

Industrial Bank Co., Ltd. Hong Kong Branch
興業銀行股份有限公司香港分行

Annual Financial Disclosure Statement (Unaudited)
年度財務資料披露報表（未經審核）

As at 31 December 2024
於二零二四年十二月三十一日

A copy of the Disclosure Statement has been lodged with the Hong Kong Monetary Authority's Public Registry and is available on the website <http://www.cibhk.com/hk/financialdisclosure/financialdisclosure.html>.

本披露報表已存放在香港金融管理局查冊處及

<http://www.cibhk.com/hk/financialdisclosure/financialdisclosure.html>，以供公眾查閱。

INDUSTRIAL BANK CO., LTD. HONG KONG BRANCH
興業銀行股份有限公司香港分行

ANNUAL FINANCIAL DISCLOSURE STATEMENT (UNAUDITED)
年度財務資料披露報表 (未經審核)

AS AT 31 DECEMBER 2024
於二零二四年十二月三十一日

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INDUSTRIAL BANK CO., LTD. HONG KONG BRANCH
興業銀行股份有限公司香港分行

INCOME STATEMENT INFORMATION
收益表資料

FOR THE YEAR ENDED 31 DECEMBER 2024
截至二零二四年十二月三十一日止十二個月

		1 January 2024 to 31 December 2024 二零二四年 一月一日至十二月三十一日	1 January 2023 to 31 December 2023 二零二三年 一月一日至十二月三十一日
	Notes 附註	HKD '000 仟港元	HKD '000 仟港元
Interest income 利息收入		11,284,482	10,487,714
Interest expense 利息支出		(9,889,460)	(9,251,787)
Net interest income 淨利息收入		<u>1,395,022</u>	<u>1,235,927</u>
Other operating income 其他營運收入	1	1,807,052	1,229,773
Operating income 總營運收入		<u>3,202,074</u>	<u>2,465,700</u>
Operating expenses 營運支出	2	(555,221)	(635,467)
Operating profit before impairment losses 減值準備前之營運溢利		<u>2,646,853</u>	<u>1,830,233</u>
Net charge of impairment losses for loans, advances and other receivables 貸款、墊款及其他應收款減值撥備淨撥備		(142,560)	(130,743)
Profit before taxation 稅前溢利		<u>2,504,293</u>	<u>1,699,490</u>
Tax expense 稅項開支		(430,378)	(280,920)
Profit after taxation 稅後溢利		<u><u>2,073,915</u></u>	<u><u>1,418,570</u></u>

INDUSTRIAL BANK CO., LTD. HONG KONG BRANCH
興業銀行股份有限公司香港分行

BALANCE SHEET INFORMATION
資產負債表資料

AS AT 31 DECEMBER 2024
於二零二四年十二月三十一日

		31 December 2024 二零二四年 十二月三十一日	30 June 2024 二零二四年 六月三十日
	Notes 附註	HKD '000 仟港元	HKD '000 仟港元
ASSETS			
資產			
Cash and balances with banks 現金及銀行結存		27,326,211	23,108,170
Due from Exchange Fund 存於外匯基金存款		327,530	256,967
Placements with banks maturing between 1 and 12 months 存放同業(一至十二個月內到期)		8,949,761	3,164,086
Amount due from overseas offices 海外辦事處之結欠金額		342,376	11,818
Certificates of deposit held 持有之存款證		29,074,930	35,584,313
Advances and other accounts 貸款及其他賬項	3	116,938,109	114,504,842
Securities held for trading purposes 持有作交易用途的證券	4	684,705	---
Investment in securities at amortised cost 以攤銷成本計量之證券投資	4	21,100,458	6,330,912
Investment in securities at fair value through other comprehensive income 以公允價值變化計入其他全面收益之證券投資	4	49,175,334	49,043,886
Derivatives Financial Assets 衍生金融資產		4,869,614	2,993,953
Other Investments 其他投資	5	42,899	---
Land and Buildings 土地和建築物		210,394	214,718
Properties and equipment 物業及設備		15,977	19,585
Total assets 總資產		259,058,298	235,233,250
LIABILITIES			
負債			
Deposits and balances from banks 尚欠銀行存款及結餘		61,199,372	45,486,928
Deposits from customers 客戶存款	12	135,943,508	132,719,618
Amount due to overseas offices 結欠海外辦事處之金額		28,898,812	25,683,419
Certificates of deposit issued 已發行存款證		8,202,648	12,574,475
Issued debt securities 已發行債務證券		15,806,870	5,073,307
Derivatives Financial Liabilities 衍生金融負債		4,048,027	1,650,327
Other liabilities 其他負債		3,799,332	11,295,430
Total liabilities 總負債		257,898,569	234,483,504
CAPITAL RESOURCES			
資本			
Reserves 儲備		1,159,729	749,746
		259,058,298	235,233,250

NOTES TO THE INCOME STATEMENT AND BALANCE SHEET INFORMATION

收益表及資產負債表資料附註

	1 January 2024 to 31 December 2024 二零二四年 一月一日至十二月三十一日	1 January 2023 to 31 December 2023 二零二三年 一月一日至十二月三十一日
	HKD '000 仟港元	HKD '000 仟港元
1 OTHER OPERATING INCOME		
其他營運收入		
Gains less losses from foreign exchange operations and trading in derivatives 外匯業務和衍生工具買賣的收益淨額		
Gains less losses arising from trading in foreign currencies 外匯交易收益淨額	707,331	68,335
Gains less losses arising from non-trading activities in foreign currencies 非買賣性質外匯業務的收益淨額	(1,823,856)	243,713
Gains less losses arising from other trading derivatives 其他衍生工具交易收益淨額	48,477	9,144
	<u>(1,068,048)</u>	<u>321,192</u>
Gains less losses from investment held for trading purpose 出售交易性的投資之淨收益	<u>2,145,455</u>	<u>82,831</u>
Net fee and commission income 淨收費及佣金收入		
Fee and commission income 收費及佣金收入	383,480	262,689
Less: Fee and commission expenses 減: 費用及佣金支出	(87,838)	(79,431)
	<u>295,642</u>	<u>183,258</u>
Others 其他收入		
Gains from non-trading investment 非買賣性質投資的收益	428,731	641,745
Other Income 其他收益	5,272	747
	<u>434,003</u>	<u>642,492</u>
	<u>1,807,052</u>	<u>1,229,773</u>
2 OPERATING EXPENSES		
營運支出		
Staff expenses 職員開支	457,934	379,716
Rental expenses 租金開支	95,537	118,613
Other operating expenses 其他營運支出	92,749	107,565
Net (credit) / charge for other provisions 其他減值(迴轉)/準備	(90,999)	29,573
	<u>555,221</u>	<u>635,467</u>

NOTES TO THE INCOME STATEMENT AND BALANCE SHEET INFORMATION (CONTINUED)

