

2014

企业社会责任报告

Enterprise Social Responsibility Report



关于本报告

About this report



时间范围 | Time Scope

2014 年 1 月 1 日至 2014 年 12 月 31 日。

Jan 1, 2014–Dec 31, 2014.

发布周期 | Reporting Cycle

本报告为年度报告。

Our social responsibility report is released annually.

涵盖内容 | Main Contents

报告主要披露了公司履行经济、安全、环境、员工及企业公民等方面社会责任的内容。

This report outlines our performance on safety, environmental, economic and social issues. It includes platforms of the Company and its grassroots-level enterprises.

编写依据 | Compilation Conformance

报告按照国务院国资委《关于中央企业履行社会责任的指导意见》，参照全球报告倡议组织 GRI《可持续发展报告指南》（G3.1）、中国社会科学院《中国企业社会责任报告编写指南（CASS-CSR2.0）》、国际标准化组织《ISO 26000：社会责任指南（2010）》和中国工业经济联合会《中国工业企业及工业协会社会责任指南》编写。

This report is compiled in accordance with the Guidelines on Performing Social Responsibility by Central Enterprises released by the State-owned Assets Supervision and Administration Commission (SASAC) of the State Council and in light of the Sustainability Reporting Guidelines (G3.1) from the Global Reporting Initiative (GRI), Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 2.0) by the Chinese Academy of Social Sciences (CASS), ISO 26000: Guidance on Social Responsibility by International Organization for Standardization, and Guidelines on Social Responsibilities of Chinese Industrial Enterprises and Industrial Associations by the China Federation of Industrial Economics (CFIE).

称谓说明 | References to China Aviation Supplies Holding Company

为表述方便，报告中“中国航材”、“我们”均指中国航空器材集团公司。

In this report, “Holding Company”, “the Company” refer to China Aviation Supplies Holding Company.

获取方式 | Access to this report

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目录 CONTENTS

领导致辞	Words from the Top Management	04
公司概况	Company Profile	08
关键绩效表	Key Performance Indicators	16
经济指标	Economic Indicators	16
社会指标	Social Indicators	17
公司治理	Corporate Governance	18
公司治理	Corporate Governance	18
公司组织结构	Company Organization Structure	20
公司价值观	Corporate Value	24
公司愿景	Corporate Vision	24
公司精神	Corporate Spirit	24
公司使命	Corporate Mission	25
公司理念	Corporate Philosophy	25
公司战略	Corporate Strategy	26
远景规划目标	Vision	26
“十二五”战略规划目标	Strategic Goal for the 12th Five-year Plan Period	26
总体战略	General Strategy	27

社会责任管理

社会责任理念
社会责任报告情况简介
公司参加的主要社会团体组织
社会利益相关方

Social Responsibility Management

Thinking on Social Responsibility
Overview of Social Responsibility Report
Major social groups and organizations CAS has joined
Social stakeholders

01

经济发展责任

做强做精主营业务
转型升级
管理提升
经济效益与行业贡献持续提高

Economic Development Responsibility

Strengthen and Optimize Core Business
Transformation and Upgrading
Management Improvement
Economic Performance and Contribution to the Industry Continuously Increased

02

环境与安全责任

安全管理
安全教育
节能减排

Environment and Safety Responsibility

Safety Management
Safety and Security Education
Energy Saving and Emission Reduction

03

关注员工成长责任

维护员工基本权益
帮助员工成长发展
完善人才管理体系
最美员工及集体

Responsibility in Care about Employee Growth

Protecting Employees' Basic Interests
Helping Employees in Career Development
Improving Personnel Management System
The Most Beautiful Employee and Collective

04

坚持公平公正责任

依法合规经营
加强反腐倡廉
风险防范体系

Sticking to Responsibility in Fairness and Justice

Operation in Compliance with Law and Regulations
Strengthening Anti-corruption
Risk Control and Prevention System

05

奉献社会，树立责任形象

公益扶贫活动
援疆工作

Contributing to the Society and Setting up a Responsible Image

Public Welfare and Poverty Relief Activity
Supports to Xinjiang Autonomous Region

06

展望

OUTLOOK

07



领导致辞

Words from the Top Management



李海 集团公司总经理、党委副书记
Li Hai President & CEO



贾宝军 集团公司党委书记、副总经理
Jia Baojun Secretary of Party Committee,
Senior Vice President

履行社会责任是当代企业义不容辞的义务和使命，也是实现长远持续发展的根本所在。中国航材坚持把社会责任融入到公司发展战略中，落实到生产经营和日常管理中，不断提升发展质量和价值创造能力，努力实现优质高效可持续发展，履行社会责任能力进一步增强。

To carry out its social responsibility is an obligatory duty and mission of a modern enterprise, and is fundamental to realizing a long sustainable development. CAS has insisted on integrating social responsibility into its corporate strategy, implementing it in operation and daily management, continuously improving its development quality and capability in value creation, making efforts to realize high-quality, efficient and sustainable development, and has further strengthened its capability in carrying out social responsibility.



履行社会责任是当代企业义不容辞的义务和使命，也是实现长远持续发展的根本所在。

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2014年，中国航材面对严峻复杂的经济形势和企业发展瓶颈的困难挑战，上下同欲、凝心聚力，积极推进战略转型和管理变革，加大重点业务开拓力度，完善业绩考核，严控经营成本，在保持连续十年盈利的基础上，经济效益又迎来新的增长。

In 2014, facing the difficulties and challenges of serious and complicated economic situation and development bottleneck, CAS unified the will and strength of the whole company, actively promoted strategic transformation and management innovation, made more efforts in the exploration of key business projects, improved economic performance appraisal, and strictly controlled operation costs. In addition to its ten continuous years making profits, it achieved a new increase in economic results.



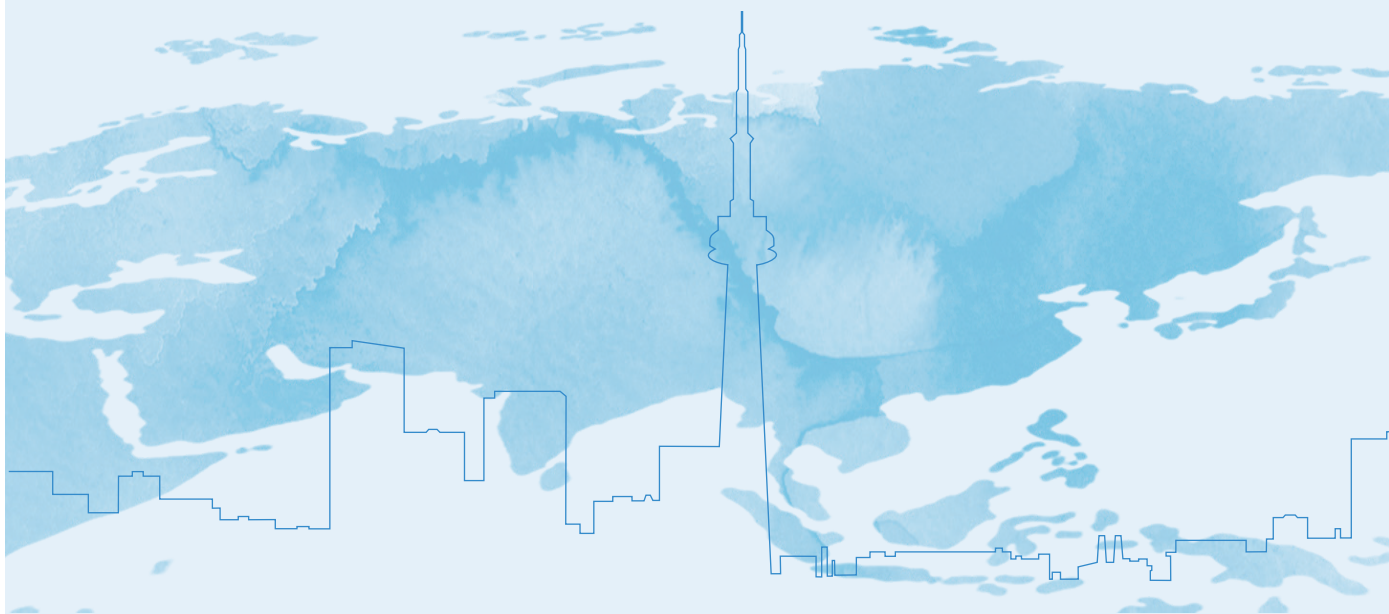


中国航材继续按照“四强两精”的发展思路，稳固发展主业的同时，不断探索和实践新型业务模式，加速推进航材共享和通用航空两个重点业务平台建设，为进一步提升公司可持续发展能力提供有力保障。

Sticking to its development plan of Four Stronges and Two Specializations, CAS has continuously explored and tried new business modes on the basis of maintaining and strengthening its traditional business, sped up the construction of business platform for pooling and general aviation, and greatly supported the increasing of capabilities in realizing sustainable development.

中国航材继续推动节能减排，坚持企业发展要对环境负责的态度，充分利用自身在民航行业节能服务领域的影响力，带动帮助企业开展节能降耗，为建设资源节约、环境友好型社会添砖加瓦。

CAS continued to promote energy saving and emission reduction, adhered to the attitude that corporate development should come along with the responsibility to environment. It made full use of its influence in energy-saving service in the civil aviation industry, encouraged more enterprises to save energy and reduce emission, and contributed to the building of a resource-saving and environment-friendly society.



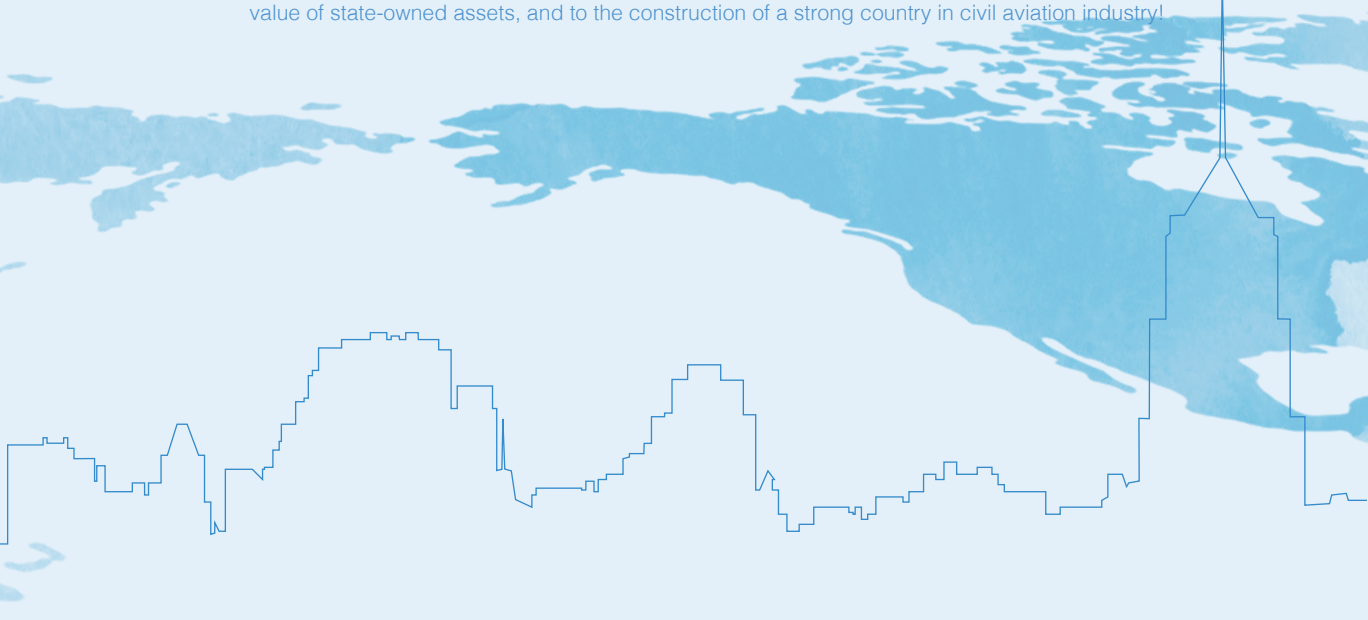


中国航材继续深化管理提升活动，加强内控体系建设，培育内生发展动力，为员工成长搭建广阔发展平台；注重协作共赢，为合作伙伴争取更多发展机会；竭诚回报社会，为贫困地区提供真诚帮助，努力营造和谐、稳定的内外部环境。

CAS further deepened its management promotion activities, strengthened the construction of internal control system, fostered internal drive for development, and built a wide platform for the career development of employees. It emphasized coordination and win-win, and won over more development opportunities for cooperation partners; it also did its best to pay back the society, provided sincere helps to poverty-stricken areas, and tried hard to develop a harmonious and stable environment internally and externally.

责任引领发展，责任成就未来。面对变革时代，面对新常态，我们将运用全新思维，以非常的魄力和胆识去探索并实施打造价值航材的战略目标；用坚定的心、火热的心以及高度负责任的心担当起社会责任，为实现国有资产保值增值、建设民航强国作出更大的贡献！

Responsibility leads development; responsibility leads to future success. Facing the age of innovation and the new normal, we will apply a whole new mind, explore and implement the strategic goal of Value-added CAS with unprecedented resolution and courage; we will shoulder our social responsibility with firm and avid heart, high sense of responsibilities, and make greater contributions to preserving and increasing the value of state-owned assets, and to the construction of a strong country in civil aviation industry!







公司概况 Company Profile

中国航空器材集团公司（以下简称“中国航材”）是国务院国有资产监督管理委员会监管的中央企业。公司的前身是中国航空器材公司，1980年10月经国家进出口管理委员会批准成立。2002年10月，民航运输及服务保障企业联合重组，中国航空器材进出口集团公司作为六大航空及保障集团公司之一，经国务院批复正式组建。2007年12月，更名为中国航空器材集团公司。

China Aviation Supplies Holding Company (hereinafter referred to as CAS) is a state-owned company supervised by the State-owned Assets Supervision and Administration Commission of the State Council. Its predecessor, China Aviation Supplies Company (CASC), was founded with the approval of the State Import and Export Regulatory Commission in October of 1980. In October of 2002, the air transportation companies and supporting companies underwent a merging and restructuring, and China Aviation Supplies Import & Export Group Company, as one of the six airlines and supporting group companies, was officially established with the approval of the State Council. In December 2007, it was renamed China Aviation Supplies Holding Company (CAS).

中国航空器材集团公司是专门从事飞机采购及航空器材保障业务的专业公司，主要业务涉及飞机批量采购、航空租赁、航材分销与共享、通用航空、航空维修与制造、地面设备与工程、航空培训、合同能源管理、航空展览等领域。

CAS is specialized in the procurement of aircraft and the provision of aviation supplies; its main business covers the package purchase of aircraft, aviation leasing, distribution and pooling of aviation supplies, general aviation, MRO and manufacturing, ground equipment and engineering, aviation training, energy management contract, and aviation exhibition, etc.



❖ 飞机批量采购 | Package Purchase of Aircraft

飞机批量采购是中国航材传统优势领域，具有配合国家执行外贸外交政策的独特地位。自 2002 年中国航材成立至 2014 年底，中国航材与空客公司和波音公司签订了 21 个批次 1549 架飞机批量采购框架协议。多次批量采购的圆满完成成为降低航空公司采购成本发挥了积极的作用。

The package purchase of aircraft is the traditional advantageous business field of CAS, and has a special position in the coordinated execution of national foreign trade and foreign affairs policies. From 2002, when it was established, to 2014, CAS signed 21 package purchase GTAs with Airbus and Boeing for 1549 aircraft. The successful execution of the GTAs has effectively reduced the purchase cost of airlines.

截止 2014 年，中国航材与空客公司和波音公司签订了 1549 架飞机批量采购框架协议

By 2014, CAS has signed GTAs with Airbus and Boeing for the package purchase of 1549 aircraft.

1549 aircraft



2014年10月10日，签订购买70架空客A320系列飞机框架协议

2014 年签署 70 架空客飞机批量采购框架协议
Signing a GTA for 70 Airbus Aircraft in 2014



❖ 航空租赁 | Aviation Leasing



中国航材所属奇龙航空租赁有限公司是中国航空器材集团公司与荷兰埃尔凯普飞机租赁公司及法国东方汇理银行航空融资公司于 2006 年投资成立的中外合资飞机经营性租赁公司，截至 2014 年底，拥有 26 架飞机，包括 15 架 A320 飞机、10 架 B737-800 飞机和 1 架 A330-300 飞机，分别经营租赁至中国、法国、泰国、土耳其、巴西、西班牙、泰国、新加坡等多个国家的航空公司。

Dragon Aviation Leasing Company Limited under CAS is an international joint venture established in 2006 among China Aviation Supplies Holding Company, AerCap B.V., a leading aircraft leasing company in Netherlands, and CA-CIB Airnance S.A., a leading bank in aircraft financing in France. By the end of 2014, Dragon Aviation had a fleet of 26 aircraft, including 15 A320, 10 B737-800, and 1 A330-300, which were respectively leased through operation leasing to airlines in China, France, Thailand, Turkey, Brazil, Spain, and Singapore, etc.

拥有 A320、B737-800
和 A330-300 飞机

It has a fleet of A320, B737-800, and A330-300 with a total number of 26 aircraft.

26 aircraft

❖ 航材分销与共享 | Distribution and Pooling of Aviation Supplies

中国航材所属中国航空器材进出口有限责任公司长期与波音、空客、庞巴迪、GOODRICH、MBD 等飞机及航材制造公司、国内民航企业合作，为航空公司、维修企业等客户提供航材租赁、分销、寄售、物流、AOG 等支援服务。正在与国内主要航空公司合作打造中国民航航材共享平台，将其建设成为中国民航航材支援和交易平台及主要的航材保障渠道之一。

China Aviation Supplies Imp. & Exp. Corporation under CAS has a long cooperation with aircraft manufacturers and aviation material vendors including Boeing, Airbus, Bombardier, Goodrich, MBD, and domestic civil aviation enterprises, etc., and provides airlines and MRO companies with support services in leasing, distribution, consignment, logistics, and AOG for aviation supplies. It is cooperating with the major domestic airlines to build the pooling platform for aviation supplies for Chinese civil aviation industry, and make it the platform and main channel for support service and trading.



❖ 通用航空 | General Aviation

中国航材所属中国航材通用航空服务有限公司积极拓展通用航空领域相关业务，逐步实现包括航空器审批、采购、进口报关、航材保障、政府关系、媒体宣传、维修、加改装、区域网络、物流的一体化服务。

China General Aviation Service Co., Ltd under CAS has actively explored businesses in general aviation, and gradually realizes integrated service including aircraft certification, procurement, importation and customs clearance, support for aviation supplies, government relations, media publication, MRO, retrofit and modification, regional networks, and logistics, etc.

中国航材自二十世纪八十年代开始为中国民航引进多种中小型飞机，包括支线飞机、公务机、通航飞机等，共计 500 多架。

Since the 1980s, CAS has started introducing various medium and small aircraft for Chinese civil aviation industry, including regional aircraft, business aircraft, general aircraft, etc. The total number of such aircraft introduced has exceeded 500.



先后引进支线飞机、公务机、通航飞机共计

It has introduced into China regional jets, business aircraft, general aircraft with a total number of over 500 aircraft.

