三十日，同業貸款中並無逾期三個月以上。
At 31 December 2019 and 30 June 2019, there were no advances to banks which were overdue for over three months.

賬目附註
 NOTES TO THE FINANCIAL STATEMENTS

7 逾期資產及經重組資產分析 (續)
ANALYSIS OF OVERDUE AND RESCHEDULED ASSETS (cont.)

		2019年12月31日 31 Dec 2019 仟港元 HKD '000	2019年6月30日 30 Jun 2019 仟港元 HKD '000
b. 商業票據總額，已逾期： Gross amount of trade bills which have been overdue for:			
三個月至六個月 - 6 months or less but more than 3 months		---	---
六個月至一年 - 1 year or less but more than 6 months		---	---
一年以上 - more than 1 year		3,760	3,831
		<u>3,760</u>	<u>3,831</u>

c. 經重組貸款
 Rescheduled advances

於二零一九年十二月三十一日及二零一九年六月三十日，貸款總額中並無經重組貸款(已扣除逾期超過三個月並在上述7a 項目內列明的貸款)。

At 31 December 2019 and 30 June 2019, there were no rescheduled advances (net off those which have been overdue for over three months and reported in item 7a above).

8 收回資產
REPOSSESSED ASSETS

收回資產會被視為“待售資產”項目並計入其他資產項下，而相關的貸款會被終止確認。期末，收回資產會按賬面淨值與可變現淨值孰低計量。

於二零一九年十二月三十一日及二零一九年六月三十日，香港分行並無任何收回資產。

Reposessed collateral assets are reported as "assets held for sale" under other assets and the relevant loans are derecognised. The reposessed collateral assets are measured at lower of carrying amount and net realizable value.

At 31 December 2019 and 30 June 2019, Hong Kong Branch did not have any reposessed assets.

9 客戶存款
DEPOSITS FROM CUSTOMERS

		2019年12月31日 31 Dec 2019 仟港元 HKD '000	2019年6月30日 30 Jun 2019 仟港元 HKD '000
活期存款及往來帳戶 Demand deposits and current accounts		1,184,827	5,263,750
儲蓄存款 Saving deposits		9,671,606	6,952,821
定期存款及通知存款 Time, call and notice deposits		136,791,277	134,997,122
		<u>147,647,710</u>	<u>147,213,693</u>

賬目附註

NOTES TO THE FINANCIAL STATEMENTS

10 儲備
RESERVES

	重估投資儲備 Investment revaluation reserves 仟港元 HKD '000	法定儲備 Regulatory reserves 仟港元 HKD '000	保留溢利 Retained earnings 仟港元 HKD '000	總額 Total 仟港元 HKD '000
於二零一九年一月一日結餘 At 1 January 2019	112,387	927,796	18,725,905	19,766,088
重估以公平價值計入其他全面收益的證券收益 Revaluation gain of securities measured at fair value through other comprehensive income	1,059,001	---	---	1,059,001
轉至保留溢利 Transferred to retained earnings	---	(54,379)	54,379	---
本期溢利 Profit for the period	---	---	3,141,309	3,141,309
於二零一九年十二月三十一日結餘 At 31 December 2019	1,171,388	873,417	21,921,593	23,966,398
於二零一九年一月一日結餘 At 1 January 2019	112,387	927,796	18,725,905	19,766,088
重估以公平價值計入其他全面收益的證券收益 Revaluation gain of securities measured at fair value through other comprehensive income	631,179	---	---	631,179
於保留溢利轉出 Transferred from retained earnings	---	47,790	(47,790)	---
本期溢利 Profit for the period	---	---	1,651,225	1,651,225
於二零一九年六月三十日結餘 At 30 June 2019	743,566	975,586	20,329,340	22,048,492

法定儲備是為應付香港銀行業條例中訂明之審慎監察目的而設。該儲備之變動在向香港金融管理局作出徵詢後，直接透過保留溢利作出。

The regulatory reserve is maintained to satisfy the provisions of the Banking Ordinance for prudential purposes. Movements in the reserve are made directly through retained earnings and in consultation with the Hong Kong Monetary Authority.

賬目附註
NOTES TO THE FINANCIAL STATEMENTS

11 國際間債權
INTERNATIONAL CLAIMS

本行根據交易對手類別及交易對手所在地所披露之國際間債權，已計入任何風險轉移。在一般情況下，若債權之擔保人所在地有異於該客戶，或該債權的履行對象是某銀行的海外分行，則風險會轉移至擔保人之所在地區，或至該銀行的總辦事處區域。

International claims are classified by the types and the location of the counterparties after taking into account the transfer of risk. In general, such transfer of risk takes place if the claims are guaranteed by a party in a country which is different from that of the counterparty or if the claims are on an overseas branch of a bank whose parent is located in another country.

		百萬港元 HKD Million					
於二零一九年十二月三十一日 At 31 December 2019		非銀行私營機構 Non-bank private sector				總額 Total	
		銀行 Banks	官方機構 Official Sector	非銀行金融機構 Non-bank financial institutions	非金融私營機構 Non-financial private sector		其他 Others
1. 已發展國家	1. Developed countries	15,882	---	13,269	10	---	29,161
2. 離岸中心	2. Offshore centres	6,271	---	30,442	11,498	---	48,211
其中：香港	of which Hong Kong	6,151	---	29,615	11,452	---	47,218
3. 發展中歐洲區	3. Developing Europe	---	---	---	---	---	---
4. 發展中拉丁美洲及加勒比區	4. Developing Latin America and Caribbean	---	---	---	---	---	---
5. 發展中非洲及中東區	5. Developing Africa and Middle East	788	---	---	---	---	788
6. 發展中亞洲及太平洋區	6. Developing Asia-Pacific	265,192	18,874	65,682	79,587	---	429,335
其中：中國	of which China	259,827	18,874	65,682	79,076	---	423,459
7. 國際組織	7. International organisations	---	---	---	---	---	---
8. 未分配的國家	8. Unallocated by country	---	---	---	---	---	---
		288,133	18,874	109,393	91,095	---	507,495

