

# 2021

## 社会责任报告

Social Responsibility Report



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# 报告说明

## Remarks on This Report

中国航空器材集团有限公司于 2012 年发布了《2002—2011 年社会责任报告》，此后均为每年度发布社会责任报告。

China Aviation Supplies Holding Company published 2002-2011 Corporate Social Responsibility Report in 2012. After that, CAS publishes the Corporate Social Responsibility Report annually.

### 时间范围 Time Range

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### 发布周期 Release Cycle

本报告为年度报告。  
This 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 releases CAS' implementation of social responsibilities related to economy, safety, environment, employees, and corporate citizenship.

### 编写依据 References for Compilation

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》(G4)、中国社会科学院《中国企业社会责任报告编写指南 (CASS-CSR3.0)》、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。

Guidelines on the Fulfillment of Social Responsibilities by State-owned Enterprises under the Central Government, released by State-owned Assets Supervision and Administration Commission of the State Council (SASAC); Guidelines on Sustainable Development (G4), published by Global Reporting Initiative (GRI); Compilation Guidelines on Social Responsibility Report of Chinese Enterprises (CASS-CSR3.0), published by Chinese Academy of Social Science (CASS); ISO 26000: Guidelines on Social Responsibility (2010), by International Standardization Organization (ISO); Guidelines on Social Responsibility for Chinese Industrial Enterprises and Industrial Associations, published by 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”“集团公司”“集团”均指中国航空器材集团有限公司。  
For the convenience of expression, CAS, the Holding Company and the Company all refer to China Aviation Supplies Holding Company.

### 获取方式 Access to This Report

可通过中国航材外部网站获取历年社会责任报告电子版，或通过以下方式进行联系。

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The corporate social responsibility reports for the past years are available on the website of CAS, or you may contact us according to the following information to access them.

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Words from the Top Management



徐思伟 Xu Siwei

党委书记  
Party Secretary

董事长  
Chairman

2021年是党和国家具有里程碑意义的一年。我们党隆重庆祝建党一百周年，正式宣布全面建成小康社会，沉着应对百年变局和世纪疫情，奋力完成改革发展艰巨任务，实现了“十四五”良好开局，向着第二个百年奋斗目标迈进。

一年来，中国航材以习近平新时代中国特色社会主义思想为指导，深入学习贯彻习近平总书记重要讲话和指示批示精神，坚决落实国资委决策部署，开启建设世界一流民航服务提供商的新征程。在集团党委的坚强领导下，广大党员、干部和职工锚定全年目标任务不动摇，各级群团组织充分发挥桥梁纽带作用，统筹推进疫情防控和生产经营，团结一心、迎难而上、锐意进取，党的建设和改革发展取得新的进展。



杨晓明 Yang Xiaoming

总经理  
General Manager

党委副书记  
Deputy Party Secretary

2021 marked a milestone for both CPC and China. This year, we celebrated the 100th Anniversary of the Founding of the Communist Party of China and completed the building of a moderately prosperous society in all respects. Facing the great changes unseen in a century and outbreak of Covid-19, we fought hard to accomplish the arduous tasks of reform and development, achieved a good start of the "14th Five-Year Plan", and marched bravely towards the goal of the second Centenary Goal of building China into a modern socialist country that is prosperous, strong, democratic, culturally advanced, and harmonious by the centenary of the People's Republic of China (founded in 1949).

Over the past year, guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, CAS thoroughly studied and implemented important speeches and instructions from General Secretary Xi and resolutely carried out SASAC's decisions and deployment, to step on a new journey of building a world-class civil aviation service provider. Under the strong leadership of the Party Committee, Party members, cadres and employees stood firmly together to fulfill the goals and tasks for the whole year. Organizations at all levels served as bridges to coordinate epidemic control with production and operation. We were united as one to directly face difficulties, determined to forge ahead, and embraced new progress in Party building and reform and development.

我们始终把党的政治建设摆在首位，坚持用习近平新时代中国特色社会主义思想武装头脑，高质量全覆盖开展党史学习教育。全面加强党的领导和党的建设，基层党组织战斗堡垒作用更加坚强有力，干部人才队伍素质建设得以夯实。坚决完成巡视整改重大政治任务，通过整改党员领导干部政治能力和治企能力进一步提升，集团公司发展方向更明确、制度体系更健全、基层基础更牢固。同时，坚持全面从严治党，突出政治监督，持续打造风清气正发展环境。

我们坚持担当作为，主动服务国家重大任务。深入研究以智慧民航建设为抓手的民航强国战略建设路线图，开拓性地开展飞机批量采购工作，创新开展航材保障数字化新技术开发与应用，积极探索国产民机航材保障方案，努力打造高原应急救援能力。服务和参与智慧民航建设的深度广度进一步提高，边疆重载通航应急救援能力建设彰显央企责任担当。

我们加强战略引领，夯实高质量发展基础。坚持新发展理念，科学制定集团“十四五”规划。紧扣高质量发展这一主题，突出顶层设计和重点专项，国企改革三年行动成效显著，公司治理体系和治理水平再上新台阶，企业发展活动得到增强，发展质量效益进一步提高。完善科技创新组织制度机制，持续加大研发投入，瞄准助力智慧民航建设科技攻关，科创成果产出取得新突破。强化依法治企领导责任，建立内部控制、全面风险管理、合规管理、法律风险管理协同联动机制，打好全面防范风险攻坚战。

我们坚决履行企业社会责任，坚持科学精准从严从紧做好疫情防控，集团境内外员工无1例确诊和疑似病例。认真落实国家定点帮扶工作部署和要求，凝聚集团上下力量，真心真情持续帮扶，年度帮扶绩效考核获得“较好”评价等级。河南水灾突发的关键时刻，集团公司冲锋在前，捐资500万元并集结社会航空救援力量第一时间支援河南防汛抢险，荣膺“2021年通用航空企业社会责任奖”。

成绩来之不易，蕴含艰辛努力。这是全体航材人迎难而上、锐意进取的结果。2022年，我们将以更加坚定的信心，主动作为、砥砺奋进，朝着高质量发展的目标稳步前行，在新时代新征程上展现新气象新作为，为智慧民航建设作出中国航材更大贡献！

We have always taken the political work of CPC as the top priority, guided our actions with Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, and carried out high-quality education on the history of the Party throughout the entire company. Through comprehensively strengthening the Party leadership and Party building, the role of grassroots Party organizations as a fighting fortress has been intensified and the quality of cadres and talents improved. After resolutely completing the major political task of inspection and rectification, the political capability and enterprise governance ability of Party members have been further elevated. As a result, CAS has defined a clearer development direction, a more complete systems and more solid grassroots foundation. At the same time, we have exercised full and strict governance over the Party, highlighted political supervision, and continued to create a clean and positive development environment.

We have bravely shouldered our responsibility and taken the initiative to undertake major tasks assigned by the Country. We have deeply studied the roadmap for the strategic construction of a civil aviation power with the construction of smart civil aviation as the starting point, pioneered the purchase of aircraft, innovatively carried out the development and application of the digitalized technologies for guaranteeing civil aviation supplies, actively explored the plans for supporting civil aviation supplies for the local-produced civil aircraft, and strived to build high-plateau emergency capability. In this way, we have further raised the depth and width of serving and participating in constriction of the smart civil aviation. It's worth mentioning that construction of emergency rescue capabilities for heavy-duty general aviation in frontiers has demonstrated the responsibilities of a central enterprise.

We strengthened strategic leadership and consolidated the foundation for high-quality development, adhered to the new development concept and scientifically formulated the "14th Five-Year Plan", focused closely on the theme of high-quality development, prioritized top-level design and key special projects, made outstanding achievements in the three-year reform actions of SOEs. In this way, the corporate governance system and governance level have come to a new stage, corporate development activities have been enriched and development quality and benefits further improved. We have also consummated the organizational system and mechanism of scientific and technological innovation, invested more in research and development, pinpointed and supported technical breakthroughs in construction of smart civil aviation, and generated new scientific achievements. In addition, we have strengthened the leadership responsibility of governing the enterprise according to the law by means of establishing a synergistic and linkage mechanism for internal control, overall risk management, compliance management, and legal risk management, to ultimately fight a tough battle against risks in an all-round way.

We resolutely fulfilled our corporate social responsibilities, and adhered to scientific, precise, and strict efforts to prevent and control the epidemic, ensuring zero confirmed or suspected case of employees both at home or abroad. We also conscientiously implemented the designated assistance work deployment and requirements, united members of the entire Group, continued to sincerely help with the impoverished, and thus got the "B" rating in the performance evaluation for poverty assistance. At the critical moment of the sudden hit of flood in Henan, CAS immediately donated 5 million RMB and gathered social aviation rescue forces for rescue as soon as possible, and won the "2021 General Aviation Corporate Social Responsibility Award".

Achievements don't come easily and are earned with arduousness of all employees of CAS through facing difficulties and forging ahead. In 2022, we will proceed with confidence, take active actions and forge ahead steadily, to move forward steadily towards the goal of high-quality development, take on new looks and accomplish new tasks on the new journey in the new era, to contribute more to the construction of smart civil aviation!

## 关于我们

About CAS

## 发展历程

History

中国航空器材集团有限公司是国务院国有资产监督管理委员会管理的中央企业，是专门从事飞机采购及航空器材保障业务的专业公司。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，是中国民航系统成立的第一家公司。1996年3月更名为中国航空器材进出口总公司。2002年10月，民航运输及服务保障企业联合重组，成立了三家航空运输集团公司和三家航空服务保障集团公司，中国航材集团作为三家航空保障集团公司之一，经国务院批复正式组建。2017年，完成公司改制，建立现代企业制度下的董事会管理体系，更名为中国航空器材集团有限公司。

CAS, a state-owned key enterprise managed by SASAC, is specialized in aircraft purchase and aviation supplies support. Its predecessor, China Aviation Supplies Company (CASC), was founded with the approval of the State Import & Export Regulatory Commission in October, 1980. It was the first incorporated company in China civil aviation industry. In March, 1996, it was renamed China Aviation Supplies Import & Export Corporation. In October of 2002, the air transportation companies and supporting companies underwent merger and restructuring, to set up three airlines and three aviation service support companies. China Aviation Supplies Import & Export Group Company, as one of the three aviation supporting group companies, was officially established with the approval of the State Council. In 2017, it was restructured according to the corporate system, established the board management system under the modern enterprise system and was renamed to be China Aviation Supplies Holding Company.

## 公司战略

Development Strategies

2021年，在中国共产党成立100周年之际，中国航材立足新发展阶段，贯彻新发展理念，构建新发展格局，助力多领域民航强国建设，科学制定了“一四五五八”总体发展战略，始终以打造成为全球一流的民航服务提供商为战略目标，紧紧围绕“四个重要角色”定位，通过平台化、数字化、国产化、国际化、市场化的“五化”路径，严格落实五项重点任务，全面加强八大保障措施，以“敬业担当、专业高效、创新进取、合作共赢”的价值理念，建设新型航材，助力两翼齐飞，打造干事有平台、事业有成就、收入有增长、未来有期盼的“幸福航材”。

Aiming at the strategic goal of becoming a world-leading civil aviation service provider and focusing on the positioning of "Four Leading Roles", CAS will strictly implement "TOP5 Tasks" and comprehensively strengthen "Eight Supporting Measures" by means of platformization, digitization, localization, internationalization and marketization. Upholding the values of "Dedication and Responsibility, Professionalism and Efficiency, Entrepreneurship and Innovation, Cooperation and Win-win", we aim to build a new-type CAS and develop both transport aviation and general aviation, so that CAS will become a platform for employees to start a great career, make outstanding achievements, enjoy continuous rise in salary and have expectations for the future.

## 企业文化

Corporate Culture



## 公司价值观

Corporate Values





## 公司治理

### Corporate Governance

中国航空器材集团有限公司由国务院国有资产监督管理委员会代表国务院履行出资人职责。集团公司制定的董事会议事规则和有关工作细则等规章制度，保证了董事会工作规范性，提高了董事会决策的科学性；集团党委坚决落实把党委研究讨论作为企业经营决策重大问题前置程序的要求，充分发挥“把方向、管大局、促落实”的领导作用，党委研究讨论公司改革发展稳定、重大经营管理事项和涉及职工切身利益的重大问题。董事会、党委会、经理层形成了分工明确、职责清晰、互相制约、运转协调的公司治理结构。

中国航材董事会现有董事7名，其中外部董事4名。董事会下设战略与投资委员会、提名委员会、薪酬与考核委员会、审计与风险管理委员会四个专门委员会，各专门委员会认真执行议事规则和规章制度，围绕董事会的重要决议事项，充分履行职责，提高了董事会的决议质量和效率。集团公司“三重一大”决策制度和决策会议制度明确规定了党委会、董事会和总经理办公会的决策权限、决策程序、组织监督和监督检查、责任追究等内容，有效规范了各项决策流程、决策行为和决策执行。

CAS is a wholly state-owned company, with SASAC performing the duties of the investor on behalf of the State Council. It has established the rules and regulations of the Board of Directors, to ensure the standardization of the work and improve the scientific decision-making of the Board of Directors. CAS Party Committee resolutely exercised the Party Committee research and discussion as a prepositive procedure in operation and decision making of major issues of the enterprise, gave full play to its leadership role of "direction setting, overall supervision and guaranteed management". The Party Committee would study and discuss the company's reform and development, major operation and management issues and major aspects involving the immediate interests of employees. The Board of Directors, the Party Committee, and the top management formed a corporate governance structure with clear division of labor, clear responsibilities, mutual restraint, and coordinated operation.

CAS Board of Directors currently has 7 directors, including 4 external directors. Affiliated to the Board of Directors are four special committees, specifically the Strategy and Investment Committee, the Nominations Committee, the Remuneration and Assessment Committee, and the Audit and Risk Management Committee. Each special committee earnestly implements the rules of procedure and regulations, and fully performs duties according to the important resolutions of the Board of Directors, to improve quality and efficiency of resolutions of the Board of Directors. Its "three-major and one-big" decision-making system and the decision-making conference system clearly stipulated the decision-making authority, decision-making procedures, organization implementation, supervision and inspection, and accountability of the Party Committee, the Board of Directors, and the General Manager's office and effectively regulated the decision-making process, decision-making behaviors and decision implementation.

Sticking to the concept of "Value-adding 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 tries to realize fast increase in terms of enterprise scale and economic benefits, and comply with the requirements from SASAC on state-owned key enterprises. Second, regarding its position in the industry, CAS tries 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 also fully carries out its social responsibility in protecting environment and conforming to laws and regulations during business operation. Fourth, CAS cares about the development of employees, sets up a platform encouraging employees to make their mark, and expands the paths for career development. Focusing on Value-adding CAS, the company tries hard to realize a harmonious unity among company development, social development, environment safety, and employee development.