500 aircraft

❖ 航空维修与制造 | MRO and Manufacturing

中国航材所属北京凯兰航空技术有限公司主要从事航空维修与制造业务，涉及飞机刹车盘系统销售与机轮刹车维修、航空电子与机械附件修理、航空零部件表面处理、复合材料修理、飞机结构修理、航空零部件制造以及技术咨询等领域。成立 20 年来，不断提升“整体机轮综合支援保障服务”核心竞争能力，围绕北京、上海两个中心基地，逐步建立辐射全国的综合支援保障服务网络，为客户提供标准化、质量可靠、经济快捷的支援保障服务。

Beijing Kailan Aviation Technology Co., Ltd. under CAS is mainly engaged in MRO and manufacturing businesses, including the sale and repair of aircraft brake disc system, the repair of avionics and its mechanic accessories, surface treatment for aviation parts and components, repair of composite materials and aircraft structural parts, manufacturing of aviation parts and components, and technical consulting services, etc. In the past 20 years since its establishment, Kailan has been continuously promoting its core competitiveness in comprehensive service for wheel and brake system, and has gradually established its service network covering the whole country on the basis of its central bases in Beijing and Shanghai. It provides standardized, high quality, economical, and fast support service to the customers.



❖ 地面设备与工程 | Ground Equipment and Engineering

中国航材所属中国民航技术装备有限责任公司主要从事民航机场、空管、航空公司专用设备的国际国内招标、进出口、租赁、维修等业务，以及与此相关的产品展览、服务、技术开发、技术转让、技术咨询、技术培训和多种形式的对外贸易。多年来，始终在民航业界保持着招标、采购金额及市场占有率的领先地位。

China Civil Aviation Technology & Equipment Co., Ltd (AVITEC) under CAS is mainly involved in domestic and international tendering, import & export, leasing, and repair of special equipment for civil airports, air traffic control bureaus and airlines, and extended businesses to product exhibition, service, technology development, technology transfer, consulting, training, and multiple forms of international trade. For many years, AVITEC has been the leading company in the civil aviation industry in terms tendering and procurement volume, and market share.





❖ 合同能源管理 | Energy Management Contract

中国航材所属能源管理有限责任公司是民航业内唯一一家国家发改委节能服务公司备案、入选中央企业节能减排服务机构、ISO9001:2008 质量认证的专业综合节能服务公司。公司致力于为各航空公司、机场、空管系统和民航相关单位提供综合节能减排方案，包括政策咨询、能源审计、合同能源管理项目的规划、设计、投资、实施和运营等服务。

China Aviation Energy & Emission Solutions (CAEES) under CAS is the only energy-saving service company in the civil aviation industry registered at National Development and Reformation Committee (NDRC), and is selected as a supplier for energy-saving and emission-reduction services for the enterprises owned by the central government. It is certified with ISO9001:2008 qualification in comprehensive energy-saving services. CAEES is dedicated to providing the airlines, airports, air traffic control bureaus, and other related organizations in the civil aviation industry with comprehensive energy and emission solutions, including the planning, design, investment, and operation of energy management contract projects.



新疆库车机场光伏发电项目

Photovoltaic Power Station Project at Kuqa Airport, Xinjiang



❖ 航空培训与航空展览 | Aviation Training and Exhibition



华欧航空培训中心飞行模拟机培训

Simulator-based Flight Training at Huaou Aviation Training Centre

中国航材在航空培训领域引入国际合作，培养航空专业人才。与空客公司合作建立集培训和客户支援设施为一体的华欧航空培训及支援中心，与普惠公司合作建立了华普发动机培训中心。连续多年承办北京国际航空展，澳门公务机展、中国国际通航大会、中国国际机场技术设备和服务展、中国国际航空维修设备与工程技术展等民航专业展会。通过组织和参与各类航空专业展览和会议，促进和加强了中国航空业与世界航空业的交流与合作。

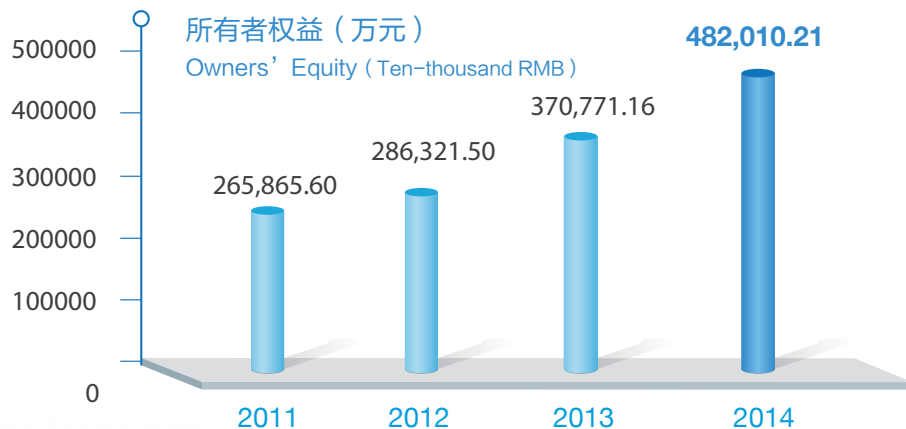
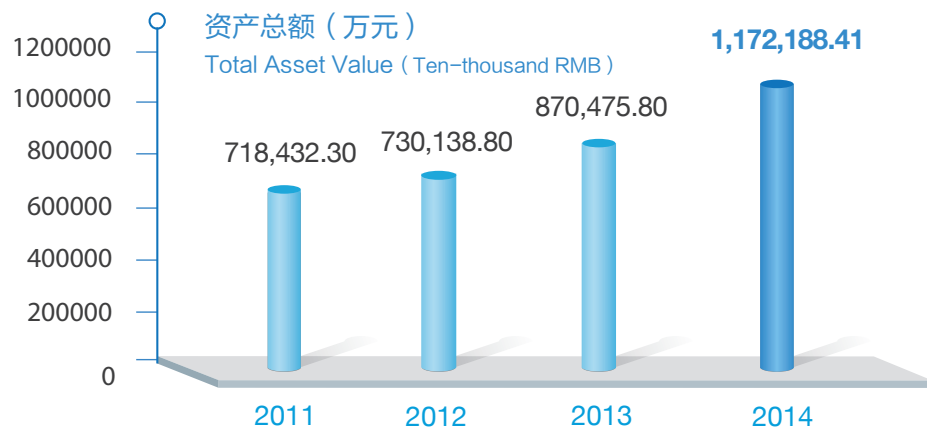
CAS has introduced international cooperation into aviation training to train talents for the industry. It has cooperated with Airbus to establish Huaou Aviation Training & Support Center in which facilities for both training and customer support are incorporated. It has also cooperated with Pratt & Whitney to establish Huapu Aero Engine Training Center. For many years, it has organized professional exhibitions in the civil aviation industry such as Beijing Aviation Expo, Macau Business Aviation Exhibition, China International General Aviation Convention, Inter Airport China, MRO China, etc. By organizing and participating in various professional aviation exhibitions and meetings, CAS has promoted and strengthened its cooperation with the aviation industry home and abroad.

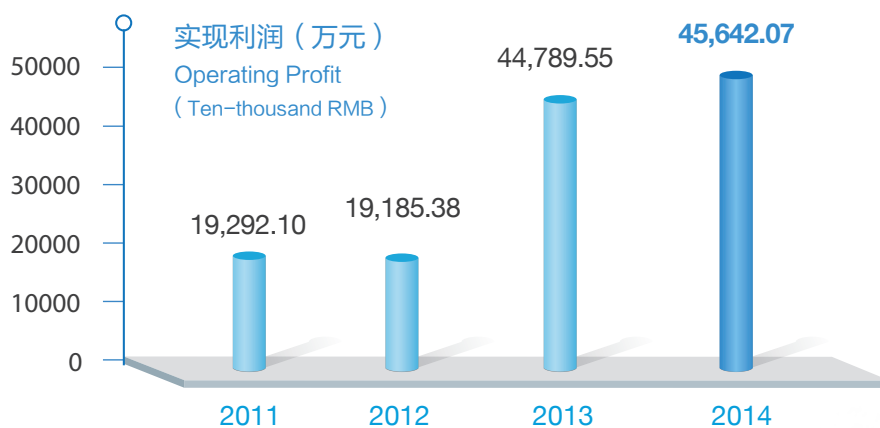
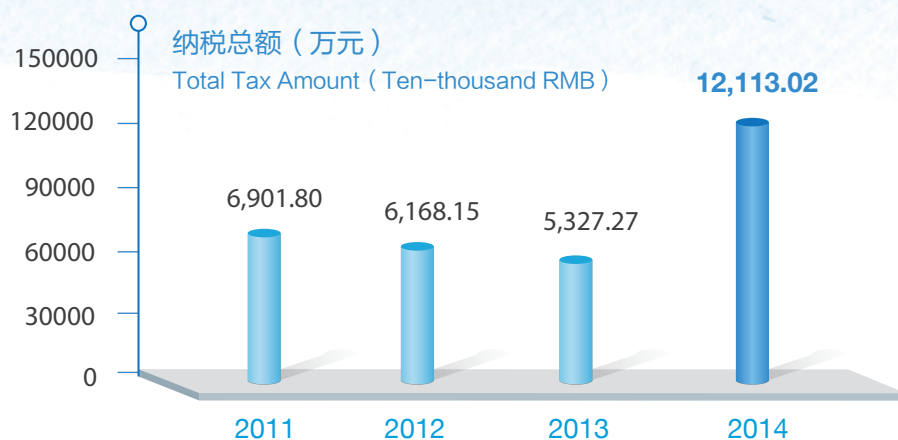


关键绩效表 Key Performance Indicators

经济指标

Economic Indicators

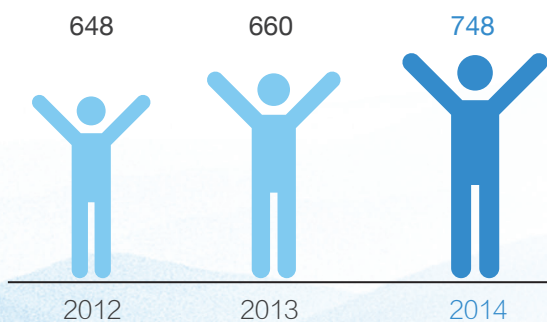




社会指标

Social Indicators

在职员工总人数 (人)
Total Number of Employees



扶贫捐赠

Poverty Relief Donation

2014 年:



116.72 万元

Year 2014: 1.1672 million RMB



公司治理 Corporate Governance

❖ 公司治理 | Corporate Governance



中国航材是由国家出资设立的中央直属企业，由国务院国有资产监督管理委员会对公司履行出资人监管职责。

CAS is a state-owned enterprise directly invested and founded by the central government, and the State-owned Asset Supervision and Administration Committee of the State Council (SASAC) carries out the investor' supervision responsibility.



国务院国有资产监督管理委员会向中国航材派驻国有企业监事会，依法对公司的国有资产保值增值状况以及经营管理活动实施监督。

SASAC designates the Board of Supervisors for CAS, which in accordance with legal requirements supervises CAS over the preserving and increasing of value for state-owned assets and its operation and management.



中国航材实行总经理负责制，总经理为公司的法定代表人。党政联席会、总经理办公会和党委会为公司的决策机构，按照重大决策事项的权限标准分别进行议事决策，实现科学决策和民主决策。

CAS implements the President Responsibility System, and the President is the legal representative of this company. The joint meeting between the executive team and the Party Committee, the executive review meeting, and the Party Committee meeting are the decision-making bodies of CAS. These decision-making bodies make decisions according to the level of authority required for important issues in corporate operation, and thus realize scientific and democratic decision-making.



根据不同发展阶段的要求，集团总部目前设有发展战略和规划委员会、全面风险管理委员会、信息化项目领导小组、绩效考核委员会、薪酬管理委员会、投资及信用评审委员会、预算管理委员会、业务评审委员会、社会责任工作委员会等工作机构，负责审议公司各项重要事项，为决策提供支持。



Based on the requirements of different development phase, CAS has set up several specialized committees to review the important issues in the company and provide support for decision making. The specialized committees include: the Development Strategy and Planning Committee, the Total Risk Management Committee, the IT Steering Team, the Performance Appraisal Committee, the Compensation Committee, the Investment and Credit Rating Committee, the Budget Management Committee, the Business Project Review Committee, and the Social Responsibility Working Committee, etc.

中国航材建立起以资本为纽带的母子公司管理体系。集团总部作为战略决策中心、投资决策中心、运营监管中心和人事管理中心，负责公司发展战略、经营目标、运营计划、对外投资和人事任免等重大事项的决策。监督子企业的经营管理情况，提供支持服务。



CAS has established a management system between the mother company and its subsidiaries on the basis of capital link. As the strategy decision center, investment decision center, operation supervision center, and human resource management center, CAS headquarter is responsible for making decisions for important issues such as development strategy, operation goal, operation plan, external investment, and personnel management, etc. CAS oversees the subsidiaries' operation and management, and provides supporting services.

中国航材所投资全资或控股的公司制企业均建立了规范的法人治理结构。按照《中华人民共和国公司法》的规定，向投资企业委派或任免董事、监事，按照财务年度对经营管理层实施综合业绩考核和监督。



All subsidiary companies with 100% or the majority equity invested by CAS have set up standard corporate governance structure. In accordance with the Company Law of the People's Republic of China, CAS appoints or decides the board of directors and supervisors for the invested companies, and conducts comprehensive performance appraisal and supervision on their management team on the basis of fiscal year.

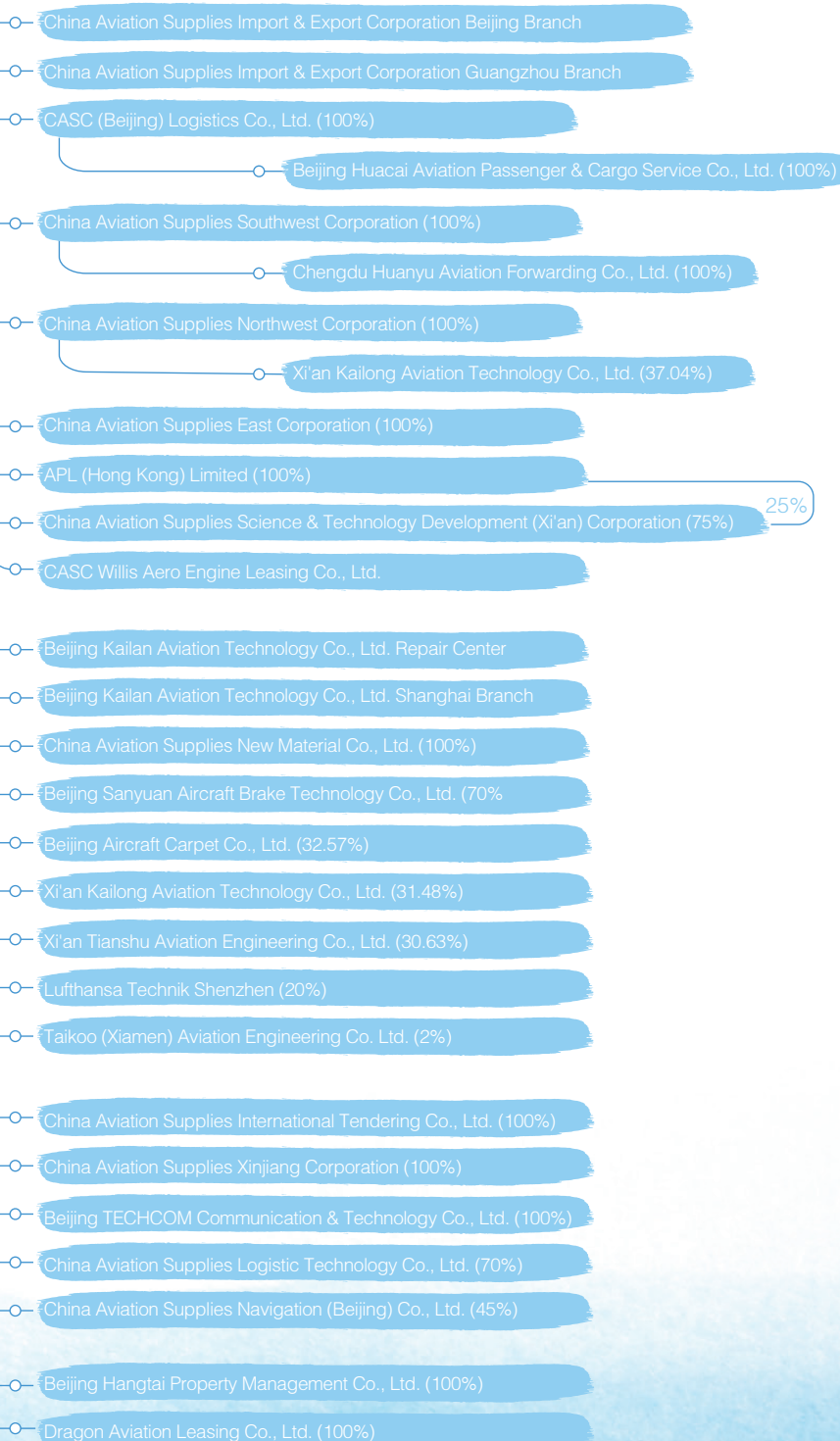


❖ 公司组织结构 | Company Organization Structure











公司价值观 Corporate Value

成为航空业界不可替代的、以航空器材保障为主业的特殊性综合服务提供商。

To become an irreplaceable unique and comprehensive service provider for aviation supplies.

诚信、进取、创新、共赢

Honesty, Enterprising, Win-win, Innovation

诚信：最初来自儒家的“谨而信”的要求，儒家认为，凡贤德者必须具备“谨而信”的品质。对现代企业而言，信誉不仅是一种道德上的要求，也是获得收益的重要途径和方法。好的信誉能够带来忠诚的客户与员工，中国航材集团要在业界发展好，一定要坚守诚信。每名员工都应当认识到，维护企业的诚信度是自己的神圣责任，自己的行为会给企业声誉和经营带来影响，一举一动直接关系到企业的整体形象，也直接关系到公司和员工利益。

Honesty: it originates from Confucian teaching that “the behavior should be of one which is trustworthy and proper”. Confucians believed that a wise man’s behavior must be “of one who is trustworthy and proper”. For modern enterprises, honesty is not only a requirement in morality but also an important approach and method to obtain profits. Honesty helps bring loyalty from customers and employees; CAS must stick to honesty in order to achieve successes in the industry. Every employee should bear in their mind that to keep the honesty of the enterprise is a sacred duty. Employees’ behaviors might influence the reputation and operation of the enterprise, and are directly affecting the overall image of the enterprise, thus affecting the benefits of both the company and the employees themselves.

进取：中国航材集团曾经一度市场萎缩、发展方向不明确，但是，越是处于困境，越需要发扬进取精神，愈挫愈勇，发奋图强，走出困境，才能创造新的辉煌。

Enterprising: China Aviation Supplies Holding Company was once trapped in the difficulties of a shrinking market and unclear direction of development. The more difficult the situation was, the more aggressive CAS should be. Failures should only make CAS more courageous and hardworking, so it could survive the difficult situation and achieve new glories.