		百萬港元 HKD Million					
於二零一九年六月三十日 At 30 June 2019		非銀行私營機構 Non-bank private sector				總額 Total	
		銀行 Banks	官方機構 Official Sector	非銀行金融機構 Non-bank financial institutions	非金融私營機構 Non-financial private sector		其他 Others
1. 已發展國家	1. Developed countries	1,140	---	12,922	10	---	14,072
2. 離岸中心	2. Offshore centres	7,789	---	30,425	16,033	---	54,247
其中：香港	of which Hong Kong	7,700	---	30,424	15,204	---	53,328
3. 發展中歐洲區	3. Developing Europe	---	---	---	---	---	---
4. 發展中拉丁美洲及加勒比區	4. Developing Latin America and Caribbean	3	---	---	---	---	3
5. 發展中非洲及中東區	5. Developing Africa and Middle East	4,789	---	---	---	---	4,789
6. 發展中亞洲及太平洋區	6. Developing Asia-Pacific	273,327	11,302	54,422	84,362	---	423,413
其中：中國	of which China	270,154	11,302	54,422	83,905	---	419,783
7. 國際組織	7. International organisations	---	---	---	---	---	---
8. 未分配的國家	8. Unallocated by country	---	---	---	---	---	---
		287,048	11,302	97,769	100,405	---	496,524

賬目附註
NOTES TO THE FINANCIAL STATEMENTS

12 貨幣風險
CURRENCY RISK EXPOSURE

於二零一九年十二月三十一日
At 31 December 2019

百萬港元
HKD Million

		美元 USD	英鎊 GBP	日元 JPY	歐羅 EUR	人民幣 CNY	加元 CAD	瑞士法郎 CHF	澳洲元 AUD	新加坡元 SGD	紐元 NZD	總計 Total
現貨資產	Spot assets	365,960	1,036	1,594	29,823	60,404	1	1	711	17	---	459,547
現貨負債	Spot liabilities	(366,984)	(857)	(2,668)	(24,907)	(49,478)	(1,809)	---	(3,421)	(170)	(210)	(450,504)
遠期買入	Forward purchases	97,655	118	2,753	2,975	36,844	1,805	---	2,963	169	209	145,491
遠期賣出	Forward sales	(95,911)	(295)	(1,678)	(7,960)	(47,850)	---	(1)	(256)	(17)	(1)	(153,969)
長/(短)盤淨額	Net long/(short) position	720	2	1	(69)	(80)	(3)	---	(3)	(1)	(2)	565
結構性倉盤淨額	Net structural position	---	---	---	---	---	---	---	---	---	---	---

於二零一九年六月三十日
At 30 June 2019

百萬港元
HKD Million

		美元 USD	英鎊 GBP	日元 JPY	歐羅 EUR	人民幣 CNY	加元 CAD	瑞士法郎 CHF	澳洲元 AUD	新加坡元 SGD	紐元 NZD	總計 Total
現貨資產	Spot assets	346,735	2,112	1,795	34,643	66,566	1	---	593	---	---	452,445
現貨負債	Spot liabilities	(372,436)	(1,154)	(1,888)	(6,487)	(43,830)	(179)	---	(2,732)	---	(274)	(428,980)
遠期買入	Forward purchases	127,643	371	2,117	2,667	50,028	179	---	2,135	---	272	185,412
遠期賣出	Forward sales	(101,384)	(1,327)	(2,023)	(30,795)	(72,735)	---	---	---	---	---	(208,264)
長/(短)盤淨額	Net long/(short) position	558	2	1	28	29	1	---	(4)	---	(2)	613
結構性倉盤淨額	Net structural position	---	---	---	---	---	---	---	---	---	---	---

於二零一九年十二月三十一日及二零一九年六月三十日，在非港元的淨持倉中並無期權的持倉。
At 31 December 2019 and 30 June 2019, there were no net option position outstanding.

13 國內非銀行的風險承擔
NON-BANK MAINLAND EXPOSURES

非銀行業之交易對手乃按金管局報表“內地業務申報表”內的定義界定。有關國內非銀行的風險承擔如下：

Non-bank counterparties are identified in accordance with the definitions set out in the prudential return "Return of Mainland Activities" issued by the HKMA. Exposures in the Mainland China to non-bank counterparties are summarised as follows.

		百萬港元 HKD million		
		資產負債表以 內的風險承擔 On-balance sheet exposure	資產負債表以 外的風險承擔 Off-balance sheet exposure	總風險承擔 Total
於二零一九年十二月三十一日 At 31 December 2019				
1 中央政府，其持有的企業以及聯營公司	1 Central government, central government-owned entities and their subsidiaries and Joint ventures (JVs)	116,069	2,765	118,834
2 地方政府，其持有的企業以及聯營公司	2 Local governments, local government-owned entities and their subsidiaries and JVs	16,555	2,191	18,746
3 居住境內的內地居民；境內註冊企業及其持有的企業以及聯營公司	3 PRC nationals residing in Mainland China or other entities incorporated in Mainland China and their subsidiaries and JVs	54,794	2,586	57,380
4 其他未包含于第一項的中央政府持有的企業	4 Other entities of central government not reported in item 1 above	5,732	380	6,112
5 其他未包含于第二項的地方政府持有的企業	5 Other entities of local government not reported in item 2 above	200	414	614
6 居住境外的內地居民；境外註冊而貸款用途明確用於境內的企業	6 PRC nationals residing outside Mainland China or entities incorporated outside Mainland China where the credit is granted for use in Mainland China	3,523	4,543	8,066
7 其他被認為國內非銀行的風險承擔	7 Other counterparties where the exposures are considered by the reporting institution to be non-bank Mainland China exposures	242	---	242
總額	Total	197,115	12,879	209,994
減值後總資產	Total assets after provision	582,755		
資產負債表內的風險承擔佔總資產百分率	On-balance sheet exposures as percentage of total assets	33.82%		