## 责任治理

### Responsibility Governance

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，为助力民航持续、健康发展发挥重要作用。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，并履行好依法经营、环境保护、定点帮扶、社会公益等社会责任。四是注重员工成长，为员工建立人才脱颖而出的平台，拓宽职业发展通道。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。

## 社会利益相关方

### Stakeholders

相关方名称 Name of stakeholders	沟通机制与方式 Communication mechanism and method	Communication mechanism and method	相关方的期望目标 Expectations of stakeholders	Expectations of stakeholders
<b>国资委</b> SASAC	<ul style="list-style-type: none"> <li>政策法规和规章制度</li> <li>工作会议</li> <li>定期汇报</li> <li>业绩考核</li> </ul>	<ul style="list-style-type: none"> <li>Policies, laws and regulations</li> <li>Work meeting</li> <li>Periodic report</li> <li>Performance appraisal</li> </ul>	<ul style="list-style-type: none"> <li>国有资产保值增值</li> <li>依法依规经营</li> <li>提升管理</li> <li>防范经营风险</li> <li>做优做强主业</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining and increasing the value of state-owned assets</li> <li>Operating business in compliance with laws and regulations</li> <li>Promoting management</li> <li>Preventing operation risks</li> <li>Optimizing and strengthening core business</li> </ul>
<b>民航局</b> CAAC	<ul style="list-style-type: none"> <li>政策法规和规章制度</li> <li>工作会议</li> <li>定期汇报</li> <li>文件、通知、报告</li> </ul>	<ul style="list-style-type: none"> <li>Policies, laws and regulations</li> <li>Work meeting</li> <li>Periodic report</li> <li>Document, notice, and report</li> </ul>	<ul style="list-style-type: none"> <li>建设民航强国</li> <li>安全保障</li> <li>增强保障能力</li> <li>坚持节能环保</li> </ul>	<ul style="list-style-type: none"> <li>Constructing a strong country in civil aviation industry</li> <li>Ensuring safety</li> <li>Enhancing support capability</li> <li>Sticking to energy saving and environment protection</li> </ul>
<b>地方政府</b> Local government	<ul style="list-style-type: none"> <li>政策法规</li> <li>统计报表</li> <li>信息报送</li> <li>高层会晤</li> </ul>	<ul style="list-style-type: none"> <li>Policies and laws</li> <li>Statistical report</li> <li>Information and data report</li> <li>High-level meeting</li> </ul>	<ul style="list-style-type: none"> <li>遵章守法</li> <li>税收</li> <li>节能减排</li> <li>扩大就业</li> </ul>	<ul style="list-style-type: none"> <li>Observing laws and regulations</li> <li>Tax</li> <li>Saving energy and reducing emission</li> <li>Increasing employment</li> </ul>
<b>战略合作伙伴</b> Strategic cooperation partners	<ul style="list-style-type: none"> <li>战略合作协议</li> <li>定期会晤</li> </ul>	<ul style="list-style-type: none"> <li>Strategic cooperation agreements</li> <li>Periodic meeting</li> </ul>	<ul style="list-style-type: none"> <li>优势互补</li> <li>合作共赢</li> </ul>	<ul style="list-style-type: none"> <li>Sharing complementary advantages</li> <li>Win-win</li> </ul>
<b>客户</b> Customer	<ul style="list-style-type: none"> <li>合同、协议</li> <li>互相沟通</li> <li>访谈</li> <li>信息反馈</li> </ul>	<ul style="list-style-type: none"> <li>Contracts, agreements</li> <li>Interaction, communication</li> <li>Interview</li> <li>Feedback information</li> </ul>	<ul style="list-style-type: none"> <li>提供规范高效服务</li> <li>满足客户要求</li> </ul>	<ul style="list-style-type: none"> <li>Providing standard and efficient service</li> <li>Satisfying customer requirements</li> </ul>
<b>员工</b> Employee	<ul style="list-style-type: none"> <li>职代会、座谈</li> <li>培训</li> <li>建议及反馈</li> <li>工作沟通</li> <li>微博网站交流</li> </ul>	<ul style="list-style-type: none"> <li>Workers' Congress, informal discussion</li> <li>Training</li> <li>Suggestion and feedback</li> <li>Work communication</li> <li>Communication through microblog or website</li> </ul>	<ul style="list-style-type: none"> <li>权益保障</li> <li>职业发展</li> <li>教育培训</li> <li>薪酬福利</li> <li>健康安全</li> </ul>	<ul style="list-style-type: none"> <li>Protecting employee's rights and interests</li> <li>Career development</li> <li>Education and training</li> <li>Compensation package</li> <li>Health and safety</li> </ul>
<b>供应商</b> Supplier	<ul style="list-style-type: none"> <li>合同、协议</li> <li>日常业务交流</li> </ul>	<ul style="list-style-type: none"> <li>Contracts, agreements</li> <li>Daily business communication</li> </ul>	<ul style="list-style-type: none"> <li>诚信守法</li> <li>平等合作、互利共赢</li> <li>长期合作关系</li> </ul>	<ul style="list-style-type: none"> <li>Honesty and legal-compliance</li> <li>Cooperation on equal footing, mutual benefit, and win-win</li> <li>Long-term cooperation relationship</li> </ul>
<b>非政府组织</b> NGO	<ul style="list-style-type: none"> <li>参与会议、活动</li> <li>提供必要支持</li> </ul>	<ul style="list-style-type: none"> <li>Participation in meetings and activities</li> <li>Providing necessary support</li> </ul>	<ul style="list-style-type: none"> <li>参与支持社团活动</li> <li>遵守章程</li> </ul>	<ul style="list-style-type: none"> <li>Joining and supporting club activities</li> <li>Observing rules</li> </ul>
<b>社会公众</b> Social public	<ul style="list-style-type: none"> <li>信息披露</li> <li>新闻发布</li> <li>履行中央企业责任</li> <li>公益慈善</li> <li>员工志愿者</li> </ul>	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>News release</li> <li>Fulfilling responsibilities of a state-owned enterprise</li> <li>Public welfare and charity</li> <li>Employee volunteer</li> </ul>	<ul style="list-style-type: none"> <li>灾害救援</li> <li>积极参与公益活动</li> <li>环境保护</li> </ul>	<ul style="list-style-type: none"> <li>Disaster relief</li> <li>Active participation in public welfare and charity activities</li> <li>Protecting environment</li> </ul>





# 01

## 矢志不渝 贡献民航强国航材力量

Unswervingly contribute to the strength of aviation materials for civil aviation power

- 14 推动企业高质量发展  
Promote High-quality Development
- 18 增强科技创新能力  
Enhance Scientific and Technical Innovation Capabilities
- 22 落实国企改革任务  
Implement the Tasks of State-owned Enterprise Reform
- 24 服务国家重大战略  
Serve Major National Strategies

## 推动企业高质量发展

### Promote High-quality Development

2021年，面对疫情影响下尚未根本好转的行业现状和复杂严峻局面，中国航材以落实“两利四率”为主线，发挥考核指挥棒作用，推动提质增效，所属企业主动担当作为，抢抓市场机遇，创新业务模式，稳步推进经营水平提升。

In 2021, in the face of the dim prospect of the industry and severe situations under the influence of Covid-19, CAS implemented the guideline of "Two Profits, Four Ratios" ("Two Profits" refer to the net profit and gross profit; "Four Ratios" refer to the operating income profit rate, asset-liability ratio, research and development intensity, and overall labor productivity), gave play to the guiding role of evaluation and promoted quality and efficiency. All of its affiliates bravely shouldered their responsibilities, seized market opportunities, and innovated business models, thus to steadily elevate the operation level.

飞机批量采购业务稳定开展，全年累计接收飞机近百架。加强与国际国内上下游厂商的沟通联系，巩固工业合作关系，完成了发动机盘件等多个合作合同的更新与延续，为“十四五”期间稳定开展工业合作项目奠定了基础。

CAS steadily carried out aircraft package purchase, receiving nearly 100 aircraft throughout the year, strengthened communication with upstream and downstream manufacturers both at home and abroad, consolidated industrial cooperative relations, renewed and maintained many cooperation contracts such as contracts on engine disks, accordingly laying a foundation for the stable development of industrial cooperation projects during the "14th Five-Year Plan" period.



成功实现山东航空两架 737-800 飞机的续租  
Successfully Renewed the Lease of Two 737-800 Aircraft of Shandong Airlines

奇龙航空租赁有限公司通过准确的市场判断，及时调整策略，创新飞机融资方式，制定行之有效的资产管理方案，全方位采取措施防控风险，完成飞机续租出售工作，为集团公司完成全年任务提供了坚实支撑。

On the basis of accurate market judgment, Aerdragon Aviation Partners, Ltd. adjusted strategies in a timely manner, innovated aircraft financing methods, formulated effective asset management plans, took comprehensive measures to prevent and control risks, completed aircraft lease renewal and sales, to build a solid foundation for CAS to accomplish the tasks of the entire year.



与 GE 签署 CFM56-5B 发动机大修协议，提高中龄飞机资产竞争力  
Signed CFM56-5B Engine Overhaul Agreement with GE to improve the competitiveness of the mid-age aircraft assets

中国航空器材有限责任公司着力推动建立以航材共享为纽带、围绕“国产民机航材保障体系建设”的全方位、多模式航材综合保障服务体系，统筹推进经营发展。完成首批富余航材约 95% 的处置任务，积极推动富余航材常态化处置机制建立；飞机拆解试点项目取得新突破，开展相关飞机拆解和部件维修工作，初步掌握航空资产全周期运营管理的基本流程。同时，稳步发展周转件保障业务，着力保障五大机队运营需求。

China Aviation Supplies Co., Ltd. is committed to establishing an all-round and multi-model comprehensive aviation material support service system based on the pooling of aviation materials and focusing on the "building of domestic civil aircraft aviation materials support system", to promote business development in a coordinated manner. It disposed about 95% of the first batch of obsolete aviation supplies and actively established a normalized disposal mechanism for obsolete aviation supplies for that purpose. It made new breakthroughs in the pilot project of aircraft dismantling, carried out relevant aircraft dismantling and component maintenance work, and initially mastered the basic flow for full-cycle operation of aviation assets. Besides, it steadily advanced the rotables support business, to meet the operational demand of the five major fleets.



北京凯兰航空技术有限公司致力于打造专业化航材维修服务保障平台，整体机轮保障开创发展新局面，保障机队规模超过 500 架，2021 年度保障航班安全运行 48 万架次，飞机起落数较 2020 年同比增长 30%，约占全国民航运输飞机起落的 13%。以精益化管理进一步整合优化维修保障体系，完善维修网络布局。同时，机轮刹车器材销售市场占有率稳步提高。

Beijing Kailan Aviation Technology Co., Ltd. is committed to building a professional aviation supplies maintenance support platform, created a new development situation for the wheel support, to provide support for more than 500 aircrafts. In 2021, Beijing Kailan guaranteed the safe operation of 480,000 flights, up by 30% year on year against the year 2020 and accounting for 13% of the total take-off and landing of aircraft of the national civil aviation cargo transport aircraft. It further integrated and optimized the maintenance and support system and consummated the maintenance network layout. At the same time, it enjoyed steady increase in the market share of wheel brakes.

中国民航技术装备有限责任公司聚焦机场服务领域，扎实开展招标业务，广西南宁吴圩国际机场和西藏阿里普兰机场项目分别创造单项、单标段金额最高纪录；稳步拓展咨询业务，取得招标业务造价乙级资质；着力推动平台升级和电子化进程，“中航材招标投标云平台”于2021年1月正式上线。在此基础上，积极推动机场规划设计和基础数据运维能力建设，为公司业转型升级奠定良好基础。

Focusing on airport services, China Civil Aviation Technology & Equipment Co., Ltd. carried out bidding and bid business solidly, with Nanning Wuxu International Airport and Tibet Aripuram Airport hitting a record as a single-project and a single-section in terms of the contract price. It also progressively expanded the consulting business and obtained the Class-B Qualification for Pricing of the Bid Business. To vigorously advance the platform upgrade and digitization, its "CAS Bid&Bidding Cloud Platform" was officially launched in January, 2021. More than that, CAS actively drove the planning and design of the airports and construction of the capability for basic data operation and maintenance, thus to lay a good foundation for its business transformation and upgrading.



中国通用航空有限责任公司全力聚焦海陆石油后援和航空应急救援主责主业，优化机队建设和技术队伍的专业能力提升，加强市场开拓，明确以错位竞争策略进入高高原应急救援市场，实现4架高原型Mi171直升机全部投入合同作业，成为四川、西藏等高高原地区应急救援的重要力量。

China General Aviation Co., Ltd. (hereinafter referred to as "CGAC") focused on the marine and land oil support and aviation emergency rescue, optimized fleet construction and the professional ability improvement of technical teams, strengthened market development, and applied the dislocation competition strategy to make presence in the high-plateau emergency rescue market and developed into an important force in emergency rescue in high-plateau areas such as Sichuan and Tibet by virtue of its four plateau Mi171 helicopters.



中航材航空救援有限公司坚持探索全国航空救援体系建设和布局工作，建成“上下联结、供需对接”的“一站式”航空救援服务平台，在航空救援领域形成合力，实现了航空医疗救援与应急平台商业模式落地，与湖北省十堰市人民医院联合完成数起医疗转运业务，为百姓提供安全、高效、实惠的航空救援服务。

CAS Aviation Rescue Co., Ltd. adhered to exploring the construction and layout of the national aviation rescue system, and built a "one-stop" aviation rescue service platform with "connecting the upstream and the downstream, matching between the supply and demand", hence forming a joint force in the field of aviation rescue. It also implemented the business pattern of the aviation medical rescue and emergency platform, enabling several times of medical transfer services through working with Shiyan People's Hospital, Hubei Province and ultimately providing safe, efficient and cost-effective aviation rescue services to the people.



## 增强科技创新能力

### Enhance Scientific and Technical Innovation Capabilities

中国航材以服务智慧民航建设为主线，坚持系统观念，以技术进步为基础，以体制机制完善为核心，以组织载体整合为依托，以商业模式优化为驱动，以人才、资金、政策等资源配套为保障，全方位多维度构建科技创新体系，为发挥央企社会责任赋能。

CAS, aiming to serve the construction of smart civil aviation, adhered to the system concept, based on technical advancement, took the improvement of the system and mechanism as the core, relied on the integration of organizations, gained driving force from optimization of the business pattern, and got full support from resources including talent, fund and policies, to construct an overall and multi-dimensional technical innovation system and thereby to empower itself to fulfill social responsibilities as a central enterprise.

截至 2021 年，中国航材共有研发人员 161 人，专利 38 项、软件著作权 132 项。所属 5 家公司获得高新技术企业认证，其中中航材导航技术（北京）有限公司获批工信部认定的专精特新“小巨人”企业，东方通用航空摄影有限公司获批山西省认定的专精特新中小企业，科技创新成果产出取得新突破。

As of 2021, CAS had a total of 161 R&D personnel, who obtained 38 patents and 132 software copyrights. Its 5 affiliates had been certified as high-tech enterprises. Specifically, China Aviation Navigation Data Co., Ltd. was approved as a professional, special and new "little giant" enterprise by MIIT, and Eastern General Aerophotography Co., Ltd. as a professional, special and new SME in Shanxi Province. It had made breakthroughs in scientific and technological innovation.