创新：创新思想可以追溯到孔子的一句话：“君子和而不同。”可以把它解释为，我们可以与周围的人保持和谐融洽的关系，但对待任何事情都应当有自己独到的见解，这也是中国较早的朴素创新思想。对于现代企业来说，创新是企业具有无穷生命力的灵魂。

Innovation: the idea of innovation may also be traced back to the words of Confucius: “The gentlemen shall be harmonious but distinctive.” We can interpret it as: we can stay harmonious with people around us, but we shall have unique views about everything, which is also the early and simple idea about innovation in Chinese culture. To modern enterprises, innovation is the soul of endless vitality.

共赢：“单赢”时代早已过去，在航材服务的价值链中，中国航材集团要把握好上游、下游利益相关者之间的利益均衡点，要探索新的业务模式，要拿出让各方都能够接受的解决方案，使各方都能够在“共赢”基础上广泛合作。

Win-Win: the era of “zero-sum game” is gone. In the value chain of aviation supplies, CAS shall make a good balance of the interests among upstream and downstream stakeholders, explore new business modes, work out solutions acceptable to all parties, and enable all parties to carry out extensive cooperation on the basis of win-win principle.

公司愿景

Corporate Vision

公司精神

Corporate Spirit



公司使命 Corporate Mission

做航空业界有影响力的航材保障综合服务提供商，成为建设民航强国的重要的、特殊的力量。

To be the influential comprehensive service provider for aviation supplies in the aviation industry, and become an important and unique force in the construction of a strong country in civil aviation industry.

公司理念 Corporate Philosophy

天地生人，有一人应有一人之业；人生在世，生一日当尽一日之勤。

Born on the earth, each of us shall have his own career; living through our lives, each day shall witness our hard working.

2005年，一个叫《立秋》的晋商题材话剧在北京公演。其中有一副对联，出自张振民先生写的晋商兴衰史中的杨氏家谱中的一句话“天地生人，有一人莫不有一人之业；人生在世，生一日当尽一日之勤。”后来把它摘录并略加改动为“天地生人，有一人应有一人之业；人生在世，生一日当尽一日之勤。”她正适合中国航材集团的企业文化，符合中国“和谐”和“以人为本”的理念。是体现儒家仁者爱人思想的世界观，更是方法论。

In 2005, a drama about Shanxi merchants named "Beginning of Autumn" was put on play publicly in Beijing. In the drama, there was an antithetical couplet which came from a book by Mr. Zhang Zhenmin titled "The Ups and Downs of Shanxi Merchants"; it was in the chapter about the genealogy of the Yang family. The couplet said: "Humans are born by heaven and earth, there is no one without a career; humans live through their lives, everyday shall be lived with hard working". CAS extracted and adapted the couplet as: "Born on the earth, each of us shall have his own career; living through our lives, each day shall witness our hard working." The couplet fits into the corporate culture of CAS, and matches Chinese traditional thinking of "harmony" and "people first". It represents the Confucian world view that the benevolent loves others; it is also a methodology.

一个企业，大家聚在一起，是一种缘份。人在企业中，不管是什么位置，首先必须做事，要在社会上生存，就应该有自己的选择之业，更要有生身立命之本，这就是有一技之长或一业之绩。

It is lucky for different people to gather around an enterprise. No matter what position one takes at an enterprise, the most important thing is that one must work. To survive in the society, one must have a career chosen for himself. Prior to work, one must possess the foundation of life, i.e., a professional skill or an achievement in some field.

生一日就要尽一日之勤。人要勤奋、要勤俭，这是中国的古训。“天地生人，有一人应有一人之业；人生在世，生一日当尽一日之勤”的理念，反映了中华民族自强不息的精神，也是“和谐”和“以人为本”思想的体现，树立这样的理念，鼓励员工为客户做更多的事情，自觉自愿地将企业价值和个人价值结合在一起，在企业里找到安居乐业的归属感。

Every day one lives, he must work hard. To work hard and be thrifty is an old maxim in China. The idea represented by "Born on the earth, each of us shall have his own career; living through our lives, each day shall witness our hard working." reflects the spirit of the Chinese for continuous self-improvement; it is also the embodiment of thinking on "harmony" and "people first". With such an idea, employees will be motivated to serve the customers better, spontaneously connect personal value with corporate value, live and work with contentment, and find the sense of affiliation to the enterprise.



公司战略

Corporate Strategy

❖ 远景规划目标 | Vision

成为航空业界不可替代的、以航空器材保障为主业的特殊性综合服务提供商，把中国航材集团建设成为一个企业文化鲜明，队伍优秀，管理先进，品牌优良，核心竞争力强，持续盈利能力强，长远发展后劲大的现代企业。

To become an irreplaceable unique and comprehensive service provider in aviation supplies, and build CAS into a modern enterprise with distinct corporate culture, excellent staff, advanced management, outstanding brand, strong core competitiveness, superb profitability, and prominent prospects for long-term development.

❖ “十二五” 战略规划目标 | Strategic Goal for the 12th Five-year Plan Period

到“十二五”末，成为航材贸易分销及航材共享特色服务的引领者、中国航空租赁业务的先行者、航空维修与制造目标细分市场的主导者、民航地面设备与工程服务的主要提供者。

By the end of the 12th Five-year Plan Period, to become the leading company in the trading, distribution and pooling of aviation supplies, the forerunner of aviation leasing in China, the dominant player for MRO and manufacturing in a specific market segment, and the major provider for ground equipment and engineering services in the civil aviation industry.

到“十二五”末，资产规模达到 100 亿元、营业收入达到 15 亿元、利润总额达到 2 亿元；力争打造出 1-2 个在航空业界特定领域内具有主导性、决定性和影响力的新型业务。

By the end of the 12th Five-year Plan Period, to increase its assets to 10 billion RMB, realize a revenue of 1.5 billion RMB and a profit of 200 million RMB; manage to build 1-2 new businesses with dominance, decisive advantage, and influence in specific fields of the civil aviation industry.



集团公司资产规模达到

The total assets will reach 100 billion RMB.

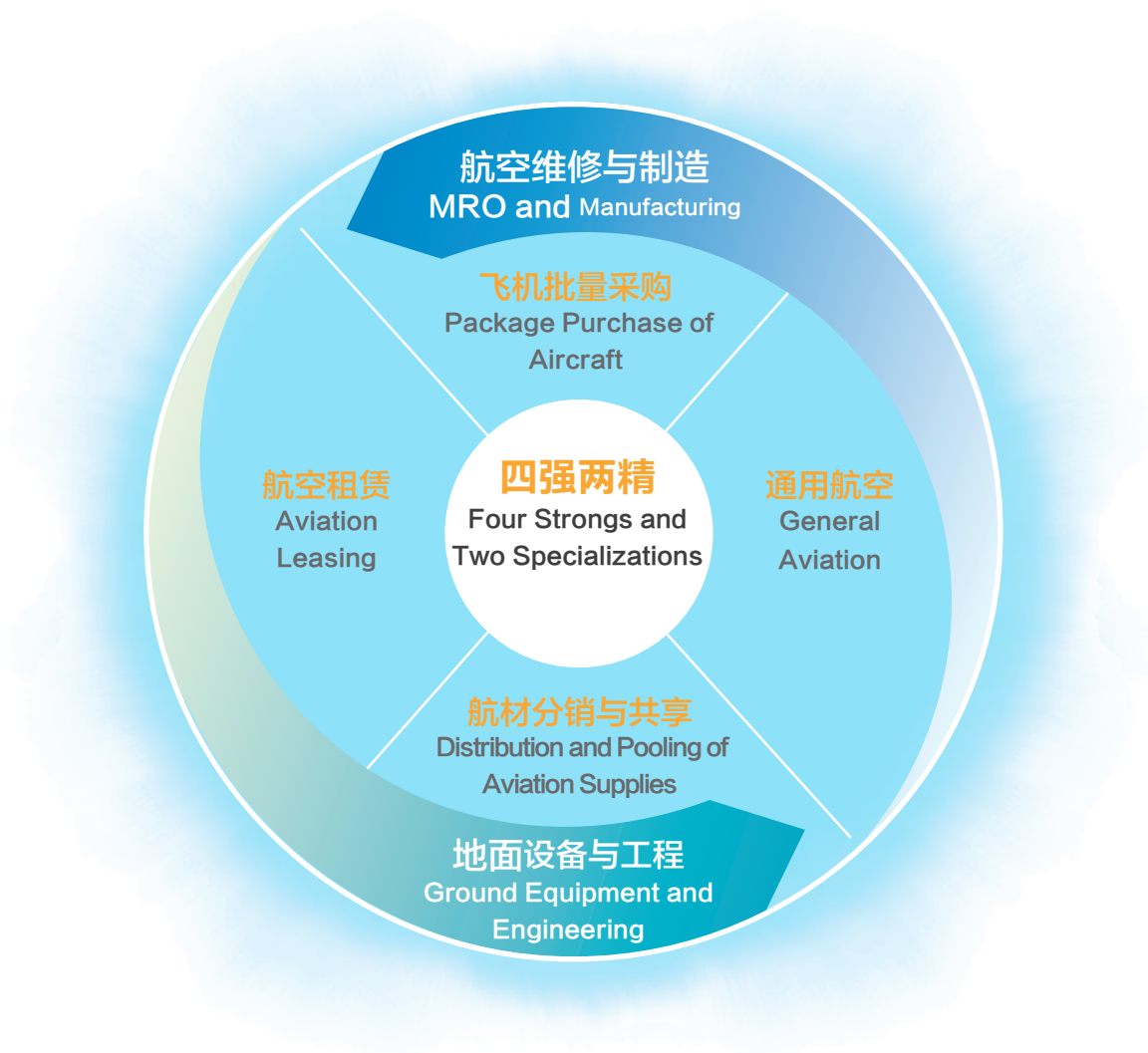
100 亿元



❖ 总体战略 | General Strategy

大力推进“四强两精”是中国航材的总体战略。“四强”是努力做大做强在民航内占有一定主导性地位的四项主要业务，包括：飞机批量采购业务、飞机租赁业务、航材分销与共享业务、通用航空业务；“两精”是努力做强做优在维修与制造、地面设备与工程两个领域中的细分业务，努力发展成为这两个领域的“特殊性”服务商。

To vigorously promote "Four Strongs and Two Specializations" is the general strategy of CAS. Four Strongs means that CAS would try hard to make bigger and stronger four businesses which already have some leading edges in the civil aviation industry, including: the package purchase of aircraft, aircraft leasing, distribution and pooling of aviation supplies, and general aviation; Two Specializations refers to CAS's efforts to optimize its specialization in the businesses of two market segments: MRO and manufacturing, and ground equipment and engineering, and become an unique service provider in these segments.





· 飞机批量采购 | Package Purchase of Aircraft

我们将一如既往地支持和配合国家外交外贸活动，继续巩固和努力保持飞机批量采购业务的优势地位。

We will continue to support and coordinate with national activities in foreign affairs and international trade, and continue to strengthen and maintain an advantageous position in the package purchase of aircraft.

· 航材分销与共享 | Distribution and Pooling of Aviation Supplies

我们将以优化中国民航航材资源配置为目标，努力实现真正意义上的全行业航材共享。

We will set the goal to optimize the inventory configuration of aviation supplies for Chinese civil aviation industry, and manage to realize a real pooling across the whole industry.

· 航空维修与制造 | MRO and Manufacturing

以飞机整体机轮刹车的维修、销售和服务为核心业务，完善飞机机轮业务产业链，尽快建立“整体机轮”综合保障服务能力，成为业内具有相当规模和相对市场优势的专业化机轮刹车实体。

Based on the core business in MRO, sales, and service for aircraft wheel and brake system, we will improve our industrial chain, build up our own comprehensive service capability, and become a specialized professional entity in the aircraft wheel and brake business with considerable scale and comparative market advantage in the industry.



· 航空租赁 | Aviation Leasing

我们要致力于打造国资委旗下规模最大、专业能力最强、国际化的飞机经营性租赁企业。

We are dedicated to build the largest, most professional, and international aircraft operating leasing company under SASAC.

· 通用航空 | General Aviation

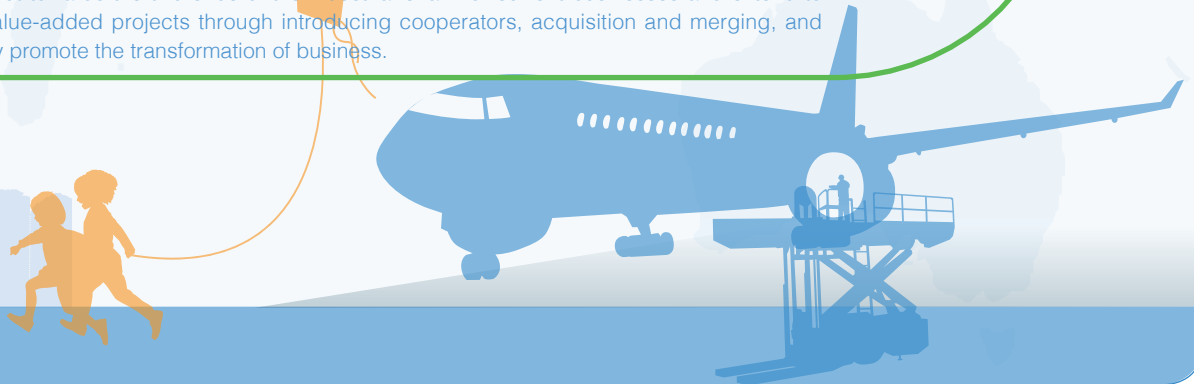
我们将进入国家战略性新兴产业，打造通航服务保障平台，树立通航服务公司品牌，努力发展成为中国民航通航航材供应的主渠道。

We will enter the new national strategic industry, and set up a service platform for general aviation, build a corporate brand for service in general aviation, and make efforts to become the major channel of provisioning for general aviation supplies in Chinese civil aviation industry.

· 地面设备与工程 | Ground Equipment and Engineering

立足传统业务、推进转型项目，做强招标、做大销售、做精出口、做专会展，通过引入合作伙伴、兼并重组等方式逐步向现有业务产业链两端和高附加值项目延伸，稳步推进业务转型。

On the basis of traditional business, we will promote projects which help business transformation, further strengthen tendering business, increase sales volume, become more specialized in export, and be more professional in exhibition business. We will gradually reach out towards the two ends of the industrial chain for current businesses and extend to high value-added projects through introducing cooperators, acquisition and merging, and steadily promote the transformation of business.



01

社会责任管理

Social Responsibility Management

- ◆ 社会责任理念
 - ◆ Thinking on Social Responsibility
- ◆ 社会责任报告情况简介
 - ◆ Overview of Social Responsibility Report
- ◆ 公司参加的主要社会团体组织
 - ◆ Major social groups and organizations CAS has joined
- ◆ 社会利益相关方
 - ◆ Social stakeholders







❖ 社会责任理念 | Thinking on Social Responsibility

中国航材秉持“价值航材”理念，立足民航行业和企业实际，努力探索用科学的社会责任观引导企业自身价值的实现。一是在企业规模和经济效益方面，实现较快增长，符合国资委对中央企业的要求。二是在行业地位方面，重点业务获得较好发展，具有重要的行业影响力，对民航持续、健康发展发挥重要的作用。三是在为维护国家政治经济利益、优化行业资源配置、转变经济增长方式作出积极贡献的同时，履行好环境保护、依法经营等社会责任。四是注重员工成长，为员工建立人才脱颖而出的平台，拓宽职业发展的通道。

Sticking to the concept of "Value-added CAS" and on the basis of realities in the civil aviation industry and company development, CAS has tried hard to explore the utilization of scientific thinking on social responsibility to guide the realization of corporate value. First, CAS will try to realize fast increase in terms of enterprise scale and economic benefits, and comply with the requirements from SASAC on state-owned enterprises invested by the central government. Second, regarding company position in the industry, CAS will try to achieve satisfactory development for key businesses, possess important influence in the industry, and play an important role in the sustainable and healthy development of the civil aviation industry. Second, regarding company position in the industry, CAS will try to achieve satisfactory development for key businesses, possess important influence in the industry, and play an important role in the sustainable and healthy development of the civil aviation industry. Third, while actively contributing to safeguarding the political and economic benefits of the country, optimizing the resource configuration of the industry, and transforming the way of economic growth, CAS will also fully carry out its social responsibility in protecting environment and conforming to laws and regulations during business operation. Fourth, CAS will care about the development of employees, set up a platform encouraging employees to make their mark, and expand the paths for career development.

中国航材围绕价值航材，努力实现企业发展与社会发展、环境安全、员工成长的和谐统一。

Focusing on Value-added CAS, the company will try hard to realize a harmonious unity among company development, social development, environment safety, and employee development.

❖ 社会责任报告情况简介 | Overview of Social Responsibility Report

中国航材全面履行中央企业的社会责任，将社会责任融入发展战略、经营管理和企业文化，增强履行社会责任的意识和能力，最大限度地创造企业发展的经济、社会、环境和员工成长的综合价值。

CAS has fully fulfilled its social responsibility as a state-owned enterprise under SASAC, and incorporated its social responsibilities into its development strategy, operation management, and corporate culture. In this way, CAS strengthens its awareness and capability to perform its social responsibilities, and maximizes the comprehensive benefits of corporate development in terms of economy, society, environment, and employee development.

为推进中国航材社会责任工作，加强对社会责任工作的领导，公司成立了社会责任工作委员会，统筹研究和部署社会责任工作，建立和完善公司履行社会责任的体制机制。各分子公司在集团的统一部署下，具体负责相关社会责任工作的落实。中国航材在制度建设、机制完善、工作推进等方面不断取得新进展。

To promote the work and strengthen the leadership in fulfilling its social responsibility, CAS has established the Social Responsibility Working Committee. The committee is in charge of planning, researching, and deploying activities of social responsibility. It is also within its duty to set up and improve the systems and mechanisms for the implementation of social responsibilities. Under the unified deployment of CAS, the subsidiary companies are responsible for the detailed implementation of social responsibility. CAS has continuously achieved new progresses in related system construction, mechanism improvement, and implementation promotion, etc.



2012 年发布了《2002-2011 中国航空器材集团公司企业社会责任报告》；2013 年发布了《2012 中国航空器材集团公司企业社会责任报告》；2014 年发布了《2013 中国航空器材集团公司企业社会责任报告》。

In 2012, CAS released "China Aviation Supplies Holding Company Social Responsibility Report 2002-2011"; in 2013, "China Aviation Supplies Holding Company Social Responsibility Report 2012"; and in 2014, "China Aviation Supplies Holding Company Social Responsibility Report 2013".

❖ 公司参加的主要社会团体组织 | Major social groups and organizations CAS has joined

中国航材集团参加中国民用机场协会，为该协会的常务理事单位；参加中国注册会计师协会民航分会，是该分会副会长单位；参加中国航空运输协会，是该协会会员；参加中国机电产品进出口商会，是该商会会员；参加中国民航科普基金会，是该协会会员。

CAS has joined China Civil Airport Association as an executive council member, Civil Aviation Branch of China Chief Financial Officer Association as a vice chairman member, China Air Transportation Association, China Chamber of Commerce for Import and Export of Machinery and Electronic Products, and China Civil Aviation Science Popularization Foundation.

中国航材集团通用航空服务有限公司参加中国通用航空协会，是该协会副理事长单位。

China General Aviation Service Co., Ltd. has joined China General Aviation Association as a vice chairman member.