收益表及資產負債表資料附註（續）

	Notes 附註	31 December 2024 二零二四年 十二月三十一日	30 June 2024 二零二四年 六月三十日
		HKD '000 仟港元	HKD '000 仟港元
3 ADVANCES AND OTHER ACCOUNTS			
貸款及其他賬項			
Advances to customers	5	114,884,663	112,632,858
客戶貸款			
Impairment allowances - general		(529,816)	(498,687)
減值準備 – 組合			
Impairment allowances - specific		(481,340)	(258,345)
減值準備 – 個別			
		<u>113,873,507</u>	<u>111,875,826</u>
Trade bills		52,311	46,732
商業票據			
Impairment allowances - general		(113)	(158)
減值準備 – 組合			
Impairment allowances - specific		---	---
減值準備 – 個別			
		<u>52,198</u>	<u>46,574</u>
Accrued interest and other accounts		3,094,107	2,733,590
應計利息及其他賬項			
Impairment allowances - general		(81,516)	(116,495)
減值準備 – 組合			
Impairment allowances - specific		(187)	(34,653)
減值準備 – 個別			
		<u>3,012,404</u>	<u>2,582,442</u>
		<u>116,938,109</u>	<u>114,504,842</u>
4 INVESTMENT IN SECURITIES			
證券投資			
a. Securities held for trading purposes		684,705	---
持有作交易用途的證券			
		<u>684,705</u>	<u>---</u>
b. Investment in securities at fair value through other comprehensive income		49,175,334	49,043,886
以公允價值變化計入其他全面收益之證券投資			
		<u>49,175,334</u>	<u>49,043,886</u>
c. Investment in securities at amortised cost		21,128,212	6,340,366
以攤銷成本計量之證券投資			
Impairment allowances - general		(27,754)	(9,454)
減值準備 – 組合			
Impairment allowances - specific		---	---
減值準備 – 個別			
		<u>21,100,458</u>	<u>6,330,912</u>

NOTES TO THE INCOME STATEMENT AND BALANCE SHEET INFORMATION (CONTINUED)
收益表及資產負債表資料附註（續）

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

a. Breakdown by industry sectors
按行業分類

	31 December 2024 二零二四年 十二月三十一日		30 June 2024 二零二四年 六月三十日	
	HKD '000	% of gross advances covered by collateral 抵押品覆蓋 之百分比	HKD '000	% of gross advances covered by collateral 抵押品覆蓋 之百分比
	仟港元		仟港元	
Loans and advances for use in Hong Kong 在香港使用之貸款				
Industrial, commercial and financial 工商金融				
Property development 物業發展	12,390,639	9.07	10,873,102	10.27
Property investment 物業投資	3,363,754	86.62	3,358,838	86.60
Financial concerns 金融企業	24,060,931	0.27	23,413,411	2.72
Stockbrokers 股票經紀	---	0.00	---	0.00
Wholesale and retail trade 批發及零售業	1,449,773	0.00	2,075,068	11.21
Manufacturing 製造業	7,190,525	79.05	2,198,206	15.39
Transport and transport equipment 運輸及運輸設備	61,207	0.00	283,176	0.00
Information technology 資訊科技	5,126,852	0.00	4,438,063	0.00
Others 其他	15,112,848	16.56	21,375,405	7.00
Professional & private individuals 專業人士和私人				
Others 其他	926,521	0.00	1,100,024	0.00
Total loans and advances for use in Hong Kong 在香港使用之貸款總計	69,683,050	17.86	69,115,293	9.85
Trade finance 貿易融資	676,926	0.00	817,669	0.00
Loans and advances for use outside Hong Kong 在香港以外使用之貸款	44,524,687	47.31	42,699,896	69.11
Gross loans and advances to customers 總客戶貸款	114,884,663	29.17	112,632,858	32.24

NOTES TO THE INCOME STATEMENT AND BALANCE SHEET INFORMATION (CONTINUED)
收益表及資產負債表資料附註（續）

5 ANALYSIS OF GROSS AMOUNT OF ADVANCES TO CUSTOMERS (CONTINUED)
客戶貸款總額分析（續）

b. Breakdown by geographical areas
按地區分類

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.

客戶貸款之地區分類，是依照客戶所在之地區，並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。

	31 December 2024 二零二四年 十二月三十一日		30 June 2024 二零二四年 六月三十日	
	HKD '000	% of total advance 佔客戶貸款 之百分比	HKD '000	% of total advance 佔客戶貸款 之百分比
	仟港元		仟港元	
Gross loans and advances to customers 客戶總貸款				
Hong Kong 香港	62,502,791	54.40	68,293,230	60.63
Mainland China 中國大陸	28,797,062	25.07	30,931,639	27.46
Others 其他	23,584,810	20.53	13,407,989	11.90
	<u>114,884,663</u>	100.00	<u>112,632,858</u>	100.00
Overdue loans and advances to customers 客戶逾期貸款				
Hong Kong 香港	437,028	0.38	162,000	0.14
Mainland China 中國大陸	43,738	0.04	453,402	0.40
	<u>480,766</u>	0.42	<u>615,402</u>	0.55
Impaired loans and advances to customers 減值客戶貸款				
Hong Kong 香港	437,028	0.38	162,000	0.14
Mainland China 中國大陸	44,312	0.04	453,402	0.40
	<u>481,340</u>	0.42	<u>615,402</u>	0.55

NOTES TO THE INCOME STATEMENT AND BALANCE SHEET INFORMATION (CONTINUED)
收益表及資產負債表資料附註 (續)

6 ANALYSIS OF OVERDUE ADVANCES AND REPOSSESSED ASSETS TO CUSTOMERS

客戶逾期貸款總額及收回資產分析

a. Overdue loans and advances to customers

客戶逾期貸款總額

		31 December 2024 二零二四年 十二月三十一日 HKD '000 仟港元	30 June 2024 二零二四年 六月三十日 HKD '000 仟港元
- 3 to 6 months	逾期3至6個月	---	---
As a % of total loans and advances to customers	佔客戶貸款和墊款總額的百分比	0.00%	0.00%
Impairment allowance made	貸款減值準備	---	---
Market value of collateral	抵押品的市場價值	---	---
		31 December 2024 二零二四年 十二月三十一日 HKD '000 仟港元	30 June 2024 二零二四年 六月三十日 HKD '000 仟港元
- 6 to 12 months	逾期6至12個月	---	---
As a % of total loans and advances to customers	佔客戶貸款和墊款總額的百分比	0.00%	0.00%
Impairment allowance made	貸款減值準備	---	---
Market value of collateral	抵押品的市場價值	---	---
		31 December 2024 二零二四年 十二月三十一日 HKD '000 仟港元	30 June 2024 二零二四年 六月三十日 HKD '000 仟港元
- Over 12 months	超逾12個月	480,766	615,402
As a % of total loans and advances to customers	佔客戶貸款和墊款總額的百分比	0.42%	0.55%
Impairment allowance made	貸款減值準備	481,340	258,345
Market value of collateral	抵押品的市場價值	405,850	568,219

上述逾期貸款之抵押品是房地產。

Collateral held against such overdue loans is represented mainly by pledge of properties.

b. Repossessed assets

收回資產總額

During the year, the Branch obtained assets by taking possession of restructured bonds and shares from China Aoyuan Property Group & Sunac China Holdings.

於二零二四年度，本分行透過中國奧園集團和融創中國控股重組取得債券和股票資產。

於2024年12月31日持有該等收回資產的帳面值為42,898,769港元（2023年12月31日：無）。

In the recovery of impaired loans and advances, the Group may take possession of assets in exchange for the release in full or in part of the obligation of the borrowers owing to restructuring or inability of borrowers to repay in respect of which they are recorded as "Other Investments" in the balance sheet at the lower of net realizable value and the carrying amount of the asset, until the assets are realized.