集团总部设立科技创新部，在集团党委领导下牵头整合所属企业科技创新资源，构建全集团科技创新组织管理体系，初步搭建科技创新制度管理体系。在此引领下，所属企业明确科技创新责任部门，结合各自特点制定科技创新项目管理、奖励、人才等方面的具体实施办法，并根据自身业务发展战略及科技创新发展规划，积极开展产学研用协同创新及合作共建，以科技创新开拓企业发展新道路，打造企业高质量发展新引擎。

The headquarters of CAS has set up Technical Innovation Department, which will, under the leadership of the Group Party Committee, take the lead in integrating the technical innovation resources of its affiliates, constructing the Group-wide technical innovation organization and management system, and initially establishing the technical innovation system management system. Accordingly, the affiliates clearly define the responsible department for technical innovation, formulate specific measures for technical innovation projects covering management, incentives and talent, and actively carry out industry-university-research-application coordinated innovation and cooperation, to open up a new road for enterprise development by means of technical innovation and create a new engine for high-quality development of the enterprise.

中国民航技术装备有限责任公司致力于为智慧机场的建设和运营提供系统性的集成数字化服务，自主研发的助航灯光监控系统是国内唯一成功与空管高级地面引导系统配合、实现 A-SMGCS IV 跟随绿灯引导功能的系统，突破国外技术垄断。高级目视停靠引导系统首创大视角用于除冰坪等自滑机位的飞机引导，各项技术指标处于行业领先水平。自主研发的旅客登机桥系统获得民航局通告。

China Civil Aviation Technology and Equipment Co., Ltd. (AVITEC) is committed to providing systematic and integrated digital services for the construction and operation of smart airports. Its self-developed Navigational Lighting Aid Monitoring System is the first of its kind in China to successfully coordinate with air traffic control advanced ground guidance system and realize the system of A-SMGCS IV following the green light guidance function, breaking through the monopoly of foreign technologies. Its Advanced Visual Docking Guidance System is the first to use a large viewing angle for the aircraft guidance in the self-sliding gates such as deicing field with its industry-leading indicators. Besides, its self-developed passenger boarding bridge system has been publicized by CAAC.



技术装备公司获得行李系统集成资质  
AVITEC qualified for the baggage system integration



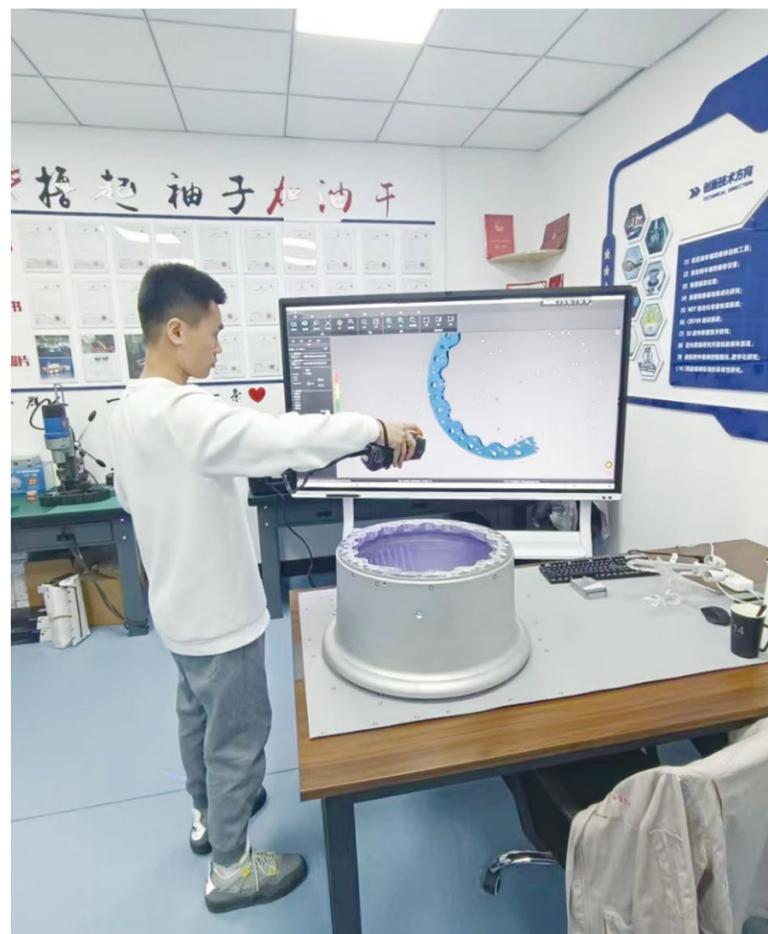
技术装备公司获得登机桥产品生产资质  
AVITEC qualified for boarding bridge production

北京凯兰航空技术有限公司紧跟科技创新趋势，成立“宏伟创新工作室”，开展群众性技术开发活动，为优化生产流程、降低成本、提高维修效率发挥积极作用。目前已取得喷漆烘干房、半自动渗透线、喷丸褪漆及其配套系统等27项实用新型专利证书，自主研发的全自动轴承封圈清洗线，获得2021年全国民航“五小”优秀成果奖。

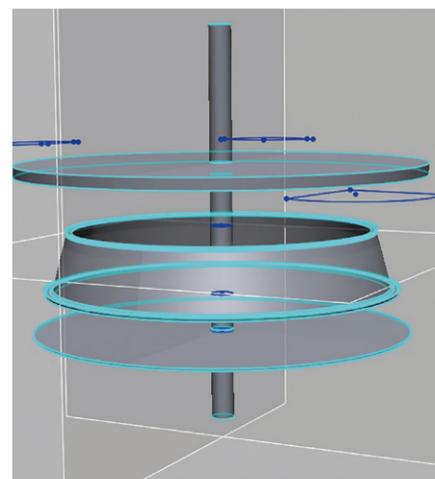
Beijing Kailan Aviation Technology Co., Ltd. closely followed the trend of technical innovation and established the "Grand Innovation Studio" to carry out technology development activities among the masses, in order to optimize production processes, reduce costs and raise maintenance efficiency. So far, it has obtained 27 utility model patent certificates covering the spray paint drying room, semi-automatic penetration line, the shot peening technology for paint removing and its supporting systems, and independently developed the automatic bearing seal cleaning line. As such, it won the outstanding achievement award for "Small Invention, Small Creation, Small Innovation, Small Design and Small Suggestion" for the civil aviation industry for the year 2021.



北京凯兰飞机维修工程公司工程技术部荣获全国民航公认先锋号  
The Engineering Technology Department of Beijing Kailan aircraft maintenance engineering company won the national civil aviation recognized pioneer



宏伟创新工作室  
Hongwei Innovation Studio



中航材导航技术（北京）有限公司获中国航空运输协会民航科学技术二等奖  
China Aviation Supplies Navigation (Beijing) Co., Ltd. won the 2nd Prize for "Civil Aviation Science and Technology Award" issued by China Air Transport Association (CATA)

中航材利顿航空科技有限公司通过技术服务创新融入中国民航安全发展体系建设。研发 e-航材系统，为聚焦优化行业库存配置、提高供给效率发挥重要作用。此外，还搭建了机务执照培训及考试平台、研发并上线运营海关航材免税信息平台、航材拆解登记查询平台。目前，共拥有 38 项软件著作权。

中国通用航空有限责任公司成功申请中国民航局航空安全办公室 2022-2023 年度科研课题《大型无人机运行风险与安全研究》，获得经费 100 万元。

中航材航空救援有限公司研发的《应急救援航空服务系统》获得国家版权局签发的计算机软件著作权登记证书。

东方通用航空摄影有限公司主要提供地理信息采集及影像后期合成等服务。2021 年，与国内大学合作研发天然气长输管道应急管理云平台，能够为事故应急指挥提供决策依据，助力保护人民群众生命财产安全，已通过省级科技成果转化引导专项申报评审。目前，公司完成多套系统开发项目及自动识别算法，并取得 8 项软件著作权。

北京航空工艺地毯有限公司新获一项实用新型专利证书，新开发的航空地毯获北京市新技术新产品认证。

中航材导航技术（北京）有限公司致力于航空情报相关技术系统的国产化替代，成功研发国内唯一基于华为设备鸿蒙系统的电子飞行包；航行通告可视化管理系统荣获中国航空协会颁发的“民航科学技术奖”。2021 年获得 5 项专利、11 项软件著作权。为提升航班安全和运行水平提供科技支持与保障。

China Aviation Supplies Navigation (Beijing) Co., Ltd., dedicated to the localization of aviation information-related technical systems, has successfully developed the only electronic flight package based on Huawei's Harmony OS. Its visualized notam management system won the "Civil Aviation Science and Technology Award" issued by China Air Transport Association (CATA). In 2021, it totally won 5 patents and 11 software copyrights, to support and guarantee safety and operation level of flights.

CAS Bireturn Aviation Technology Co., Ltd. (hereinafter referred to as "Bireturn") integrated the construction of China's civil aviation safety development system through technical service innovation and developed the e-aviation supplies system, thus playing an important role in optimizing the industry inventory allocation and improving supply efficiency. In addition, it built the air crew license training and examination platform, developed and launched the operation customs aviation supplies duty-free information platform as well as the aviation supplies dismantling registration and inquiry platform. Currently, it has obtained 38 software copyrights.

China General Aviation Co., Ltd. successfully applied for the 2022-2023 annual scientific research project titled *Research on Operation Risks and Safety of Large UAVs* with CAAC Aviation Safety Office and received a fund of 1 million RMB for that purpose.

The *Emergency Rescue Aviation Service System* developed by CAS Aviation Rescue Co., Ltd. has obtained the computer software copyright registration certificate issued by the National Copyright Administration.

Eastern General Aerophotography Co., Ltd. mainly provides such services as geographic information collection and post-image synthesis. In 2021, through cooperating with domestic universities, it developed a cloud platform for emergency management of natural gas long-distance pipelines, which could provide decision-making basis for emergency commands and help protect the safety of people's lives and property. The platform has passed the provincial-level special application review on technical achievement transformation and guidance. As of today, it has completed several sets of system development projects and automatic identification algorithms, and obtained 8 software copyrights.

Beijing Aircraft Carpet Co., Ltd. has obtained a new utility model patent certificate, and newly developed aviation carpet certified as New Technology and New Product in Beijing.

## 落实国企改革任务

### Implement the Tasks of State-owned Enterprise Reform

2021年是国企改革三年行动的攻坚之年、关键之年，中国航材锚定高质量发展目标，全面贯彻落实国企改革三年行动方案，定期组织召开改革例会、专题会议，建立改革台账，逐条分解任务，出台考核办法，完善督促机制，体制机制问题得到有效破解，超额完成年度任务目标，改革三年行动取得新成效。

The year 2021 was a critical for the three-year reform of state-owned enterprises. CAS anchored the high-quality development goals, fully implemented the three-year reform action plan for state-owned enterprises, and organized reform meetings and special meetings on a regular basis. In practice, it established a reform ledger, broke down tasks, introduced assessment criteria, improved the supervision mechanism, effectively solved the problems in the system and mechanism, outperformed the annual task target, and achieved new results in the three-year reform.

## 健全科学有效的现代企业治理制度机制

### Improve the Scientific and Effective Modern Enterprise Governance System and Mechanism

中国航材认真贯彻“两个一以贯之”要求，出台各项制度28个，制定《公司治理与授权管理办法》《授权实施细则》，全面建立起集团董事会向董事长、总经理、子公司董事会以及董事长、总经理向下授权的授权管理体系，现代企业治理体系和子企业董事会建设完成情况居中央企业前列。加强外部董事履职支撑服务，起草专职董事管理及专职外部董事薪酬管理相关制度，提出专职董事人才库初步人选。

CAS conscientiously implemented the requirements of "ensuring Party's leadership in state-owned enterprises and establishing the modern enterprise system", promulgated 28 systems, designed the *Corporate Governance and Authorization Management Measures and Authorization Implementation Rules*, comprehensively established an authorization management system that the Board of Directors authorizes downwards to the President, the General Manager, the Board of Directors/President/General Manager of subsidiaries and took the lead in construction of the modern enterprise governance system and the construction of Board of Directors in subsidiaries. It strengthened the support from external directors who perform their duties, drafted relevant systems for the management of full-time directors and their remuneration, and proposed preliminary candidates for the talent pool of full-time directors.

## 稳步推进战略重组和专业整合

### Steadily Promote Strategic Restructuring and Professional Integration

中国航材持续优化布局结构，发展质量不断提高。大力推进“两非”剥离工作，依托央企资本投资运营平台，结合自身实际，建立健全责任清晰、分工明确的工作机制，切实细致制定整合方案，完成部分所属公司的剥离任务。制定民企挂靠国资问题综合整治专项行动工作方案，将整治完成情况纳入相关单位负责人年度考核，梳理完成了集团全级次57家企业情况。制定境外单位清理整体处置方案，关闭境外未开展业务单位。

CAS continued to optimize its business layout and structure to improve its development quality. It vigorously eliminated the "non-main business and non-advantaged business", established and improved a working mechanism with clear responsibilities and clear division of labor through relying on the capital investment and operation platform of central enterprises and in combination with its specific situation, earnestly and meticulously formulated integration plans, and separated from some of its subsidiaries. It prepared a special action plan for the rectification of private enterprises' affiliation with state-owned assets, which was made part of the annual assessment on company leaders. So far, it has sorted out the information of 57 enterprises at all levels of the Group. It prepared the overall disposal plan for the liquidation of overseas units, and shut down those out of business.

## 着力强化改革专项工程引领带动作用

### Intensify the Leading Role of Special Reform Projects

中国民航技术装备有限责任公司入选国资委“标杆企业”，典型案例做法将载入《国有重点企业管理标杆创建行动标杆企业、标杆项目和标杆模式管理经验案例集》公开出版。深入推进“双百行动”“科改示范行动”，三项制度改革进一步取得实质性突破，经理层成员任期制和契约化管理制度全面建立，实现二级企业负责人差异化薪酬，按照健全市场化经营机制改革要求，完成“三定”和薪酬体系优化工作，建立了动态管理机制，为全面构建以岗位价值为基础、以绩效贡献为依据的岗位、薪酬管理体系奠定了良好基础。

China Civil Aviation Technology and Equipment Co., Ltd. (AVITEC) was selected as the "Benchmarking Enterprise" of SASAC, whose cases and practices will be published in the *Management Experience Case Collection of Benchmarking Enterprises, Projects and Patterns in the Management Benchmarking Enterprise Creation Action among SOEs*. It further promoted the "Two-hundred Initiative" (an initiative that about 100 subsidiaries of the central enterprises and about 100 local state-owned backbone enterprises are selected as the targets of comprehensive reform) and "Demonstration Action of Reform of Technical Enterprises", and made substantial breakthroughs in reform of the three systems. It also established the tenure system and contract-based management system for management members, to realize the differentiated remuneration of the leaders of secondary enterprises. Guided by the requirements of consummating the reform of a market-oriented operation mechanism, it accomplished the work of "fixed organization, fixed staffing and fixed functions" and consummated the remuneration system and set up the dynamic management mechanism, hence to lay a solid foundation for the position and remuneration management system based on the position value and performance.