北京凯兰航空技术有限公司、中国航空器材进出口有限责任公司参加了中国民用航空维修协会，是该协会会员。

Beijing Kailan Aviation Technology Co. Ltd and China Aviation Supplies Imp. & Exp. Corporation have joined Civil Aviation Maintenance Association of China.

中国航空器材集团西北有限责任公司参加陕西省报关协会，是该协会的理事单位。

CAS Northwest Corporation has joined Shaanxi Association for Customs Clearance as a council member.

中国航空器材集团能源管理有限责任公司参加中国城市燃气协会分布式能源专业委员会。

China Aviation Energy & Emission Solutions has joined China Gas Association Distributed Energy Committee.



❖ 社会利益相关方 | Social Stakeholders

相关方名称 Name of stakeholders	沟通机制与方式 Communication mechanism and method
 <p>国资委 SASAC</p>	<ul style="list-style-type: none"> · 政策法规和规章制度 · Policies, laws and regulations · 工作会议 · Work meeting · 定期汇报 · Periodic report · 业绩考核 · Performance appraisal · 公文 · Official document
 <p>民航局 CAAC</p>	<ul style="list-style-type: none"> · 政策法规和规章制度 · Policies, laws and regulations · 工作会议 · Work meeting · 定期汇报 · Periodic report · 公文 · Official document
 <p>地方政府 Local government</p>	<ul style="list-style-type: none"> · 政策法规 · Policies and laws · 统计报表 · Statistical report · 信息报送 · Information and data report · 高层会晤 · High-level meeting
 <p>战略合作伙伴 Strategic cooperation partners</p>	<ul style="list-style-type: none"> · 战略合作协议 · Strategic cooperation agreements · 定期会晤 · Periodic meeting
 <p>客户 Customer</p>	<ul style="list-style-type: none"> · 合同、协议 · Contracts, agreements · 互动沟通 · Interaction, communication · 访谈 · Interview · 信息反馈 · Feedback information
 <p>员工 Employee</p>	<ul style="list-style-type: none"> · 职代会、座谈 · Workers' Congress, informal discussion · 培训 · Training · 建议及反馈 · Suggestion and feedback · 工作沟通 · Work communication · 微博网站交流 · Communication through microblog or website
 <p>供应商 Supplier</p>	<ul style="list-style-type: none"> · 合同、协议 · Contracts, agreements · 日常业务交流 · Daily business communication
 <p>非政府组织 NGO</p>	<ul style="list-style-type: none"> · 参与会议、活动 · Participation in meetings and activities · 提供必要支持 · Providing necessary support
 <p>社会公众 Social public</p>	<ul style="list-style-type: none"> · 信息披露 · Information disclosure · 新闻发布 · News release · 履行中央企业责任 · Fulfilling responsibilities of a state-owned enterprise under SASAC · 公益慈善 · Public welfare and charity · 员工志愿者 · Employee volunteer

相关方的期望目标 | Expectations of stakeholders

- ◎ 国有资产保值增值 ◎ Preserving and increasing the value of state-owned assets
- ◎ 依法依规经营 ◎ Operating business in compliance with laws and regulations
- ◎ 提升管理 ◎ Promote management
- ◎ 防范经营风险 ◎ Preventing operation risks
- ◎ 做优做强主业 ◎ Optimizing and strengthening core business

- ◎ 建设民航强国 ◎ Constructing a strong country in civil aviation industry
- ◎ 安全保障 ◎ Ensuring safety
- ◎ 增强保障能力 ◎ Enhancing support capability
- ◎ 坚持节能环保 ◎ Sticking to energy saving and environment protection

- ◎ 遵章守法 ◎ Observing laws and regulations
- ◎ 税收 ◎ Tax
- ◎ 节能减排 ◎ Saving energy and reducing emission
- ◎ 扩大就业 ◎ Increasing employment

- ◎ 优势互补 ◎ Sharing complementary advantages
- ◎ 合作共赢 ◎ Win-win

- ◎ 提供规范高效服务 ◎ Providing standard and efficient service
- ◎ 满足客户要求 ◎ Satisfying customer requirements

- ◎ 权益保障 ◎ Protecting employee' s rights and interests
- ◎ 职业发展 ◎ Career development
- ◎ 教育培训 ◎ Education and training
- ◎ 薪酬福利 ◎ Compensation package
- ◎ 健康安全 ◎ Health and safety

- ◎ 诚信守法 ◎ Honesty and legal-compliance
- ◎ 平等合作、互利共赢 ◎ Cooperation on equal footing, mutual benefit, and win-win
- ◎ 长期合作关系 ◎ Establishing long-term cooperation relationship

- ◎ 参与支持社团活动 ◎ Joining and supporting club activities
- ◎ 遵守章程 ◎ Observing rules

- ◎ 灾害救援 ◎ Disaster relief Poverty relief
- ◎ 积极参与公益活动 ◎ Active participation in public welfare and charity activities
- ◎ 环境保护 ◎ Protecting environment

02

经济发展责任

Economic Development Responsibility

- ◆ 做强做精主营业务
- ◆ Strengthen and Optimize Core Business
- ◆ 转型升级
- ◆ Transformation and Upgrading
- ◆ 管理提升
- ◆ Management Improvement
- ◆ 经济效益与行业贡献持续提高
- ◆ Economic Performance and Cooperation to the Industry Continuously Increased







❖ 做强做精主营业务 | Strengthen and Optimize Core Business

飞机批量采购

Package Purchase of Aircraft

2014 年，中国航材继续稳步开展飞机批量采购业务，加强与政府主管部门、国外制造商、航空公司的沟通联络，创新飞机批量采购融资模式，努力提升专业服务能力及品质。

In 2014, CAS continued to carry out the package purchase of aircraft. It strengthened the communication with the government department in charge, foreign manufacturers, and airlines. It also made innovations in mode of financing for the package purchase of aircraft, and tried hard to improve its capability and quality of professional services.

2014 年 3 月和 10 月，与空客公司先后两次签订批量采购 70 架共计 140 架空客飞机的框架协议，对公司其他重点业务的开拓与发展起到了良好的协同作用。

In March and October of 2014, CAS signed two GTAs with Airbus for respectively 70 aircraft and a total number of 140. The GTAs had an important synergy effect on the exploration and development of other key businesses.

积极落实已签署飞机批量采购框架协议，2014 年经批量采购接收引进飞机 192 架，在飞机批量采购领域的市场地位得到进一步巩固。

CAS also actively implemented the GTAs already signed. In 2014, 192 aircraft were introduced under the GTAs, and CAS further strengthened its market position in package purchase of aircraft.

与空客公司先后两次签订批量采购空客飞机共计

It signed two GTAs with Airbus for a total number of 140 aircraft.

140 架
aircraft

2014 年经批量采购接收引进飞机

In 2014, 192 aircraft were introduced into China through package purchase GTAs.

192 架
aircraft

航空租赁

Aviation Leasing

2014 年，中国航材所属奇龙航空租赁有限公司（以下简称“奇龙公司”）稳步发展，为优化管理模式，改善治理结构，完成爱尔兰奇龙与北京奇龙的重组整合工作。

In 2014, Dragon Aviation Leasing Co., Ltd. under CAS (hereinafter referred to as Dragon Aviation) achieved stable development; in order to optimize management mode and improve corporate governance structure, it completed the restructuring between Aerdragon Aviation Partners (Ireland), Ltd. and Dragon Aviation (Beijing) Leasing Co., Ltd.



2014 年成功接收并交付租赁 7 架飞机，包括 6 架 B737-800 及首架 A330 宽体客机。完成 2 架飞机的再租赁和 3 架飞机的出售工作。签署 5 架飞机的租赁意向书。借助中国航材飞机批量采购业务优势于 2013 年 12 月购买的 10 架 B737-800 飞机在 2014 年全部成功交付租赁或达成租赁意向。

In 2014, it received and leased out 7 aircraft, including 6 B737-800 and its first wide body A330. It completed re-leasing of 2 aircraft, and the sale of 3 aircraft; it also signed Letter of Intention for the leasing of 5 aircraft. Taking advantage of CAS package purchase of aircraft, Dragon Aviation purchased 10 B737-800 in December 2013, and leased out or signed LOI of leasing for all of them in 2014.

2014 年成功接收并交付租赁或达成租赁意向 B737-800 飞机

It received and leased out or signed LOI of leasing for B737-800 for 10 aircraft.

10 架
aircraft



新增新加坡航空公司、东方航空公司及中国联合航空公司等重要客户。在与原有融资银行保持良好合作的基础上，进一步拓宽融资渠道，与法国 Natixis 银行及德意志银行建立合作关系，实现 6 架飞机融资合作。

It newly increased Singapore Airlines, China Eastern Airlines, and China United Airlines as its important customers. In addition to its good cooperation with the original financing banks, it extended financing channels and established cooperation with Natixis Bank in France and Deutsche Bank for the financing of 6 aircraft.

截至 2014 年末，奇龙公司共拥有并出租 26 架飞机，承租人涉及中国、法国、土耳其、西班牙、巴西、泰国、新加坡等国家共 11 家航空公司，在国内外飞机租赁市场的品牌知名度进一步提升。

By the end of 2014, Dragon Aviation owned and leased out 26 aircraft. The lessees included 11 airlines from China, France, Turkey, Spain, Brazil, Thailand, and Singapore, etc. Dragon Aviation further promoted its brand awareness in domestic and international aircraft leasing market.



航空维修与制造

MRO and Manufacturing

中国航材所属北京凯兰航空技术有限公司（以下简称“北京凯兰”）着力提升机轮刹车核心业务竞争能力，调整和改善各个投资项目的股权结构和管理，2014 年完成股权转移，成为中国航空器材集团公司全资子公司，并创造了业务收入过亿元、利润总额过千万的历史最好成绩。

Beijing Kailan Aviation Technology Co., Ltd under CAS (hereinafter referred to as Beijing Kailan) emphasized the promotion of core competitiveness in aircraft wheel and brake business, adjusted and improved the equity structure and management for each invested project. In 2014, it completed equity transfer, and became a wholly-owned subsidiary of CAS. It realized the highest operation result in history and reached a revenue of over 100 million RMB and a profit of over 10 million RMB.

完成开发 A320 碳刹车、B737NG 碳刹车和 B737-900 主轮的维修能力，实现国内民航现役主力机型机轮刹车维修能力的全面覆盖。创新机轮维修商业模式，为航空公司提供长期整体机轮综合支援保障服务并达成合作意向，为实现国内机轮刹车维修领域的战略部署，迈出了坚实的一步。

It completed the development of repair capabilities for A320 carbon brakes, B737NG carbon brakes, and B737-900 main wheels, and realized a repair capability in aircraft wheels and brakes covering all the major aircraft types in the domestic civil aviation industry. It innovated the business mode for wheel repair; it provided long-term comprehensive support service for the integrated wheel and brake system for Airlines, it also concluded the intention of cooperation with these Airlines. These activities set a solid foundation for the realization of strategic deployment in the domestic aircraft wheel and brake repair business.



北京凯兰公司机轮清洗操作车间

Wheel Cleansing Shop at Beijing Kailan



北京凯兰上海分公司获得春秋航空、上海金鹿公务航空、汉华航空、亚联公务机有限公司、扬子江快运航空有限公司承修商资质、珠海中航通用航空有限公司、民生国际通航、中国南方航空公司的承修商资质，市场拓展取得较大突破。

Beijing Kailan Shanghai Branch realized breakthroughs in market exploration, and was qualified as an MRO service provider by Chunqiu Airlines, Shanghai King Deer Business Airlines, Hanhua Airlines, Asia United Business Aviation Limited, Yangtze River Express Airlines, Zhuhai AVIC General Aviation Co. Ltd., Minshang International General Aviation, and China Southern Airlines, etc.

北京凯兰公司所属北京三元飞机刹车有限责任公司完成民航航空维修协会分销商资质审核并取得了国际AS9120质量管理体系资质，获得了相应证书。

Beijing Sanyuan Aircraft Brake Co., Ltd. under Beijing Kailan completed the Distributor Audit conducted by China Civil Aviation MRO Association; it was also certified with AS9120 Quality System and received the corresponding certificate.

地面设备与工程

Ground Equipment and Engineering

中国航材所属中国民航技术装备有限责任公司（以下简称“技术装备公司”）继续稳步发展民航地面设备及工程招标业务。2014年重点完成空管局“十二五”雷达项目和重庆江北国际机场项目；成功中选安康机场建设项目招标代理，开创承揽整体工程项目招标的新纪元。

China Aviation Technology & Equipment Co., Ltd. under CAS (hereinafter referred to as AVITEC) continued with stable development in civil aviation ground equipment and engineering tendering business. In 2014, it focused on and completed the 12th Five-year Plan Radar Project of China Civil Aviation Air Traffic Control Bureau and the project of Chongqing Jiangbei International Airport. It also won the bidding for agent of tendering business of the Ankang Airport Construction Project, and entered a new phase of undertaking tendering business for a whole engineering project.

2014年，技术装备公司创新地面设备销售业务模式，降低采购成本，缩短供货周期，市场竞争力得到有效提高。全年共签署3个批量采购协议，成功中标项目9个，中标设备42台，中标金额达15197万元。

In 2014, AVITEC made innovations in the business mode of ground equipment sales, reduced procurement cost, shortened procurement lead time, and effectively improved competitiveness in market. It signed 3 package purchase agreements, won 9 bidding projects, awarded bidding for 42 equipment, and reached a total bidding volume of 151.97 million RMB.



2014年，技术装备公司中标金额达15197万元

In 2014, the business volume for awarded bidding of AVITEC reached 15197 ten-thousand RMB.

15197
ten-thousand RMB



进一步拓展会展业务，成功获得 2015 莫斯科机场展中国区招展总代理权。继续与南光集团成功举办 2014 澳门公务机展，共邀请参展厂商 20 家，参展飞机 18 架，包括国际著名公务机制造厂商的各主流机型，规模继 2013 年再次实现突破。

It further expanded its exhibition business, and became the general agency for Moscow Airport Expo 2015. It continued to work with Nam Kwong Group to host the 2014 Macau Business Aviation Exhibition, at which 20 manufacturers were invited and participated with 18 aircraft, including the main types of the famous business aircraft manufacturers in the world. The scale of the exhibition made another record after 2013.



2014 年，技术装备公司下属中航材导航技术公司主营业务技术更趋成熟，盈利能力大幅提升。在做好空管局航行情报中心及各航空公司的系统维护和服务工作基础上，扩大 ARINC424 导航数据库和电子飞行包（EFB）项目的销售范围，加大机载导航数据库检查系统的研发力度，与四川航空新签署了 EFB 合同；与国际知名的 Honeywell、Jeppesen 公司谈判签署框架协议，为今后机载导航数据业务的发展奠定了良好的基础。

In 2014, China Aviation Supplies Navigation Technology Co., Ltd. under AVITEC was more mature in its main business and technology. Its profitability increased effectively. On the basis of providing satisfactory system maintenance and service to the Flight Information Center of CAAC Air Traffic Control Bureau and the airlines, it expanded the sales of ARINC424 Navigation Database and Electronic Flight Bag (EFB); it also reinforced the R&D in onboard inspection system for navigation database, signed new contract with Sichuan Airlines for EFB, and signed GTA with famous international companies such as Honeywell and Jeppesen, thus built a good foundation for future onboard navigation data business.



民航行业节能服务

Energy Saving Business in Civil Aviation Industry

2014 年，中国航材所属中国航空器材集团能源管理有限责任公司（以下简称“能源公司”）努力对清洁能源、能源咨询、节能技术及产品推广等业务进行探索和拓展，增加新能源销售等经营范围，入选北京市发改委能源审计单位推荐名录，成为政府能源审计咨询的合格服务机构。

In 2014, China Aviation Energy & Emission Solutions under CAS (hereinafter referred to as CAEES) tried hard to explore businesses in clean energy, energy consulting, and the promotion of energy-saving technology and products. It increased the sale of new energy in its business scope; it was selected into the recommendation list of energy auditors by Beijing Development and Reformation Commission, and became a qualified consulting service provider to the government for energy audit.

2014 年，能源公司取得了新疆机场集团吐鲁番、库尔勒、库车、阿克苏、哈密、和田、喀什 7 个机场以及安徽合肥新桥机场和湖北武汉天河机场的分布式光伏发电项目。并积极推进四川九寨黄龙机场分布式光伏发电安全测评项目、南苑机场照明节能改造项目、西安机场冷热电三联供项目。

In 2014, CAEES won the photovoltaic power station projects of Xinjiang Airport Group for its seven airports, including Turpan, Korla, Kuqa, Aksu, Hami, Hotan, and Kashgar. It also won the photovoltaic projects of Hefei Xinqiao Airport, Anhui Province, and Wuhan Tianhe Airport, Hubei Province. It also actively promoted the safety assessment of Jiuzai Huanglong Airport photovoltaic project, Sichuan Province, energy-saving project for modification of lighting system at Nanyuan Airport, and the project of Xi'an Airport for integrated supply of air conditioning, heating, and electricity.

继续拓展民航业内能源审计工作，完成民航校飞中心、北京航食公司能源审计工作。与研究机构合作开发机场能源管理系统，完成基本拓扑模型构建及研发方案设计，获得专家高度认可。作为从事能源管理公司的技术体系和业务架构初步形成，在民航行业节能服务领域的影响力进一步提升。

It continued to expand energy audit business in the civil aviation industry, and completed energy audit at Flight Inspection Center of CAAC and Beijing Air Catering Co., Ltd. It cooperated with a research institute to develop an airport energy management system, and had completed a concept design of the topology model and a research plan, which received high recognition from experts. It had set up the initial technology system and business framework for an energy management company, and promoted its influence in energy saving and emission reduction in the civil aviation industry.



新疆光伏项目发电系统
Photovoltaic Power Station in Xinjiang





各项协同业务

Other Synergic Business

中国航材通过与波音、空客、庞巴迪等飞机制造公司、普惠等发动机生产厂家合作开展相关航材寄售、分销业务。通过与国内知名企业开展航材保障物流业务，建立完善的客户管理、供应商管理和便捷的物流配送体系。

CAS cooperated with aircraft manufacturers such as Boeing, Airbus, and Bombardier and aero engine manufacturers such as Pratt & Whitney for the consignment and distribution of aviation supplies. By cooperating with renowned domestic companies for the support and logistics of aviation supplies, CAS established sophisticated systems for customer management, supplier management, and logistics management.

中国航材与波音、空客和斯奈克玛（发动机）公司开展工业合作项目得到稳步发展，合同期限延伸到今后十到十五年，3D 打印项目取得积极进展。2014 年，实现利润 1400 万元人民币，创下了工业合作业务 20 多年来的最高纪录。

The industrial cooperation programs between CAS and Boeing, Airbus, and Snecma developed steadily, and the contracts for these programs were extended by 10 to 15 years. The 3D printing program of CAS also achieved positive progress. In 2014, CAS industrial cooperation programs realized a profit of 14 million RMB, the highest record in the past twenty years since the beginning.