在收回減損貸款和墊款時，本集團以收回資產換取因重組或借款人無力償還(全部或部分)而免除借款人的債務，這些收回資產在資產負債表中按照預期淨變現值與資產賬面金額中的較低者記錄為“其他投資”，直至資產變現。

NOTES TO THE INCOME STATEMENT AND BALANCE SHEET INFORMATION (CONTINUED)
收益表及資產負債表資料附註（續）

7 ANALYSIS OF IMPAIRED LOANS AND ADVANCES TO CUSTOMERS

減值客戶貸款總額分析

	31 December 2024 二零二四年 十二月三十一日		30 June 2024 二零二四年 六月三十日	
	HKD '000 仟港元	% of total advances 佔總客戶貸款 之百分比	HKD '000 仟港元	% of total advances 佔總客戶貸款 之百分比
Impaired loans and advances to customers 減值客戶貸款	<u>480,766</u>	0.42%	<u>615,402</u>	0.55%
Impairment allowances - specific 減值準備 - 個別	<u>481,340</u>		<u>258,345</u>	
		% of impaired advances covered by collateral 抵押品覆蓋之 百分比		% of impaired advances covered by collateral 抵押品覆蓋之 百分比
Market value of collateral 抵押品的市場價值	<u>405,850</u>	84.42%	<u>568,219</u>	92.33%

Impaired loans and advances to customers are individually determined to be impaired. The Head Office did not provide any impairment allowances which were allocated for the exposures maintained at the Branch.
已減值的客戶貸款和墊款個別評估確定為已減值。總公司沒有提供任何減值準備金給香港分行。

8 ANALYSIS OF RESCHEDULED LOANS AND ADVANCES TO CUSTOMERS

客戶重組貸款總額分析

There were no rescheduled loans and advances to customers as at 31 December 2024 and 30 June 2024.

於二零二四年十二月三十一日和二零二四年六月三十日，本分行並沒有經重組之客戶貸款。

NOTES TO THE INCOME STATEMENT AND BALANCE SHEET INFORMATION (CONTINUED)
收益表及資產負債表資料附註（續）

9 LOANS AND ADVANCES TO BANKS
銀行同業貸款

There were no advances to banks as at 31 December 2024 and 30 June 2024.
於二零二四年十二月三十一日和二零二四年六月三十日，本分行並沒有銀行同業貸款。

10 ANALYSIS OF OVERDUE AND RESCHEDULED ADVANCES TO BANKS
同業逾期貸款及重組貸款總額分析

There were no overdue and rescheduled advances to banks as at 31 December 2024 and 30 June 2024.
於二零二四年十二月三十一日和二零二四年六月三十日，本分行並沒有逾期或經重組之同業貸款。

11 ANALYSIS OF REPOSSESSED ASSETS FROM BANKS
同業收回資產分析

There were no repossessed assets from banks as at 31 December 2024 and 30 June 2024.
於二零二四年十二月三十一日和二零二四年六月三十日，本分行並沒有同業收回資產。

12 DEPOSITS FROM CUSTOMERS
客戶存款

	31 December 2024 二零二四年 十二月三十一日	30 June 2024 二零二四年 六月三十日
	HKD '000 仟港元	HKD '000 仟港元
Demand deposits and current accounts 活期存款及往來帳戶	1,178,504	1,462,870
Saving deposits 儲蓄存款	21,443,250	24,315,983
Time, call and notice deposits 定期存款及通知存款	113,321,754	106,940,765
	<u>135,943,508</u>	<u>132,719,618</u>

SUPPLEMENTARY FINANCIAL INFORMATION

補充財務資料

1 INTERNATIONAL CLAIMS

國際債權

International claims are classified by the type and location of the counterparties after taking into account the ultimate risk lies for assessing country credit risk exposures. 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 head office is located in another country. Regions that constitute 10% or more of the aggregate international claims after taking into account any recognized risk transfer are disclosed.

本行根據交易對手類別及交易對手所在地所披露之國際債權，已計入最終風險額之轉移，藉此評估所承受的國家信貸風險。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。經考慮任何已確認之風險轉移後，構成國際債權總額10%或以上之區域方作出披露。

HKD Million

百萬港元

	Banks	Official Sector	Non-bank private sector		Others	Total
	銀行	官方機構	非銀行私營機構		其他	總計
			Non-bank financial institutions 非銀行金融機構	Non-financial private sector 非金融私營機構		
31 December 2024 二零二四年 十二月三十一日						
Developed Countries 已發展國家	19,100	7,783	15,581	1,789	---	44,253
of which: France 其中:法國	5,810	---	---	---	---	5,810
of which: USA 其中:美國	4,470	7,783	15,401	1,295	---	28,949
of which: United Kingdom 其中:英國	1,741	---	180	30	---	1,951
Offshore centres 離岸中心	6,939	---	6,118	44,840	---	57,897
of which: Hong Kong SAR 其中:香港	4,908	---	6,118	22,653	---	33,679
Developing Asia-Pacific 發展中亞太區國家	56,251	53	9,366	49,772	---	115,442
of which: China 其中:中國	56,234	53	9,366	49,772	---	115,425
30 June 2024 二零二四年 六月三十日						
Developed Countries 已發展國家	6,996	119	11,010	4,741	---	22,866
of which: France 其中:法國	3,010	---	---	---	---	3,010
of which: USA 其中:美國	897	119	11,010	3,714	---	15,740
of which: United Kingdom 其中:英國	1,482	---	---	77	---	1,559
Offshore centres 離岸中心	1,866	---	3,352	42,706	---	47,924
of which: Hong Kong SAR 其中:香港	1,859	---	3,352	30,919	---	36,130
Developing Asia-Pacific 發展中亞太區國家	56,033	657	8,307	54,397	---	119,394
of which: China 其中:中國	56,033	657	8,307	54,397	---	119,394

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)

補充財務資料（續）

2 CURRENCY RISK EXPOSURE

貨幣風險

The foreign currency exposure, of which the net position (in absolute terms) constitute not less than 10% of the total net position in all foreign currencies, are shown as follows:

持倉佔淨盤總額(絕對額)不少於10%的外幣列報如下:

	HKD Million 百萬港元						
	USD 美元	CNY 人民幣	EUR 歐元	GOLD 金	JPY 日元	Others 其他	Total 總計
31 December 2024 二零二四年 十二月三十一日							
Spot assets 現貨資產	148,536	32,049	5,224	---	3,006	213	189,028
Spot liabilities 現貨負債	(140,600)	(51,260)	(1,786)	---	(259)	(255)	(194,160)
Forward purchases 遠期買入	272,931	165,408	2,913	7,857	25,813	42,933	517,855
Forward sales 遠期賣出	(278,386)	(143,439)	(6,368)	(8,780)	(28,714)	(43,083)	(508,770)
Net option position 期權淨額	1,316	(1,306)	(7)	---	---	(3)	---
Net long / (short) position 長 / (短) 盤淨額	3,797	1,452	(24)	(923)	(154)	(195)	3,953
Net structural position 結構性倉盤淨額	---	---	---	---	---	---	---
30 June 2024 二零二四年 六月三十日							
Spot assets 現貨資產	118,960	37,764	1,840	---	236	158	158,958
Spot liabilities 現貨負債	(140,404)	(49,075)	(129)	---	(43)	(1,782)	(191,433)
Forward purchases 遠期買入	189,513	118,156	9,634	2,123	4,382	3,152	326,960
Forward sales 遠期賣出	(163,687)	(108,108)	(11,532)	(2,115)	(4,763)	(1,776)	(291,981)
Net option position 期權淨額	(409)	522	(113)	---	---	---	---
Net long / (short) position 長 / (短) 盤淨額	3,973	(741)	(300)	8	(188)	(248)	2,504
Net structural position 結構性倉盤淨額	---	---	---	---	---	---	---
以上貨幣淨盤包括交易和非交易盤。							

The net options position is calculated based on delta equivalent approach set out in the "Completion Instructions of Return of Foreign Currency Position" issued by the Hong Kong Monetary Authority ("HKMA").