中航材利顿航空科技有限公司完成制定股权激励、资本运作、股权调整路径方案。北京凯兰航空技术有限公司、东方通用航空摄影有限公司的“双百行动”申报材料已上报国资委改革办。

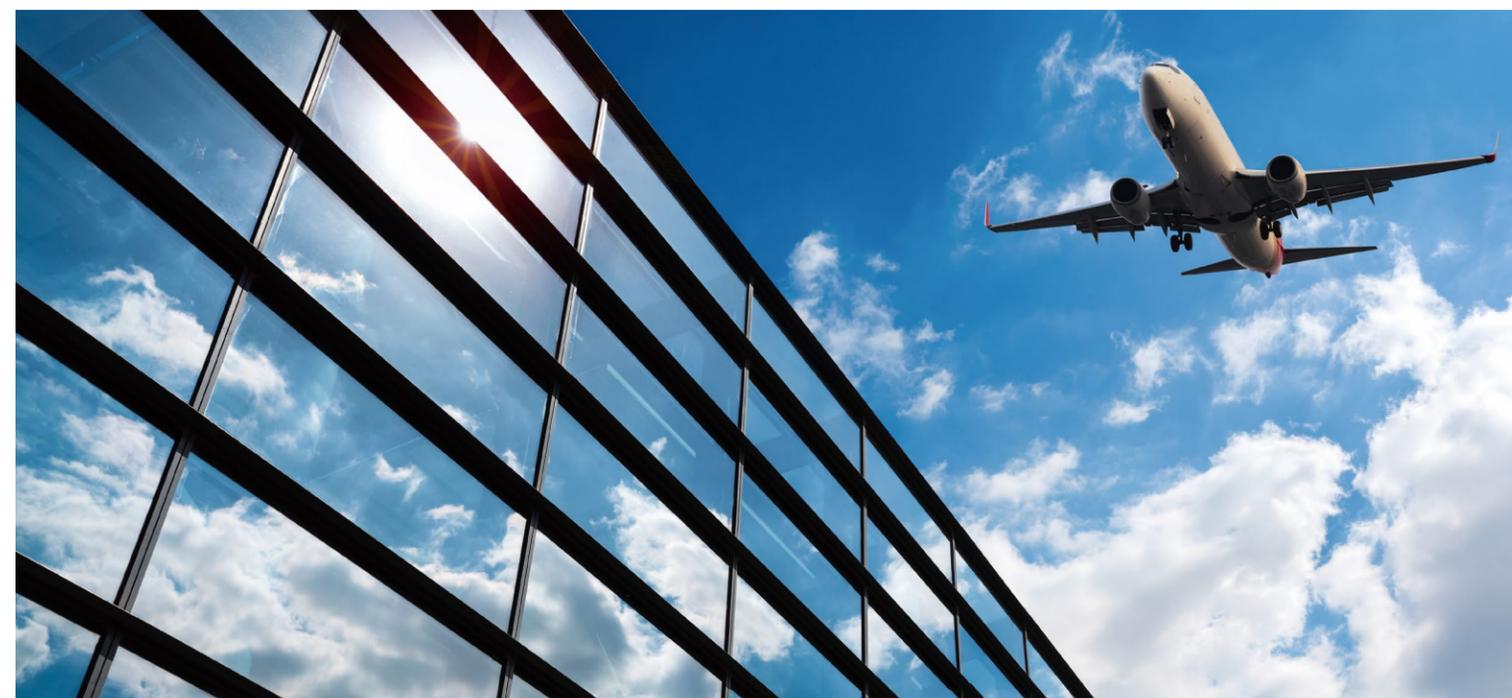
China Aviation Supplies Bireturn Aviation Technology Co., Ltd. has completed plans for equity incentives, capital operation, and equity adjustment. The application materials for the "Two-hundred Initiative" of Beijing Kailan Aviation Technology Co., Ltd. and Eastern General Aerophotography Co., Ltd. have been submitted to the SASAC Reform Office.

出台各项制度  
establishing the modern enterprise  
system, promulgated

28 systems

梳理完成了集团全  
级次企业情况  
sorted out the information of

57 enterprises at all  
levels of the Group



## 服务国家重大战略

Serve Major National Strategies

中国航材始终立足央企定位，牢记“国之大者”，强化使命担当，积极落实国家重大战略部署。

CAS has always been based on the positioning of a central enterprise, keeping in mind "what is of vital importance to the nation, we have great responsibility", strengthening the sense of mission, and actively implementing major national strategic deployments.

**提升服务国家政治经济外交能力。**克服多种不利因素叠加影响，主动作为，充分发挥“三个好手”作用，进一步完善飞机批量采购专项工作机制，推动 MPG 新采购模式落地，得到相关部门的肯定。

Improved the ability to serve the country's politics, economy and diplomacy; CAS overcame the superimposed influence of unfavorable factors, took the initiative to act, gave full play to the role of "flag-guard, main attacker, and fortified player", further improved the special working mechanism for aircraft package purchase, and promoted the implementation of the MPG new purchase pattern and has been ratified by competent departments.

**主动参与国家应急救援能力建设。**聚焦国家航空应急救援、国家能源及大型无人机运营领域，多措并举重塑中国通航的行业影响力与竞争力。再次引进 2 架高原型 Mi-171 直升机，为川藏、东北、新疆等地质灾害、森林火灾多发地区的航空应急救援能力建设贡献力量，并在四川春季护林灭火、“4·5”渤海油田井喷事故救援行动中担任救援主力。



Constructed the ability of actively participating in national emergency rescue; CAS focused on the national aviation emergency rescue, national energy and large-scale UAV operation, and took multiple measures to reshape the industry influence and competitiveness of China general aviation industry. It introduced two plateau Mi-171 helicopters again to contribute to the construction of aviation emergency rescue capabilities in areas prone to geological disasters and forest fires such as Sichuan-Tibet, Northeast China and Xinjiang. It served as the main rescue force in accident rescue operations in the forest protection in Spring in Sichuan and "4-5" blowout accident of Bohai Oilfield.

**积极开展国产民机保障基础工作。**围绕“构建一个国产民机与现在役主流机型航材保障有机融合的体系，搭建一个全流程航材保障信息化平台”的总体建设目标，与相关企业加强战略合作，加快共建国产民机航材保障体系；为国内部分航空公司制定国产民机 ARJ21 个性化整体机轮保障方案，完成 ARJ21 机型装饰布料及地毯的 PMA 认证、C919 航空地毯的认证工作。

Actively carried out the basic work of supporting domestic civil aircraft; guided by the overall construction goal of "building a system of organically integrating aviation supplies for domestic civil aircraft and existing models, and creating a full-process aviation supply support information platform", CAS strengthened strategic cooperation with enterprises concerned and accelerated the joint construction of domestic civil aircraft aviation supply support system; developed a customized overall wheel support plan for domestic civil aircraft ARJ21 for some domestic airlines, and completed the PMA certification of decorative fabrics and carpets for ARJ21 models, and the certification of C919 aviation carpets.



**加大力度助力智慧民航建设。**全面完成大兴机场设施设备交付任务，完成成都天府国际机场大型安检设备采购 03 包毫米波门项目成功交付运营；自主研发的助航灯光监控系统、泊位引导系统取得突破。围绕航空公司、空管局做好情报性能综合管理系统、电子飞行包、运控系统、航行通告可视化系统等专业技术开发工作。

Intensified efforts to help the construction of smart civil aviation; CAS successfully delivered facilities and equipment at Daxing Airport, and the millimeter-wave security gates in the large security check equipment Purchase Package 03 of Chengdu Tianfu International Airport. We also made breakthroughs through developing the navigational lighting monitoring system and the berth guidance system. In addition, we developed professional technologies for airlines and air traffic control bureaus including the comprehensive information performance management system, electronic flight packaging, operation and control system and visualized NOTAM system.



**推进航材共享平台建设取得新突破。**完成超过 95% 的富余航材处置任务；完成 1 架飞机拆解和部件维修工作，初步掌握航空资产全周期运营管理基本流程；推进整体机轮保障业务，与部分国内航空公司签署航材互援协议，航材共享平台建设不断向前迈进。

Made new breakthroughs in promoting the construction of Pooling Platform for Aviation Supplies; CAS had disposed more than 95% of the obsolete aviation supplies, dismantled one airplane and repaired components, to gradually grasp the basic flow for full-cycle operation and management of the aviation assets. It promoted the overall wheel support business, and signed aviation supplies mutual assistance agreements with some airlines in China, to gradually advance the construction of the Pooling Platform.

**完成富余航材处置任务超过**

CAS had disposed more than

**95%** of the obsolete aviation supplies





# 02

## 知行合一 坚守安全低碳环保底线

Unity of knowledge and practice, adhering to the bottom line of safety, low carbon and environmental protection

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Advocate Low-carbon Life

## 守牢安全底线

Keep the Bottom Line of Safety

### 严格落实安全生产责任

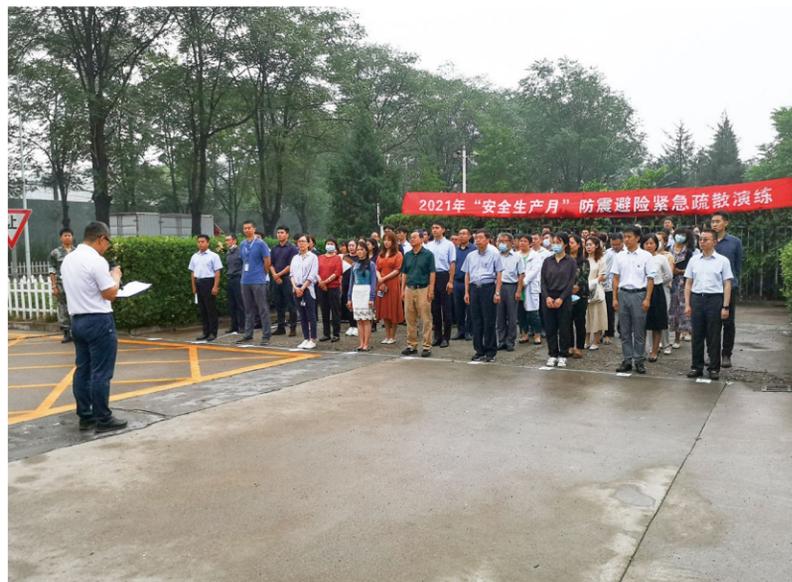
Strictly Implemented Responsibilities of Production Safety

中国航材牢固树立“人民至上，生命至上”的安全发展理念，坚持“以人为本，安全第一，预防为主，综合治理”的安全工作方针，全面落实“安全生产主体责任”，2021年完成了各所属单位安全生产管理体系落地推广工作。同时，调整优化安全生产管理机构，持续开展疫情防控、风险管控和隐患排查治理，实施系统有效的安全监督管理和指导检查工作，各项安全风险得到有效治理和控制，继续保持了全年安全生产无事故的良好局面，确保“政治年、开局年、复杂年”运行态势的安全平稳。

CAS firmly upheld the safety development concept of "people first and life first", adhered to the safety work guidelines of "people foremost, safety first, prevention first, comprehensive management", and fully implemented the "main responsibilities for safety production". In 2021, it implemented the Production Safety management systems in all affiliates. At the same time, it adjusted and optimized production safety management institutions, continued to carry out epidemic prevention and control, risk management and control, and hidden danger investigation and management, and enforced systematic and effective safety supervision, management, guidance and inspection work. In this way, all safety risks were effectively controlled, to maintain zero accident over the year and ensure safe and stable operation situation of the "political year, the opening year and the complicated year".

### 坚持开展安全生产演练

Regularly Carry out Safety Production Drills



集团总部顺利组织实施“抗震避险，紧急疏散”现场应急演练。

The headquarters successfully organized and implemented the on-site emergency drill of "earthquake protection and emergency evacuation".



### 保持行业安全记录，实现通用航空安全生产飞行

Maintain industry safety record to achieve general aviation safe production flight for

36 years

中国通用航空有限责任公司先后与北大海洋石油医院、泰达国际心血管病医院、泰达医院四家联合开展航空医疗救援应急演练；参加天津市应急管理局及消防总队在蓟州区开展的森林防火演练及四川省组织的“应急使命—2021 抗震救灾演习”；并先后自行开展消防应急演练和应对新冠病毒性肺炎疫情专项演练、反恐防爆专项应急演练、夏季防汛应急演练等多次应急演练，应急管理和响应能力有了大幅提高。

China General Aviation Co., Ltd. successively performed aviation medical rescue emergency drills jointly with PKUCare CNOOC Hospital, TEDA International Cardiovascular Hospital and TEDA Hospital, participated in the forest fire drills in Jizhou District initiated by Bureau of Emergency Management of Tianjin and the main fire corps and the "Emergency Mission-2021 Earthquake Relief Drill" organized in Sichuan Province. It also conducted fire emergency drills, special drills for responding to Covid-19, special emergency drills for anti-terrorism and explosion protection, and emergency drills for flood control in summer inside the company, to greatly improve its emergency management and responsiveness.

北京凯兰航空技术有限公司开展消防应急逃生演练、火情扑灭演练。增强了员工的消防安全意识，锻炼了员工火情处置能力。各单位通过应急演练，检验了预案，锻炼了队伍，密切了员工交流，达到了预期目的。

Beijing Kailan Aviation Technology Co., Ltd. launched the fire emergency escape drills and fire extinguishing drills, to enhance the fire safety awareness of employees and improve their ability to handle fires. All units concerned tested their plans, trained their teams, and closely communicated with employees during the drills, thus achieving the expected goals.

### 加强安全生产教育培训

Strengthen Training on Production Safety



集团总部先后组织两期线上安全培训、两期线下节能减排、环境保护、职业卫生知识培训，参训人员150多人次，增强了员工的安全意识，提高知识掌握水平。

The headquarters organized two sessions of online safety training and two sessions of offline trainings on energy conservation and emission reduction, environmental protection, and occupational health knowledge. More than 150 people participated in the training, which enhanced employees' safety awareness and improved their knowledge.

中国通用航空有限责任公司组织完成民航企事业单位安全管理人员培训、民航安全信息管理人员初训；完成海上石油作业安全救生培训、新员工安全教育培训、危险品复训、新《安全生产法》宣贯培训。针对多起通航事故组织了诚信教育和多次通用航空专题科目培训和学习；制订1对1代培计划，进行线上培训授课；在基地开展“以案说法”岗位技能培训、航空安全知识宣传活动等。

China General Aviation Co., Ltd. organized and completed the training for safety management personnel and the primary training for civil aviation safety information management personnel of the civil aviation enterprises and institutions, finished the safety and life-saving training of offshore oil operations, the safety education and training of new employees, the repeated training on dangerous goods, and the training on the new Production Safety Law. In response to several general aviation accidents, the Company organized integrity education and several general aviation special subject training and learning. It also designed one-to-one training plan for online learning. At the bases, it sponsored the "case study in law" position skill training and aviation safety knowledge promotion activities.

## 倡导低碳生活

### Advocate Low-carbon Life

2021年，中国航材以习近平新时代中国特色社会主义思想为指导，以绿色节能为理念，深刻理解“双碳”意义，强化节能减排意识，利用教育培训、橱窗展板、电子屏幕等多种形式积极宣传节能减排工作的社会意义、经济意义及其对“双碳”工作的有效促进作用，营造良好的节能减排氛围。集团上下从自身业务做起，从身边小事做起，减少碳排放，节约能耗，节约办公成本，减少资源浪费，积极推动“双碳”行动，做好节能减排。

中国通航严格遵照民航局相关要求，使用标准航油执飞，严格控制飞行用油质量数量，同时积极关注世界航空燃料前研技术，关注符合“双碳”标准的新出航空燃料产品，时刻注重环保节能。推行低碳绿色消费，倡导绿色生活，减少公车出行，机场控制保障车辆使用，以“双碳”、节电、节水、节油等为重点，确保了每年度节能减排约束性目标实现。

In 2021, CAS will take Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and green energy conservation as its corporate philosophy, deeply understand the meaning of "Double Carbon", strengthen the awareness of energy conservation and emission reduction, and use forms such as education and training, window display panels, and electronic screens to actively publicize the social and economic significance of energy-saving and emission-reduction and its effective role in promoting "Double Carbon" policy, and create a good atmosphere for energy-saving and emission reduction. All members of the Group start from respective businesses and from the small things to reduce carbon emissions, save energy consumption, save office costs, and decrease waste of resources, to practically promote the "Double Carbon" action and ultimately achieve the goal of energy conservation and emission reduction.

