

# 2022 社会责任报告 Social Responsibility Report





中国航空器材集团有限公司于2012年发布了《2002年-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.



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<br>版, 或通过以下方式进行联系。 | 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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关于我们

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2022 年是我们党和国家历史上极为重要的一年。党的 二十大胜利召开,擘画了全面建设社会主义现代化国家、 以中国式现代化全面推进中华民族伟大复兴的宏伟蓝图。

一年来,中国航材坚持以习近平新时代中国特色社会主义 思想为指导,深入学习贯彻习近平总书记重要讲话和指示 批示精神,以迎接和宣传贯彻党的二十大为工作主线,坚 决落实党中央、国务院和国资委决策部署,统筹疫情防控 和企业生产经营,统筹发展和安全,扎实推进"十四五" 规划各项任务有序实施。全体航材职工在逆境中奋力拼搏, 克服重重困难,集团公司改革发展和党的建设各项工作取 得新进展。

我们坚决贯彻中央和国资委党委的部署和要求,把认真学 习宣传贯彻党的二十大会议精神作为首要政治任务,深化 党史学习教育成果和全国国企党建会精神落实成果,突出 The year 2022 will be an extremely important year in the history of our Party and country. The 20th National Congress of the CPC was successfully convened, and an ambitious blueprint has been drawn for building a modern socialist country in all respects and advancing the great rejuvenation of the Chinese nation on all front through Chinese path to modernization.

Over the past year, China Aviation Supplies Holding Company adheres to the guidance of General Secretary Xi Jinping Thought on Socialism with Chinese Characteristics for a New era, deeply studies and implementing the spirit of important speeches and instructions of General Secretary Xi Jinping, takes the reception and publicity of the 20th National Congress of the CPC as the main line of work, resolutely implementing the decisions and deployments of the Party Central Committee, The State Council and the SASAC. Coordinated the respond to Covid-19 with production and operation of the company, as well as the overall development and safety.Steadily promote the orderly implementation of all tasks in the 14th Five-Year Plan. All the staff of China Aviation Supplies Holding Company have worked hard in the face of adversity and overcome numerous difficulties, made new progress on the reform and development of the company and the work of Party building .

We resolutely implementing the deployments and requirements of the Central Committee and the SASAC Party Committee, conscientiously study and publicize the implementation of the spirit of the 20th National Congress of the CPC as the primary political task, deepen the achievements of party history learning and education and the implementation of the spirit of The national meeting on 高质量党建引领高质量发展,为集团公司完成生产经营和 改革发展任务提供坚强政治保障。

我们始终心怀"国之大者",强化责任担当,积极推动民航强 国战略落实。落实习近平总书记关于国产飞机的重要讲话精 神,加快推动国产民机保障共建体系建设;实战检验重载通 航应急救援能力建设,着力加大航空设备和力量投入,全面 提升应急救援能力,进一步彰显央企责任担当。

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,企业发展活力得到增强, 发展质量效益进一步提高。我们高度重视战略规划对企业经 营发展的引领作用,在新一轮现代科技革命和民航产业变革 的关键期,明确了由商贸服务业向科技服务业转型的战略路 径,以打造一批民航领域专精特新企业为目标,积极融入智 慧民航数字化发展蓝图。

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,最大限度保护全体航材人的生命安全和身体健康。 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。我们坚持统筹发展和安全,把防范化解 风险作为重中之重。全年未出现重大投资、经营风险,未发 生重大安全生产事故,实现了又一个航材安全年,为集团公 司生产经营稳健运行提供了坚强保障,为推动战略转型奠定 了坚实基础。

2023 年,是贯彻落实二十大精神的开局之年,是"十四五" 承上启下之年,是中国航材高质量发展的关键之年。我们将 更加紧密的团结在以习近平同志为核心的党中央周围,坚持 以习近平新时代中国特色社会主义思想为指导,全面贯彻党 的二十大会议精神、中央经济工作会议和中央企业负责人会 议部署,在新的历史时期,主动担当,勇于作为,以二十大 精神为指引推进集团公司高质量发展,为实现"幸福航材""美 好航材"而努力奋斗,为建设民航强国贡献航材力量! building the role of the Party within the State-Owned Enterprises, highlight the high-quality party building to lead high-quality development, and provide a strong political guarantee for the company to complete the production, operation, reform and development tasks.