国产援外飞机监造 —— 飞机大翼安装前的检查

Manufacturing Supervision over Chinese Aircraft for Foreign Aid — Inspection of a Wing before Installation

中国航材所属中国航空器材进出口有限责任公司（以下简称“中航材有限公司”）作为中华人民共和国商务部唯一认可的国产援外飞机监造单位，自 2013 年至今已承接包括汤加、哥伦比亚、尼泊尔、密克罗尼西亚等国家援外飞机监造任务 7 架次。在执行监造任务的过程中，严格按照行业标准并充分运用监造欧美飞机积累的丰富经验，对制造厂提出大量生产体系改进的合理化建议，得到民航局、商务部及制造厂的广泛认可。

China Aviation Supplies Imp. & Exp. Corporation under CAS (hereinafter referred to as CASC) is the only aircraft manufacturing supervision organization recognized by the Ministry of Commerce of China for Chinese-made aircraft used in foreign aid. Since 2013, it has undertaken manufacturing supervisions for 7 aircraft in foreign aid to Tonga, Columbia, Nepal, Micronesia, etc. In the process of executing manufacturing supervision, CASC has strictly complied with the industry standards and fully made use of its rich experience in supervising aircraft made in USA and Europe to provide reasonable suggestions on the production system of the aircraft manufacturers. Its performance has received extensive recognition from CAAC, the Ministry of Commerce, and the manufacturers.



2014 年，工业合作业务实现利润

In 2014, CAS industrial cooperation programs realized a profit of 1400 ten-thousand RMB.

1400

ten-thousand RMB



2014 年,中航材有限公司配合中国民用航空局完成了《适航审定部门年度报告》(2013)、《中国民航适航法规光盘》(2014 版)、《已获批准的民用航空产品和零部件目录》(2014 版)、《适航审定资料应急查询系统》(2013 版)的编写出版工作;及时完成航空器国籍和登记标识、单机适航检查档案整理和电子化工作;完成《民用航空器选型指南》的出版发行。特别是接受中国民用航空局委托,编撰出版了《民用航空器选型指南》一书。该书是目前国内官方唯一认可的最具权威性的飞机选型工具书,在航空公司及私人购买飞机时可为其提供专业的选型指导,这必将对我国民航事业持续良性发展起到重要作用。

In 2014, CASC assisted CAAC to complete the compilation and publication of Airworthiness Certification Department Annual Report 2013, CAAC Airworthiness Regulations in CD 2014, Catalogue of Approved Civil Aviation Products and Parts 2014, and Emergency Query System for Airworthiness Certification Information 2013. It also completed the sorting and computerization of aircraft nationality, registration mark, archives of airworthiness inspection for specific aircraft, etc. In addition, CASC completed and published Handbook on the Selection of Aircraft Models. In particular, on instructions from CAAC, it compiled and published Handbook on the Selection of Aircraft Models. This book is the most authoritative reference book on aircraft selection which is officially recognized by government. It can provide professional guides on model selection to airlines and private aircraft owners. It will certainly play an important role in the sustainable and healthy development of Chinese civil aviation industry.



2014 年,中航材有限公司在完成每年常规的 A330《飞行机组操作手册》和《QRH》两个翻译项目外,还完成了《特殊运行手册》等资料的翻译工作,西飞、空客、国货航等其他翻译业务有序开展。此外,与专业从事航空技术出版物的耐思航空科技(西安)有限公司签署长期翻译服务合同,在拓展新业务的同时,促进自身专业能力的提升。

In 2014, in addition to the annual regular translation of A330 Flight Crew Operation Manual and QRH, CASC also completed the translation of Special Operation Manual, etc. The translation projects of Xi'an Aircraft Industry Company, Airbus, and Air China Cargo were also implemented as scheduled. Furthermore, CASC signed a long-term contract for translation service with NEOS (Xi'an) which is specialized in publication of aviation technical documentation. The cooperation extended new business for CASC, and at the same time also helped CASC enhance its professional capability.



❖ 转型升级 | Transformation and Upgrading

航材分销与共享

Distribution and Pooling of Aviation Supplies

根据国资委优化国有资产配置，资源集约共享，提高效率，加强央企对行业的影响和控制力，增强企业核心竞争力的精神，以及民航局在“十二五”规划中从建设民航强国的角度提出“打造航材共享平台，优化航空器材的资源配置”的要求，中国航空集团公司、中国东方航空集团公司、中国南方航空集团公司（以下简称“三大航”）与中国航空器材集团公司针对中国航材保障现状，就如何在航材保障领域里建立集约化的航材保障系统进行了多次的交流和探讨，着力开展航材共享平台建设工作。

In accordance with SASAC requirements to optimize configuration of state-owned assets, share resources intensively, improve efficiency, strengthen the influence and dominance of state-owned enterprises in industry, and reinforce enterprise core competitiveness, and also CAAC requirements in the 12th Five-year Plan to “build the pooling platform and optimize resource configuration for aviation supplies” to construct China into a strong country in civil aviation industry, Air China Group, China Eastern Airlines Group, China Southern Airlines Group and China Aviation Supplies Holding Company have made many communications and discussions on the current situation of Chinese aviation supplies, and on how to set up an intensive aviation supplies support system, and exerted themselves in the construction of a pooling platform.



中国民航航材共享平台建设协调会议

Coordination Meeting for the Construction of Pooling Platform for Aviation Supplies of Chinese Civil Aviation Industry



建设航材共享平台对于实现企业利益与行业利益、国家利益的高度统一具有深远的意义。有利于促进民航行业健康发展和国有资产保值增值；有利于带动民族航空制造业和维修业的发展；有利于促进航空运输和保障企业做强做优主业。中国航材按照股权合作和业务合作两手抓的原则，从集团总部和中航材有限公司两个工作层面开展项目攻坚，全力以赴推进航材共享平台建设。

To build the pooling platform for aviation supplies is of great significance for realizing highly consistent interests for enterprises, the civil aviation industry, and the nation. It is beneficial to promoting the healthy development of the civil aviation industry and preserving and increasing the value of state-owned assets; it helps drive the development of aviation manufacturing and MRO in China; it is also beneficial to encouraging the air transportation companies and support service companies to strengthen and optimize their key business. In accordance with the principle of strengthening cooperation both in equity and business, CAS has strengthened and made full efforts on both headquarter and CASC level to promote the construction of pooling platform for aviation supplies.

2014年8月，中国航材在国资委的指导和支持下，组织召开中国民航航材共享平台建设协调会，与三大航就航材共享平台建设合作方案及合作协议的具体内容进行了充分商讨。目前合作具体方案和协议内容已得到了各方的基本认可，中国航材为此付出了艰苦的努力。

In August 2014, with the guidance and support from SASAC, CAS organized a meeting to coordinating the construction of pooling platform for aviation supplies in Chinese civil aviation industry, and discussed in depth with the three major airlines (Air China, China Eastern, and China Southern) on the detailed contents of the construction plan and cooperation agreement. Up to now, the detailed construction plan and cooperation agreement have received basic agreement from each party, and CAS has made lots of hard efforts for such a result.

2014年10月，中国航材获得财政部第三期7亿元国有资本经营预算拨付资金，为航材共享业务的开展提供强有力的资金保障。

In October 2014, CAS received the third transfer of state-owned capital operation budget from the Ministry of Finance for an amount of 700 million RMB, which provided strong support for the pooling business of aviation supplies.



获得财政部第三期国有资本经营预算拨付资金

CAS received the third transfer of state-owned capital operation budget from the Ministry of Finance for an amount of 7 hundred-million RMB.

7 hundred-million RMB



2014 年，中国航材在航材共享相关新型航材业务保障模式上进行了大量积极而富有成效的探索和实践，不断加大对航空公司及维修企业航材保障供应的参与度。

In 2014, CAS actively carried out lots of fruitful explorations and practices of new business modes for the support of aviation supplies under the framework of pooling, and continuously broadened the participation in the support of aviation supplies for airlines and MRO companies.

消耗件寄售 业务方面

For consignment
business of
consumables

继续加大市场开拓力度，提升信息化管理能力，提高库存周转率，改进库存管理水平。同时，建立和上游供应商的密切联系，降低消耗件采购成本，提高市场竞争力，业务规模和业务量大幅增长。

CASC continued to strengthen market development, enhance management capability in information system, increase turnover of inventory, and improve level of inventory management. At the same time, CASC established close connection with upstream suppliers, reduced procurement cost for consumable parts, improve market competitiveness, and increased business scale and volume substantially.

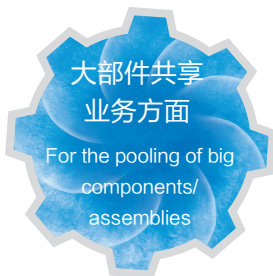
周转件保障 业务方面

For support business
in rotatable parts

引进新型航材保障模式，将航空公司的同型号飞机作为一个机队即“共有新机型”进行保障。成功获得机队按小时付费（PBH）包修项目，以及航材包修业务（TCS），将来还可以扩展到机队规模较小的新机型的保障。

For support business in rotatable parts, CASC introduced new support business mode, and supported the same model of aircraft from different airlines as a virtual fleet of jointly-owned new model. It successfully won the PBH (Pay by Hour) program, and the TCS (Total Care Service) program. In the future, the business mode can be extended to the support of small fleets of new aircraft.





大部件共享 业务方面

For the pooling of big
components/
assemblies

积极搭建全行业的起落架租赁与维修管理业务平台，进行了全行业起落架资源共享平台的有效实践。新增起落架租赁业务，分别支援东航、南航和其他国内维修单位，实现向国内大型骨干航空公司提供航材支援业务的突破，市场份额进一步扩大。

For the pooling of big components/assemblies, CASC actively set up a business platform for landing gear leasing and MRO management across the industry, and made an effective practice of pooling platform for landing gear resources in the whole industry. CASC newly increased the sets of landing gear for leasing and supported China Eastern, China Southern, and other domestic MRO companies. CASC realized a breakthrough by providing support service in aviation supplies to key domestic airlines, and further increased its market share.



发动机租赁 业务方面

For aero engine
leasing business

2014 年 11 月，中航材有限公司与美国上市公司威利斯公司合资成立的中航材威利斯发动机租赁公司在上海正式揭牌运营，将为客户提供国际一流水平的发动机租赁和共享服务。目前合资公司正在积极向业内提供客户化的备发保障方案，并已正式开展发动机售后回租和共享业务。

CASC and Willis, a public company in USA, jointly established CASC Willis Aero Engine Leasing Company in Shanghai in November 2014, and officially inaugurated its operation. CASC Willis would provide world-class aero engine leasing and pooling service to customers. Currently, the joint venture is actively providing customized spare engine support solutions to customers, and has officially started leaseback and pooling business.



批量加改装 业务方面

For package retrofit
and modification
business

配合民航局有序开展 CDSS（客舱监视系统）和 RNP（所需导航性能）等项目，开展全行业集中采购以降低采购成本。

CAS cooperated with CAAC to carry out projects such as CDSS (Cockpit Door Surveillance System) and RNP (Required Navigation Performance), etc. and implemented industry-wide package procurement to reduce cost.

通过上述业务实践，中国航材集团整体航材综合保障能力得到较大提升，在航空业内的影响力以及对上游供应商的影响力和议价能力不断提高，为航材共享平台的搭建奠定良好的基础。

By practicing businesses above, CAS substantially improved its overall capability in comprehensive support service of aviation supplies; its influence in the aviation industry and its bargaining power against the upstream suppliers were improved continuously, which built a good foundation for the construction of the pooling platform for aviation supplies.



通用航空

General Aviation



中国航材集团通用航空服务有限公司挂牌成立

The Formal Establishment and Inauguration of China General Aviation Service Co., Ltd.

2014年3月,按照中国航材建设通航服务保障平台的发展思路,中国航材集团通用航空服务有限公司(以下简称“通航公司”)设立完成,成为中国航材“四强两精”中承担通航板块业务的二级公司。

In March 2014, according to CAS plan on the development of general aviation support service platform, China General Aviation Service Co., Ltd. (hereinafter referred to as GAS) was established, and became one of the first-level subsidiaries to undertake the general aviation business, one Strong of the Four Strong and Two Specializations business of CAS.

2014年,通航公司继续巩固并发展 ASZ-62 发动机送修采购、航材进口代理等业务;积极争取俄制直升机采购业务;深化与制造厂商、航材供应商和客户的关系,在各地蓬勃兴起的通航航空产业热潮中寻求商机。

In 2014, GAS continued to strengthen and develop its agency business for ASZ-62 engine repair and importation of aviation supplies; it actively competed for the procurement of Russian helicopters; it also deepened its cooperation relationship with manufacturers, suppliers of aviation materials, and customers to look for business opportunities in the booming general aviation industry across the country.

积极开展通航服务保障平台建设,与政府部门、制造厂商、主要用户、IT 公司广泛探讨通航器材保障模式和电子平台建设规划。

It actively carried out the construction of General Aviation Service Platform, and extensively discussed with government, manufacturers, major customers, and IT companies on the business mode for general aviation support service and the planning for the construction of an electronic platform.

努力推进运5系列飞机发动机和航材共享项目,与通用航空制造公司及融资租赁公司签署战略合作协议,拟在航空器生产制造、飞机销售、通航航材服务保障以及航空金融等方面进行全面合作。

It tried hard to promote the pooling program for engines and aviation supplies of Y-5 aircraft series. It signed strategic cooperation contracts with general aircraft manufacturers and finance leasing companies, and planned to start full-range cooperation covering aircraft manufacturing, sales, support service for general aircraft materials, and aircraft financing, etc.

通过上述工作为通航服务保障平台的搭建奠定良好基础。

By implementing programs above, GAS has built a good foundation for the General Aviation Service Platform.



❖ 管理提升 | Management Improvement

科技创新

Scientific Innovation

中航材导航技术公司(以下简称“导航技术公司”)继续加强ARINC424 导航数据库编码系统的研究投入,完善和升级了 ARINC424 导航数据库编码系统。增加 12 类 FMS (飞行管理系统) 必须的数据,同时为提高 ARINC424 的编码质量,建立了基于 RTCA DO/200A 标准的导航数据库生产的质量体系,并成功研发出图形化检查工具。这些技术为 ARINC424 数据库上载飞机中的 FMS 更迈进一步。

China Aviation Supplies Navigation Technology Co., Ltd (hereinafter referred to as CAS Navigation) continued to invest in the research of ARINC424 Navigation Database Coding System, improved and updated it. It increased 12 types of required data for FMS (Flight Management System). At the same time, in order to improve the coding quality of ARINC424, it established a quality system for the production of navigation database based on RTCA DO/200A standard, and successfully developed a GUI examination tool. These technologies helped to get closer to the target of uploading ARINC424 Database onto the FMS of aircraft.

2014 年,导航技术公司在人才引进和专业技术培训方面积极与中国民航大学和中国民航飞行学院等民航高校开展有效的合作,包括与中国民航飞行学院的航空技术学院展开“航空运营人导航数据管理”和“机载导航数据库研究”的横向合作课题,共同研究和开发“PBN 导航数据库检查工具”等软件。为解决我国机载导航数据库服务难题,积极与国际上该业界技术领先的公司展开合作,先后与美国的导航数据库服务商 Jeppesen 公司和美国的航电设备厂商 HoneyWell 签署战略合作协议。为推进我国机载导航数据库服务迈出了坚实的一步。此外,导航技术公司内部建立新的项目管理模式,在公司层面成立技术指导委员会,为整个公司战略目标和公司的研究产品,提供更高层面的技术指导,为公司发展提供决策依据。

In 2014, CAS Navigation carried out effective cooperation with universities in civil aviation such as Civil Aviation University of China (CAUC) and Civil Aviation Flight University of China (CAFUC) on talent introduction and professional technical training projects, etc. The projects included Navigation Data Management for Aircraft Operators and Research on Onboard Navigation Database in cooperation with the School of Aviation Technology, CAUC, and the joint development of software such as Inspection Tool for PBN Navigation Database, etc. In order to solve the difficulties in Chinese onboard navigation database service, CAS Navigation actively cooperated with international companies with advanced technology in this field. It signed strategic cooperation agreements with Jeppesen, a navigation database company in US, and Honeywell, an avionics equipment provider in US. These cooperation promoted a solid progress for navigation database service in China. Furthermore, CAS Navigation set up a new project manage mode internally. It formed the Technology Steering Committee to provide a high-level technical guidance for setting company strategic goal and product development, and offer decision support for company development.



中国航材所属中航材航空新材料有限公司（以下简称“新材料公司”）自主研发 H101 飞机表面清洗剂和 H201 飞机零部件清洗剂高效去污，且环保、无毒、可降解，获得中国民用航空局颁发的适航证和国家专利局的专利授权，2014 年已开始批量销售。经过多次试验成功研制 G127 低泡清洗剂，可达到低泡甚至无泡的清洗效果，客户实际体验反馈良好，现正在申请中国民用航空局颁发的适航证。地毯阻燃剂和织物阻燃剂经民航局航油航化审定中心测定，阻燃效果远超国家标准，达到进口同类产品水平，已实现进口替代。此外，还研制生产各类广泛用于工业及民用的清洗产品。

China Aviation Supplies New Material Co., Ltd. (hereinafter referred to as CAS New Material) developed H101 Aircraft Surface Detergent and H201 Aircraft Component Detergent. These detergents are highly effective, environment-friendly, nontoxic, and degradable, and have received airworthiness certificate from CAAC and patent certificate from Chinese National Patent Office. They were put into market in large volume in 2014. CAS New Material successfully developed G127 low-foam detergent after many experiments. It creates few or even no foam, and has received positive feedback from customers after actual use. CAS New Material is currently applying for an airworthiness certificate for it. After tests by Aviation Fuel/Oil and Aerochemicals Airworthiness Certificate Center of CAAC, the carpet and textile fire retardant of CAS New Material has shown a higher fire retardant effect than the national standards, and reached the same level with imported products, therefore could be a replacement of imported products. In addition, CAS New Material also developed many types of detergents for industrial and civil purposes.





管控系统建设

Construction of Management and Control System



中国航材着力加强管控系统建设，在符合现代法人治理结构和国资委对集团管控导向要求的前提下，充分兼顾管控风险和管控能力、管控效率，针对全资和非全资公司分别制定和实施执行董事兼总经理管控模式和董事会管控模式。

CAS has made efforts to strengthen the construction of management and control system. In accordance with modern corporate governance structure and the guidelines from SASAC on management and control, and at the same time in consideration of a balance between controlling risk and constraining capability, CAS has implemented Combined Executive Director and General Manager System for wholly-owned subsidiaries and Board of Directors System for partially-owned subsidiaries.

2014 年，在集团层面和全资二级公司层面就管控模式调整、管控权限划分和管控流程设置等进行广泛调研论证的基础上，在全资二级公司全面推行执行董事兼总经理的管控模式，集团公司作为股东身份行使出资人权利。同时，对新管控模式下的配套措施和关键节点进行梳理，包括管控流程设置和管控权限划分、重新明确管控职责、确定管控流程中的主要原则、对各公司日常公文报送的内容和途径予以规范、明确管控流程和业务审批权限等细化配套方案。

In 2014, after conducting an extensive survey and discussions on the headquarter level and the first-layer subsidiaries level for the adjustment of management and control modes, the division of authority, and the management and control processes, CAS decided to implement Combined Executive Director and General Manager System for wholly-owned first-layer subsidiaries. CAS carries out the investor's rights as a shareholder. At the same time, CAS sorted out the supporting measures and key nodes under the new management and control mode, including, the setting of management and control processes, the division of authority, the re-definition of responsibilities, the key principles in management and control processes, and the contents and submission channel of normal official documents from subsidiaries, the detailed clarification of management and control processes, the predefined authorities in business approval, and other detailed support measures.