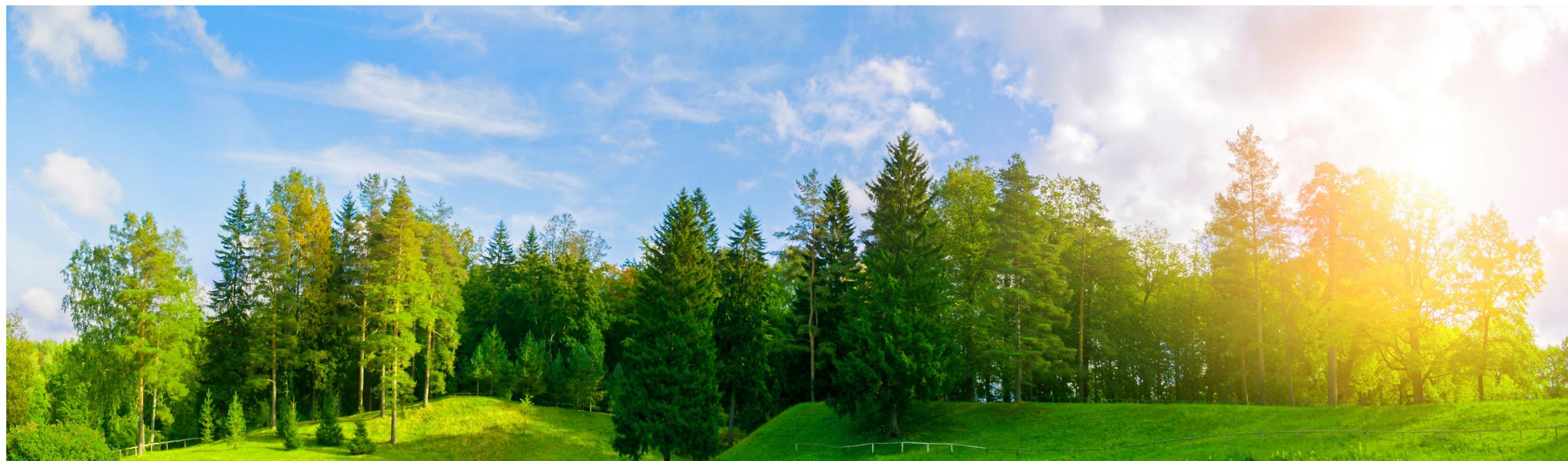
China General Aviation Co., Ltd. strictly complied with the requirements of CAAC, applied standard aviation fuel for flight, strictly controlled the quality and quantity of flight fuel, and paid attention to the world's cutting-edge aviation fuel research technologies as well as the new products that meet the "Double Carbon" standard, always keeping environmental protection and energy saving in mind. It also promoted low-carbon green consumption, advocated green life, reduced the use of official cars, controlled the use of support vehicles at the airport, and prioritized power/water/oil saving, to achieve the binding targets for energy saving and emission reduction.

北京凯兰优化生产工艺流程，更新改造老旧生产设备设施，深入推动“煤改气”工作，努力节约能耗，减少碳排放，减少废水废气污染。定期检测生产污水、废气排放等情况，实现结果全部达标。加强电源配电室、箱的维护和管理，加强线路巡查，减少线阻损耗和电量跑漏，实现科学用电，节约用能。

另外集团其他公司、各部门也身体力行，倡导勤俭节约，从细微之处着手，积极推动节能减排工作：采取电子文件处理、更多使用环保纸、采取双面打印和复印方式，减少纸张浪费；倡导绿色消费、绿色生活，减少公车使用，降低用车耗费，做到低碳出行；养成日常办公、生活良好习惯，节约每一滴水、每一度电；严格执行垃圾分类，有效利用废物残值，努力推动节能减排工作向预设目标迈进。

Beijing Kailan optimized its production process, renovated outdated production equipment and facilities, and further promoted the "coal-to-gas" work, striving to save energy consumption, decrease carbon emissions, and reduce waste water and waste gas pollution. It regularly inspected production sewage and exhaust gas emissions to ensure they could comply with the standard. In addition, it strengthened the maintenance and management of power distribution rooms and cabinets, carried out more line inspections, reduced line resistance loss and power leakage, to realize scientific use of electricity and energy saving.

In addition, all companies and departments of CAS advocated and practiced frugality and promoted energy conservation and emission reduction starting from trivial things. They applied electronic documents, used more environmentally friendly paper and adopted double-sided printing and copying to reduce paper waste. They advocated green consumption and green life, reduced the use of official cars, cut car expenses for low-carbon travelling; developed good habits in daily office and living through saving every drop of water and every kilowatt of electricity. They also wasted no food and strictly implemented garbage classification to utilize the value of rubbish and lay a good foundation for achieving the binding targets for energy saving and emission reduction.





# 03

## 以人为本 注重志智结合人才培养

People oriented, pay attention to the combination of ambition and intelligence, and cultivate talents

- 34 保障基本权益  
Protect the Basic Rights and Interests
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Highlight Employee Cultivation
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Care for Employees

## 保障基本权益

Protect the Basic Rights and Interests

中国航材认真学习贯彻习近平总书记关于工人阶级和工会工作的重要论述精神，积极维护职工合法权益，竭诚为职工群众服务。中国航材持续落实企业民主管理要求，维护职工群众参与企业管理的各项权利。2021年2月，组织召开三届五次职工代表大会，审议通过了2021年集团公司工作报告，并审议通过《困难职工补助办法（修订）》，完善困难职工保障体制机制，扩大保障职工范围、提高保障金额，加大保障力度，切实为广大职工服务。

同时，面向不同群体征集对企业发展与工作生活的意见建议，组织召开工会工作者、女职工代表、复转军人座谈会，集团领导现场答疑解惑，倾听员工心声，共谋企业发展，进一步搭建职工与企业沟通桥梁。

CAS earnestly studied and implemented the spirit of General Secretary Xi Jinping's important exposition on the work of the working class and trade unions, actively protected the legitimate rights and interests of employees, and served them wholeheartedly; continued to implement the requirements of democratic management and ensure the rights of employees to participate in enterprise management; in February 2021, organized and convened the fifth session of the third workers and employees' congress in February, 2021, which reviewed and approved the 2021 Work Report of the Group and the *Measures for Subsidy for Difficult Employees (Revised)*, to improve the security system and mechanism for employees in difficulty, expand the scope of employees covered by the subsidy, increase the amount of subsidy, strengthen protection to them, so as to effectively serve the majority of employees.

Meanwhile, CAS also collected opinions and suggestions on enterprise development and work life from different groups, organized symposiums for trade union workers, female employee representatives, and demobilized soldiers, where the Group leaders present to answer their questions, to discuss on enterprise development and further build a communication bridge between the employees and the enterprise.



三届五次职工代表大会  
The fifth session of the third workers and employees' congress



工会工作者座谈会  
Symposium for the trade union workers



“巾帼心向党 建功新航材”女职工座谈会  
Symposium for the female employees titled "Female Workers Loyal to the Party, Make New Contributions in CAS"



“老兵永远跟党走”复转军人座谈会  
Symposium for the demobilized soldiers titled "Veterans Always Obey the Leadership of the Party"

## 注重员工培养

Highlight Employee Cultivation

### 打破员工职业发展瓶颈，建立双通道晋升机制

Break the Bottleneck for Employee Development, Establish a Dual-channel Promotion Mechanism

中国航材以总部为试点，以岗位管理为基础，建立了“以岗定薪，按绩取酬，岗变薪变”的内部分配制度，通过建立双通道岗位序列、明晰化晋升标准、规范化管理流程的岗位管理体系，打破原有单一发展通道，发展空间进一步扩大。建立了“积分制”岗位层级晋升标准，明晰明确了“上”和“下”的条件，在推进“能者上，平者让，庸者下”的正向激励方面起到重要作用。

Taking the headquarters as a pilot project and based on post management, CAS established an internal distribution system of "determining salary by post, getting paid according to performance, and adjusting remuneration with the change of post". By establishing a post management system featuring the dual-channel post sequence, clear promotion standard and standardized management process, it broke the original single development channel, expanded development space, established the "points system" promotion standard and clearly defined the conditions of "promotion" and "demotion", to play an important role in promoting the positive incentives of "the capable person getting a higher position, the ordinary person standing aside while the mediocre getting a demotion".

### 整合培训资源，精准“滴灌”各类干部人才队伍

Integrate Training Resources and Accurately "Nourish" All Cadres and Talents

整合内外部培训资源，打造一体化的培训体系，建立中国航空器材集团有限公司干部培训中心。拓展外部优秀培训资源，与中国大连高级经理学院、民航管理干部学院、中国民航大学、中国国际智力技术有合作有限公司签署了培训协议。针对薄弱环节和培训需求，组织开展了启航班、英才班、规划管理专题培训班、人力资源管理专题培训班、三项制度改革专题培训班、新员工培训等各类线上线下培训项目。组织集团公司员工参加北京市职业技能提升行动，加强员工职业技能提升。开展组织调训，选调领导干部参加上级党校、国资委干部教育培训中心、“一校五院”等单位学习研修。

CAS integrated the internal and external training resources, created an integrated training system, and established a CAS cadre training center. It expanded outstanding external training resources through signing agreements with China Business Executives Academy, Dalian, Civil Aviation Management Institute of China, Civil Aviation University of China and China International Intellectech Co., Ltd. In response to weak links and training needs, CAS organized online and offline training programs such as the Starter Class, the Elite Class and the special training on planning and management, special training on HR management, special training on reform of three systems, and trainings for new employees. It organized employees to participate in the Beijing occupational skill improvement action to elevate their skills and selected leaders and cadres to study and receive training in the higher-level Party schools, SASAC cadre education and training center and Central Party School, National School of Administration, and Pudong/Yan'an/Jinggangshan Cadre College.



2021年度新员工培训  
Training for new employees in 2021



## 引领职工思想

Guide Employees' Thought

组织开展“大国顶梁柱 永远跟党走”系列文化活动。2021年3月至7月，围绕党史学习教育和建党100周年，开展线上党史知识有奖问答、线下党史知识竞赛，以史会友、以赛促学；开展优秀党史学习教育征文、书画摄影及诵读咏唱优秀作品征集展示；举办庆祝中国共产党成立100周年表彰大会暨歌咏展演；组织学习总书记“七一”讲话精神等等，激发职工学习“四史”热情，充分展现航材职工爱党爱国爱企的炽热情怀，通过系列活动逐步将庆祝建党百年的气氛推向高潮。

CAS organized and carried out a series of cultural activities themed "The Pillar of a Great Country, Always Be Loyal to the Party." From March to July 2021, focusing on the Party history and the 100th anniversary of the founding of the Party, we provided online Party history knowledge quizzes and offline Party history knowledge competitions, enabling employees to meet friends through learning history and promote learning through competitions; initiated the activity of soliciting articles on Party history, calligraphy, photography, reading and singing outstanding works; held a commendation meeting to celebrate the 100th anniversary of the founding of the Communist Party of China and a singing performance; organized the study of the spirit of the "July 1" speech by President Xi, to stimulate the enthusiasm of employees to learn the "Four Histories" (Party history, history of new China, history of reform and opening up, history of socialism development) and fully demonstrate CAS employees' love for the Party, the country and the company, and through a series of activities while pushing the atmosphere of celebrating the centenary of the founding of the CPC to a climax.



“学党史 强信念 跟党走”党史知识竞赛  
Contest on Party History titled "Learning Party History, Strengthening Faith, Being Loyal to the Party"



中国航材庆祝中国共产党成立100周年暨歌咏展演  
A commendation meeting to celebrate the 100<sup>th</sup> anniversary of the founding of the Communist Party of China and a singing performance

大力弘扬劳模精神、工匠精神和劳动精神。组建劳模宣讲团，“全国劳动模范”“全国民航五一劳动奖章”等荣誉称号获得者深入基层一线，结合党史学习教育心得感悟和自身工作经历，宣讲党的历史、宣讲航材故事，教育引导广大职工明理、增信、崇德、力行，1000余名职工通过现场和视频聆听宣讲，引发热烈反响。为充分发挥劳模先进示范引领作用，组织开展“五一巾帼文明岗”“五一巾帼建功标兵”等评优评先，在七一前夕集中表彰，并在集团公众号上开设“航材榜样对党说”主题栏目，以先进事迹彰显榜样作用。

CAS vigorously promoted the spirit of model workers, the craftsman spirit and the labor spirit, established a model worker propaganda group, including the winners of honorary titles such as "National Model Worker" and "National Civil Aviation May 1st Labor Medal" who would go to the grassroots level to share their own experience of learning the Party history and the experience from their own work, preach the history of the Party and the stories of CAS, guide the majority of employees to be rational, trustworthy, moral, and practical. More than 1,000 employees listened to the presentation on-site and via the videos, which aroused enthusiastic responses. In order to give full play to the leading role of model workers in advanced demonstrations, CAS organized and carried out evaluations such as "May 1st Women's Civilization Post" and "May 1st Women's Meritorious Models", and commended them on the eve of July 1. It also opened the theme column of "CAS Models Talking to the Party", with the aim to show the role of example with meritorious deeds.



优秀共产党员代表发言  
A representative of an outstanding Communist Party member made a speech



“五一巾帼文明岗”“五一巾帼建功标兵”先进表彰  
Commendation of "May 1st Women's Civilization Post" and "May 1st Women's Meritorious Models"

提高广大职工凝聚力、向心力,开展系列团体活动。举办“航材杯”职工羽毛球赛、足球赛。组织“不忘初心跟党走 奋勇拼搏新时代”团建活动,进行登山比赛和巨画填色,共建拼搏协作进取精神,凝聚建设幸福航材的强大精神动力。

To improve the cohesion of the majority of employees, CAS carried out a series of group activities, including the "CAS Cup" badminton and football matches, organized the team building activity of "Never Forgetting the Original Intention, Being Loyal to the Party and Working Hard for the New Era", conducted mountain climbing competitions and coloring in giant paintings, thus to build a spirit of hard work, cooperation and enterprising spirit, and condense the strong spiritual power to build a happy CAS.



航材杯足球赛  
"CAS Cup" football match



“不忘初心跟党走 奋勇拼搏新时代”团建活动  
Team building activity of "Never Forgetting the Original Intention, Being Loyal to the Party and Working Hard for the New Era"

## 关心关爱职工

### Care for Employees

结合党史学习教育，聚焦解决一批广大职工“急难愁盼”问题，深入开展“我为群众办实事”主题实践活动竭诚服务职工。

In combination with the study and education of the Party history, CAS focused on solving urging problems of the employee and carried out the themed activity of "I Serve the Masses with Practice" to help the employees wholeheartedly.