We always keep the "The Top Priorities of the Country" in our mind, strengthen our responsibility, and actively promote the implementation of the strategy of a country with strong civil aviation industry. We Implementing the spirit of General Secretary Xi Jinping's important speech on domestically developed aircrafts, speed up the construction of the joint system of domestically developed civil aircraft's maintenance.Testing the building of the emergency rescue capabilities of heavy loads general aviation during actual operation, focus on increasing investment in the developing of the aviation equipment and capability, comprehensively improve emergency rescue capacities, and further demonstrate the responsibility of Chinese central state-owned enterprises.

We strengthened strategic guidance and laid a solid foundation for high-quality development. Adhering to the new development concept, we formulated The company's 14th Five -Year Plan in a scientific way. Focusing on the theme of high-quality development and highlighting top-level design and key projects, the three-year action of SOE reform has achieved remarkable results, the corporate governance system and governance level have been raised to a new level, the vitality of enterprise development has been enhanced, and the development quality and efficiency have been further improved. We attach great importance to the guiding role of strategic planning in the operation and development of enterprises. In the critical period of the new round of modern scientific and technological revolution and the transformation of the civil aviation industry, we have defined the strategic path of transformation from the commercial service industry to the science and technology service industry With the goal of creating a number of enterprises in the civil aviation field, we actively integrate into the digital development blueprint of smart civil aviation.

We firmly fulfill our corporate social responsibility, adhere to scientific, precise and strict epidemic prevention and control, and protect the life safety and health of all CAS personnel to the maximum extent. Conscientiously implement the deployment and requirements of the national designated assistance work, gather the strength of The company, and sincerely continue to help. We are committed to balancing development and security, and give top priority to preventing and defusing risks. During the year, there were no major investment and business risks, and no major work safety accidents occurred, achieving another year of CAS safety, providing a strong guarantee for the sound operation of The company's production and business, and laying a solid foundation for promoting strategic transformation.

The year 2023 is the first year to implement the spirit of the 20th National Congress of the CPC, the year of the "I4th Five -Year Plan", and the key year for the high-quality development of CAS. We will rally more closely around the Party Central Committee with Xi Jinping comrades at the core, adhere to the guidance of General Secretary Xi Jinping Thought on Socialism with Chinese Characteristics for a New era, fully implement the spirit of the 20th National Congress of the CPC, the Central Economic Work Conference and the Central Meeting of Heads of Enterprises, and take the initiative to take responsibility and act boldly in the new historical period.Guided by the spirit of the 20th National Congress of the CPC, we will promote the high-quality development of the company, strive for the realization of "happy CAS" and "beautiful CAS", and contribute CAS to the construction of a civil aviation power!

领导致辞

关于我们





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,完成公司制改制,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** Corporate strategy

始终以打造成为全球一流的民航服务提供商为战略目标,紧紧围绕打造国家飞机批量采购任务的"主导者"、 打造航空器材共享平台的"建设者"、打造成为智慧民 航服务的技术"提供者""三个重要角色"定位,通过平台 化、数字化、国产化、国际化、市场化、资产证券化 的"六化"路径,严格落实四项重点任务,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、收入有增长、事业有成就、未来有期 盼的"幸福航材"。 We always take building into the world's first-class civil aviation service provider as our strategic goal, closely focus on building the "leader" of the national aircraft mass procurement task, building the "builder" of the aviation equipment sharing platform, and building into the "technology provider" of smart civil aviation services "three important roles" positioning. Through the "six" path of platform, digitization, localization, internationalization, market and asset security, strictly implement the four key tasks, comprehensively strengthen the eight safeguard measures, and build new CAS to help both wings fly together with the value concept of "dedication, professionalism, efficiency, innovation and progress, and win - win cooperation". To create a "happy CAS" with platform, income growth, career achievements and future expectations.