期權持倉淨額是根據香港金融管理局("金管局")於「認可機構持有外匯情況申報表填報指示」所載之得爾塔等值方法計算。

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)

補充財務資料（續）

3 MAINLAND ACTIVITIES**國內活動**

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

國內非銀行業之交易對手是按照金管局報表“國內活動報表”內的定義界定。有關風險承擔如下：

31 December 2024 二零二四年十二月三十一日 HKD Million 百萬港元			
	On-balance sheet exposures 資產負債表以 內的風險承擔	Off-balance sheet exposures 資產負債表以 外的風險承擔	Total exposures 總風險承擔
1 Central government, central government-owned entities and their subsidiaries and joint ventures 中央政府、國有企業及其附屬公司和合資公司	26,830	5,337	32,167
2 Local governments, local government-owned entities and their subsidiaries and joint ventures 地方政府、地方政府擁有之企業及其附屬公司和合資公司	24,058	1,525	25,583
3 PRC nationals residing in Mainland China or other entities incorporated in Mainland China and their subsidiaries and joint ventures 中國國民居住於中國境內或其他公司成立於中國境內及其附屬公司和合資公司	49,550	2,369	51,919
4 Other entities of central government not reported in item 1 above 並無於上述1.項內報告的中央政府之其他機構	380	---	380
5 Other entities of local governments not reported in item 2 above 並無於上述2.項內報告的地方政府之其他機構	---	90	90
6 PRC nationals residing outside Mainland China or entities incorporated outside Mainland China where the credit is granted for use in Mainland China 中國國民居住於中國境外或其他公司成立於中國境外，獲給予信貸授信用於內地	12,712	143	12,855
7 Other counterparties where the exposures are considered by the reporting institution to be non-bank Mainland China exposures 其他交易對手而獲本分行認為是國內非銀行風險	3,828	582	4,410
Total 總計	117,358	10,046	127,404
Total assets after provision 減值後總資產	259,058		
On-balance sheet exposures as percentage of total assets 資產負債表內的風險承擔佔總資產百分比	45.30%		

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)
補充財務資料（續）

3 MAINLAND ACTIVITIES (CONTINUED)
國內活動（續）

30 June 2024 二零二四年六月三十日 HKD Million 百萬港元			
	On-balance sheet exposures 資產負債表以 內的風險承擔	Off-balance sheet exposures 資產負債表以 外的風險承擔	Total exposures 總風險承擔
1 Central government, central government-owned entities and their subsidiaries and joint ventures 中央政府、國有企業及其附屬公司和合資公司	23,612	3,900	27,512
2 Local governments, local government-owned entities and their subsidiaries and joint ventures 地方政府、地方政府擁有之企業及其附屬公司和合資公司	34,233	1,101	35,334
3 PRC nationals residing in Mainland China or other entities incorporated in Mainland China and their subsidiaries and joint ventures 中國國民居住於中國境內或其他公司成立於中國境內 及其附屬公司和合資公司	55,319	9,410	64,729
4 Other entities of central government not reported in item 1 above 並無於上述1.項內報告的中央政府之其他機構	377	---	377
5 Other entities of local governments not reported in item 2 above 並無於上述2.項內報告的地方政府之其他機構	---	---	---
6 PRC nationals residing outside Mainland China or entities incorporated outside Mainland China where the credit is granted for use in Mainland China 中國國民居住於中國境外或其他公司成立於中國境外， 獲給予信貸授信用於內地	2,546	225	2,771
7 Other counterparties where the exposures are considered by the reporting institution to be non-bank Mainland China exposures 其他交易對手而獲本分行認為是國內非銀行風險	5,705	427	6,132
Total 總計	121,792	15,063	136,855
Total assets after provision 減值後總資產	235,233		
On-balance sheet exposures as percentage of total assets 資產負債表內的風險承擔佔總資產百分比	51.78%		

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)
補充財務資料（續）

4 OFF-BALANCE SHEET EXPOSURES
資產負債表外風險承擔

The following is a summary of the contractual amounts of each significant class of 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：

	31 December 2024 二零二四年 十二月三十一日 HKD million 百萬港元	30 June 2024 二零二四年 六月三十日 HKD million 百萬港元
Direct credit substitutes 直接信貸替代項目	---	---
Transaction-related contingencies 與交易有關的或然項目	---	---
Trade-related contingencies 與貿易有關的或然項目	2,625	1,202
Note issuance and revolving underwriting facilities 票據發行及循環式包銷安排	---	---
Other commitments 其他承擔	13,108	22,049
Precious metal including gold contracts 包括黃金合約在內的貴金屬	8,769	4,204
Others (including forward asset purchases, amounts owing on partly paid-up shares and securities, forward deposits placed, asset sales with recourse or other transactions with recourse) 其他(包括遠期資產購置、未繳足股份及證券的尚欠數額、遠期有期存款、具有追索權的資產銷售或其他交易)	---	---
Total 總計	24,502	27,455

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)
補充財務資料（續）

5 DERIVATIVES FINANCIAL INSTRUMENTS
衍生金融工具

	31 December 2024 二零二四年 十二月三十一日 HKD million 百萬港元	30 June 2024 二零二四年 六月三十日 HKD million 百萬港元
Total contractual or notional amounts 合約金額		
Exchange rate related derivative contracts 匯率關聯衍生工具合約	570,883	373,677
Interest rate related derivative contracts 利率關聯衍生工具合約	105,466	70,875
	<u>676,349</u>	<u>444,552</u>
Total fair value assets 公允價值資產		
Exchange rate related derivative contracts 匯率關聯衍生工具合約	4,230	2,165
Interest rate related derivative contracts 利率關聯衍生工具合約	640	829
	<u>4,870</u>	<u>2,994</u>
Total fair value liabilities 公允價值負債		
Exchange rate related derivative contracts 匯率關聯衍生工具合約	(3,891)	(1,566)
Interest rate related derivative contracts 利率關聯衍生工具合約	(157)	(84)
Others 其他	---	---
	<u>(4,048)</u>	<u>(1,650)</u>

At 31 December 2024 and 30 June 2024, the amount of fair value has not taken into account the effect of any bilateral netting agreement.

於二零二四年十二月三十一日及二零二四年六月三十日，衍生金融工具之公允價值並沒有採用雙邊淨額結算協議的效果計算在內。

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)
補充財務資料（續）

6 LIQUIDITY
流動性

a. Liquidity maintenance ratio
流動資金維持比率

	1 October 2024 to 31 December 2024 二零二四年 十月一日至十二月三十一日	1 July 2024 to 30 September 2024 二零二四年 七月一日至九月三十日	1 October 2023 to 31 December 2023 二零二三年 十月一日至十二月三十一日
Average liquidity maintenance ratio for the financial period 期內平均流動資金維持比率	75.03%	73.01%	69.59%

The average liquidity maintenance ratio ("LMR") is the simple average of each calendar month's average LMR for the relevant period calculated for the branch in accordance with the Banking (Liquidity) Rules in Hong Kong.

平均流動資金維持比率是根據本分行有關期間內每月平均流動資金維持比率的簡單平均數計算，有關比率乃根據香港《銀行業（流動性）規則》計算。

b. Core Funding Ratio
核心資金比率

	1 October 2024 to 31 December 2024 二零二四年 十月一日至十二月三十一日	1 July 2024 to 30 September 2024 二零二四年 七月一日至九月三十日	1 October 2023 to 31 December 2023 二零二三年 十月一日至十二月三十一日
Average core funding ratio for the financial period 期內平均核心資金比率	135.31%	134.75%	120.48%

The average core funding ratio ("CFR") is the simple average of each calendar month's average CFR for the relevant period calculated for the branch in accordance with the Banking (Liquidity) Rules in Hong Kong.