		百萬港元 HKD million		
		資產負債表以 內的風險承擔 On-balance sheet exposure	資產負債表以 外的風險承擔 Off-balance sheet exposure	總風險承擔 Total
於二零一九年六月三十日 At 30 June 2019				
1 中央政府，其持有的企業以及聯營公司	1 Central government, central government-owned entities and their subsidiaries and Joint ventures (JVs)	107,634	6,937	114,571
2 地方政府，其持有的企業以及聯營公司	2 Local governments, local government-owned entities and their subsidiaries and JVs	21,688	3,529	25,217
3 居住境內的內地居民；境內註冊企業及其持有的企業以及聯營公司	3 PRC nationals residing in Mainland China or other entities incorporated in Mainland China and their subsidiaries and JVs	55,612	2,805	58,417
4 其他未包含于第一項的中央政府持有的企業	4 Other entities of central government not reported in item 1 above	7,465	501	7,966
5 其他未包含于第二項的地方政府持有的企業	5 Other entities of local government not reported in item 2 above	200	297	497
6 居住境外的內地居民；境外註冊而貸款用途明確用於境內的企業	6 PRC nationals residing outside Mainland China or entities incorporated outside Mainland China where the credit is granted for use in Mainland China	3,590	6,623	10,213
7 其他被認為國內非銀行的風險承擔	7 Other counterparties where the exposures are considered by the reporting institution to be non-bank Mainland China exposures	897	---	897
總額	Total	197,086	20,692	217,778
減值後總資產	Total assets after provision	576,307		
資產負債表內的風險承擔佔總資產百分率	On-balance sheet exposures as percentage of total assets	34.20%		

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2019年12月31日
31 Dec 2019
百萬港元
HKD million

2019年6月30日
30 Jun 2019
百萬港元
HKD million

1 資產負債表外風險承擔

OFF-BALANCE SHEET EXPOSURES

下列為資產負債表外風險承擔之每個主要類別的合約金額：

The following is a summary of the contractual amounts of each significant class of off-balance sheet exposures:

直接信貸替代項目	Direct credit substitutes	15,317	21,058
與交易有關的或然項目	Transaction-related contingencies	303	300
與貿易有關的或然項目	Trade-related contingencies	9,057	11,069
其他承擔	Other commitments	5,850	10,339
其他	Others	380	2,209
		<u>30,907</u>	<u>44,975</u>

2 衍生金融工具

DERIVATIVES FINANCIAL INSTRUMENTS

下列為衍生金融工具之每個主要類別之合約金額：

The following is a summary of the contractual amounts of each type of derivatives:

匯率合約	Exchange rate contracts	194,932	231,181
利率合約	Interest rate contracts	81,981	78,094
		<u>276,913</u>	<u>309,275</u>

下列為各項主要衍生金融工具之公平價值：

The following is a summary of the fair value of each type of derivatives:

匯率合約	Exchange rate contracts	246	(97)
利率合約	Interest rate contracts	(1,151)	(985)
		<u>(905)</u>	<u>(1,082)</u>

上述衍生工具的合約金額顯示了於結算日未平倉的交易量，並不代表風險金額。

The contract amounts of derivatives indicate the volume of transactions outstanding as at the balance sheet date, they do not represent amounts at risk.

上述衍生金融工具之公允價值並沒有受有效雙邊淨額結算協議所影響。

There is no effect of valid bilateral netting agreement on the fair values of the derivatives financial instruments.

3 流動資金

LIQUIDITY

		截至2019年 12月31日季度結算 For the quarter ended 31 Dec 2019	截至2019年 9月30日季度結算 For the quarter ended 30 Sep 2019	截至2018年 12月31日季度結算 For the quarter ended 31 Dec 2018
平均流動性維持比率	Average liquidity maintenance ratio ("LMR")	<u>79.38%</u>	<u>60.52%</u>	<u>64.81%</u>
平均核心資金比率	Average core funding ratio ("CFR")	<u>97.71%</u>	<u>97.20%</u>	<u>95.81%</u>

平均流動性維持比率及平均核心資金比率是根據《銀行業(披露)規則》第103B及103C條的要求作出披露。平均流動性維持比率及平均核心資金比率是源於《銀行業條例》第63條向金管局呈交之流動性狀況申報表及穩定資金狀況申報表中所報告的數據。季度平均值是以期內每個公曆月的LMR/CFR的平均值的算術平均數值計算。

Average Liquidity Maintenance Ratio (LMR) and Core Funding Ratio (CFR) are disclosed in accordance with Sections 103B and 103C of the Banking (Disclosure) Rules. The average LMR/CFR are reported in the Return of Liquidity Position and Return of Stable Funding Position submitted to the HKMA pursuant to Section 63 of the Banking Ordinance. Quarterly average value of LMR and CFR reported are calculated based on the arithmetic mean of the average values of its LMR and CFR reported for each month during the quarter.

為符合銀行業(披露)規則，有關流動性資料可於本行之網站內「有關我們」的「監管披露」項下瀏覽(<http://www.hk.abchina.com/zt/aboutus/RegulatoryDisclosures/>)。

To comply with the Banking (Disclosure) Rules, the liquidity information can be found in the "About us - Regulatory Disclosures" section of our website (<http://www.hk.abchina.com/en/aboutus/RegulatoryDisclosures/>).

3 流動資金 (續) LIQUIDITY (cont.)

表LIQA：流動性風險管理

流動性風險是指商業銀行無法以合理成本及時獲得充足資金，用於償付到期債務、履行其他支付義務和滿足正常業務開展的其他資金需求的風險。影響流動性風險的主要因素包括：市場流動性的負面衝擊、存款客戶支取存款、貸款客戶提款、資產負債結構不匹配、債務人違約、資產變現困難、融資能力下降等。

本行流動性風險管理治理結構由決策體系、執行體系和監督體系組成。其中，決策體系包括管理層及其下設的風險管理委員會和資產負債管理委員會；執行體系包括本行流動性管理部門及資產、負債業務部門；監督體系包括審計部、法律及合規部兩個職能部門。上述體系按職責分工分別履行流動性風險管理決策、執行和監督職能，並按要求向總行報告流動性風險管理情況。

本行堅持穩健的流動性管理策略，明確流動性管理的總體目標和管理模式。本行根據監管要求、外部宏觀經營環境和業務發展情況等制定流動性管理政策，在確保流動性安全的前提下，有效平衡流動性、安全性和效益性。其中，本行制定有效的流動風險監控指標及預警指標對流動性風險實施有效的識別、計量、監控和報告，並把計算結果向管理層、有關委員會和部門報告。

本行持續監測全行資產負債業務發展狀況和流動性狀況。優化資產負債結構，合理擺佈到期現金流，平抑期限錯配風險，加強主動負債管理，擴大資金來源渠道，致力分散資金來源。確保市場融資渠道暢通和優質流動性資產儲備充裕，滿足各項支付需求。本行制定了資金來源管理目標，多渠道融入資金，包括但不限於同業拆借、客戶存款、債務發行和總行資金。此外，本行制定了集中度及期限錯配指標，持續監控資產負債期限及集中度風險。為監控交易對手的集中度風險，本行對前5大銀行集團的短期資金占比進行監控。於2019年12月31日，該集中度比率為9.5%，符合內部限額要求。