针对非全资公司的管控要求，全面修订《中国航空器材集团公司董事会管理规定》和《中国航空器材集团公司委派股东代表、董事、监事和外派高管管理规定》，明确了对非全资公司采用董事会管理模式，确立了集团外派非全资公司高管人员月度工作报告制度，增加了投资企业经营分析和重点关注企业的经营报告工作。从股东会、董事会、经营班子各个层面加强对投资企业的管控工作，提高公司的决策力和影响力。

In accordance with the requirements in the management and control of partially-owned subsidiaries, CAS fully revised CAS Management Regulations on Board of Directors and CAS Management Regulations on the Appointment of Shareholder Representative, Director, Supervisor, and Designated Executive. These regulations clearly defined the management and control mode for partially-owned subsidiaries. They also set up the monthly report system for CAS-designated executives for the partially-owned subsidiaries, and increased requirements on the operation analysis of invested companies, and the operation report of enterprises marked with special attention. CAS strengthened the management and control of invested companies from various perspectives, including shareholders' meeting, board of directors, and operation executives, and increased the decision power and influence of CAS.

中国航材已建立一整套较为完备的投资企业分类管控体系，分别对全资公司和非全资公司实行执行董事兼总经理管控模式和董事会管控模式。管控流程和相关配套措施更为合理，管控手段日趋科学，可操作性强。有效避免了以往管控工作中管控链条长，管控边界模糊，责权利不明确的问题，管控能力得到显著提升。

CAS has established a fairly sophisticated classified management and control system for invested companies, and implemented Combined Executive Director and General Manager System for wholly-owned companies, and Board of Directors System for partially-owned companies. The processes and support measures for management and control are more reasonable; the means for management and control are more and more scientific, and have a high practicability. They effectively avoid the long chains of management and control, the confusing boundary in management and control, and obscurity in rights and responsibilities, thus significantly increase the capability in management and control.





❖ 经济效益与行业贡献持续提高 | Economic Performance and Contribution to the Industry Continuously Increased

经济效益

Economic Performance

2014 年中国航材实现利润 45642.07 万元，与 2013 年的 44789.55 万元相比，增长 1.90%。资产总额由 2013 年末的 870475.80 万元增长到 2014 年末 1172188.41 万元，增长 34.66%。其中归属所有者的权益由 2013 年末的 370771.16 增长到 2014 年末的 482010.21，增长幅度为 30.00%。

In 2014, CAS realized a profit of 456,420,700 RMB, increased by 1.90% on the basis of 447,895,500 in 2013. Total assets increased by 34.66% from 8,704,758,000 RMB in 2013 to 11,721,884,100 RMB in 2014. Owner's equity increased by 30% from 3,707,711,600 RMB in 2013 to 4,820,102,100 RMB in 2014.

行业贡献

Contribution to the Industry

中国航材努力搭建民航业航材共享平台。建设航材共享平台对于实现企业利益与行业利益、国家利益的高度统一具有深远的意义。有利于促进民航行业健康发展和国有资产保值增值；有利于带动民族航空制造业和维修业的发展；有利于促进航空运输和保障企业做强做优主业。

CAS made efforts in building the pooling platform for aviation supplies. To build the pooling platform for aviation supplies is of great significance for realizing highly consistent interests for enterprises, the civil aviation industry, and the nation. It is beneficial to promoting the healthy development of the civil aviation industry and preserving and increasing the value of state-owned assets; it helps drive the development of aviation manufacturing and MRO in China; it is also beneficial to encouraging the air transportation companies and support service companies to strengthen and optimize their key business.

中国航材在民航局和政府部门的大力支持下，在充分沟通了解用户需求的基础上，为用户订制个性化的改装方案，配合民航局有序开展飞机机载设备的批量加改装项目。这些项目的顺利推进，为降低航空公司改装成本、提高效率、提升中航材有限公司服务增加值起到了积极的作用。

With big supports from CAAC and other governmental departments, CASC made thorough communication with customers on their needs, and provided tailored modification plan for customers. In this way, CASC cooperated with CAAC to orderly carry out package retrofit and modification of airborne equipment. The smooth implementation of these projects played a positive role in reducing the modification cost of airlines and improving efficiency, and increased the added value of service provided by CASC.



03

环境与安全责任

Environment and Safety Responsibility

- ◆ 安全管理
- ◆ Safety Management
- ◆ 安全教育
- ◆ Safety and Security Education
- ◆ 节能减排
- ◆ Energy Saving and Emission Reduction







❖ 安全管理 | Safety Management

中国航材牢固树立安全发展理念，始终坚持把安全生产放在首要位置，坚持“安全第一、预防为主、综合治理”的工作方针，紧紧围绕安全目标管理责任制，逐级落实安全生产主体责任，稳步推进安全监管体系基础建设，不断深化安全生产专项整治，强化应急演练，提高事故防范能力，加大监管力度，实现全集团安全生产零死亡率，安全生产形势保持稳定向好发展态势。

CAS firmly set up the idea of safe development, and always insisted on putting safe production in the first place. It stuck to the work guidelines of "Safety first, Prevention first, and Comprehensive control"; centering on the target-oriented safety management responsibility, CAS broke down safety of production layer by layer into entity responsibilities, and steadily promoted the infrastructure construction for safety supervision system. It continued to deepen the special programs for safe production, strengthen emergency rehearsal, improve capability in accident prevention, and reinforce supervision. It realized safe production with zero death in the whole group company, and the situation of safe production was kept and developed toward a better direction.

2014 年，为完善公司安全生产管理及保密工作机构，调整了集团公司安全工作管理委员会和保密工作委员会，进一步明确各安全管理和保密工作职能机构的工作职责，提高了工作效率。

In 2014, in order to improve safe production management and secrecy work organization, CAS adjusted CAS Safety Management Working Committee and CAS Security Working Committee, further specified the responsibilities of various levels of Safety Management Working Committee and Security Working Committee, and improved work efficiency.



集团公司领导视察安全生产情况
CAS Top Management Inspects Safe Production



❖ 安全教育 | Safety and Security Education

抓好学习宣传教育活动，充分利用知识讲座和培训的方法，深入广泛地搞好宣传《安全生产法规》对公司的长远发展具有很深远意义。

While doing a good job in safety and security education, CAS made full use of knowledge lectures and trainings to deeply and extensively publicize the significance of Safe Production Laws and Regulations to the long-term development of CAS.



2014年10-12月
October to
December 2014

全国各地多起安全生产事故和自然灾害的接连发生，紧张的安全生产形势为我们敲响了警钟，按照国务院安委会办公室的统一部署，对在京的所属企业进行了为期一周的安全生产大检查工作，并和属地安监部门取得了有效的沟通，进一步增强了企业安全生产工作的保障。

Many production accidents and natural disasters happened one after another. The serious safety situation sounded alarm for us. In accordance with the unified deployment of the Office of the Safety and Security Commission under the State Council, CAS conducted a one-week inspection on safe production over its subsidiaries in Beijing, made effective communications with local Administration of Work Safety, and further strengthened and ensured the safety in production.



2014年6月
June 2014

组织保障企业的专职司机观看了《生死时速》、《无处可逃》两部交通安全宣传片和交通事故快速处理图解，有效增强驾驶人的守法意识。2014年8-9月，组织重点生产型企业和保障单位进行消防疏散演习，通过演习检验了所属企业消防专项应急预案的制定情况，查找出问题和不足，提高应对突发事件的能力和水平。

CAS organized drivers of its service company to watch two propaganda movies for traffic safety: Lethal Speed, and Inescapable, and also the illustration of quick handling of traffic accident. The activities effectively increased the sense of law observance for drivers. From August to September 2014, CAS organized the key production subsidiaries and service companies to have a rehearsal of fire evacuation. The rehearsal tested the fire emergency plan of the subsidiaries, identified the problems and shortcomings, and improved the capability and level of handling accidents.



2014年5月
May 2014

成立“安全生产月”活动领导小组，制定“安全生产月”活动实施方案，安排部署了“安全生产月”活动期间的具体做法和要求，并制作安全生产宣传展板，大力宣传弘扬安全生产法对企业的生存起着不可替代的作用。

CAS set up the Leading Group for the Month for Safe Production campaign. It drew up an implementation plan for the campaign and deployed the detailed arrangements and requirements. It also made propaganda poster to publicize the irreplaceable function of safety production law to the survival of an enterprise.



2014年1月
January 2014

专门召开全集团安全保密工作会议，分管安全工作的集团公司领导与所属各公司、各部门、各办事处签订了安全保密责任书。

CAS convened the CAS Safety and Security Work Conference, at which CAS Vice President in charge signed safety and security responsibility contracts with the subsidiary companies.



❖ 节能减排 | Energy Saving and Emission Reduction

2014 年，中国航材进一步加强节能减排统计分析研究，全面落实内部节能减排数据的统计收集工作，在不断扩大经营规模的同时，狠抓节能减排工作的落实，连续三年保持万元营业收入综合能耗逐年下降。所属各企业结合自身生产经营现状，注重实效，从能耗设备更新到优化生产工艺技术和流程，全面落实集团公司节能减排的相关要求。同时，积极配合国资委和行业主管部门的部署，完成节能宣传周的各项活动，开展形式多样的节能环保宣传，广泛推广和使用节能技术和方法。

In 2014, CAS further strengthened the statistical analysis and research in energy saving and emission reduction, and fully implemented the statistic data collection on energy saving and emission reduction. While continuously increasing its business volume, it made strong efforts to promote the realization of energy saving and emission reduction. It dropped down the comprehensive energy consumption per ten-thousand RMB revenue for three consecutive years. In accordance with their own operation situation, the subsidiaries focused on the actual effects. They upgraded their energy-consumption equipment and optimized their production technology and process, and fully carried out CAS requirements to save energy and reduce emission. At the same time, CAS synchronized with the deployment of SASAC and governmental department in charge of civil aviation industry, and completed various activities of the Energy Saving Publicity Week. It also made various propaganda on energy saving and environment protection, extensively promoted and applied energy-saving technology and methods.

2014 年，中国航材所属企业持续加大环保投入。以北京凯兰公司和西安凯龙公司为代表的生产型企业，分别从航空维修制造和电镀喷涂业务方面入手，着力在减少污染物排放上加大工作力度，更新设备并引入专业公司对污染物进行处理，减排效果日益凸显，污染物排放水平平均优于环保部门的指标要求。能源公司立足民航业内，继续开展业内节能改造项目，助力民航业的绿色发展。

In 2014, the subsidiaries of CAS increased their investments in environment protection. Typical production enterprises represented by Beijing Kailan and Xi'an Kailong started from MRO and manufacturing, and electroplating respectively. They made stronger efforts in reducing the emission of pollutants, upgraded equipment while introducing professional companies to handle the pollutant, and achieved stronger and stronger effects in reducing emission. The level of pollutant emission is better than the indicator value required by the environment protection departments. Based in the civil aviation industry, CAEES continued to carry out energy-saving modification projects in the industry, and contributed to the green development of civil aviation industry.





2014 年，中国航材持续加强水、电、天然气等能源的使用管理，借助专业节能减排公司开展集团办公楼的空调、暖风、照明系统节能改造项目，改造后办公楼的电耗和蒸汽消耗明显降低，综合节能效率达到 36%。同时，进一步落实相关能源使用设备、网络资源、办公耗材和机动车的节能管理要求。一系列节能减排工作取得了良好成效，在营业收入屡创新高的前提下，2014 年，万元营业收入综合能耗（现价）较去年同期下降了 2.7%。

In 2014, CAS continued with the usage management of water, electricity, and natural gas, etc. and with the aid of professional company carried out energy-saving modification projects for air conditioning, warm air, and lighting system. After the modification, electricity consumption and steam usage remarkably reduced, and the comprehensive energy consumption reduced by 36%. At the same time, it went forward to carry out energy-saving requirements on other related energy-consumption equipment, network resources, consumable office supplies, and vehicles. Series of energy-saving work turned into good results. While the revenue continued to reach a record high, the comprehensive energy consumption in current price per ten-thousand RMB revenue in 2014 dropped by 2.7% on the basis of 2013.

改造后集团总部办公楼的综合节能效率达到 36%

After modification, the comprehensive energy consumption reduced by 36%.

36 %

万元营业收入综合能耗（现价）较去年同期下降了 2.7%

The comprehensive energy consumption in current price per ten-thousand RMB revenue dropped by 2.7%.

2.7 %



中国航材节能减排知识竞赛
CAS Knowledge Contest on Energy Saving and Emission Reduction



04

关注员工成长责任

Responsibility in Care about Employee Growth

- ◆ 维护员工基本权益
- ◆ Protecting Employees' Basic Interests
- ◆ 帮助员工成长发展
- ◆ Helping Employees in Career Development
- ◆ 完善人才管理体系
- ◆ Improving Personnel Management System
- ◆ 最美员工及集体
- ◆ The Most Beautiful Employee and Collective







❖ 维护员工基本权益 | Protecting Employees' Basic Interests



中国航材严格遵守《中华人民共和国劳动法》、《劳动合同法》等各项劳动法规，规范内部劳动用工制度，依法保护员工的合法权益，与员工依法签订劳动合同。建立以“五险一金”为基础，以补充医疗、人身意外、家庭财产保险等为辅助的多层次的福利保障体系。

CAS fully abode by Labor Law of the People's Republic of China, Law of Labor Contract, and other laws related to labor, and standardized the recruitment system. It protected the legal rights of employees and signed labor contracts with employees according to law. CAS established a multi-layered welfare system on the basis of the Five Social Insurance and One Housing Fund program, and other auxiliary programs such as additional medical insurance, personal accident insurance, home property insurance, etc.

建立平等协商集体合同制度，工会代表全体员工与公司协商签订集体合同，对员工劳动报酬、工作时间、休息休假、劳动安全卫生、教育培训、保险福利以及各项劳动标准和劳动条件给予了进一步的保障。

It established the collective labor contract system on the basis of equal negotiation. The Labor Union negotiated collective labor contract with the company on behalf of all the employees, and further ensured the rights of the employees in payment for labor, working hours, rest and leave, labor safety and hygiene, education and training, insurance welfare, and various labor standards and labor conditions.



100%

在册员工社会保险覆盖率

The social insurance coverage for registered employees reached

97%

参加工会员工比例
employees were members
of the Labor Union



❖ 帮助员工成长发展 | Helping Employees in Career Development

保障员工身心健康

Ensure Physical and Spiritual Health for Employees

中国航材坚持“快乐工作，幸福生活”理念，逐步建立企业关爱职工的长效机制，努力构建温馨和谐的企业氛围，保障员工的身心健康。

CAS stuck to the concept of Happy Work, Happy Life, and gradually established a long-term mechanism for employee care. It tried hard to set up a comfortable and harmonious company atmosphere to ensure the physical and spiritual health of employees.

坚持以人为本，组织员工年度体检及针对性体检，更新维护员工健康档案，邀请健康专家开展职工健康讲座和健康咨询，提高了职工的健康生活水平。每年开展“冬送温暖、夏送凉爽”活动，注重满足基层员工的工作和生活需求，切实提高了基层员工幸福感。关心离退休人员的晚年生活，为离退休人员订阅党支部生活刊物，定期开展各类有益于老年人身心健康的活动，每月组织书法绘画学习交流、举办迎“七一”个人收藏品展示等。通过活动充分展示离退休老同志老有所学、老有所为、老有所乐的精神风貌。

CAS insisted on the People First Principle and organized annual medical check and special medical check for employees, and updated employee health records. It invited health experts to give health lectures and consulting to employees, and promoted the level of healthy life for employees. It launched the annual Warmth in Winter and Coolness in Summer activities, and attached importance to satisfying the needs in work and life for employees at grass roots level and practically promoted their sense of happiness. CAS cared about the life of retired employees. It subscribed journals for the Retiree Party Branch, and launched regular activities which were beneficial to the health of old people. It organized monthly studies and communications on drawing and calligraphy. It also held a display of personal collections on July 1. Those activities gave the old retirees opportunities to fully demonstrate their mental outlook of learning old age, active old age, and happy old age.

充分发挥文体协会的优势，丰富职工的文化生活。组织开展足球联赛、乒乓友谊赛、毽球比赛、职工趣味运动会、舞蹈和健身等丰富多彩的文体活动；通过“工会微信订阅号”向广大职工传递祝福和关爱，为职工搭建起服务、学习和分享信息的平台，努力满足职工的精神文化需求。

CAS fully made use of cultural association and sports association to enrich the cultural life of employees. It organized football match, table tennis friendship match, shuttlecock contest, employee fun sports meeting, dancing, and other plentiful of cultural and sports activities. Through employees' subscription to Wechat account Labor Union, CAS transmitted good wishes and care to all employees, and set up a platform for employees for service, learning, and sharing information. All those efforts helped satisfy the spiritual and cultural needs of employees.



集团公司领导慰问公司员工
CAS Top Management Sends Care to Employees



关爱女职工竞赛体验活动
Care to Female Employees with
Contests and Experience Activities



毽球比赛
Shuttlecock Game



推行企业民主建设

Promoting Corporate Democracy

中国航材深入推进企业民主管理，严格落实各项民主制度，稳步推进党务、企务公开工作。积极推进基层职代会制度建设落到实处，定期召开职工代表大会，并以职代会为依托组织职工参与公司制度制定、企业改制、领导干部测评等工作，确保职工对涉及切身利益的重大事项、重大决策的知情权、决策权、监督权得以有效落实。

CAS deeply promoted democratic management of enterprise, and strictly carried out the democratic management system. At the same time, it also steadily advanced the opening of party and corporate affairs to public scrutiny. It actively improved the actual effects in the construction of grass-root employee representative system, and regularly convened the meeting of the Employee Representative Congress. Through the Employee Representative Congress, employees were organized to participate in, the formulation of corporate rules and regulations, enterprise restructuring, appraisal of leading cadres, etc. in order to ensure that employees' rights of awareness, decision, and supervision were effectively realized over important issues or decisions related to their personal interests.

结合贯彻落实中央“八项规定”，公司稳步推进党务、企务公开工作，不断丰富公开内容，充分利用公司内网拓宽公开渠道，规范公开流程，开展公开情况监督检查工作。

Combining the implementation of Eight Rules of the Standing Committee of the Party, CAS steadily advanced the opening of party and corporate affairs for public scrutiny, and continually increased the scope of opening. It fully made use of corporate intranet to expand the publicity channels, standardized opening procedures, and conducted supervision and inspection over the opening situation.

注重凝聚职工智慧融入企业发展，通过组织不同年龄段、不同主题的职工民主座谈以及开展“四强两精”建言献策等活动，广泛听取基层职工意见，有效促进了管理水平和工作效率的提升。

It emphasized integrating the wisdom of employees into the development of the enterprise. It organized democratic discussions of different age range and of different themes; it also launched campaigns such as the one to provide suggestions and ideas over Four Strong and Two Specializations. By those means, CAS extensively collected grass-root employees' ideas, and effectively promoted management level and work efficiency.

征集员工意见座谈会

Discussion with Employees to Collect Ideas and Suggestions



促进员工职业发展

Promoting Employees' Career Development

员工是企业生存和发展的宝贵资源,中国航材秉承“以人为本”的用人理念,推行“打造价值航材,争做价值员工”的奋斗目标,为员工提供广阔的发展平台和施展个人才华的机会,鼓励员工提升自我、实现自我,促进员工与企业的共同进步。

Employees are the precious resource for enterprise survival and development. In accordance with the recruitment concept of People First, CAS pushed the target of "Build Value-added CAS, and Work as Value-added Employee", and provided extensive development platform for employees to demonstrate their personal talents. It encouraged the employees to self-improve and realize themselves, and facilitated the joint development between employees and enterprise.