平均核心資金比率是根據本分行有關期間內每月平均核心資金比率的簡單平均數計算，有關比率乃根據香港《銀行業（流動性）規則》計算。

7 LIQUIDITY RISK MANAGEMENT
流動資金風險管理

I. Qualitative disclosures 定性披露

Liquidity risk management

The Branch reviews the risk profile through regular assessments of both qualitative and quantitative risk factors to determine its tolerance of prevailing risk levels against applicable risk appetites statement for liquidity risk annually approved by the management. The Asset and Liability Management Committee ("ALCO") is responsible for overseeing the Branch's liquidity risk management. ALCO is composed of executive management and senior staff from relevant departments to jointly formulate adequate funding strategies. ALCO sets the strategy, policy, and limits for managing liquidity risk and the means for ensuring that such strategy and policy are implemented. Regular meetings are held to review the compliance status of the monitoring matrix established and the need for any change in strategy and policy. Liquidity is managed daily by the Treasury under Financial Market Department of the Branch within the set limits. The Finance and Planning Department of the Branch is responsible for monitoring the activities and limits relating to liquidity risk. The Internal Audit Department performs periodic reviews to ensure that the liquidity risk management functions are carried out effectively.

流動資金風險管理

本行通過定期評估定性和定量風險因素來審查風險狀況，以確定現行的風險容忍度符合理層每年批准的風險偏好聲明中流動性風險相關部分。資產負債管理委員會負責監督銀行的流動性風險管理。資產負債管理委員會由行政管理層及有關部門的高級職員組成，共同制定適當的融資策略。資產負債管理委員會制定流動性風險策略、政策和額度，以及確保此等策略和政策的手段能有效施行。本行定期舉行資產負債管理委員會會議，審查所建立的監測指標的合規情況以及策略和政策變化的必要性。流動性由銀行金融市場部的司庫在規定的限額內每日管理。本行計劃財務部負責監控與流動性風險有關的活動及指標。稽核部定期進行審查，以確保有效執行流動性風險管理職能。

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)
補充財務資料（續）

7 LIQUIDITY RISK MANAGEMENT (CONTINUED)

流動資金風險管理（續）

I. Qualitative disclosures (Continued)

Funding Strategy

The implementation of LMR and CFR imposes a more stringent regulatory regime for liquidity risk management on the Branch. To ensure compliance with the enhanced regulatory requirement, internal targets for LMR and CFR have been set above regulatory required levels, making reference to the Branch's liquidity risk appetite. In addition, material changes in the LMR and CFR will be reviewed regularly by the Asset and Liability Management Committee together with proposed mitigation actions to cope with adverse changes arising from, but not limited to, composition of the deposit base and remaining tenor to maturity, lending activities with respect to different maturity tenors, and the Branch's asset and liability mix strategy. In planning the asset and liability mix strategy, the Branch assesses the impact of asset growth and funding structure on the LMR and CFR with support from relevant business units for the Asset and Liability Management Committee's review and decision.

In addition to observing the statutory LMR and CFR, the Branch has established different liquidity metrics including but not limited to the loan-to-deposit ratio, maturity mismatch ratio and funding concentration ratio to measure and analyze the Branch's liquidity risks. As at 31 December 2024, the loan-to-deposit ratio of the Branch was 84.51%. The Branch maintains sufficient high quality liquid assets as a liquidity cushion that can be accessed in times of stress. The high quality assets for fulfilling the LMR consist of cash, exchange fund bills and notes, high quality government debt securities and other equivalent liquid marketable assets with External Credit Assessment Institution (ECAI) ratings.

資金戰略

本地流動性維持比率和本地核心資金比率的實施為本行的流動性風險管理制定了更為嚴格的監管制度。

為確保符合增強的監管要求，本地流動性維持比率和本地核心資金比率的內部目標已設定在法定要求水準之上，並參考了銀行的流動性風險偏好。此外，資產負債管理委員會將定期審查本地流動性維持比率和本地核心資金比率的重大變化以及擬議的緩解措施，以應對因存款基礎構成和剩餘期限到期而產生的不利變化，針對不同到期期限的貸款活動，以及本行的資產和負債組合策略。在規劃資產負債組合策略時，本行在資產負債管理委員會的審核和決策的相關業務部門的支持下，評估資產增長和融資結構對本地流動性維持比率和本地核心資金比率的影響。

除遵守法定本地流動性維持比率和本地核心資金比率外，本行還制定了不同的流動性指標 – 包括但不限於貸存比率，期限錯配率，融資集中度以衡量和分析銀行的流動性風險。

截至2024年12月31日，本行貸存比為84.51%。本行維持充足的高品質流動資產作為流動資金緩衝，可在壓力時獲取。履行本地流動性維持比率的高品質資產包括現金，外匯基金票據和票據，高品質的政府債券以及具有ECAI評級的其他等價流動性市場資產。

Minimum Liquid Assets Holding

The Branch manages liquidity risk by holding sufficient high quality assets (such as, cash, short term funding and investment grading debt securities) as liquidity cushion to ensure that the short term funding requirements are covered within prudent internal limit.

Starting from 2019, the Branch is required to calculate LMR and CFR in accordance with the regulatory requirements, and to maintain these ratios not less than 25% for LMR and 75% for CFR.

As part of Branch efforts to manage the LMR and CFR effectively, emphasis is placed on strengthening the deposit base by retaining loyal customers and maintaining customer relationships. The Branch balances funding among business and wholesale funding to avoid concentration in any one source. The Branch also diversifies its tenors of funding over various time horizons to avoid significant maturity mismatch in any time bucket. Professional markets are accessed through the issuance of certificates of deposit, Euro medium term notes, money market placement and borrowing for the purposes of providing additional funding, maintaining a presence in local money markets, and optimizing asset and liability maturities.

最低流動資產持有

本行透過持有足夠的優質資產（例如現金，短期融資和投資等級債券）作為流動性緩衝來管理流動性風險，以確保短期資金需求能維持在內部限制範圍內。

自2019年起，銀行必須根據監管要求計算本地流動性維持比率和本地核心資金比率，並保持本地流動性維持比率不低於25%，本地核心資金比率為75%。

作為有效管理本地流動性維持比率和本地核心資金比率的一部分，重點是通過留住忠誠的客戶和維護客戶關係來加強存款基礎。本行在企業和批發融資之間平衡資金，以避免任何一個來源的集中。本行還分散各項資金期限，以避免在任何時段內出現嚴重的期限錯配。通過發行存款證、歐洲中期票據、同業市場拆借，以提供額外資金，維持在本地市場的佔用比率，並優化資產和負債期限。

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)
補充財務資料（續）

7 LIQUIDITY RISK MANAGEMENT (CONTINUED)

流動資金風險管理（續）

I. Qualitative disclosures (Continued)

Stress Testing

Apart from continuously monitoring limits, the Branch takes steps to implement a comprehensive liquidity stress-testing programme that covers different scenarios to evaluate and management liquidity risk. The stress-testing included all currencies and major currencies. Excess of pre-set risk tolerance limit requires escalation to senior management for decision on remedial actions.

壓力測試

除了持續地監測各項指標外,本行計劃財務部亦通過流動性壓力測試模式評估及管理流動資金風險，按不同危機情況進行壓力測試分析。測試包括全幣種及主要幣種，超出風險容忍限額需要向高級管理層匯報以決定作出相應補救行動。

Contingency Funding Plan

In order to monitor the potential funding need of the Branch, Early Warning Indicators were implemented to evaluate whether Contingency Funding Plan need to be kicked off. Contingent funding sources are maintained to provide strategic liquidity to meet unexpected and material cash outflows according to the Branch's Contingency Funding Plan.