本行結合市場狀況和業務實際，充分考慮可能影響流動性狀況的各種風險因素，並根據不同資產、負債及表外項目的特性，合約到期日、本行和市場歷史資料，設定流動性風險壓力情景，本行按月開展壓力測試，預測在壓力情況下的未來一個月累計現金流。有關的淨現金流結果可促進本行對流動性風險狀況的瞭解，有需要時採取緩減風險的措施。於2019年12月31日，流動性壓力測試在合併情景下(同時發生銀行自身受壓和市場整體受壓)的累計淨現金流入為港幣616.7億元，符合內部限額要求。

為加強對流動性風險事件的應對能力，以及在緊急情況下執行適當的應急融資措施，本行的應急融資計劃制定了一系列的政策、程式、應急融資措施及行動計劃，以妥善處理流動性壓力事件。應急融資計劃及恢復計劃每年最少重檢一次，由風險管理委員會及資產負債管理委員會審批。

3 流動資金 (續) LIQUIDITY (cont.)

Table LIQA: Liquidity risk management

Liquidity risk refers to the risk of being unable to timely acquire sufficient funds at a reasonable cost to settle amounts due, fulfill other payment obligations or satisfy other funding needs during the ordinary course of business. Major factors affecting liquidity risk include: negative impacts of market liquidity, deposit withdrawal by customers, loans withdrawal by customers, imbalance between asset and liability structure, debtor's default, difficulty in asset realization, weakening in financing ability, etc.

The liquidity risk governance of the Branch consists of the decision-making system, the execution system and the supervision system. Among which, the decision-making system consists of the Risk Management Committee and the Asset and Liability Management Committee under the senior management; the execution system consists of all liquidity management departments and asset and liability business department of the Branch; and the supervision system consists of two functional departments, namely Internal Audit Department and Legal and Compliance Department. The above systems conduct decision-making, execution and supervision functions, respectively, in accordance with the division of responsibilities, and report the condition of liquidity risk management to the head office as required.

The Branch adhered to a robust liquidity management strategy and stipulated the general goals and management mode of liquidity management. Based on regulatory requirements, external macroeconomic environment and business development, the Branch formulated its liquidity management policy, which effectively maintained balance between liquidity, security and profitability, provided that the security of liquidity was guaranteed. Among which, The Branch formulated effective liquidity risk monitoring indicators and early warning indicators to effectively identify, measure, monitor and report liquidity risks, and report the calculation results to management, relevant committees and departments.

The Branch continuously monitors the development and liquidity of asset and liability businesses. The Branch refines its asset and liability structure, manages cash flows and mitigates risk related to tenor mismatch. The Branch strengthens debt management by exploring and diversifying funding sources. The Branch will ensure market financing channels are efficient, maintain sufficient high quality liquid asset, and satisfy various payment demands. The Branch has established funding source management objectives and obtained funding through different sources. Our funding sources include but not are limited to interbank borrowing, customer deposits, debt issuance and funds from head office. In addition, the Branch has established concentration and maturity mismatch indicators to continuously monitor the maturity profile of assets and liabilities and concentration risks. In order to monitor the concentration risk of counterparties, the Branch monitors the short-term concentration ratio of the top 5 banking groups. As at 31 December 2019, the concentration ratio was 9.5%, which was in compliance with the internal limit requirement.

Based on the market condition and actual business needs, the Branch fully considers various factors and formulates stress scenarios on liquidity risk according to the characteristics of different assets, liabilities and off-balance sheet items, contractual maturity, historical data of the Branch and market. The Branch conducts stress tests on a monthly basis to project the cumulative cash flow in the following month under stress condition. The relevant net cash flow results can enhance the Branch's understanding of liquidity risk conditions and take measures to mitigate risks when necessary. As of 31 December 2019, the cumulative net cash inflow of the liquidity stress test under the combined scenario (combination of institution-specific stress scenario and general market stress scenario) was HK\$61.67 billion, which was in compliance with the internal limit requirement.

In order to strengthen the ability to respond to liquidity risk events and implement appropriate contingency funding plan in case of emergency, the Branch's contingency funding plan has developed a series of policies, procedures, contingency funding measures and action plans to properly handle liquidity stress events. The contingency funding plan and recovery plan are reviewed at least once a year and is approved by the Risk Management Committee and the Asset and Liability Management Committee.

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3 流動資金 (續)
LIQUIDITY (cont.)

表LIQA: 流動性風險管理 (續)
Table LIQA: Liquidity risk management (cont.)

將表內和表外項目以期限細分並由此產生的流動性缺口
On-and off-balance sheet items, broken down into maturity buckets and the resultant liquidity gaps.