班组建设培训
Training on Team Building





加强员工素能培养

Strengthening Employee Training

围绕中国航材战略规划，2014 年度培训工作在总结以往问题的基础上，为保证培训效果，积极施行一系列措施以提高培训质量。

Centering on its strategic planning, CAS carried out its training program in 2014 on the basis of a review over the problems in the past years. To ensure the effects of training, CAS actively implemented a series of measures to improve training quality.

● 采用问卷调查方式深入了解员工的培训需求，让员工选择合适的培训课程，并根据公司发展规划制定年度培训计划。

A survey was made to deeply collect employees' needs in training; the choice was left to the employees to make on the training courses; and the annual training plan was made in accordance with CAS development planning.

● 采取学分制培训，将培训学时与个人考核、升职、加薪相关联。

A credit system was adopted for the training, and the training hours would be take into consideration in personal appraisal, promotion, and salary increase.

● 精心选择内训培训地点，培训设施、环境更为专业，培训方式较以往更为封闭，大大提升了培训效果。

Careful selections were made regarding location of internal training to provide more professional training facilities and environment. The trainings were also more closed and less interrupted than ever, and the training effects were greatly improved.

骨干员工培训

Training of Key Employees

中国航材侧重骨干员工业务能力水平的提高以及职业素质提升，与空客航空商务学院合作组织飞机资产与融资、项目管理培训，继续增派财务人员参加国家会计学院的会计与金融理学教育培训，与和君咨询公司合作举办更加多样的职业素质系列培训。2014 年，共组织骨干员工培训 13 次，参加培训人员 406 人次，受众面较往年更为广泛。

CAS highly emphasized the enhancement of business capability and professional competence for key employees. It cooperated with Airbus Air Academy to hold trainings on Aircraft Assets and Finance, and Project Management, etc. It continued to send more financial personnel to National Accounting Institute for continued training in accounting and financial theories. It cooperated with Hejun Consulting to organize more diversified professional trainings. In 2014, CAS organized 13 trainings for key employees with 406 person-times participation. The trainees were more extensive than ever.





领导干部培训

Training of Leading Cadres

为培养一批讲政治、懂业务、有专长、善管理的领导干部，中国航材加大培训力度，开展了多种类型的培训项目。为加强领导干部对党风党纪的认识，深刻理解并准确把握当前形势，认真开展了学习贯彻习近平总书记系列讲话和党的十八届三中全会精神的培训；组织派员参加党性教育专题培训班、中青年干部培训班等。还精选航空管理、法律知识暨风险防范、国企领导人员财务知识以及国际化财务精算师等适用性强的培训项目，并选派相关领导干部参加。此外，与和君咨询公司合作，举办了系列管理知识培训。2014 年领导干部培训总计 12 次，参加培训人员 267 人次，获得了良好的效果。

In order to train enough leading cadres who respected political principles, were experienced with businesses, had special skills/knowledge, and were good at management, CAS strengthened trainings for them and held various types of training programs. To strengthen the leading cadres' understanding of the Party's work style and discipline, and help them deeply understand and appropriately control the current situation, CAS carefully organized trainings on learning and carrying out the core essence of CPC Secretary General Xi Jinping's series of speech and the spirit of the Third Plenary Session of the 18th CPC Central Committee. It organized and sent personnel to participate in special training courses in Party spirit, and training courses for middle-aged and young leading cadres. It also carefully chose practical training programs in aviation management, legal knowledge and risk prevention, financial basics for state-owned enterprise leaders, and international finance actuary, etc. and

sent relevant leading cadres to participate in them. In addition, it cooperated with Hejun Consulting on series of management training. In 2014, CAS organized 12 trainings for leading cadres, with a participation of 267 person-times, and harvested good training effects.



积极开展各项主题活动，凝聚职工融入企业发展

Launching Various Theme Activities to Involve Employees in Enterprise Development

—— 广大干部职工踊跃参加公司组织的“四强两精”建言献策活动，为公司内部管理、业务发展等方面积极出主意、想办法、提建议，反响热烈。在总结提炼的基础上，召开了“四强两精”建言献策活动交流会，展示建言献策活动成果，并将其细化落实到相关公司和部门实施，为“四强两精”战略的落地起到了积极的推进作用。

Lots of leading cadres and employees actively participated in the Suggestions & Ideas for Four Strongs and Two Specializations activity, and provided suggestions, ideas, and methods for internal company management and business development, etc. The activity received warm response. Upon summarization and refinement, CAS held an exchange meeting for the Suggestions & Ideas for Four Strongs and Two Specializations activity. It displayed the results of the activity, and turned them into detailed measures to be implemented by relevant subsidiaries and departments. The suggestions and ideas played a positive role in implementing the Four Strongs and Two Specializations strategy. (Photo: promoting corporate democracy)

—— 结合民航系统开展的主题活动，公司组织开展了“中国梦·劳动美——我为‘打造价值航材’履职尽责”主题活动，引导职工将个人理想融入企业发展，为实现航材梦想凝聚正能量。

Combining the theme activities sponsored by CAAC, CAS organized a theme activity named "Chinese Dream•the Beauty of Labor-Do My Duty and Responsibility in Building Value-added CAS." The activity guided the employees to integrate their personal dreams into the development of the enterprise, and collected positive energy for the realization of CAS dream.



❖ 完善人才管理体系 | Improving Personnel Management System

中国航材加强人才管理体系建设，不断建立并完善各项人才管理制度，加强后备干部梯队建设，做好干部的培养和选拔工作，把那些有事业心、有责任心、工作能力强、有群众基础的年轻干部放到重要的领导岗位。重视提高干部队伍的综合素质水平，建立干部培训档案，把参加培训情况作为干部调整使用和建立后备干部梯队的依据。建立和实施干部轮岗制度，旨在开阔工作视野，提高把握全局的能力和水平。

CAS strengthened the construction of personnel management system, and continuously set up and improved various systems for personnel management. It enhanced the construction of reserve cadre echelon, and did a good job in the training and selection of cadres. It placed those young cadres with a strong dedication to work, high sense of responsibility, strong capability in work, and a good mass relation, at important leading positions. It emphasized the comprehensive capability of cadre forces, and established the training archives of each cadre. The trainings each cadre has attended will be taken into consideration when CAS adjusts the positions of cadre and establish the reserve cadre echelon. CAS set up and implemented the cadre rotation system with the purpose to broaden their view and enhance their capability and level to handle and control the overall situation.

❖ 最美员工及集体 | the Most Beautiful Employee and Collective

经营业绩成果表彰

Award for performance and achievements in operation

2014 年，中国航材在奋力开展新老业务的同时，总结了 2013 年度经营业绩成果，设立了经营业绩激励专项奖，着力奖励对集团发展贡献较大的分子公司，反映公司经营管理的导向，体现战略规划意图，鼓励集团上下同心协力，为实现集团整体做优做强贡献更大的力量。

In 2014, while doing its best to operate the traditional and new businesses, CAS concluded its performance and achievements in operation in 2013. It set up special awards for operation performance, and especially awarded the subsidiaries which contributed a lot to the development of the group company. The awards reflected the orientation in the operation and management of the company, and embodied the goal of strategic planning. They encouraged the group company on all levels to work together and contribute more to realizing the overall optimization and strengthening of CAS.

党委先进表彰

Party Committee's commendation to the advanced individual and group

集团公司党委开展了“一先两优”推荐评选工作，并在党的生日 7 月 1 日召开大会隆重表彰了 5 个先进基层党组织、16 名优秀共产党员、3 名优秀党务工作者。经过评选并向国资委党委推荐，中航材有限公司张华同志被授予“中央企业优秀共产党员”光荣称号。

CAS Party Committee launched the “One Advanced and Two Meritorious” recommendation and review activity, and grandly commended at a meeting five Advanced Grass-root Party Branch, 16 Exemplar Communists, 3 Meritorious Party Affairs Worker. After appraisal and recommendation to SASAC Party Committee, Zhang Hua from CASC was awarded “Exemplar Communists of the State-owned Companies under SASAC”.



先进集体和优秀个人表彰

Commendation for Advanced Collective and Excellent Individuals



工会系统表彰

Labor union's commendation



全国民航优秀工会工作者 刘春明
—中国航材集团通用航空服务有限公司

Excellent Worker of Labor Union in Chinese Civil Aviation Industry: Liu Chunming, China General Aviation Service Co., Ltd.



全国民航五一巾帼标兵岗 二部
—中航材国际招标有限公司

Exemplar Women's Team in Chinese Civil Aviation Industry: Second Business Department, China Aviation Supplies International Tendering Co., Ltd.



全国民航五一巾帼标兵 李艳辉
—北京凯兰航空技术有限公司

Exemplar Woman Worker in Chinese Civil Aviation Industry: Li Yanhui, Beijing Kailan Aviation Technology Co., Ltd.



民航工人先锋号 西北公司
—中国航空器材集团西北有限责任公司

Pioneer Workers' Group in Chinese Civil Aviation Industry: Business Department, China Aviation Supplies Northwest Corporation



全国民航模范职工之家 —北京凯兰航空技术有限公司

Exemplar Worker's Home in Chinese Civil Aviation Industry: Beijing Kailan Aviation Technology Co., Ltd.

坚持公平公正责任

Sticking to Responsibility in Fairness and Justice

- ◆ 依法合规经营
- ◆ Operation in Compliance with Law and Regulations
- ◆ 加强反腐倡廉
- ◆ Strengthening Anti-corruption
- ◆ 风险防范体系
- ◆ Risk Control and Prevention System







❖ 依法依规经营 | Operation in Compliance with Law and Regulations

诚信理念

Honesty

中国航材秉持诚信经营的理念，将诚信理念融入公司“成为航空业界值得信赖的以航空器材保障为主业的综合性服务提供商”的愿景目标，成为企业发展的内在要求和重要动力，赢得了较好的国际声誉。

CAS has stuck to honesty in operation, and integrated the concept of honesty in the vision of this company: to become the trust-worthy comprehensive service provider for aviation supplies in the civil aviation industry. It has become the internal requirement and important drive for the development of the company, and has won the company good reputation internationally.

依法治企

Managing the Enterprise in Accordance with Law

在内部管理上，中国航材严格落实公司的党政联席会议制度、总经理办公会议制度等决策会议制度及法律事务管理规定、合同管理制度等法律审核相关制度，确保公司各类经济合同、各项重要决策均经过法律审核程序；规范公司治理结构，按照公司法、公司章程的规定进一步健全完善公司依法决策、依法经营管理的工作机制。

In its internal management, CAS strictly implemented the decision meeting system, such as Joint Meeting System between Party Committee and Executive Team, the Executive Review Meeting System, etc. It also strictly carried out legal review systems, such as the legal affairs management regulations, and contract management regulations, etc., to ensure that all types of economic contracts and all important decisions underwent the legal review procedures. CAS standardized the corporate governance structure, and, in accordance with the regulations of Company Law and Articles of Incorporation, further improved the company's work mechanism for the compliance with law in decision making and operation.

中国航材高度重视规章制度体系建设，大力增强企业制度的执行力，以全面风险管理为主线，结合公司监察审计、规章制度建设等工作，完善企业内控机制，切实维护企业国有资产安全，有效促进国有资产保值增值。

CAS has highly valued the construction of regulation systems, and largely increased its execution capability. It has integrated total risk management as one main line of operation management, and combined supervision and auditing with the construction of regulation system, improved the internal control mechanism, reliably protected the safety of state-owned assets, and effectively preserved and increased the value of state-owned assets..





中国航材自成立以来，始终严格遵守国家法律法规，坚持依法经营，把依法纳税作为履行社会责任、回馈社会的最基本要求，长期以来严格遵守国家各项税收法律法规规定，依法按时缴纳税款，积极履行纳税义务。

Since its foundation, CAS has persisted in legitimate and standardized operation of the company, and taken tax payment in accordance with law as the most fundamental requirement to fulfill its social responsibility and pay the society back. It has long abode by the regulations and laws of tax and paid the tax actively and on time.

此外，公司历史遗留的法律纠纷案件全部解决，未因自身违法违规引发新的法律纠纷案件，为企业创造了良好的经营环境，促进公司依法规范经营。

CAS has settled all its historical legal cases, and has not incurred new cases out of its own reasons. CAS has created a good environment for the company and promoted its legitimate operation.



中国航材 2014 年度法制工作会议
CAS 2014 Annual Work Meeting for Legal Affairs



健全法律工作体系

Setting up and Improving the Legal Work System

中国航材通过健全企业法律顾问制度，加强法律风险管理队伍建设，明确法律工作人员的职责和管理权限，完善法律风险管理机制，提升法律人员队伍素质，提高对法律风险防控的重视程度，达到增强依法经营的能力和水平的效果。

CAS has enhanced its ability and level in legitimate operation by setting up and improving the corporate legal adviser system, strengthening the construction of the team for legal risk management, clearly defining the duty and authorization level of legal advisers, improving the mechanism for legal risk management, promoting the competence of legal advisers, and paying more attentions to the prevention and control of legal risks.

通过向重要子企业委派总法律顾问和设立专职法律顾问，加强对重要子企业的法律事务审核，进一步落实子企业总法律顾问和专职法律顾问职责，理顺法律审核工作流程和制度，确保总法律顾问和专职法律顾问在子企业经营管理决策中发挥重要作用。

By appointing Chief Legal Adviser (CLA) and full-time legal adviser for its key subsidiaries, CAS strengthened the legal auditing of important decisions made by these subsidiaries. CAS further defined the specific duties and responsibilities of the CLA and full-time legal adviser, sorted out the working processes and systems, and ensured that the CLA and full-time legal adviser could play an important role during the subsidiaries' decision-making process.

通过建立健全全集团范围内的法律顾问述职制度，建立覆盖全集团范围的法律管理工作体系，为公司法律管理效能的充分发挥提供了组织和流程保障。

By setting up and improving the Work Report System for Legal Advisers among the whole group company, CAS established a Legal Management Work System covering the whole group company, and provided organizational and procedural supports for fully playing the effects of legal management.



加强法制宣传教育

Strengthening the Publicity and Education of Legal System

2014年，中国航材继续加强法制宣传教育，将其作为提升全员法律意识和提高公司依法治企水平的重要工作。作为“六五”普法工作的收官之年，中国航材将公司“六五”普法规划的实施工作与法制工作第三个三年目标的实施工作有效衔接，实现联动，将落实领导干部学法制度、企业经营管理人员法律培训考核制度、学法时间保证制度、普法工作督促检查和激励制度与落实新三年目标的重点任务结合起来，推进公司合规文化建设，培育法律至上、诚实守信、合规经营、依法治企的企业法制理念。

In 2014, CAS continued to strengthen the publicity and education of legal system, and made it an important work to enhance the employees' legal awareness and the company's level of management in accordance with law. As the last year in the sixth Five-Year Plan for legal publicity, CAS effectively associated the implementation of sixth Five-Year Plan for legal publicity with the implementation of the Third Three-Year Targets of legal working, and realized a dynamic link between them. It also associated the system of studying laws by the leading cadres, the system of operation and management personnel appraisal in legal training, the system of guaranteed class hour for law study, and the system of supervision, inspection, and incentives for legal publicity, with the implementation of the important tasks in the new Three-Year Targets. Through these means, CAS promoted the construction of legal-compliance culture, and fostered the legal concept of legitimacy first, honesty and credibility, legitimate operation, and legitimate management, etc.

大力深入开展法制宣传教育，采取丰富多彩的宣传教育形式。包括公司法培训活动、公司法微信竞答活动，并继续通过“Hi 法律”微信公众平台开展日常法制宣传教育。依法经营、依法治理的法律知识得到较为广泛的普及，企业管理人员和广大员工的法律意识和法律素质明显提高，依法决策、依法经营管理能力明显增强。

It made big efforts in carrying out legal publicity and education, and took plenty of forms. The forms included: training program for Company Law, competition in Wechat answers to Company Law, and the continued use of Wechat public platform "Hi Law" to carry out daily publicity and education. The legal knowledge on legitimate operation and legitimate management was widely publicized; the management and the employees remarkably improved their legal awareness and knowledge, and in turn increased their abilities in making legitimate decisions and conducting legitimate operation and management.



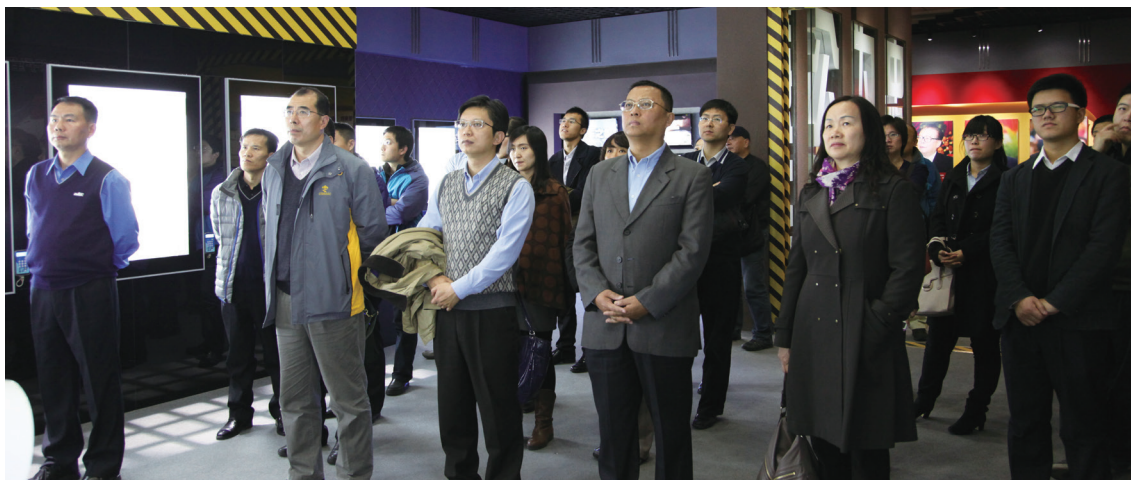
2014 年公司法培训
Training on Company Law, 2014



❖ 加强反腐倡廉 | Strengthening Anti-corruption

2014 年，中国航材深入推进反腐倡廉工作，加强惩防体系建设，公司纪委对工作任务认真进行梳理分工，使纪检监察回归主业；结合公司实际制定《关于落实党风廉政建设党委主体责任、纪委监督责任的意见》，明确党风廉政建设工作党委的十项主体责任和纪委的五项监督责任；制定《关于建立反对“四风”长效机制的意见》，进一步完善了改进作风常态化工作制度。

In 2014, CAS deeply reinforced the work in combating corruption and upholding integrity, and strengthened the construction of punishment and prevention system. The Party Discipline Inspection Committee carefully sorted out its tasks and works, and restored the importance of supervision and discipline inspection. With regard to the actual situation, CAS compiled Ideas on the Implementation of Party Committee's Entity Responsibility in Construction of Party Work Style and Anti-corruption, and Discipline Committee's Responsibility in Supervision, and clearly defined ten entity responsibilities of Party Committee in the construction of Party work style and anti-corruption and five supervision responsibilities of Discipline Committee. It drew up Ideas on Setting up Long-term Mechanisms for Combating Four Undesirable Work Styles, and further optimized the normalized work regulations for improving work styles.