#### 关注办公需求

Pay Attention to Office Needs

改造员工洗浴间及卫生间，解决办公楼地下室设施老旧、环境脏乱问题；在园区建立洗车房，方便职工自助洗车；购买肩颈按摩仪和红外线理疗仪，缓解办公疲劳。

CAS renovated employees' bathrooms and toilets and the old facilities and treated the dirty environment in the basement of the office building; built a car wash in the Industrial Park to facilitate self-service car washing for employees; purchased shoulder and neck massagers and IR physiotherapy devices to relieve fatigue of the employees.

#### 关注一线需求

Highlight the Needs of Frontline Workers

寒冬炎夏深入基层慰问一线职工，使职工深切感受到公司的关爱和温暖。关注青年交友需求，组织青年职工参加“青春相映红”央企青年联谊活动，帮助青年搭建一个平等、友好、真诚交往的平台。

In the cold winter and hot summer, CAS leaders went to the grassroots to express sympathy for the employees, so that they could deeply feel the care and warmth of the Company. We also focused on the needs of making friends from the young, and organized them to attend the "Shining Youth" networking activity, in the hope of helping them build a platform for equal, friendly and sincere exchanges.

#### 关注子女教育需求

Concerned about Children's Educational Needs

开展“颂百年风华 传红色基因”亲子阅读活动，组织职工和子女共同学习四史，弘扬革命精神；举办雏鹰展翅飞行初体验活动，拓展职工子女的航空知识，激发航材后代对航空的探索与热情。

CAS carried out the parent-child reading activity of "Praising the Glory of One Century, Carrying Forward the Red Genes", organized employees and their children to learn the "Four Histories" together, and enhanced the revolutionary spirit; held the first experience of flying eagles to expand the aviation knowledge to employees' children and inspire future generations of CAS to explore aviation with enthusiasm.





# 04

## 不忘初心 筑牢行稳致远发展根基

Never forget the original intention and build a solid foundation for steady and far-reaching development

44 加强党的建设  
Strengthen Party Building

52 严格依法合规  
Strictly Manage and Operate the Company in Accordance with Law

## 加强党的建设

Strengthen Party Building

2021年是中国共产党成立100周年，是奋进“十四五”，迈入全面建设社会主义现代化国家新发展阶段的开局之年。中国航材集团党委在党中央和国资委党委坚强领导下，始终坚持以习近平新时代中国特色社会主义思想为指导，深入学习领会习近平总书记重要讲话和重要指示批示精神，全面贯彻党的十九大和十九届历次全会精神，深入开展党史学习教育，持续巩固深化全国国有企业党的建设工作会议精神落实成果，坚持以高质量党建引领高质量发展，为奋力完成全年生产经营和改革发展艰巨任务提供了坚强保障。

The year 2021 was the 100th anniversary of the founding of the Communist Party of China, the first year of the "14th Five-Year Plan", and kicked off the new journey of building a modern socialist country in all respects. Under the strong leadership of the Party Central Committee and the SASAC Party Committee, CAS Party Committee always followed the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, thoroughly studied and understood the spirit of President Xi's important speeches and instructions, and fully implemented spirits of the plenary sessions of the 19th National Congress and all previous sessions, deeply conducted the education on learning the Party history, continued to consolidate and deepen the implementation of the spirit of the SOE Party building work conferences, adhered to high-quality Party to achieve high-quality development, to provide solid guarantee for fulfilling the yearly production and operation, reform and development tasks.

## 始终把党的政治建设摆在首位

Always Put the Party's Political Construction in the First Place

中国航材集团党委坚持不懈用习近平新时代中国特色社会主义思想武装头脑，坚决执行“第一议题”制度要求，及时跟进学习贯彻并完善落实习近平总书记重要指示批示精神的工作制度和督办机制。把学习贯彻习近平总书记“七一”重要讲话精神和党的十九届六中全会精神，同学习领会习近平总书记关于党史、“三新”、发展国有经济、国有企业改革发展和党的建设、民航强国等方面的重要论述贯通起来，系统安排集团党委中心组学习、举办专题读书班，开展请进来走出去大学习、加强先进单位对标、聚焦集团改革发展重点难点，切实把思想认识和行动统一到党中央决策部署、国资委党委要求上来，党员干部从讲政治的高度把握改革发展任务目标的意识和能力进一步加强。

CAS Party Committee unwaveringly guided its action with Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, resolutely implemented the requirements of a "first topic" system, followed, studied and implemented in a timely manner and improved the work system and supervision mechanism for implementing the spirit of President Xi's important instructions. We combined the study and implementation of the spirit of President Xi's "July 1" important speech and the spirit of the Sixth Plenary Session of the 19th Central Committee of the Communist Party of China with the study and understanding of President Xi's principles on the Party history, the "Three-New" (new development stage, new development concept, new development landscape), the development of the state-owned economy, the reform and development of state-owned enterprises, the Party building, and discussion on the civil aviation power. For that end, CAS Party Committee systematically arranged to study and hold special reading classes, carry out the "introduction-in" and "going-out" big learning, strengthen the benchmarking of leading units, focus on the key and difficult points of the Group's reform and development, and effectively unify the thinking, understanding and actions into the decision-making and deployment of the Party Central Committee and the CASAC Party Committee. In this way, the awareness and ability of Party members and cadres to grasp the goals of reform and development from a political perspective were further strengthened.



集团党委中心组学习  
CAS Party Committee Central Team in learning



党员领导干部专题培训班  
Special training courses for Party members and leading cadres



走访调研中国铁塔  
Visiting and researching China Tower

## 坚决完成巡视整改重大政治任务

Resolutely Complete the Major Political Tasks of Inspection and Rectification

全力配合国资委党委对集团党委的常规巡视工作，及时落实、监督推动所属单位不折不扣完成巡视组各项工作布置，保障巡视工作平稳有序开展。对集团各所属单位整改工作各环节严格审核把关，强力工作督办；针对整改过程中出现的各类问题，严肃追责问责。党员领导干部政治能力和治企能力进一步提升，集团公司发展方向更明确、制度体系更健全、基层基础更牢固。

CAS fully cooperated with SASAC Party Committee's regular inspections on the Group's Party Committee, timely implemented, supervised and promoted the subordinate units to complete the work arrangements from the inspection team to ensure the smooth and orderly development of the inspection work. We strictly reviewed and controlled all aspects of the rectification work of the subordinate units, strengthened the rectification work. For problems discovered during the rectification process, parties concerned would be held accountable. In this way, the political ability and corporate governance ability of Party members and leading cadres were further improved, the development direction of the Group was further clarified, the systems became more complete and the grassroots foundation more solid.

## 深入开展全国国企党建会精神“回头看”

In-depth Review of the Spirits of the Party Building Conferences in SOEs Nationwide

以习近平总书记全国国有企业党建会重要讲话发表五周年为契机，组织各级党组织开展“回头看”，系统盘点五年来党建工作情况，总结集团党建和改革发展“六个融合”宝贵经验，围绕做强做优做大国有企业工作成效、国有企业党的建设独特优势是否有效发挥、党建工作短板弱项是否补齐等七个方面进一步对标检视、深化落实、巩固提升，结合巡视反馈问题，制定措施一体整改。

Taking the fifth anniversary of General Secretary Xi Jinping's important speech at the Party the National State-owned Enterprise Party Construction Association as an opportunity, CAS organized Party organizations at all levels to "review" their previous work and systematically summarized the Party building work in the past five years. We summarized the valuable experience of "Six Integrations" (integration of Party building with responsibility, ideology, organization, mechanism, carrier and efficiency) during Party building and reform and development of the Group, and further focused on seven aspects such as the effectiveness of making SOEs stronger, better and bigger, whether the unique advantages of Party building in SOEs can be effectively exerted, and whether the shortcomings of Party building work are supplemented, to benchmark inspection, deepen implementation, make consolidation and improvement, and formulate measures for integrated rectification combined with inspection feedbacks.



五周年“回头看”督导汇报会  
Review on the 5th Anniversary at the Supervisory Meeting

## 统筹推进思想建设和 宣传舆论工作

Coordinate the Promotion of  
Ideological Construction and Public  
Opinion Work

集团党委把开展好党史学习教育作为贯穿全年的重要政治任务，突出航材特色、突出学用结合、突出惠及群众、突出担当作为，不断把“六个进一步”引向深入。

CAS Party Committee took the development of Party history learning and education as an important political task throughout the year, thus highlighting the characteristics of CAS, stressing on the combination of learning and use, emphasizing the benefits to the masses, underlining the responsibility, and constantly deepening the "Six Furthers" (further appreciating the power of thought, further grasping the laws and general trends of historical development, further deepening the understanding of the nature and purpose of the Party, further summarizing the Party's historical experience, further carrying forward the revolutionary spirit, and further enhancing the unity and centralization of the Party).

### 开展“三学联动”

Carry out "Centralized Study, Field Study, Practical Study"

采取中心组示范带动学、专家请进来集中学、调研走出去对标学，组织专题学习研 14 次，深化学懂弄通做实习近平新时代中国特色社会主义思想，党员干部进一步坚定了践行新时代初心使命、推动中国航材高质量发展的信心和决心。

By means of demonstration by the Central Team, centralized study through inviting the experts and benchmarking study through on-site survey, CAS organized 14 special studies and researches, deepening the understanding of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. As a result, the Party members and cadres became further determined to practice the original intention and mission of the new era and elevate the confidence and determination for high-quality development of CAS.

### 用好“三种资源”

Leverage "Three Resources"

通过用好党课资源、红色资源和活动资源，开展“百堂党课”和“劳模大讲堂”140 余堂，组织赴革命遗址和纪念馆开展主题教育活动，线上线下联动开展党史知识竞赛、清明节缅怀革命先烈等多项活动，推动党史学习入脑入心，广大干部职工爱党爱国热情和干事创业激情明显提升。

Leveraging the "Three Resources", namely the Party class resources, red resources and activity resources, CAS held more than 140 "One Hundred Party Classes" and "Lectures from Model Workers", organized the theme education activities to revolutionary sites and memorial halls, launched the online and offline Party history knowledge competitions and the activities of memorizing the revolutionary martyrs on Qingming Festivals, so that the majority of cadres and workers could learn the Party history mindfully and thus significantly improved their patriotism and enthusiasm for entrepreneurship.



机关党委赴铁军纪念馆开展“学党史 祭先烈 强信念”主题教育活动

The Party Committee of the institutions went to the Invincible Army Memorial Hall to carry out the theme education activity of "Learning the Party History, Sacrificing the Martyrs and Strengthening the Faith"

### 推动“三个转化”

Promote "Three Transformations"

把学习党史同总结经验、观照现实、推动工作结合起来，将学习教育成果转化为奋勇拼搏开新局的活力，确立“14558”十四五总体发展战略；转化为完成重点难点任务的动力，聚焦改革三年行动重点难点不断突破；转化为科技创新的智慧能力，多项技术突破国际垄断，有效解决“卡脖子”问题。

Through combining the study of Party history with summarizing experience, observing reality, and promoting work, CAS transformed the achievements of learning and education into the vigor of bravely fighting for a new situation and established the "14558" overall development strategy for the 14th Five-Year Plan; transformed the achievements into the driving force for completing key and difficult tasks, and focused on the key and difficult points of the three-year reform action to make breakthroughs; transformed the achievements into the wisdom of scientific and technological innovation, to enable multiple technologies to break the international monopoly and effectively solve "bottlenecks".



党史学习教育专题培训班  
Special Training Course on Party History Learning and Education

### 立足“三个围绕”

Start from "Three Focusings"

围绕高质量发展、保障职工权益、履行社会责任，有力有序推动“我为群众办实事”主题实践活动，首批和第二批重点民生项目清单均已完成并取得明显成效。《先进典型引领 奋发砥砺前行》入选国资委《党史学习教育创新工作案例》，《持续推进“幸福航材”建设》入选国资委办实事特色项目汇编，民航报、中国民航网专题报道集团特色做法。

Focusing on high-quality development, protecting the rights and interests of employees, and fulfilling social responsibilities, CAS vigorously and orderly promoted the theme practice activities of "I Serve the Masses with Practice", with the first and second batches of key livelihood projects having achieved remarkable results. Guided by Leading Models to Forge Ahead was selected into the SASAC's Cases of Innovative Work on Party History Learning and Education, and the Continuously Promoting Construction of Happy CAS was listed on the SASAC's compilation of practical projects. They were covered by CAAC News and caacnews.com.cn.



“七一”新党员宣誓

New Party members taking the oath on July 1

## 以先进典型选树正面引导凝聚奋进力量



Leading Examples Give Positive Guidance to Gather Force for Forging Ahead

组织开展“光荣在党30年”、优秀共产党员、优秀党务工作者、先进基层党组织、改革发展突出贡献先进个人等评选表彰。在集团内网和微信公众号精心策划并开展“大国顶梁柱 永远跟党走”“凝聚巾帼力量，献礼建党百年”“最美劳动者，学党史悟思想”“航材榜样对党说”“走好新时代赶考路”等12个系列主题宣传活动。

CAS organized and carried out the selection and commendation of "Glorious Party Members for 30 Years", outstanding Communist Party members, outstanding Party affairs workers, advanced grass-roots Party organizations, and advanced individuals with outstanding contributions to reform and development. On its website and WeChat official account, CAS carefully planned and launched 12 themed publicity activities including "The Pillar of a Great Country, Always Be Loyal to the Party", "Gathering the Strength of Female, and Present a Gift to the Party's Centenary Anniversary", "The Most Beautiful Worker, Learning the Party's History and Being Enlightened", "CAS Models Talking to the Party", and "On the Journey to the Examination in the New Era".



## 扎牢基层“根”筑强堡垒“魂”



Firmly Take Root in the Grassroots and Build a Strong Fortress

中国航材坚持加强基层组织建设，进一步优化调整各级党组织设置，使党支部建设和业务工作同步推进，开展“三基建设”专项检查和指导，推动基层党组织真正成为团结群众的核心、教育党员的学校和攻坚克难的堡垒。积极推进基层党建标准化示范化，组织党支部书记培训，开展示范党支部交流和现场观摩，学习支部建设助力企业改革发展取得的成效经验，全过程视频同步直播，强化标杆示范，为各党支部交流提升提供了重要平台。同时，加强混合所有制企业党建工作，制定出台《加强混合所有制企业党的建设工作方案》，为提高集团混合所有制企业党建工作科学化水平，巩固扩大党的执政基础提供制度依据。

CAS continued to strengthen the construction of grassroots organizations, further optimized and adjusted the establishment of Party organizations at all levels, promoted the construction of Party branches and business work at the same time, and carried out special inspections and guidance on the "Three Basics" (construction of the grassroots, basic tasks, basic skills training), so as to enable grassroots Party organizations to truly become the core of uniting the masses, a school for educating Party members and a fortress for overcoming difficulties. It also actively promoted the standardization and demonstration of grass-roots Party building, organized trainings for Party branch secretaries, carry out demonstration Party branch exchanges and on-site observations, learned the effectiveness and experience of branch building in helping the reform and development of enterprises, which was broadcasted lively, to strengthen the demonstration effect of benchmarking Party branches and offer an important platform for exchange between all Party branches. More than that, we intensified the Party building work in mixed-ownership enterprises through formulating and issuing the *Work Plan for Strengthening the Party Building in Mixed-Ownership Enterprises*, to provide an institutional basis for improving the scientific level of Party building work in mixed-ownership enterprises and consolidating and expanding the Party's governing foundation.