應急融資計劃

為持續監測本行是否存在潛在流動資金問題，本行制定了各項預警指標以評估本行是否需要啟動應急融資計劃。本行根據既定應急融資方案，維持資金來源以提供戰略流動性以應對意外和重大現金流出。

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)

補充財務資料（續）

7 LIQUIDITY RISK MANAGEMENT (CONTINUED)

流動資金風險管理（續）

II. Quantitative Disclosure 定量披露

The Branch is required to calculate LMR and CFR in accordance with the regulatory requirements, and to maintain these ratios at not less than 25% for LMR and 75% for CFR. As at 31 December 2024, the ratios are reported as follows:

	As at 31 December 2024	As at 31 December 2023
Liquidity Maintenance Ratio	79.73%	64.67%
Core Funding Ratio	125.32%	113.66%

本行必須根據監管要求計算本地流動性維持比率和本地核心資金比率，並保持本地流動性維持比率不低於25%，本地核心資金比率為75%。截至2024年12月31日，比率該如下：

	截至2024年12月31日	截至2023年12月31日
流動性維持比率	79.73%	64.67%
核心資金比率	125.32%	113.66%

The table below shows the Branch's concentration of sources of funding as at 31 December 2024:

	As a percentage of Total Available Core Funding as at 31 December 2024	As a percentage of Total Available Core Funding as at 31 December 2023
Deposits from Retail Customers	5.56%	2.31%
Deposits from Corporate Customers	86.81%	90.42%
Funding provided by Financial Institutions	0.53%	0.70%
Debt securities issued	6.31%	5.94%
Other liabilities (exclude capital instruments)	0.79%	0.63%
Total	100.00%	100.00%

下表顯示了截至2024年12月31日的本行資金來源集中度：

	截至2024年12月31日 佔可用核心資金總額的百分比	截至2023年12月31日 佔可用核心資金總額的百分比
零售客戶存款	5.56%	2.31%
公司客戶存款	86.81%	90.42%
金融機構提供的資金	0.53%	0.70%
債務證券發行	6.31%	5.94%
其他負債（不包括資本工具）	0.79%	0.63%
總計	100.00%	100.00%

SUPPLEMENTARY FINANCIAL INFORMATION (CONTINUED)

補充財務資料（續）

7 LIQUIDITY RISK MANAGEMENT (CONTINUED)

流動資金風險管理（續）

II. Quantitative Disclosure (Continued)

The Branch's analysis of on- and off-balance sheet items by remaining maturity and the resultant liquidity gaps as at 31 December 2024 as follows:

(HKD '000)	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	Balancing
Placements with banks and other Financial Institutions	27,756,588	2,418,490	6,698,810	0	0	0
Debt Securities	95,122,582	1,599,775	954,935	1,810,548	0	0
Loans and advances to customers	66,637,075	8,672,219	20,505,524	18,948,886	0	480,766
Other assets	259,166,980	85,278,510	110,665,060	12,332,426	30,057	1,333,679
Total on-balance sheet assets	448,683,225	97,968,994	138,824,329	33,091,860	30,057	1,814,445
Total off-balance sheet claims	0	0	0	0	0	69,882,750
Deposits and balance of banks and other Financial Institutions	59,504,203	29,288,678	1,534,695	0	300,000	0
Deposits from customers	57,065,576	61,372,219	17,831,314	415,288	0	0
Debt securities issued	1,324,717	5,558,364	13,301,684	3,909,013	0	0
Other liabilities and retained earnings	259,325,001	85,220,283	110,282,861	12,145,357	20,010	1,985,967
Total on-balance sheet liabilities	377,219,497	181,439,544	142,950,554	16,469,658	320,010	1,985,967
Total off-balance sheet obligations	15,359,328	0	372,987	0	0	0
Contractual maturity mismatch	56,104,400	(83,470,550)	(4,499,212)	16,622,202	(289,953)	N/A
Cumulative contractual maturity mismatch	56,104,400	(27,366,150)	(31,865,362)	(15,243,160)	(15,533,113)	N/A

截至2024年12月31日，本行按剩餘期限和由此產生的流動性缺口對表內和表外項目進行的分析如下：

(仟港元)	1個月內	3個月或以內但 超過1個月	1年或以下但超 過3個月	5年或以下但超 過1年	超過5年	餘額
銀行和其他金融機構的配售	27,756,588	2,418,490	6,698,810	0	0	0
債務證券	95,122,582	1,599,775	954,935	1,810,548	0	0
客戶貸款和墊款	66,637,075	8,672,219	20,505,524	18,948,886	0	480,766
其他資產	259,166,980	85,278,510	110,665,060	12,332,426	30,057	1,333,679
資產負債表資產總額	448,683,225	97,968,994	138,824,329	33,091,860	30,057	1,814,445
資產負債表外總資產	0	0	0	0	0	69,882,750
銀行和其他金融機構的存款和餘額	59,504,203	29,288,678	1,534,695	0	300,000	0
客戶存款	57,065,576	61,372,219	17,831,314	415,288	0	0
債務證券發行	1,324,717	5,558,364	13,301,684	3,909,013	0	0
其他負債和留存收益	259,325,001	85,220,283	110,282,861	12,145,357	20,010	1,985,967
資產負債表總負債	377,219,497	181,439,544	142,950,554	16,469,658	320,010	1,985,967
資產負債表外債務總額	15,359,328	0	372,987	0	0	0
合同期限錯配	56,104,400	(83,470,550)	(4,499,212)	16,622,202	(289,953)	N/A
累計合約到期日錯配	56,104,400	(27,366,150)	(31,865,362)	(15,243,160)	(15,533,113)	N/A

OTHER DISCLOSURES
其他披露

REMUNERATION DISCLOSURE
薪酬披露

I. DISCLOSURE OF REMUNERATION POLICY 薪酬政策的披露

Pursuant to CG-5 “Guideline on a Sound Remuneration System” issued by the Hong Kong Monetary Authority, details of the remuneration system for the Hong Kong Branch (The Branch) during the year 2024 are disclosed as follows:

根據香港金融管理局發出之CG-5《穩健的薪酬制度指引》，香港分行(下稱“本分行”) 2024年度之薪酬制度詳情披露如下：

1) Governance structure

The remuneration system of the Branch is applicable to all staff of the Branch after approval by the Head Office. The remuneration system is overseen by the Remuneration Committee of the Branch, comprising the Chief Executive, Deputy Chief Executives, Assistant Chief Executives and Managing Director of Business. During the year under review, the Branch did not engage any external consultant to review the remuneration system of the Branch. The senior management of the Branch is responsible for the management of the overall strategy of the Branch or the personnel of important business lines, including the Chief Executive, Deputy Chief Executives, Assistant Chief Executives and Managing Director of Business. The key personnel include those whose duties and behaviours involve significant risk exposure and have a significant impact on the risk of the Branch.

管治架構

本分行的薪酬制度經總行審批報備後適用於本分行所有僱員。這些薪酬制度由本分行薪酬委員會負責監督，成員包括分行行長、副行長、行長助理及總監。本年度本分行未有聘請外部顧問公司審視本分行的薪酬制度。本分行的高級管理人員負責管理本分行的整體策略或重要業務條線的人員，包括行長、副行長、行長助理及總監等；主要人員則包括其職務和行為等涉及重大風險承擔對分行風險有重大影響的人員。

2) Remuneration structure

The remuneration system of the Branch has been designed to target employee behaviour that is conducive to the maintenance of the Branch's risk management framework, value proposition and sustained financial strength, and does not encourage excessive risk-taking by staff. The features of the Branch's remuneration system are characterised by a combination of market pay levels, the rank, background and personal capabilities of the staff, the intrinsic value of the position and internal equity and balance when determining employee's basic remuneration. The remuneration system was reviewed during the year. The scope of key personnel list was broadened. The appraisal indicators for staff responsible for risk and compliance are not linked to the business they oversee, and the level of variable performance pay is linked to the results of the individual's financial and non-financial performance appraisals and the overall performance of the Branch, with the internal split being based on departmental and individual performance contributions. The total variable remuneration for the Branch is risk-adjusted and is determined at the discretion of the Head Office to ensure that the remuneration system of the Branch is consistent with an effective risk management philosophy.