中航材有限公司组织党员干部赴法院参观

CASC Organized Party Members and Leading Cadres to Visit a Judicial Court

深入广泛开展理想信念宗旨教育、党性党风党纪教育。各级党组织结合本单位特点，采取多种方式积极开展示范教育、警示教育、岗位廉洁教育，深入推进廉洁文化建设。同时，各级党委加大反腐倡廉专题学习力度，反腐倡廉专题学习占到全年学习的三分之一以上。

CAS deeply carried out education in ideal, faith, aim, Party spirit, Party work style, and Party discipline, etc. Party branches on all levels took into consideration the actual situation of its enterprise and adopted many forms to actively carry out demonstration education, warning education, and integrity education, and deeply promoted the construction of integrity culture. At the same time, Party Committees on all levels strengthened the study of special anti-corruption programs. The study of special anti-corruption programs took over 1/3 of the total studies/trainings over the year.



严格落实党风廉政建设责任制，各分子公司均签订了《党风廉政建设责任书》。为确保责任制落实，集团公司纪委分别在年中和年末组织开展监督检查，按照《党风廉政建设责任制考核评估体系》逐项评定落实情况，考核结果和经营业绩考核挂钩。

CAS strictly carried out the responsibility system for Party work styles and anti-corruption. All subsidiaries and branches signed the Party Work Style and Anti-corruption Responsibility Contract. To ensure the implementation of responsibility system, CAS Discipline Committee launched supervision and inspection in the middle and at the end of the year. In accordance with the Appraisal System for the Responsibility in Party Work Style and Anti-corruption Construction, the Discipline Committee appraised each subsidiary. The appraisal results would be included in operation performance.

❖ 风险防范体系 | Risk Control and Prevention System

风险控制

Risk Control

根据国资委《中央企业全面风险管理指引》和财政部等五部委联合颁布的《企业内部控制基本规范》的要求，在集团范围内建立相对完善、统一、规范的全面风险管理及内部控制体系框架。

In accordance with Guidelines to Central Enterprises on Total Risk Management issued by SASAC and Fundamental Norms on Enterprise Internal Control jointly issued by 5 ministries including the Ministry of Finance, CAS established within the group company a comparatively optimized, unified, and standardized framework for total risk management and internal control.

2014 年，中国航材有序推进全面风险管理工作，进一步建立健全风险管理组织体系和规章制度，逐步理顺风险管理部门和业务拓展部门职能定位，为建立科学的全面风险管理体系，提升风险控制能力，做了大量细致有成效的工作：

In 2014, CAS orderly advanced total risk management, and further set up and optimized the organization system and regulation system for risk management. It gradually sorted out the definition of function for risk management departments and business development departments, and did a lot of careful and effective works in order to set up a scientific and sophisticated risk management system, and enhance capabilities in risk control.





坚持公平公正责任

Sticking to Responsibility in Fairness and Justice

建立重大决策法律论证制度，逐步建立健全企业法律风险防范机制，对重大经营决策均提前进行合法性和法律可行性研究，在公司依法经营管理过程中发挥了重要作用。

It established the Legal Argumentation System for Crucial Decisions, and gradually set up and optimized Enterprise Legal Risk Prevention Mechanism. For important decisions in operation, it conducted studies on legal compliance and legal feasibility, which played an important role in the legal operation and management of the company.

配合公司内部控制体系建设评价工作，协同开展全面风险管理及内控评价工作，查找内部控制设计和运行缺陷。通过检查评价，推动风险管理落实到集团的各项内控制度和流程之中，促进风险管理与内部控制的有机结合。

To support the appraisal on the construction of corporate internal control system, CAS launched coordinated total risk management and appraisal of internal control, and searched for the defects in its design and operation. Through inspection and appraisal, it integrated risk management into the internal control processes, and promoted the organic union between risk management and internal control.

结合对全资二级企业管控模式调整，制定全资二级企业的章程范本，有效控制公司管控风险；梳理全面风险管理制度体系，启动全面风险管理办法、合同管理制度、集体决策制度的完善修订工作，强化风险管理制度基础。

Integrating the adjustment of management and control mode for first level subsidiaries, CAS drew up the standard template of articles of incorporation, and effectively controlled the risk in company management; it classified the total risk management system and launched revisions and optimizations to Rules in Total Risk Management, Contract Management System, Collective Decision System, etc., hence reinforced the systemic foundations for risk management.

完善合同文本标准化体系建设，防控合同风险。将中国航材 2012 年建立的合同范本体系从 8 类合同扩充到 28 类合同，涉及集团业务、管理的方方面面，合同管理进一步规范化、标准化，有效防范因合同条款固有缺陷引发重大纠纷及诉讼案件的风险。

CAS optimized the construction of contract text standardization system to control and prevent contract risk. It expanded the contract template system established in 2012 from 8 types of contract to 28 types, covering every aspect of the group company from business to management. Contract management was further normalized and standardized, and effectively prevented risks of major dispute and law suit arising out of intrinsic defects in contract terms and conditions.

切实推动风险评估常态化，进一步完善重大风险评估机制建设，加强对投资项目、重大业务项目的风险管理和动态跟踪，落实提交项目评审时应充分揭示风险和应对措施的要求，确保重大风险可控在控。

CAS effectively promoted the normalization of risk assessment, and further improved the construction of mechanism for big risk assessment; it strengthened risk management and dynamic follow-up over investment projects and important business projects, and carried out the requirement that risks should be fully disclosed and should have coping measures when projects were submitted for review and evaluation. The purpose was to ensure that major risks were controllable and in control.



内部审计

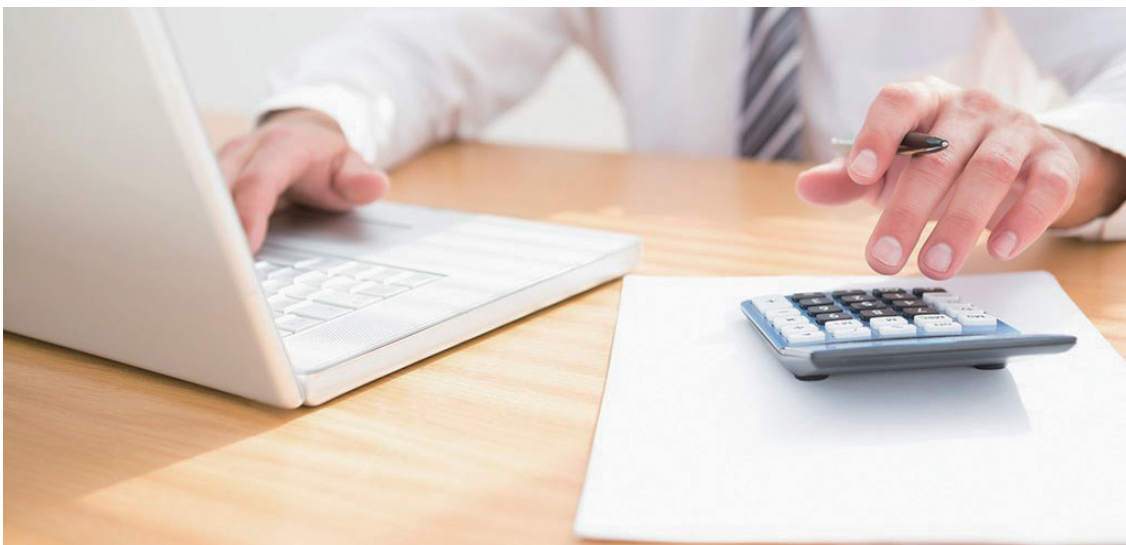
Internal Audit

中国航材设有独立的内部审计部门，以风险为导向制定内部审计计划。内部审计范围包括财务审计、经济责任审计、子企业重大事项专项审计等。通过运用系统化和规范化的审计程序和方法，2014年重点对4家企业进行管理效益审计监督，提出9项审计建议，并监督执行。

CAS has established independent internal audit department, which is responsible to make internal risk-oriented audit plan. The internal audit covered financial audit, economic responsibility audit, special audit for important issues of subsidiaries, etc. In 2014, using systematic and standardized audit procedures and methods, CAS conducted audit over 4 subsidiaries on management efficiency, brought up 9 audit comments, and supervised the implementation of those comments.

2014年完成了内控评价体系相关制度的修订完善和评价验收工作。集团总部及所属各子企业严格执行内部控制制度，接受内部控制的制衡和约束；将内部控制融入到岗位责任体系中，把每一个控制点落实到具体岗位，形成企业内部全员、全过程、全方位参与的良好局面，有效提升资源配置效率和防范经营风险。

In 2014, CAS completed the revision and improvement of the regulations related to the Appraisal System for Internal Control, and accepted the appraisal result. CAS headquarter and all subsidiaries strictly carried out the internal control system, and received counterbalance and constraints arising out of internal control. CAS integrated internal control into the position responsibility system, and associated the control point to specific position, thus formed a benign situation involving all employees, all processes, and all aspects, and effectively promoted the efficiency of resource configuration and operation risk prevention.



奉献社会，树立责任形象

Contributing to the Society and Setting up
a Responsible Image

- ◆ 公益扶贫活动
- ◆ Public Welfare and Poverty Relief Activity
- ◆ 援疆工作
- ◆ Supports to Xinjiang







奉献社会，树立责任形象

Contributing to the Society and Setting up a Responsible Image

中国航材牢记肩负的使命，立足企业自身特点及优势，积极践行企业的社会公民责任，热心公益扶贫事业，积极参与援疆工作，为促进当地经济，努力实现企业与社会的持续、协调发展，贡献一份力量。

CAS firmly remembered its mission. Based on its own characteristics and advantages, it actively implemented its civic responsibility and participated in public welfare and poverty-relief cause. It also actively participated in aid to Xinjiang, and contributed to the development of local economy, and the realization of sustainable and coordinated development for both the enterprise and the society.

❖ 公益扶贫活动 | Public Welfare and Poverty Relief Activity

陕西省白水县委为中国航材的定点扶贫县，狄家河村是白水县重点扶持的贫困村之一。中国航材积极响应国务院开展定点扶贫工作的号召，深入推进精准扶贫工作，集团公司领导亲自带队到狄家河村进行实地考察。2014年9月，中国航材将加强狄家河村基础设施建设、改善当地百姓基本生产生活条件作为扶贫工作的切入点，为白水县狄家河村捐赠了人畜饮水及灌溉水利工程。

Baishui County, Shaanxi Province, is the fixed-point county for CAS's poverty relief endeavor, and Dijiahe Village is one of the poverty-stricken villages in want of special support. CAS actively responded to the call by the State Council for fixed-point poverty relief, and deeply advanced precision poverty-relief efforts. CAS top management personally led a team to Dijiahe Village for an onsite investigation. In September 2014, CAS took the starting point in poverty relief to strengthen the infrastructure of Dijiahe Village and improve the basic life and production conditions for local residents. It donated the drinking water and the irrigation water engineering projects to Dijiahe Village, Baishui County.



中国航材援建白水县狄家河村人畜饮水与农田灌溉工程竣工

The Ceremony for the Completion of the Drinking and Irrigation Water Engineering Project Donated by CAS to Dijiahe Village, Baishui County



捐赠援建的水利工程分为三个部分：净化池建设及输水管网到户工程、高低压电路设施建设工程和农田灌溉 50 “U” 型渠建设工程，工程总费用为 116.72 万元。该水利工程建成后，使狄家河村 645 口人彻底告别水窖，喝上符合卫生条件的自来水，800 亩农作物的灌溉得到保障，全村总产值预计可增加 682000 公斤，人均收入预计增加 2000 元以上，为全村生产发展和村民生活质量的提高发挥重要作用。

The water engineering program was divided into three projects: purification pond and home-reaching pipe networks engineering, high-voltage and low-voltage circuit system construction engineering, and 50 U-type water channel engineering for agricultural irrigation. The total cost of the engineering projects were 1.1672 million RMB. After the completion of the water and irrigation engineering project, 645 people of Dijiahe Village said goodbye to water cellar, and got access to tap water of hygiene condition; 800 Chinese acres of land received stable irrigation. The total crop yield of the village was expected to increase by 682,000 kilograms, with an income increase of 2000 RMB per capita. The engineering played an important role in promoting agricultural production and the living quality of villagers.

工程总费用为

The total costs of the engineering projects were 116.72 ten-thousand RMB.

116.72 万元

人均收入将增加

The income increase per capita was more than 2000 RMB.

2000 元以上



中国航材援建白水縣狄家河村人畜飲水與農田灌溉工程施現場

The Construction Field of the Drinking and Irrigation Water Engineering Project Donated by CAS to Dijiahe Village, Baishui County



奉献社会，树立责任形象

Contributing to the Society and Setting
up a Responsible Image

❖ 援疆工作 | Supports to Xinjiang

中国航材认真履行中央企业责任，结合自身特点，充分发挥公司在行业、技术及人才方面的优势，扎实做好援疆工作，为促进少数民族地区经济和社会发展做出应有的贡献。

CAS carefully carried out its responsibility as a state-owned enterprise under SASAC. Considering its own characteristics, it fully made use of its advantages in the industry, technology, and talents, and solidly did its support work to Xinjiang. It duly made its contribution to areas of minority ethnic groups for their economic and social development.

中国航材与新疆通用航空有限责任公司在飞机引进、航材保障等业务已有多年的成功合作基础。2014年，中国航材所属通航服务公司与新疆通用航空有限责任公司签署了从俄罗斯购入两架 MI-171 直升机战略合作协议，从选型配置咨询、合同洽谈与执行、办理进出口手续、适航取证以及后续的航材订货保障和持续适航方面的文件跟踪等提供全方位服务。为其在广阔的新疆及西北地区执行消防灭火、输电输气线路巡逻维护以及反恐巡逻和快速反应运输等作业提供有力支持。

CAS and Xinjiang General Aviation Co., Ltd. had several years of successful cooperation in the introduction of aircraft and the support of aviation supplies. In 2014, China General Aviation Service Co., Ltd. under CAS signed strategic contract with Xinjiang General Aviation Co., Ltd. for the purchase of two MI-171 helicopter from Russia, and provided full-range services in, consulting for model selection and configuration, contract negotiation and execution, export and import procedures, application for airworthiness certificate, and the following ordering and provisioning of





aviation materials and follow-up of continued airworthiness documentations, etc. The cooperation and services provided strong support to Xinjiang and Northwest areas in firefighting, electricity circuit and gas pipe patrol and maintenance, anti-terrorism patrol, and quick-responding transportation, etc.

2014 年中国航材所属中航材新疆公司结合自身业务特点，与新疆机场集团公司开展合作，完成了新疆机场 13 台大中型扫雪设备的终验工作；完成了新疆乌鲁木齐机场及各主要支线机场 9 台跑道摩擦系数车招标采购项目，为新疆地区的机场建设做出贡献。此外，为加强服务新疆地区机场的业务能力和水平，中国航材还派出 1 名高级管理人员和 1 名业务骨干常驻新疆。

In 2014, China Aviation Supplies Xinjiang Corporation under CAS made use of its business characteristics, and cooperated with Xinjiang Airport Group for the final acceptance of 13 large-to-medium snow removal equipment, completed the tendering for the procurement of 9 runway friction factor test vehicles for Urumqi Airport and other main regional airports in Xinjiang, and contributed to the construction of airports in Xinjiang. In addition, in order to strengthen the business capability of airports in Xinjiang, CAS sent one executive and one business backbone to Xinjiang as resident employees.

2014 年 3 月，中国航材所属能源公司以合同能源管理方式，为新疆机场集团的南疆吐鲁番、库尔勒、库车、阿克苏、哈密、和田、喀什 7 个机场建设分布式光伏发电系统，为推动新疆地区清洁能源的使用做出了贡献。

In March 2014, China Aviation Energy & Emission Solutions under CAS constructed distributed photovoltaic power stations, in the mode of energy management contract, for 7 airports in Xinjiang, including Turpan, Korla, Kuqa, Aksu, Hami, Hotan, and Kashgar, and contributed to promoting the usage of clean energy in Xinjiang.



展望


Out look

2015年,是中国航材“十二五”规划的收官之年,也是“十三五”的谋局之年,对于公司发展非常关键。我们将坚定信心,砥砺前行,全力发展“四强两精”业务,为成功打造价值航材、实现集团跨越式发展而努力。

2105 is the last year of the 12th Five-Year Plan Period, it is also the conceiving year for the 13th Five-Year Plan Period, and is very important to the development of CAS. We are going to firm our confidence, strive forward, do all we can to develop Four Stronges and Two Specializations, and make our efforts to successfully build value-added CAS and realize a leap-forward development for the group company.

我们将继续做大做强在民航行业内占有一定主导性地位的四项主要业务:一是飞机批量采购,我们将一如既往地支持和配合国家外交外贸活动,继续巩固和保持飞机批量采购业务的优势地位;二是航空租赁,我们要致力于打造国资委旗下规模最大、专业能力最强、国际化的飞机经营性租赁企业;三是航材分销与共享,我们将以优化全民航航材资源配置为目标,努力实现真正意义上的全行业航材共享;四是通用航空,我们将进入国家战略性新兴产业,以与民航相关单位联合创建一家在行业中占有重要地位的公务机公司为切入点,带动集团公司通航产业链发展。

We will spare no effort in enlarging and strengthening four businesses with leading positions in the civil aviation industry. The first one is the package purchase of aircraft. We will continue to support and collaborate with the government as before for its activities in foreign affairs and international trade, and continue to strengthen and keep the dominant position in the package purchase of aircraft. The second one is aviation leasing. We will do our best to build the largest, the most professional, and internationalized aircraft operating leasing company under SASAC. The third one is distribution and pooling of aviation supplies. We will take the optimization of the inventory configuration in the whole industry as our target, and do our best to realize a real pooling across the whole industry. The fourth one is general aviation. We will enter the new strategic industry in China, and start the business by establishing a business aviation company jointly with relevant organizations in the civil aviation industry, and drive forward the development of CAS's business in general aviation industry chain.



我们将继续做精做优维修与制造、地面设备与工程两个细分领域的业务，努力发展成为这两个领域的“特殊性”服务商。

We will also try to specialize and optimized our business in two targeted market segments: MRO and manufacturing, and ground equipment and engineering, and try to become a unique service provider in these two areas.

我们将秉持“诚信、进取、创新、共赢”的发展理念，继续扎实地履行好企业肩负的责任与使命，坚持依法治企、合规经营，努力实现企业规模与效益的稳步增长，着力推动民航行业绿色低碳发展，不断加强与行业及产业链企业的合作共赢，为员工提供更加广阔的发展空间，积极投身扶贫助困和公益事业，为推进企业与社会、环境的和谐发展贡献力量。

We will stick to the development idea of Honesty, Enterprising, Innovation, and Win-win, and continue to firmly carry out an enterprise's responsibility and mission. We will insist on legitimate corporate management and operation, and do our best to realize the steady growth in both scale and economic benefits. We will make efforts to promote the green and low-carbon development of civil aviation industry, and continuously strengthen the win-win cooperation with the industry and the industrial supply chain. We will provide extensive space for employees' development. We will actively throw ourselves into the poverty-relief and public welfare cause, and contribute to the harmonious development of the enterprise, society, and environment.