

# **China Minsheng Bank Continues to Push Ahead with Succession Plan**

China Minsheng Bank has initiated a multi-level comprehensive succession plan to optimize the structure of successors and strengthen the cultivation of reserved talents.

The selection and cultivation of reserved talents for senior management have been rolled out with focus on China Minsheng Bank's operation strategy and the reform and development requirements. By highlighting orientation, clarifying standards, optimizing methods and standardizing processes, the selection works provide talent guarantee for the building of a young and professional senior management team, and facilitate the cultivation of a team of high-quality reserved talents with sound political integrity, good morals, strong sense of mission and great courage to innovate.

All business units of China Minsheng Bank have established reserved talent pools for middle-level management, made succession plans, and carried out segmented and classified cultivation programs customized for the pooled reserved talents for middle-level management. The programs integrate training courses with on-the-job training and job rotation, so as to systematically improve the leadership and professional ability of reserved talents for middle-level management and build a high-quality management team with moral integrity, professional competence and outstanding performance that meets the requirements of the Bank's reform and transformation.