薪酬架構

本分行訂定的薪酬制度以能有助維持分行的風險管理架構、價值觀及持久穩健財政實力的僱員行為為目標，並且不會鼓勵僱員過度承擔風險。本分行薪酬制度的特點是綜合市場的薪酬水平、僱員的職級、背景和個人能力、崗位內部價值和內部公平及平衡等因素確定僱員的薪酬。本年本分行對薪酬制度進行了重檢，擴大了主要人員名單的範圍。負責風險與合規僱員的考核指標中，沒有與其所監察的業務掛鉤，其浮動績效薪酬的發放水平與個人的財務及非財務績效考核結果及本分行總體業績掛鉤，其內部分配將按照部門及個人業績貢獻而定。本分行的浮動績效薪酬總額經過風險調節後由總行酌情決定以確保本分行的薪酬制度貫徹有效的風險管理理念。

3) Current and future risks taken into account

The Remuneration Committee and the Risk Management Committee of the Branch regularly review the significant impact of the activities of the staff during their employment on the risk profile and financial soundness of the Branch. The Branch has included eight potential risks (credit, market, interest rate, liquidity, operational, legal, reputational, and strategic risks) in the annual appraisal indicators of all staff. The performance of individual staff members is integrated with the corporate culture, risk and compliance culture of the Branch and the relevant requirements of the regulatory authorities. The performance of the appraisal indicators is linked to the effectiveness of individual risk management, and the variable remuneration of the staff is measured by combining the results with other quantitative and qualitative indicators. The level of variable remuneration for the Branch is based on the overall financial position of the Head Office and the Branch after risk adjustment, and there is a positive correlation between the level of performance of the staff in their individual annual appraisals and their variable remuneration.

應對當前及未來的風險

本分行的薪酬委員會及風險管理委員會定期檢討僱員在受僱期間的活動對分行的風險狀況和財務穩健度造成的重大影響，並已將八種潛在風險（信貸、市場、利率、流動資金、業務操作、法律、信譽及策略風險）納入全體僱員的年度考核指標中，將僱員的個人表現與分行的企業文化、風險和合規意識文化、監管機構相關要求等結合起來。考核指標表現的優劣與個人風險管理成效掛鉤，通過與其他數量化及質量化指標合併計算結果後，衡量出僱員的浮動薪酬。本分行的浮動績效薪酬水平是根據總行和本分行經過風險調節後整體財務狀況而釐定，僱員在其個人年度考核成績的高低與其浮動薪酬成正向關係。

OTHER DISCLOSURES
其他披露

REMUNERATION DISCLOSURE (CONTINUED)
薪酬披露 (續)

I. DISCLOSURE OF REMUNERATION POLICY 薪酬政策的披露

4) Link performance with remuneration

The variable remuneration of the Branch's Assistant Chief Executive and senior management staff above is approved and assigned by the Head Office on the basis of the achievement of the key performance indicators by the Branch. The variable remuneration of the rest of staff is based on the risk-adjusted overall financial position of the Head Office and the Branch, whether the branch has met or exceeded the annual performance targets, and the allocation of the variable remuneration based on factors such as the individual's work ethic, fulfillment of performance targets, and appraisal grades within the Branch, of which the performance appraisal targets comprise both financial and non-financial performance targets. In principle, the allocation of performance-based remuneration to employees is directly linked to the relative performance contributions of departments and individuals. The performance of staff in non-financial areas, such as behavioral performance (including competence, ethics and integrity), compliance with internal control and risk management, employee compliance filing, compliance with laws and regulations and corporate culture, etc., account for a significant portion of the staff's annual appraisal, and individual performance remuneration is based on the results of the individual's appraisal. If an employee's performance in non-financial areas is unsatisfactory, his/her performance may be overridden against his/her financial performance and his/her variable remuneration may be reduced.

績效表現與薪酬水平掛鉤

本分行行長助理及以上高級管理人員的浮動績效薪酬，均由總行根據分行在考核年度內完成關鍵指標的情況，以及合規管理情況等核定發放，其餘僱員的浮動績效薪酬是根據總行和本分行經過風險調節後整體財務狀況，以分行是否達到或超過年度的業績考核目標為基礎，並按照分行內部個人當年職業操守、績效考核指標完成情況、考核等次等因素厘定分配，其中績效考核指標包括財務及非財務業績指標。原則上，僱員的績效薪酬的分配須與部門和個人相對業績貢獻直接掛鉤。僱員在非財務方面的表現，例如行為表現(包括勝任能力、道德操守及誠信方面)、合規內控及風險管控表現、僱員合規檔案表現、對法律法規和企業文化的遵循等，占僱員年度考評表中很重要一部分，個人績效薪酬以個人考評結果作為主要依據。如僱員在非財務方面表現欠佳，其表現可抵銷其財務方面的成績，以及減少其浮動薪酬。

5) Deferral of variable remuneration

To restrain excessive short-term risk taking and to align actual variable remuneration payments with risks and risk outcomes, variable remuneration of the Branch is subject to deferral mechanism. Impact of deferral policy (threshold, vesting conditions, percentage and timing) to employees depended upon a number of factors, including employee's seniority, roles, responsibilities, risk association, etc.

支付及遞延發放

為協助降低員工的趨利性，促使員工考慮長遠風險，減低業務風險滯後帶來的風險或損失，以確保員工的工作表現及薪酬與風險管理掛鉤，本行的浮動績效薪酬依照分行的遞延獎金制度，根據員工職級、職位、職務、風險承受程度等制定的門檻、歸屬條件、比例及時間表遞延發放。

6) Forms of variable remuneration

The Branch paid the variable remuneration to all staff is entirely in the form of cash, and there is no other form of variable remuneration.

發放浮動薪酬的形式

本分行向全體僱員發放的浮動薪酬全部以現金形式發放，並沒有以其他形式發放浮動薪酬。

OTHER DISCLOSURES (CONTINUED)
其他披露（續）

REMUNERATION DISCLOSURE (CONTINUED)
薪酬披露（續）

II. Remuneration awarded during the financial year

For the year ended 31 December 2024 and 31 December 2023, remuneration of the Senior Management and Key Personnel are disclosed below:

	1 January 2024 to 31 December 2024 二零二四年 一月一日至十二月三十一日 HKD '000 仟港元		1 January 2023 to 31 December 2023 二零二三年 一月一日至十二月三十一日 HKD '000 仟港元	
Remuneration within the financial year	Non-deferred	Deferred	Non-deferred	Deferred
(a) Senior Management				
Number of beneficiaries (Note 1)	8		6	
Fixed remuneration (Cash) (Note 2)	24,688	-	20,923	-
Variable remuneration (Cash) (Note 3)	4,895	2,444	5,009	589
Total remuneration	32,026		26,521	
(b) Key Personnel				
Number of beneficiaries (Note 1)	21		5	
Fixed remuneration (Cash) (Note 2)	32,600	-	7,463	-
Variable remuneration (Cash) (Note 3)	9,545	2,643	1,467	278
Total remuneration	44,788		9,208	

Note
(1) Number of beneficiaries included new and resigned beneficiaries during the year.
(2) Fixed remuneration included basic salary, cash allowance and housing allowance.
(3) Variable remuneration included discretionary incentive and performance-based bonus, and was subject to deferral mechanism under related policy of the Head Office and the Branch.