|        | 业务板块<br>Business se          |                              |  |                                     |        |
|--------|------------------------------|------------------------------|--|-------------------------------------|--------|
|        |                              |                              | 航空器材保障服务板块<br>Aviation Supplies Support Services |                                     | 4      |
|        | <i>Z</i>                     |                              | • 发动机业务  | ● AOG互援                             |        |
|        | / •/·                        |                              | • 大部件业务  | ● 机务IT解决方案                          |        |
|        | 航空器整机保障服务板块                  |                              | • 周转件共享  | ● 整体机轮综合保障服务                        |        |
|        | Aircraft Services            |                              | • 航材销售   | • 航空维修                              |        |
|        |                              |                              | • 富余航材   | • 飞机刹车销售                            |        |
|        | <ul> <li>● 飞机批量采购</li> </ul> | Package Purchase of Aircraft | • 航材云平台  | ● 航空地毯制造                            |        |
|        | ● 航空租赁                       | Aviation Leasing             |  |                                     |        |
|        | • 工业合作                       | Industrial Cooperation       | Engine Business                                  | Obsolete Materials                  |        |
| ● 航空培训 | ● 航空培训                       | Aviation Training            | Components                                       | Aviation Supplies Cloud Platform    |        |
|        |                              |                              | Pooling of Rotables                              | AOG Mutual Assistance               |        |
|        |                              |                              | Sales of Aviation Supplies                       | Aircraft IT Solutions               |        |
|        |                              |                              |  | Aircraft Wheel and Brake Support Se | rvices |



# 技术装备和机场保障服务板块

Aircraft overall support service sector

- 少人化智慧机坪运行平台
- 行李处理系统
- 登机桥制造与维保服务
- 助航灯光监控系统
- 高级目视停靠引导系统
- 导航数据服务
- 招标造价咨询业务
- 规划设计咨询业务
- 展会业务
- 地面保障业务

- Less human intelligent apron operation platform
- baggage handling system
- boarding bridge manufacturing and maintenance services
- navigation lighting monitoring system
  - advanced visual parking guidance system
  - navigation data services
  - bidding cost consulting business
  - planning and design consulting business
  - exhibition business
  - ground support business

Aviation MRO Sales of Aircraft Brake Pad

Production of Aviation Carpet

# 通用航空发展及 保障服务板块



General Aviation development and support service sector

• 航空救援平台

• 通航专业服务

Aviation rescue platform general aviation professional services

SUITE

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关于我们

**企业文化** Corporate Culture



成为全球一流的民航服务提供商

To become a world-leading civil aviation service provider

# 公司使命 CORPORATE MISSION

建设新型航材 助力两翼齐飞

Develop new types of aviation materials, to support both transport aviation and general aviation



**让飞行更顺畅** For smooth flying

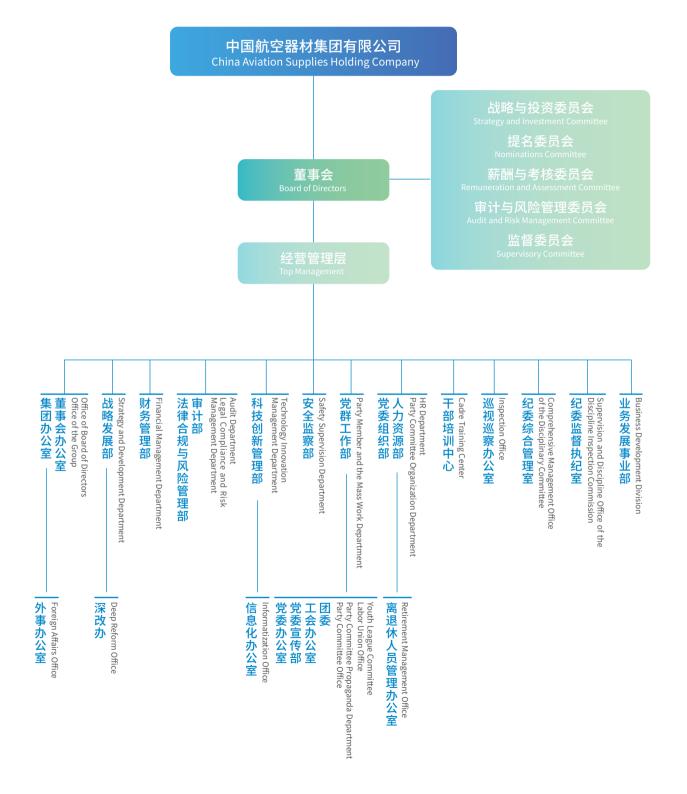
# <mark>公司价值观</mark> Corporate Values



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关于我们

**组织机构** Organization





中国航空器材集团有限公司为国有独资公司,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、保落实"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 断、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、监督委员会五个专门委 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、组织实施和监督检查、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。