於二零一九年十二月三十一日
At 31 December 2019

		任港元 HKD '000						
		翌日	1 個月內	1個月以上 至3個月	3個月以上 至1年	1年以上至5年	5年以上	無註明日期或 逾期
		Next day	Within 1 month	3 months or less but over 1 month	1 year or less but over 3 months	5 years or less but over 1 year	Over 5 years	Undated or overdue
流通紙幣及硬幣	Currency notes and coins	2,300	---	---	---	---	---	---
衍生工具所產生的應收款項	Amount receivable arising from derivative contracts	13,423,133	66,857,688	50,146,377	38,916,192	---	---	---
銀行結存、存放同業及給予銀行的貸款	Balances and placements with banks and loans and advances to banks	9,268,837	38,969,605	19,413,763	32,903,112	---	---	---
客戶貸款、墊款及持有貿易票據	Advances to customers, acceptances and bills of exchange held	1,650,365	82,593,428	51,460,828	53,167,925	85,257,570	4,140,935	116,428
持有債務證券及訂明票據	Debt securities, prescribed instruments and structured financial instruments held	34,888,947	132,803,387	13,791,159	14,378,722	---	---	---
其他資產	Other assets	1,513,396	4,881,416	482	---	---	---	7,362,752
資產負債表以內的資產總	Total on-balance sheet assets	60,746,978	326,105,524	134,812,609	139,365,951	85,257,570	4,140,935	7,479,180
資產負債表以外的資產總	Total off-balance sheet claims	---	---	---	---	---	---	38,933,250
尚欠銀行及中央銀行的存款及結餘	Deposits and balances from banks and central banks	12,647,839	70,354,076	47,258,465	30,486,453	20,959,560	846,522	---
衍生工具所產生的應付款項	Amount payable arising from derivative contracts	13,403,491	66,868,211	50,083,509	39,075,679	---	---	---
客戶存款	Deposits from customers	14,348,097	50,138,227	24,023,919	63,021,751	250,824	---	---
已發行債務證券及訂明票據	Debt securities, prescribed instruments and structured financial instruments issued and outstanding	1,629,800	32,855,800	66,520,057	71,048,802	20,645,873	---	---
其他負債、資本及儲備	Other liabilities, capital and reserves	1,100,128	9,279,065	11,926,417	12,478,114	---	---	24,444,975
資產負債表以內的負債總	Total on-balance sheet obligations	43,129,355	229,495,379	199,812,367	216,110,799	41,856,257	846,522	24,444,975
資產負債表以外的負債總	Total off-balance sheet obligations	-	44,008,771	---	---	---	---	---
淨差距	Contractual maturity mismatch	17,617,623	52,601,374	(64,999,758)	(76,744,848)	43,401,313	3,294,413	---
累計差距	Cumulative contractual maturity mismatch	17,617,623	70,218,997	5,219,239	(71,525,609)	(28,124,296)	(24,829,883)	---

於二零一八年十二月三十一日
At 31 December 2018

		任港元 HKD '000						
		翌日	1 個月內	1個月以上 至3個月	3個月以上 至1年	1年以上至5年	5年以上	無註明日期或 逾期
		Next day	Within 1 month	3 months or less but over 1 month	1 year or less but over 3 months	5 years or less but over 1 year	Over 5 years	Undated or overdue
流通紙幣及硬幣	Currency notes and coins	1,404	---	---	---	---	---	---
衍生工具所產生的應收款項	Amount receivable arising from derivative contracts	13,391,894	67,108,345	57,055,055	20,102,356	---	---	---
銀行結存、存放同業及給予銀行的貸款	Balances and placements with banks and loans and advances to banks	3,590,142	63,349,620	22,454,854	26,698,439	---	---	---
客戶貸款、墊款及持有貿易票據	Advances to customers, acceptances and bills of exchange held	833,093	80,694,213	40,133,709	63,314,167	63,095,188	4,297,809	237,860
持有債務證券及訂明票據	Debt securities, prescribed instruments and structured financial instruments held	24,049,223	116,588,398	15,756,223	29,853,088	---	---	---
其他資產	Other assets	2,895,493	807	528	106	---	---	7,367,742
資產負債表以內的資產總	Total on-balance sheet assets	44,761,249	327,741,383	135,400,369	139,968,156	63,095,188	4,297,809	7,605,602
資產負債表以外的資產總	Total off-balance sheet claims	---	---	---	---	---	---	39,151,500
尚欠銀行及中央銀行的存款及結餘	Deposits and balances from banks and central banks	7,443,508	72,846,776	43,161,907	44,712,433	20,378,351	854,145	---
衍生工具所產生的應付款項	Amount payable arising from derivative contracts	13,397,590	67,004,876	57,001,811	20,464,446	---	---	---
客戶存款	Deposits from customers	16,875,888	39,772,338	30,023,069	48,066,243	187,484	---	---
已發行債務證券及訂明票據	Debt securities, prescribed instruments and structured financial instruments issued and outstanding	913,964	32,201,407	63,215,434	52,123,348	23,983,202	---	---
其他負債、資本及儲備	Other liabilities, capital and reserves	626,527	7,387,429	13,874,847	25,734,402	---	---	20,181,492
資產負債表以內的負債總	Total on-balance sheet obligations	39,257,477	219,212,826	207,277,068	191,100,872	44,549,037	854,145	20,181,492
資產負債表以外的負債總	Total off-balance sheet obligations	-	40,839,883	---	---	---	---	---
淨差距	Contractual maturity mismatch	5,503,772	67,688,674	(71,876,699)	(51,132,716)	18,546,151	3,443,664	---
累計差距	Cumulative contractual maturity mismatch	5,503,772	73,192,446	1,315,747	(49,816,969)	(31,270,818)	(27,827,154)	---

4 薪酬政策的披露 DISCLOSURE OF REMUNERATION POLICY

根據香港金融管理局監管政策手冊〈CG-5穩健的薪酬制度指引〉，本年度本分行的薪酬制度詳情披露如下：

一、管治架構

本分行的薪酬政策包含薪酬及福利制度，會作每年審查，並於考核領導小組審批後向總行報備。除高級管理層外，本分行的薪酬政策適用於本分行全體員工，分行的高級管理層之薪酬政策由總行設計及審定。

本分行已設立考核領導小組，由分行管理層和主管人力資源的綜合管理部總經理組成，成員由總行指派，任期為5年，主要負責處理有關本分行薪酬政策的設計、檢討、修改、監察和作出審定，並負有研討及審議本分行重要人員薪酬的責任。2019年本分行聘請外部顧問審視本分行的績效考核政策。

本分行的高級管理層，包括總行委派的分行行長、分行副行長及分行行長助理，負責監督分行的所有事務及決策。重要人員為所有職能部門和風險監控部門的主管及部份副主管，或其個人業務活動涉及的風險可能造成重大影響的員工，或者其個人的職責與分行的盈利有直接、重要的關聯的員工。

二、薪酬程序的設計及結構

本分行的薪酬政策的主要特點是以展現為分行創造長期價值為目標，並鼓勵員工與分行目標一致，支持分行利潤增長、管控風險、遵守法律法規、反洗錢以及確保分行流動性充足等。薪酬政策的設計及結構由固定薪酬和浮動薪酬適當地組成，同時設有遞延發放獎金機制，並鼓勵員工支持風險管理框架，以支持分行的風險承受能力和長遠財政穩健的發展。固定薪酬是指每月以現金形式發放的員工薪金，浮動薪酬是指以現金形式，並根據我集團、分行和員工當年的績效表現而發放的績效工資。2019年考核領導小組在定期檢討分行的薪酬政策後加強了績效考核政策中員工在風險合規考核表現不佳的情況下對浮動薪酬的影響。負責風險管控職能員工的考核指標中，沒有與其所監察的業務掛鉤，其浮動薪酬的釐定是獨立於有關業務。