## 全面提高党员队伍素质能力

Improve the Quality and Ability of Party Members in an All-round Manner

立足企业实际，坚持问题导向，开展《2019-2023年全国党员教育培训工作规划》实施情况中期评估，切实推进党员教育培训工作再上新台阶。多层次系统化推进党的理论教育，组织党员领导干部、基层党务工作者、组织入党积极分子集中培训，切实增强培训针对性、实效性。

Based on the specific situation of the enterprise and in line with the problem orientation, CAS conducted the mid-term assessment on the implementation of the 2019-2023 National Party Member Education and Training Work Plan, to lift the Party member education and training work to a new level. We also promoted theoretical education on the Party in a multi-level and systematic manner, organized centralized training for the Party members and leading cadres, grass-roots Party affairs workers, and applicants for Party membership, with the aim to effectively enhance the pertinence and effectiveness of training.



入党积极分子培训班  
Training class for applicants for Party membership



基层党务工作者集中培训  
Centralized training on grassroots Party affairs works

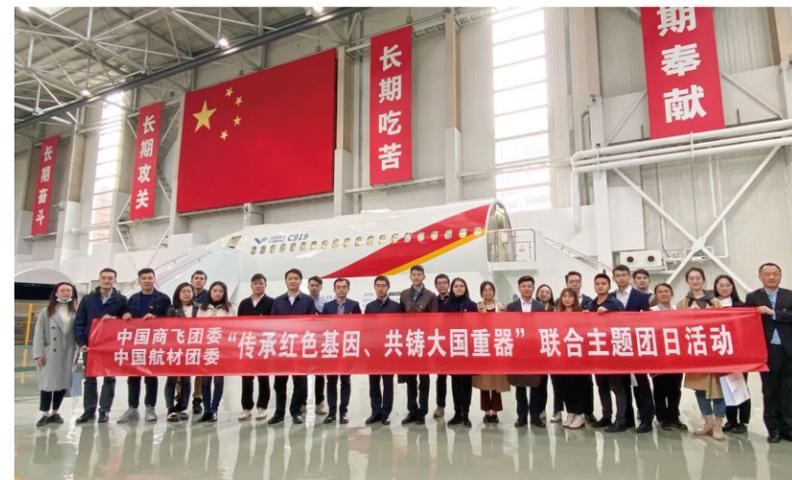
## 夯实团员青年工作基层基础

Consolidate the Grassroots Foundation of the Young League Members

“青春·信仰·担当”六家中央企业“青马工程”联合开班式合影



六家中央企业青马工程联合理论学习周  
Joint Theoretical Study Week of Qingma Project of Six Central Enterprises



“传承红色基因 共铸大国重器”联合主题团日活动  
"Inheriting the Red Genes and Becoming the Pillars of a Great Power" theme activity

制定《加强党建带团建工作实施方案》、修订《青年和共青团工作管理办法》，着力打造“青年学习社”、“青马工程”、示范工程、创新创效、志愿服务五大品牌。制定印发《青马工程实施方案》，率先打造示范班，构建“青马工程”培养体系。与中国商飞团委共同举办“传承红色基因，共铸大国重器”联合主题团日活动，学习大飞机创业精神的丰富内涵和时代价值。

CAS formulated the *Implementation Plan for Strengthening Party Building and Leading the League Building*, revised the *Administrative Measures for the Youth and the Communist Youth League*, and strived to create five major brands of Youth Learning Club, Qingma Project, Demonstration Project, Innovation and Effectiveness, and Volunteer Service. For that end, we also formulated and issued the *Qingma Project Implementation Plan*, took the lead in creating demonstration classes, and built a Qingma Project training system. Joining hands with COMAC Youth League Committee, CAS held theme activity of Inheriting the Red Genes and Becoming the Pillars of a Great Power to learn the rich connotation and the value of the times of the entrepreneurial spirit of the large aircraft.

## 严格依法合规

Strictly Manage and Operate the Company in Accordance with Law

### 风险管控

Conduct Strict Risk Control

2021年，中国航材认真贯彻落实中央及国务院关于防范化解重大风险和推动高质量发展的决策部署，持续推进重点领域风险防控及内控体系建设，提升风险管理能力。统筹开展全面风险管理、内部控制、合规管理和法律管理等工作，及时组织风险事项摸底调查、研判和应对，落实重大项目专项风险审查和评估，强化重大风险预警和动态管控，坚持底线思维，防范风险蔓延和叠加，风险管理效果明显，各类风险总体受控，确保全年未发生影响集团战略目标与长远发展的重大风险事件。

In 2021, CAS earnestly implemented the decisions and deployments of the Party Central Committee and the State Council on preventing and dissolving major risks and promoting high-quality development, continued to do a good job in the construction of risk prevention and control and internal control systems in key areas to enhance risk management capabilities, and coordinated the promotion of overall risk management, internal control, and compliance management as well as legal management, timely organized to carry out the investigation, judgment and response of risky matters, intensified the major risk early-warning and dynamic management and control, adhered to bottom-line thinking, and prevented spread and piling up of risks, thus to achieve good risk management effect, bring all risks under control and encounter no major risk event affecting the strategic goals and long-term development of CAS over the past year.

### 依法治企

Running Enterprises According to Law

中国航材严格遵守国家法律法规、行业规则及商业道德准则，诚信合规经营，规范履行各类合同。注重与政府、出资人、合作伙伴、债权人、供应商、客户建立良好的合作关系，及时与利益相关方和社会大众沟通公司信息，努力实现合作共赢、共同发展。

CAS strictly abided by national laws and regulations, industry rules and business ethics, operated with integrity and compliance, and standardized the performance of contracts. We also highlighted establishing good cooperative relations with the government, investors, partners, creditors, suppliers and customers, updating company information with stakeholders and the public in a timely manner, so as to achieve win-win cooperation and common development with them.

#### 落实法治建设第一责任人职责

Clarifying the Responsibility of the First Person Responsible for the Construction of the Rule of Law



2021年，中国航材持续加大法治航材建设的领导和推动力度，组织所属企业完善法治建设机制，持续督导部分问题多、进展慢的企业落实整改，提升依法治理、依法经营和依法管理水平。

In 2021, CAS continued to strengthen the leadership and promotion of legal construction in CAS, organized its affiliates to carry out self-examination and self-evaluation of their respective legal construction work, comprehensively supervised companies with many problems and slow progress, rectified the problems discovered, and improved the level of legal governance, legal operation and legal management.

#### 落实法律审核全覆盖

Ensuring Full Coverage of Legal Review



公司严格落实董事会会议制度、党委会议制度、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、合同管理办法、合规管理办法等法律合规审核相关制度，实现规章制度、重要决策、经济合同的100%法律审核率。

CAS strictly exercised the decision-making meeting systems such as the board meeting system, Party Committee meeting system and the GM office meeting system and implemented the legal review related systems including legal affairs management regulations and contract management methods, with the legal review rate of rules and regulations, important decisions, and economic contracts reaching 100%.

#### 加强合规管理

Strengthening Compliance Management



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，为公司创造了良好的经营环境。

All legacy legal disputes had been resolved, and no new legal dispute due to violation of laws or regulations by CAS occurred, thus to shape a good operating environment.



## 内部审计 Internal Audit



加强制度建设。按照国资委中央企业研究制定免责事项清单的工作要求，集团公司制定《集团公司尽职合规免责事项实施办法（试行）》及附件《集团公司尽职合规免责事项清单》，落实习近平总书记关于“三个区分开来”重要要求，积极鼓励各级领导干部担当作为。为推动审计发现问题整改落实，制定《集团公司审计问题整改实施细则》，推动问题整改纳入绩效考核和责任追究机制。

集团公司对部分所属公司内控体系建设和执行情况进行了审计监督，针对检查发现的经营管理和业务流程中

Strengthen system construction; in accordance with the work requirements of SASAC's requirements for central enterprises to study and formulate the list of exempted matters, CAS formulated the *Implementation Measures for Due Diligence and Compliance Exemptions of Group Enterprises (Trial)* and its annex *List of Due Diligence and Compliance Exemptions of Group Enterprises*, and implemented General Secretary Xi Jinping's "Three Distinguishings", to encourage cadres at all levels to take responsibility. In order to rectify problems found in the audit, CAS enforced *Implementation Rules for the Rectification of Audit Problems of CAS* to bring the rectification of problems under the performance appraisal and accountability mechanism.

CAS audited and supervised the construction and implementation of the internal control system of some subordinate companies, and put forward audit rectification suggestions for the weak sections and management loopholes in the operation management and business processes found

的薄弱环节和管理漏洞，提出审计整改建议，督促建章立制、规范管理、理顺业务流程。建立问题整改台账，实施专人跟踪监督、定期报告整改落实情况。通过建章立制，将问题整改纳入责任单位绩效考核和责任追究管理规定，逐步夯实问题整改的监督责任和主体责任，问题整改长效机制已经形成并持续发挥效能。同时，构建集团大监督格局，加强信息沟通、业务交流和资源共享，促进了部门间协同联动，提高了审计信息资源的价值。内控体系不断完善，推动公司经营管理水平和风险防范能力提升。

during the inspection, and urged the establishment of rules and regulations, standardized management, and rationalization of business flow. It also established a problem rectification ledger, and assigned a special person to track and supervise, and regularly report on the implementation of rectification, incorporating problem rectification into the performance appraisal and accountability management regulations of responsible departments, gradually consolidating supervision responsibility and main responsibility for problem rectification, thus to have formed a long-term mechanism for problem rectification to function effectively. At the same time, we built a large-scale supervision pattern, strengthening information communication, business exchange and resource sharing, promoting cross-department collaboration and enhancing the value of audit information resources. Through making continuous improvement of the internal control system, CAS has promoted its operation and management level and risk prevention capability.

## 党风廉政

### Construction of the Party Conduct and of an Honest and Clean Government



一年来，中国航材集团在国资委党委、驻国资委纪检监察组的坚强领导下，以习近平新时代中国特色社会主义思想为指导，毫不动摇地推进全面从严治党向纵深发展，党风廉政建设和反腐败工作不断取得新成效。

Over the past year, under the strong leadership of SASAC Party Committee and the Disciplinary Inspection and Supervision Team stationed in SASAC, and guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, CAS unwaveringly promoted the further construction of the Party conduct and of an honest and clean government and the anti-corruption work in CAS and made new achievements in the construction of a clean government and the anti-corruption work.

**01** 坚持以政治建设为统领，深刻认识“两个确立”决定性意义，把做到“两个维护”作为最高政治原则和根本政治规矩，深入开展党史学习教育，不断推进政治监督具体化常态化。

CAS adhered to the leading role of political construction, got a deep awareness of the decisive significance of "Two Establishings (establishing Comrade Xi Jinping's core position in the Party Central Committee and the whole Party, and establishing the guiding position of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era), took "the Party Central Committee's authority and its centralized, unified leadership" as the highest political principle and fundamental political rules, carried out in-depth study and education of Party history, and continuously promoted specific and normalized political supervision.

**02** 把配合保障巡视、抓好巡视整改作为推动集团工作的重大机遇，同时推进本级巡视巡察工作实现全覆盖。做好巡视整改“后半篇”文章，确保集团公司发展方向更明确、制度体系更健全、基层基础更牢固。

Taking cooperation in inspections and doing a good job in inspections and rectifications as a major opportunity to promote its work, CAS ensured the full coverage of inspections at the same level. We tried to complete "the second half" of the inspections, to ensure the development direction to be clearer, the system more complete, and the grassroots foundation more solid.

**03** 坚守政治职责，坚决履行好从严治党主体责任，加强对全集团党风廉政建设和反腐败工作的统一领导。持续构建党风廉政建设责任体系，强化监督体系建设，确保“两个责任”同向发力。

CAS adhered to political responsibilities, resolutely performed the main responsibility of strictly governing the Party, and strengthening the unified leadership of the whole Group's Party style and clean government construction and anti-corruption work, continued to build a responsibility system for the construction of Party style and clean government, strengthened the construction of the supervision system, and ensured the co-work of "Two Responsibilities" (the main body responsibility of the Party Committee and the supervision responsibility of the Discipline Inspection Commission).

**04** 持续释放全面从严、一严到底的强烈信号，全力支持集团纪委加大监督执纪问责力度。严肃查处各类违规违纪行为，做深做实以案促改，切实加强警示教育，进一步强化党员干部廉洁自律的意识。

CAS continued to release a strong signal of being strict comprehensively and thoroughly, fully supported the Disciplinary Inspection Commission to strengthen supervision and accountability, seriously investigated and dealt with all kinds of violation of regulations and disciplines, promoted reform with cases, earnestly strengthened warning education and further elevated the awareness of integrity and self-discipline of Party members and cadres.

**05** 坚持把专项整治作为强化反腐败工作的重要抓手，持续深化推动专项整治，开展落实中央八项规定精神“回头看”工作，持续纠治“四风”，力促工作提质增效，形成作风建设长效机制。

CAS adhered to the special rectification initiative as an important starting point for strengthening anti-corruption work, continued to deepen the promotion of special rectification, carried out the eight-point decision on improving Party and government conduct (namely to improve research methods, reduce meetings and celebratory events, reduce issuance of documents and briefings, reasonably arrange outbound visits, streamline security arrangements, reduce media coverage of high-ranking officials, prohibit publication under an individual's name, and practice frugality) spiritual "reviewing" work, and continued to rectify "the practice of formalities for formalities' sake", bureaucratism, hedonism, and extravagance, rectified problems, and tried to promote the quality and efficiency and thus to form a long-term mechanism for style building.



# 05

## 倾情倾力 促进和谐美好社会建设

Devote all efforts to promote the construction of a harmonious and beautiful society

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Fruitful Rural Vitalization
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## 乡村振兴显成效

Fruitful Rural Vitalization

2021年是全面建成小康社会接续推进乡村振兴的开局之年。中国航材坚决贯彻党中央决策部署，以习近平总书记重要指示批示为指引，深入落实国家乡村振兴局和国务院国资委的总要求，坚持政治引领，集团党委将定点帮扶工作摆上重要议事日程，加强组织领导和顶层设计，紧紧围绕助力“五大振兴”和“四个不摘”要求，切实统筹谋划帮扶举措，持续精准帮扶、长效帮扶不松劲。坚持以集团领导调研督导为抓手，促进精准施策和责任落实，以高效管理带动高质量帮扶，推动各项帮扶项目措施取得良好成效。

中国航材全年投入无偿帮扶资金505万元，为助力陕西省白水有效衔接乡村振兴提供有力支持。在2021年度中央单位定点帮扶成效考核评价中，集团公司被评为“较好”等级。



徐思伟与白水县委书记雷江声会谈  
Xu Siwei meeting with Lei Jiangsheng, Secretary of Baishui County Party Committee

2021 was the first year of building a moderately prosperous society in all respects and continuing to promote rural revitalization. CAS resolutely implemented the decisions and deployments of the Party Central Committee and under the guidance of the important instructions of General Secretary Xi Jinping, carried out the general requirements of the National Rural Revitalization Administration and SASAC and adhered to political leadership. CAS Party Committee put targeted poverty alleviation on the agenda, strengthened organizational leadership and top-level design, focused on "Five Revitalization" (industrial revitalization, talent revitalization, cultural revitalization, ecological revitalization, organizational revitalization) and "not stopping responsibilities, policy support, assistance and supervision in areas lifted out of poverty", practically made overall planning on assistance measures, and provided continuous, targeted and long-term assistance. Starting from the research and supervision of the Group leaders, CAS promoted targeted policy and responsibility implementation, drove high-quality assistance with efficient management, and promoted assistance projects and measures to achieve good results.