China Aviation Supplies Group Co., Ltd. is a wholly State-Owned Enterprises. The State-owned Assets Supervision and Administration Commission of the State Council shall perform the functions of investor on behalf of The State Council. The rules of procedure of the board of directors and related working rules and regulations formulated by the company ensure the standardization of the work of the board of directors and improve the scientific nature of the decisions of the board of directors: The Party committee of The company resolutely implements the requirements of the Party committee's research and discussion as the proprocedure for major issues in business decision-making, gives full play to the leading role of "directing, managing the overall situation and ensuring the implementation", and the Party Committee studies and discusses the reform, development and stability of the company, major business management matters and major issues involving the vital interests of employees. The board of directors, the Party committee and the management have formed a corporate governance structure with clear division of labor, clear responsibilities, mutual constraints and coordinated operation.

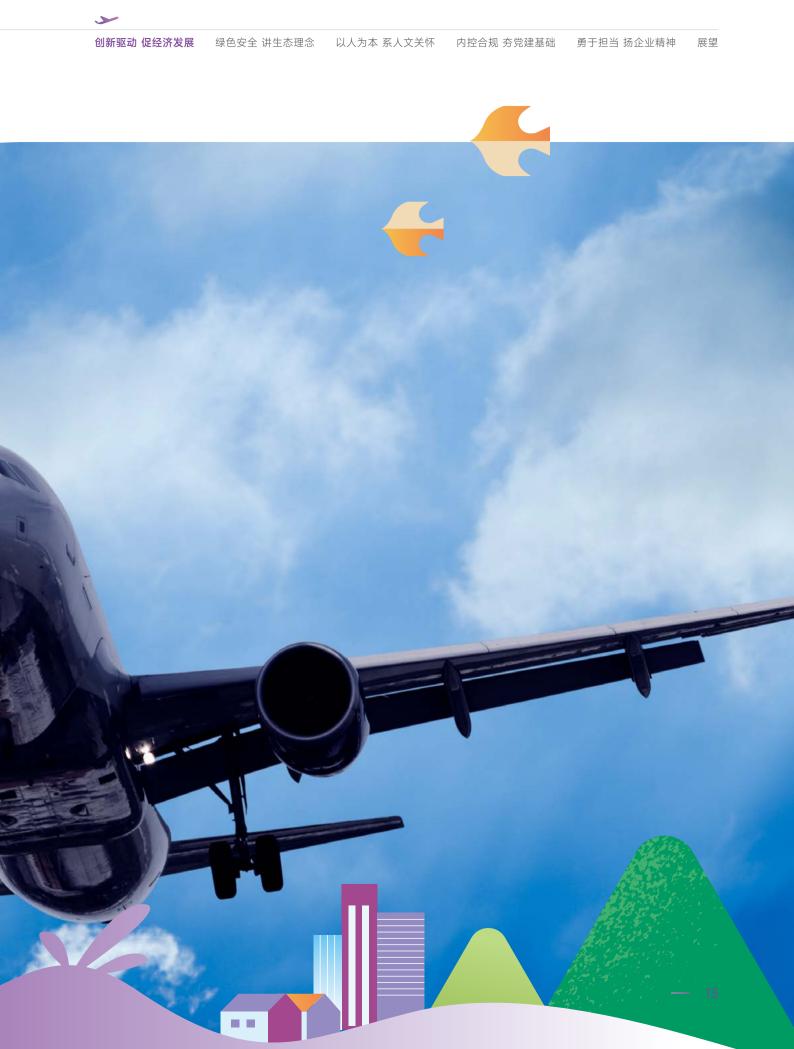
Currently, there are 7 directors on the board of directors of CAS, including 4 external directors. The board of directors consists of five special committees: Strategy and Investment Committee, Nomination Committee, Remuneration and Evaluation Committee, Audit and Risk Management Committee, and Supervision Committee. Each special committee earnestly implements the rules of procedure and rules and regulations, fully performs its duties around the important resolutions of the Board of directors, and improves the quality and efficiency of the resolutions of the Board of directors. The "Three Importance and One Greatness" decision-making system and decision-making meeting system of the company clearly stipulate the decision-making authority, decision-making procedure, organization, implementation, supervision and inspection, responsibility investigation and other contents of the Party Committee, the Board of Directors and the general manager's office, and effectively standardize the decision-making process, decision-making behavior and decision-making implementation.