三、應對當前與未來的風險

本分行在實施薪酬程序時，主要考慮以利潤為核心，確定資產投放的優先級，優化資產負債結構，促進風險和合規管理水平提升。分行已把信貸風險、市場風險、利率風險、流動性風險、操作風險、法律風險、合規風險和聲譽風險等的主要風險納入到績效考核體系裡的風險指標內，指標表現高低與風險管理成效掛鉤，並與其他數量化及質量化指標合併計算，以衡量員工的浮動薪酬數額，數額與已包含風險指標的考核成績成正向關係，以鼓勵員工提升個人風險管控能力。

四、員工表現與薪酬水平

考核領導小組每年為各部門下達年度工作計劃，員工的績效表現為綜合績效評估，包括數量化指標、質量化指標及一些加/扣分項目，包括但不限於財務效益、風險合規、內部管理、團隊建設與遵守企業價值等情況。員工的績效表現並根據分行的業績結合風險合規等因素作出評價。考核領導小組會對本分行的薪酬政策提出修訂意見，以及審核分行的風險、合規與內控管理等。按照總行對分行的關鍵績效指標及考核目標，每年第一季資產負債管理委員會、財會部和綜合管理部會開會，經協商後提出各部門年度關鍵績效指標及其考核目標，提交小組審議通過後執行。

員工的薪酬數額與績效表現成績掛鉤，表現不理想/不達指標者將會導致浮動薪酬向下調整。員工的浮動薪酬亦會按照分行的業績表現優劣作增減。

五、浮動薪酬的遞延發放及歸屬政策

根據香港金融管理局發出之CG-5《穩健的薪酬制度指引》及為防範員工只追求短期業績而忽略長遠風險管控，考核領導小組會在決定獎金時充份研究業務成果是否在嚴格的風險管控基礎上完成，而當員工的獎金超過其一年底薪的金額時，將觸發遞延機制，超出部分獎金會作出遞延派發的安排。本分行對全體員工使用統一的浮動薪酬的遞延發放及歸屬政策，小組可根據實際情況對不同僱員及不同僱員組別的浮動薪酬中的遞延比例作出調整。

分行的浮動薪酬是以現金發放並根據遞延機制進行發放，遞延的浮動薪酬將按照既定的歸屬條件、比例及時間進行發放獎金。遞延薪酬的歸屬及比例與分行的長期價值創造及風險承受能力緊扣，風險越高，被納入為遞延薪酬的比例也高。遞延派發期限最少為3年，考核領導小組根據獎金金額、業務性質、業務風險、員工的年資、職級、職責及其活動對公司風險的影響等因素釐定，當中包含回收遞延薪酬的機制。

目前，分行向所有員工發放不同形式的浮動薪酬全部以現金發放，沒有其它形式的浮動薪酬。

4 薪酬政策的披露 (續)

DISCLOSURE OF REMUNERATION POLICY (cont.)

Pursuant to the Guideline on a Sound Remuneration System (CG-5) issued by the Hong Kong Monetary Authority, details of remuneration system of the Branch during the year are disclosed as follows:

(i) Governance Structure

The remuneration policy of the Branch includes compensation and benefit framework which are overseen and approved on annual basis by the Branch's Appraisal Steering Team and reported to the Headquarter. Except the Senior Management of the Branch, the remuneration policy is applicable to all employees of the Branch. The remuneration policy of the Senior Management is designed and approved by the Headquarter.

The Branch has established an Appraisal Steering Team, members of which comprise of the Branch's Senior Management and the Head of Corporate Affairs Department who is in charge of human resources function. Members of the Appraisal Steering Team are appointed by the Headquarter with term of appointment of five years. The responsibilities of the Appraisal Steering Team include designing, reviewing, modifying, monitoring and approving the remuneration policy, as well as reviewing and proposing the performance-based remuneration packages payable to the Key Personnel. In year 2019, the Branch appointed external consultants to review our performance appraisal policy.

The Senior Management of the Branch includes, but not limited to, the CEO, Alternate CEO and Assistant CEO of the Branch, who are designated by the Headquarter and responsible for overseeing the branch-wide business and strategy. Key personnels include department heads and some deputy department heads of all functional and risk control departments, individual employees whose duties or activities involve the assumption of material risk which may have significant impact on risk exposure, or individual employees whose responsibilities are directly and materially linked to the profit of the Branch.

(ii) Design and structure of remuneration processes

The key features of the remuneration policy are to create long-term value to the Branch and encourage employees to align with the Branch's objectives and support the profit growth, risk management and control, legitimate and compliance, anti-money laundering and sufficient liquidity of the Branch. The design and structure of remuneration policy consist of the fixed remuneration and variable remuneration which are in proper ratio with a deferral mechanism in place. The design and structure of the remuneration policy encourages employees to support the risk management framework, the Branch's risk tolerance capability and the development of long-term financial soundness. Fixed remuneration includes cash-based monthly salary of the employees while variable remuneration, being paid in cash, is the performance bonus according to the overall annual performance of our Group, the Branch and the individual employee. In year 2019, after annual review by the Appraisal Steering Team, the weighting of risk and compliance was strengthened in the performance management policy so that it can better reflect the impact on employee's variable compensation in case of poor performance in risk and compliance. The performance indicators of employees in risk control functions did not relate to the businesses they monitored and the determination of variable remuneration for these employees is independent of the businesses they monitored.

(iii) Current and future risks taken into accounts

While implementing the remuneration policy, the Branch takes profit as a core consideration to determine the priority of investments decision, improve the structure of assets and liabilities, enhance the risk and compliance management level. Credit risk, market risk, interest rate risk, liquidity risk, operational risk, legal risk, compliance risk and reputational risk form the Branch's major risk management indicators in performance management. The result of risk management indicators correlate with the effectiveness of risk management and are considered together with other quantitative and qualitative indicators in the performance management mechanism to determine the variable remuneration. By positively correlating the variable remuneration with the performance appraisal result including the risk management indicators, employees are motivated to improve their own risk management capability.