在財政年度內給予的薪酬

全年結算至2024年12月31日及2023年12月31日，高級管理及主要人員所獲得的固定薪酬及浮動薪酬總額如下：

	1 January 2024 to 31 December 2024 二零二四年 一月一日至十二月三十一日 HKD '000 仟港元		1 January 2023 to 31 December 2023 二零二三年 一月一日至十二月三十一日 HKD '000 仟港元	
在財政年度內給予的薪酬總額	非遞延	遞延	非遞延	遞延
(a) 高級管理人員				
人員數目(注1)	8		6	
固定薪酬(現金)(注2)	24,688	-	20,923	-
浮動薪酬(現金)(注3)	4,895	2,444	5,009	589
薪酬總額	32,026		26,521	
(b) 關鍵人員				
人員數目(注1)	21		5	
固定薪酬(現金)(注2)	32,600	-	7,463	-
浮動薪酬(現金)(注3)	9,545	2,643	1,467	278
薪酬總額	44,788		9,208	

注
(1) 人員數目中包含該年度中的新入職及已離職員工。
(2) 固定薪酬包括固定基本工資、現金津貼及住房津貼。
(3) 浮動薪酬包括酌情性獎金及年終績效獎金，並根據總、分行相關制度設有遞延機制。

III. Special payments

For the year ended 31 December 2024, special payments of the Senior Management and Key Personnel are disclosed below:
During the year of 2023, there was guaranteed bonus/sign-on award/ severance payment granted to Senior Management and Key Personnel by the Branch.

For the year ended 31 December 2024	(a)	(b)	(c)	(d)	(e)	(f)
	Guaranteed bonuses		Sign-on awards		Severance payments	
Special payments	Number of employees	Total amount	Number of employees	Total amount	Number of employees	Total amount
1 Senior Management	-	-	1	360	-	-
2 Key Personnel	-	-	-	-	-	-

For the year ended 31 December 2023	(a)	(b)	(c)	(d)	(e)	(f)
	Guaranteed bonuses		Sign-on awards		Severance payments	
Special payments	Number of employees	Total amount	Number of employees	Total amount	Number of employees	Total amount
1 Senior Management	-	-	1	1,000	-	-
2 Key Personnel	-	-	1	465	-	-

特別款項

全年結算至2024年12月31日，支付予高級管理及主要人員的特別款項總額如下：
香港分行於2023年有向高級管理層及關鍵人員發放任何保證花紅/簽約獎金/遣散費。

全年結算至2024年12月31日	(a)	(b)	(c)	(d)	(e)	(f)
	保證花紅		受聘酬金		遣散費	
特別款項	員工數目	金額	員工數目	金額	員工數目	金額
1 高級管理人員	-	-	1	360	-	-
2 關鍵人員	-	-	-	-	-	-
全年結算至2023年12月31日	(a)	(b)	(c)	(d)	(e)	(f)
	保證花紅		受聘酬金		遣散費	
特別款項	員工數目	金額	員工數目	金額	員工數目	金額
1 高級管理人員	-	-	1	1,000	-	-
2 關鍵人員	-	-	1	465	-	-

OTHER DISCLOSURES (CONTINUED)
其他披露（續）

REMUNERATION DISCLOSURE (CONTINUED)
薪酬披露（續）

IV. Deferred and retained remuneration

For the year ended 31 December 2024 and 31 December 2023, deferred and retained remuneration of the Senior Management and Key Personnel are disclosed below:

	As at 31 December 2024 二零二四年 十二月三十一日 HKD '000 仟港元	As at 31 December 2023 二零二三年 十二月三十一日 HKD '000 仟港元
(a) Senior Management		
Total amount of outstanding deferred remuneration	10,395	5,186
Of which: Total amount of outstanding deferred and retained remuneration exposed to ex post explicit and/or implicit adjustment	10,395	5,186
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 (Note 1)	-	91
Total amount of deferred remuneration paid out in the financial year	2,444	589
(b) Key Personnel		
Total amount of outstanding deferred remuneration	7,441	1,182
Of which: Total amount of outstanding deferred and retained remuneration exposed to ex post explicit and/or implicit adjustment	7,441	1,182
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 (Note 1)	75	24
Total amount of deferred remuneration paid out in the financial year	2,643	278

Note

(1) Adjustment made according to the internal control mechanism of the Head Office and the Branch

在財政年度內給予的薪酬

全年結算至2024年12月31日及2023年12月31日，未支付予高級管理及關鍵人員的遞延薪酬總額如下：

	As at 31 December 2024 二零二四年 十二月三十一日 HKD '000 仟港元	As at 31 December 2023 二零二三年 十二月三十一日 HKD '000 仟港元
(a) 高級管理人員		
未支付的遞延薪酬總額	10,395	5,186
其中：可能受外在及/或內在調整影響的未支付遞延及保留薪酬總額	10,395	5,186
在有關財政年度內因外在調整而被修訂的薪酬總額	-	-
在有關財政年度內因內在調整而被修訂的薪酬總額(注1)	-	91
在有關財政年度內發放的遞延薪酬總額	2,444	589
(b) 關鍵人員		
未支付的遞延薪酬總額	7,441	1,182
其中：可能受外在及/或內在調整影響的未支付遞延及保留薪酬總額	7,441	1,182
在有關財政年度內因外在調整而被修訂的薪酬總額	-	-
在有關財政年度內因內在調整而被修訂的薪酬總額(注1)	75	24
在有關財政年度內發放的遞延薪酬總額	2,643	278

注(1)

根據總、分行制度所設內部監督機制實施的相應調整

GROUP CONSOLIDATED FINANCIAL INFORMATION
集團綜合財務資料

I Equity & Capital Adequacy
權益及資本充足比率

	31 December 2024 二零二四年 十二月三十一日 RMB million 百萬人民幣	30 June 2024 二零二四年 六月三十日 RMB million 百萬人民幣
Equity attributable to equity holders of the Bank 歸屬於母公司股東的權益	881,908	847,463
Based on Credit, Market and Operational Risk: 基於信用風險，市場風險和操作風險的計算：		
CET1 capital ratio 核心一級資本充足率	9.75%	9.48%
Tier 1 capital ratio 一級資本充足率	11.23%	10.98%
Capital adequacy ratio (note 1) 資本充足比率（附注1）	14.28%	14.44%

II Other Consolidated Financial Information
其他合併財務資料

	31 December 2024 二零二四年 十二月三十一日 RMB million 百萬人民幣	30 June 2024 二零二四年 六月三十日 RMB million 百萬人民幣
Balance Sheet: 資產負債表		
Total assets 總資產	10,507,898	10,350,090
Total liabilities 總負債	9,614,287	9,491,228
Total loans and advances 總貸款	5,736,610	5,669,093
Total customer deposits 總客戶存款	5,532,333	5,385,981
	1 January 2024 to 31 December 2024 二零二四年 一月一日至十二月三十一日 RMB million 百萬人民幣	1 January 2023 to 31 December 2023 二零二三年 一月一日至十二月三十一日 RMB million 百萬人民幣
Pre-tax profit for the financial period 期內除稅前盈利	87,120	84,329

Note 1:

The scope for the consolidated capital adequacy ratio of the Group included the Industrial Bank Co., Ltd. and financial institutions falling within the scope of the consolidated capital adequacy ratio in Section 1, Chapter II of the Capital Rules for Commercial Banks (Provisional) issued by China Banking and Insurance Regulatory Commission.

附注1:

公司併表資本充足率的計算範圍包括興業銀行股份有限公司以及符合由中國銀行保險監督管理委員會印發的《商業銀行資本管理辦法（試行）》第二章第一節中關於併表資本充足率計算範圍要求的相關金融機構。

STATEMENT OF COMPLIANCE

遵守聲明

To the best of my knowledge, the information disclosed complies fully with the disclosure provisions of the Banking (Disclosure) Rules under the Hong Kong Banking Ordinance.

據我所知，所披露的信息完全符合《香港銀行業條例》《銀行業（披露）規則》的披露規定。



Meng QingBo 孟庆波
Alternate Chief Executive
Industrial Bank Co., Ltd. Hong Kong Branch
興業銀行股份有限公司香港分行替任行政總裁