We invested 5.05 million RMB as free assistance throughout the year, thus providing strong support to help Baishui County in Shaanxi Province effectively get connected with rural revitalization. In 2021, CAS was rated as "B" in the assessment on achievements of targeted poverty assistance from central enterprises in 2021.



杨晓明赴陕西省白水县调研定点扶贫工作  
Yang Xiaoming going to Baishui County, Shaanxi Province to investigate the targeted poverty alleviation work

## 以科技引领推动定点县特色产业发展进步

Promote the Development and Progress of Featured Industries in Designated Counties with Technology

中国航材自2018年坚持持续建设白水苹果产业现代化示范园项目，通过高标准科学种植和现代化管理带动群众产业增收，至2021年已建成的高标准示范园4批500亩成为县里先行先试的典范，引导定点县实施《推动白水苹果高质量发展规划》，制定全省首个苹果生产地方标准，为促进白水苹果种植特色产业发展贡献智慧和力量。

Since 2018, CAS has been carrying forward the Baishui Apple Industry Modernization Demonstration Park project to increase the income of people locally with high-standard scientific planting and modern management. By 2021, four stages of the high-standard demonstration park had been completed, covering 500mu (333,333m<sup>2</sup>), setting up an example in the County. CAS also guided the designated county to implement the *Plan for Promoting the High-quality Development of Baishui Apple*, formulated the first local standard for apple production in the province, and contributed wisdom and strength to promoting the development of the featured industry of apple planting in Baishui County.



通过科学种植示范带动，当地群众喜迎丰收  
Local people celebrating harvest thanks to scientific planting demonstration



中国航材2021年产业帮扶项目为群众分红  
CAS distributing dividends to the local people through the industrial assistance project in 2021



白水20万亩苹果标准化果园建设项目开工仪式，在中国航材第四批示范园建设现场举行  
Groundbreaking ceremony of the 200,000mu (133,333,333m<sup>2</sup>) apple standardized orchard construction project in Baishui County at the construction site of the 4<sup>th</sup> stage of the demonstration area of CAS

## 切合实际需求开展乡村人才振兴培训

Carry out Rural Talent Revitalization Training According to Actual Needs

中国航材与地方部门加强交流，共同研究改进培训方式方法，以镇村为单位实施区域教学，努力克服疫情带来的影响。2021年帮助培训乡村基层干部200人，开展乡村振兴带头人培训215人次、农业技术人员培训198人次，有力推动乡村振兴人才储备。

CAS strengthened exchanges with local departments to work on improving training methods through carrying out regional teaching in towns and villages amid the outbreak of Covid-19. In 2021, it totally trained 200 rural grass-roots cadres, 215 person times of leaders in rural revitalization and 198 person times of agricultural technicians, effectively promoting the reserve of rural revitalization talents.



开展基层干部及乡村振兴带头人培训学习观摩  
Carry out training on grass-roots cadres and rural revitalization leaders through studying and observation

## 持续实施文化振兴改善 基层教学条件

Continue to Implement Cultural Revitalization to Improve Teaching Conditions at the Grassroots Level

坚持开展教育帮扶，投入资金帮助部分镇中心校购买教学设施设备，改善基层教学条件。并继续支持定点县“金秋助学”行动，资助 2021 年考上大学的困难生，帮助解决实际困难，助其顺利入学，为有效防止贫困循环起到积极作用。

CAS adhered to educational assistance and invested in purchase of teaching facilities in some central schools in towns to improve the teaching conditions at the grassroots level, continued to support the "Education Assistance Action in Golden Autumn" action in designated counties, subsidized impoverished students to be admitted to universities in 2021, solving their practical difficulties to ensure they could get enrolled smoothly and effectively cut off the cycle of poverty.



中国航材持续开展教育帮扶，资助白水县 2021 年应届考上大学的困难学生

CAS continued to carry out educational assistance and subsidized impoverished freshmen in the year 2021 in Baishui County

## 多措并举助力乡村振兴 示范点建设

Take Multiple Measures to Help the Construction of Rural Revitalization Demonstration Sites

以包联的脱贫村古槐村为重点，指导制定乡村振兴工作规划。邀请外部专业公司帮助整理脱贫攻坚档案资料，总结脱贫攻坚经验，做好乡村振兴有效衔接。帮助建设村广播站，修建村部办公用房和院落、配备日常办公生活设施设备，有效改善驻村干部工作生活条件。购置垃圾清运车辆、垃圾桶、除草机，并修建村巷道花坛围栏，乡村环境更加整洁美观，百姓的获得感与幸福感进一步增强。

Prioritizing Guhuai Village, a poverty alleviation village, CAS guided the formulation of rural revitalization work plans, invited external professional companies to help organize archives of poverty alleviation, summarized experience in poverty alleviation, and effectively ensured continuity of rural revitalization. We helped build the village broadcasting station, the office buildings and courtyards of the village headquarters, and provide daily office and living facilities and equipment to greatly elevate the working and living conditions of the cadres in the village. We also purchased garbage removal vehicles, trash cans, weeding machines, and built flower bed fences on the roadside. As result, the rural environment became tidier and more beautiful, and the people's sense of gain and happiness was further enhanced.

## 坚持实施社会救助帮助 巩固脱贫成果

Continue to Implement the Social Assistance to Help Consolidate the Achievements of Poverty Alleviation

继续开展“救急难”、残疾人救助等帮扶工作，救助因病残、因灾及突发事件导致生活急难群众。在定点县疫情紧急排查的关键期，购买防护服、护目镜、医用口罩等防疫物资，想方设法送到县里，为保障群众生产生活安全提供有力支持。

CAS carried out "emergency rescue" work, and supported assistance for the disabled and other relief work, and helped people suffering poverty due to illness, disability, disasters or emergencies. During the critical period of emergency checking of the epidemic situation in designated counties, we purchased protective clothing, goggles, medical masks and other anti-epidemic materials, and sent them to the county to provide strong support to ensure the production safety and life safety of the masses.

## 积极开展组织振兴促进 基层为民服务

Actively Carry out Organizational Revitalization to Promote Grassroots Services for the People

中国航材所属企业优秀党支部与定点县林皋镇党委结成共建对子，与一个脱贫村建立联络点，共同组织支部活动，慰问困难群众，为镇里的小学购买文具、教学用品，给孩子们赠送运动鞋。向村委会及所在镇捐赠电脑等办公设备，帮助改善基层办公条件，充分发挥先进模范作用，带动镇村基层干部更好地为当地百姓服务。

The outstanding Party branch of the enterprise affiliated to CAS partnered with the Party Committee of Lingao Town in a designated county and established a liaison station with a poverty alleviation village, to jointly organize branch activities and comfort the needy, purchased stationery and teaching supplies for the primary schools in the town, and gave away sneakers to students. We also donated office supplies like computers to the village committee and to the town locally to improve their office conditions at the grassroots level, give full play to the role of advanced models, and drive the grassroots cadres in towns and villages to better serve the local people.



## 选派帮扶干部坚守岗位 履职尽责

Selected Cadres Stick to Their Posts and Performed Their Duties with Due Diligence

在白水疫情的关键期，集团公司选派的两名帮扶干部坚守岗位，主动融入当地乡村振兴工作。挂职干部闫晓东及时联系集团公司购置防疫物资，为当地疫情排查解决实际困难；第一书记申文斌连续数月坚守村镇，帮助收集排查信息，主动做好联络和疫情防控宣传，彰显了央企帮扶干部的模范带头作用，赢得干部群众好评。

During the critical period of epidemic prevention and control in Baishui County, CAS selected and assigned two cadres to stay on their posts and participated in the local rural revitalization work. Yan Xiaodong, a temporary cadre, contacted the Group Company to purchase anti-epidemic supplies in a timely manner to solve practical difficulties for the local epidemic checking. Shen Wenbin, the first secretary, stayed in the villages and towns for several months, helped to collect investigation information, and did a good job in liaison and publicity on epidemic prevention and control, showcasing the exemplary leading role of the cadres of central enterprises and winning praise from the cadres and the masses.

## 阳光公益送关爱

Sunshine Charity Warms the Heart of Children



六一前夕带领百名白水留守儿童开展主题研学活动

On the eve of June 1st, leading hundreds of left-behind children in Baishui to take part in the themed academic activities

中国航材自 2012 年 11 月与陕西省白水县委结对定点扶贫之日起，坚决履行中央企业的政治责任，不断探索行之有效的帮扶路径和措施。作为定点帮扶的一支重要力量，中国航材团委充分发挥青年团员突击队和生力军作用，针对白水留守儿童“事实孤儿”情况，自 2017 年发起“寸草春晖·关爱留守儿童”公益活动，建立起一套成熟的工作机制，打造了一套较为完善的软硬件设施，坚持每年开展公益活动，帮助留守儿童感受温暖、收获幸福、健康成长。

Since November 2012, when it teamed up with Baishui County, Shaanxi Province for targeted poverty alleviation, CAS has resolutely fulfilled its political responsibilities as a central enterprise and continuously explored effective ways and measures for that purpose. As an important force for targeted poverty alleviation, the CAS Youth League Committee has given full play to the role of youth league members as a commando team and a new force. In response to the situation that left-behind children are "de facto orphans" in Baishui County, since 2017, CAS has launched "Cuncao Chunhui • Caring for Left-behind Children", a public welfare activity, established a mature working mechanism and a relatively complete set of software and hardware facilities, insisted on carrying out public welfare activities every year to warm up left-behind children and help them gain the sense of happiness and growth up healthily.

2021 年，中国航材创新帮扶方式，集团团委与白水县委开展结对共建，以党史学习教育为契机，将教育帮扶与公益助学活动紧密结合，以“我为群众办实事——心手相牵 为爱圆梦”为主题，于儿童节前夕，携手组织筹划了丰富多彩的研学活动，带领山区镇 100 名贫困生和留守学生走出大山到西安交大参观学习，领悟西安交大人对于伟大先辈们“饮水思源”的感恩之情，并体验了航模制作、赛艇训练、参观海洋馆等，帮助孩子们开阔眼界、丰富知识、树立梦想，激励他们努力学习、奋发向上。在活动中，孩子们纷纷写下自己的学习感受和对祖国美好未来的憧憬。

In 2021, CAS innovated the way of assistance. The Youth League Committee of the group and the Youth League Committee of Baishui County carried out pairing and joint construction. Taking the opportunity of party history learning and education, they closely combined educational assistance with public welfare student aid activities. With the theme of "I do practical things for the masses — hand in hand as love to realize a dream", they jointly organized and planned a variety of research activities on the eve of children's day, led 100 poor students and left behind students in mountainous towns out of the mountains to Xi'an Jiaotong University to visit and study, understood the gratitude of Xi'an Jiaotong University for the great ancestors' thinking of the source after drinking water, and experienced the making of aircraft models, rowing training, visiting the aquarium, etc., helping the children broaden their horizons, enrich their knowledge, set up their dreams, and encouraging them to study hard and strive forward. During the activity, the children wrote down their own learning feelings and their vision for the bright future of the motherland.

## 疫情防控把好关

Tighten Epidemic Prevention and Control

中国航材坚决贯彻党中央和国资委决策部署，坚决落实好疫情防控的主体责任，把“外防输入、内防反弹”各项措施不折不扣地落实到位，坚持科学精准从严从紧做好疫情防控工作，2021 年集团公司继续保持境内外员工无 1 例确诊和疑似病例的防控成果。

CAS resolutely implemented the decisions and arrangements of the Party Central Committee and SASAC, clearly defined the main responsibility for epidemic prevention and control, and carried out all measures of "defending externally against importation, defending internally against rebound" in place, strictly conducted epidemic prevention and control work in line scientifically and precisely. We were glad to see that in 2021, no confirmed or suspected cases of domestic and foreign employees occurred.



## 抢险救灾显担当

Shoulder Responsibilities for Rescue and Disaster Relief

中国航材牢记央企社会责任，充分发挥自身业务特点和优势，关键时刻冲锋在前，向河南省慈善总会捐助 500 万人民币，紧急驰援河南水灾突发地区。同时，中航材航空救援公司主动请缨，集结社会航空救援力量第一时间支援河南防汛抢险，荣膺“2021 年通用航空企业社会责任奖”。

Bearing in mind the corporate social responsibilities of state-owned enterprises, CAS gave full play to its own business characteristics and strength, and charged ahead at the critical moment. It donated 5 million RMB to Henan Charity General Federation to urgently assist the flood-hit areas in Henan. At the same time, CAS Aviation Rescue Company volunteered to assemble social aviation rescue forces to support flood control and rescue in Henan as soon as possible, and won the "2021 General Aviation Corporate Social Responsibility Award".



2021 年 7 月河南多地遭受中暴雨引发洪灾侵袭，中航材航空救援联合上海新空直升机参与救灾行动

In July 2021, many areas in Henan were hit by floods caused by moderate torrential rain. CAS Aviation Rescue Company and Shanghai New Sky Helicopter worked together in disaster relief operation

# 展望未来 Our Way Forward

风正时济，任重道远。中国航材将更加紧密地团结在以习近平总书记为核心的党中央周围，全面加强党的领导、加强党的建设，以习近平新时代中国特色社会主义思想为指导，深入贯彻落实党的十九大和十九届历次全会精神，坚决落实中央经济工作会议、中央企业负责人会议、全国民航工作会议部署，坚持稳中求进的工作总基调，牢记“国之大者”，全面加强党的领导，围绕“14558”总体发展战略，按照“四个重要角色”定位和“五化”发展路径，坚持创新驱动，聚焦主责主业，直面重点难点问题，奋力拼搏、担当作为，加快建设“美好航材”和“幸福航材”，以坚决有力的实际行动忠诚拥护“两个确立”、坚决做到“两个维护”，以优异成绩迎接党的二十大胜利召开！

This is the right time, but there is still a long way to go. CAS will stand more firmly with the Party Central Committee with Comrade Xi Jinping at its core, comprehensively strengthen the Party leadership and Party building. Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, we will thoroughly implement the spirits of the plenary sessions of the 19th National Congress and all previous sessions, and resolutely carry out the deployments from the Central Economic Working Conference, Meetings of Leaders from Central Enterprises and the National Civil Aviation Working Conference. We will always stick to the keynote of making progress while maintaining stability. We will always remember "what is of vital importance to the nation, we have great responsibility" while upholding the leadership of the Party. Focusing on the "14558" overall development strategy, in line with the positioning of "Four Leading Roles" and the development path of "platformization, digitization, localization, internationalization and marketization", CAS will continue making innovation, focus on the main responsibilities and main business, face directly key and difficult problems, work hard and take responsibilities to speed up the construction of "A Beautiful CAS" and "A Happy CAS". We will loyally support "Two Establishings" and stand up for "the Party Central Committee's authority and its centralized, unified leadership" with practice and expect the victory of the 20th National Congress of the Communist Party of China!

## 让飞行更顺畅 For Smooth Flying