(iv) Performance evaluation and the variable remuneration

The Appraisal Steering Team assigns key performance indicators to every department on an annual basis. The performance of employees is a comprehensive evaluation, including quantitative indicators, qualitative indicators and other addition/deduction items. The performance evaluation includes, but not limited to, financial performance, risk and compliance, internal control, team building and adherence to corporate values etc. The performance evaluation of the employees will also be assessed according to the Branch's performance that considered the factors related to risk and compliance. The Appraisal Steering Team provides comments on the review of the remuneration policy and also the review for the risk, compliance and internal controls of the Branch. According to the Branch's key performance indicators and appraisal targets assigned by the Headquarter, the Assets and Liabilities Management Committee, Finance Department and Corporate Affairs Department would discuss the annual key performance targets and appraisal targets for all departments in the first quarter of the year. These key performance targets and appraisal targets would become effective after approved by the Appraisal Steering Team.

The employees' variable remuneration is linked to the performance evaluation. The variable remuneration would be adjusted downwards for those who have unsatisfactory performance or not achieving the targets. The variable remuneration of the employees would also be adjusted according to the performance of the Branch.

4 薪酬政策的披露 (續)

DISCLOSURE OF REMUNERATION POLICY (cont.)

(v) Deferral and vesting of variable remuneration

In accordance with CG-5 Guidelines on a Sound Remuneration System issued by the Hong Kong Monetary Authority and to prevent employees from ignoring the long-term risk control for pursuing short-term business results, the Appraisal Steering Team will fully consider whether the business results are achieved under strict risk management controls. Variable remuneration of employee is required to be deferred if it exceeds one-year of employee's monthly basic salary. The deferral would be applied to the exceeded amount of variable remuneration. The policy of deferral and vesting of variable remuneration applies to all employees. The Appraisal Steering Team can adjust the proportion of the deferral of variable remuneration of different employees or different groups of employees according to the actual situation.

The variable remuneration is paid in cash and based on the deferred mechanism. The deferred variable remuneration will be paid according to the vesting criteria, proportion and time horizon. The vesting and proportion of deferred variable remuneration are also closely linked to the creation of long-term value and the risk tolerance of the Branch. The higher the risk involved by the employee, the higher proportion of the deferred variable remuneration. Deferred variable remuneration is subject to a vesting period of a minimum of 3 years, the Appraisal Steering Team would determine the deferred variable remuneration depending on the amount of variable remuneration, business nature, risk of the business, employee's seniority, grade, responsibilities and the impact of the employee's activities on the risk of the Branch, which also include a claw-back mechanism.

Currently, the variable remuneration of all employees is paid in cash, there is no other forms of variable remuneration used.

4 薪酬政策的披露 (續)
DISCLOSURE OF REMUNERATION POLICY (cont.)

REM1: 在財政年度內給予的薪酬

Remuneration awarded during the financial year

(百萬港元)	(HKD million)	2019年 Year 2019		2018年 Year 2018	
薪酬款額及量化資料	Remuneration amount and quantitative information	高級管理人員 Senior Management	重要人員 Key Personnel	高級管理人員 Senior Management	重要人員 Key Personnel
(1) 固定薪酬	(1) Fixed Remuneration				
員工數目 (註1)	Number of Employees (Note 1)	6	52	6	50
固定薪酬總額	Total Fixed Remuneration	7.9	49.5	6.0	47.9
其中: 現金形式 (註2)	Of which: Cash-based (Note 2)	7.9	49.5	6.0	47.9
其中: 遞延	Of which: Deferred	0.0	0.0	0.0	0.0
其中: 沒有遞延	Of which: Non-Deferred	7.9	49.5	6.0	47.9
其中: 股票或其他股票掛鉤工具	Of which: Shares or Other share-linked instruments	0.0	0.0	0.0	0.0
其中: 遞延	Of which: Deferred	0.0	0.0	0.0	0.0
其中: 沒有遞延	Of which: Non-Deferred	0.0	0.0	0.0	0.0
其中: 其他形式	Of which: Other forms	0.0	0.0	0.0	0.0
其中: 遞延	Of which: Deferred	0.0	0.0	0.0	0.0
其中: 沒有遞延	Of which: Non-Deferred	0.0	0.0	0.0	0.0
(2) 浮動薪酬	(2) Variable Remuneration				
員工數目 (註1)	Number of Employees (Note 1)	6	47	5	48
浮動薪酬總額	Total Variable Remuneration	5.9	22.6	5.4	23.5
其中: 現金形式	Of which: Cash-based	5.9	22.6	5.4	23.5
其中: 遞延	Of which: Deferred	0.2	0.0	0.0	0.0
其中: 沒有遞延	Of which: Non-Deferred	5.7	22.6	5.4	23.5
其中: 股票或其他股票掛鉤工具	Of which: Shares or Other share-linked instruments	0.0	0.0	0.0	0.0
其中: 遞延	Of which: Deferred	0.0	0.0	0.0	0.0
其中: 沒有遞延	Of which: Non-Deferred	0.0	0.0	0.0	0.0
其中: 其他形式	Of which: Other forms	0.0	0.0	0.0	0.0
其中: 遞延	Of which: Deferred	0.0	0.0	0.0	0.0
其中: 沒有遞延	Of which: Non-Deferred	0.0	0.0	0.0	0.0
(3) 薪酬總額	(3) Total Remuneration	13.8	72.1	11.4	71.4

注:

- 1、受薪人數包含該年度的新入職及已離職員工。
- 2、固定薪酬包括僱主自願性強積金供款。
- 3、分行考核領導小組人員2019年全年的總薪酬為15.0百萬港元，2018年全年的總薪酬為12.8百萬港元。
- 4、2019年分行的考核領導小組開會5次。

Note:

1. Number of Senior Management and Key Personnel included new and resigned employees during the year.
2. Employer's voluntary contribution of MPF was included in the fixed remuneration.
3. The total remuneration of the Appraisal Steering Team was HK\$15.0 million for the year of 2019 and HK\$12.8 million for the year of 2018.
4. The Appraisal Steering Team held 5 meetings in the year of 2019.

4 薪酬政策的披露 (續)
DISCLOSURE OF REMUNERATION POLICY (cont.)

REM2: 特別款項
Special Payments

(百萬港元)	(HKD million)	2019年 Year 2019		2018年 Year 2018	
		高級 管理人員 Senior Management	重要人員 Key Personnel	高級 管理人員 Senior Management	重要人員 Key Personnel
(1) 保證花紅	(1) Guaranteed Bonuses				
金額	Total Amount	0.0	0.0	0.0	0.0
宗數	Number of Cases	0.0	0.0	0.0	0.0
員工數目	Number of Employees	0.0	0.0	0.0	0.0
(2) 受聘酬金	(2) Sign-on Awards				
金額	Total Amount	0.0	0.0	0.0	0.0
宗數	Number of Cases	0.0	0.0	0.0	0.0
員工數目	Number of Employees	0.0	0.0	0.0	0.0
(3) 遣散費	(3) Severance Payments				
金額	Total Amount	0.0	0.0	0.0	0.0
宗數	Number of Cases	0.0	0.0	0.0	0.0
員工數目	Number of Employees	0.0	0.0	0.0	0.0

注：
在本財政年度內，沒有對單一人士給予遣散費。

Note:
No severance payment was awarded to a single person during the year.

REM3: 遞延薪酬及保留薪酬
Deferred Remuneration and Retained Remuneration

(百萬港元)	(HKD million)	2019年 Year 2019		2018年 Year 2018	
		高級 管理人員 Senior Management	重要人員 Key Personnel	高級 管理人員 Senior Management	重要人員 Key Personnel
遞延薪酬及保留薪酬	Deferred Remuneration and Retained Remuneration				
於1月1日	As at 1 January	0.0	0.0	0.0	0.0
已授予	Awarded	0.2	0.0	0.0	0.0
已支付	Paid Out	0.1	0.0	0.0	0.0
根據表現調整而減少	Reduced through performance adjustments	0.0	0.0	0.0	0.0
於報告期末	As at the end of the reporting period	0.1	0.0	0.0	0.0

4 薪酬政策的披露 (續)
DISCLOSURE OF REMUNERATION POLICY (cont.)

REM3: 遞延薪酬及保留薪酬 (續)
Deferred Remuneration and Retained Remuneration (cont.)

(百萬港元)	(HKD million)	未支付的遞延薪酬總額 Total Amount of Outstanding Deferred Remuneration		其中：可能受在 宣布給予後出現 的外在及/或內 在調整影響的未 支付遞延及保留 薪酬總額	在有關財政年度 內因在宣布給予 後作出的外在調 整而被修訂的薪 酬總額	在有關財政年度 內因在宣布給予 後出現的內在調 整而被修訂的薪 酬總額	在有關財政年 度內發放的遞 延薪酬總額
		已歸屬 Vested	未歸屬 Unvested	Of which: Total amount of outstanding deferred and retained remuneration exposed to ex post explicit and/or implicit adjustment	Total amount of amendment during the year due to ex post explicit adjustments	Total amount of amendment during the year due to ex post implicit adjustments	Total amount of deferred remuneration paid out in the financial year
2019年	Year 2019						
高級管理人員	Senior Management						
現金	Cash	0.0	0.1	0.1	0.0	0.0	0.1
股票	Shares	0.0	0.0	0.0	0.0	0.0	0.0
現金掛鈎工具	Cash-linked instruments	0.0	0.0	0.0	0.0	0.0	0.0
其他(請註明)	Other Forms	0.0	0.0	0.0	0.0	0.0	0.0
重要人員	Key Personnel						
現金	Cash	0.0	0.0	0.0	0.0	0.0	0.0
股票	Shares	0.0	0.0	0.0	0.0	0.0	0.0
現金掛鈎工具	Cash-linked instruments	0.0	0.0	0.0	0.0	0.0	0.0
其他(請註明)	Other Forms	0.0	0.0	0.0	0.0	0.0	0.0
總額	Total	0.0	0.1	0.1	0.0	0.0	0.1
2018年	Year 2018						
高級管理人員	Senior Management						
現金	Cash	0.0	0.0	0.0	0.0	0.0	0.0
股票	Shares	0.0	0.0	0.0	0.0	0.0	0.0
現金掛鈎工具	Cash-linked instruments	0.0	0.0	0.0	0.0	0.0	0.0
其他(請註明)	Other Forms	0.0	0.0	0.0	0.0	0.0	0.0
重要人員	Key Personnel						
現金	Cash	0.0	0.0	0.0	0.0	0.0	0.0
股票	Shares	0.0	0.0	0.0	0.0	0.0	0.0
現金掛鈎工具	Cash-linked instruments	0.0	0.0	0.0	0.0	0.0	0.0
其他(請註明)	Other Forms	0.0	0.0	0.0	0.0	0.0	0.0
總額	Total	0.0	0.0	0.0	0.0	0.0	0.0

AGRICULTURAL BANK OF CHINA LIMITED

銀行綜合財務資料
BANK CONSOLIDATED FINANCIAL INFORMATION

I 權益及資本充足比率 Equity and Capital adequacy		2019年12月31日 31 Dec 2019 百萬人民幣 RMB million	2019年6月30日 30 Jun 2019 百萬人民幣 RMB million
歸屬於本行股東權益	Equity attributable to equity holders of the Bank	<u>1,948,355</u>	<u>1,732,667</u>
資本充足率 (附注1)	Capital adequacy ratio (note 1)	<u>16.13%</u>	<u>15.48%</u>
II 其他財務資料 Other financial information		2019年12月31日 31 Dec 2019 百萬人民幣 RMB million	2019年6月30日 30 Jun 2019 百萬人民幣 RMB million
財務狀況表 Statement of Financial Position :			
資產總額	Total assets	<u>24,878,288</u>	<u>23,975,153</u>
負債總額	Total liabilities	<u>22,918,526</u>	<u>22,237,018</u>
客戶貸款及墊款	Loans and advances to customers	<u>12,819,610</u>	<u>12,475,790</u>
吸收存款	Deposits from customers	<u>18,542,861</u>	<u>18,529,174</u>
利潤表 Income Statement :			
稅前利潤	Profit before tax	<u>266,576</u>	<u>251,674</u>

附注1：上述資本充足率按照中國銀行保險監督管理委員會《商業銀行資本管理辦法（試行）》及相關規定計算，而並非根據香港銀行業（披露）規則第105條(a)(i)或(ii)所述的文件計算。

Note 1 : The capital adequacy ratio above is calculated in accordance with the Capital Rules for Commercial Banks (Provisional) and regulations promulgated by the China Banking and Insurance Regulatory Commission, and is not calculated according to the documents as stated in Section 105(a)(i) or (ii) of the Hong Kong Banking (Disclosure) Rules.