# 01 创新驱动 促经济发展

Innovation-driven economic development





牢记便命任务,彰显责任担 参与重大战略展现新作为

Keep in mind the mission and tasks, demonstrate responsibility, participate in major strategies and show new achievements



# 完成批量采购新业务模式落地实施

To complete the implementation of the new business model of bulk procurement

积极履行国家飞机批量采购外交外贸任务的央企责任,发挥国内航空运输市场运力调控的参谋作用,持续提升行业发展 趋势与市场分析研判能力,聚焦航司共性问题协调主导联合体谈判。2022 年 11 月,德国总理朔尔茨访华期间,中国航 材集团与空客公司在北京签署了 140 架空客飞机的批量采购协议,完成 MPG 新模式首次落地实施。

Actively fulfill the responsibilities of the central enterprises in the foreign trade task of national aircraft bulk procurement, play the role of reference staff in the capacity regulation of the domestic air transport market, continue to improve the industry development trend and market analysis and judgment ability, focus on the common problems of the airline division to coordinate and lead the consortium negotiations. In November 2022, during German Chancel Scholtz's visit to China, China Aviation Supplies Holding Company and Airbus signed a batch purchase agreement for 140 Airbus aircraft in Beijing, completing the implementation of the MPG new model for the first time.

# 中国航材集团与空客公司在北京签署了 空客飞机的批量采购协议 China Aviation Supplies Holding Company and Airbus signed a batch purchase agreement in Beijing



Actively participate in the construction of domestic civil aircraft support system

中国航材成为国产民机保障共建体系的重要参与者,与航空公司在业务合作基础上,在发动机附件保障、货机共享保障、 共建消耗件保障体系方面初步达成共识,运用系统化思维从行业整体高度统一设计和规划,避免叠加投资和同台竞争, 明确分工、相互依存、共同发展,最大程度地降本增效,提升了国产民机保障市场竞争力。

CAS has become an important participant in the co-construction system of domestic civil aircraft support. On the basis of business cooperation with airlines, it has reached a preliminary consensus on engine accessory support, cargo aircraft sharing support and co-construction of consumable parts support system. It adopts systematic thinking to design and plan in a unified way from the overall level of the industry, avoids overlapping investment and competition on the same stage, and defines division of labor, interdependence and common development. To reduce costs and increase efficiency to the greatest extent, and enhance the market competitiveness of domestic civil aircraft support.



2022 年 9 月, 空客中国团队到访中国航材, 开展战略合作研讨会 In September 2022, Airbus China team visited CAS to hold a seminar on strategic cooperation



New breakthroughs have been made in the field of serving smart civil aviation

开展民用客机前后舱数据协同应用试点,联合飞天联合 公司、卫星运营商等国内相关企业实施机载航电设备集 采和数据平台建设工作。

积极拓展智慧民航新领域,在机场和地面设备等薄弱环 节加大国产替代产品的支持力度,夯实智慧廊桥、助航 灯光单灯监控、泊位引导等设施设备制造能力,抢占民 航专用设备领域新高地。 Carry out pilot projects for collaborative application of data in the front and rear cabins of civil aircraft, and collaborate with relevant domestic enterprises such as FTS and satellite operators to implement centralized procurement of airborne avionics equipment and construction of data platforms.

Actively expand new areas of smart civil aviation, increase support for domestic alternative products in weak links such as airport and ground equipment, and consolidate manufacturing capacity for facilities and equipment such as smart corridor Bridges, navigation aid light single-light monitoring, and berth guidance, so as to seize new heights in the field of special equipment for civil aviation.





#### 中国航材所属中国民航技术装备有限公司举办民航行业助航灯光监控系统技术研讨会

China Civil Aviation Technology and Equipment Co., LTD., a subsidiary of CAS Institute, held a technical seminar on navigation aid light monitoring system for the civil aviation industry

# 全面提升应急救援能力

Comprehensively improve emergency rescue capabilities

对多年以来积极打造的重载通航应急救援能力建设进行 了实战检验。多次参加四川等地质灾害、森林火灾救援 行动,不畏艰险、敢打必胜,充分展现了航空应急救援 重要力量的关键作用,得到了国家应急管理部和多个省 份应急管理厅的高度肯定。 The emergency rescue capacity for heavy navigation, which has been actively built over the years, has been tested in actual combat. It has participated in the rescue operations of geological disasters and forest fires in Sichuan for many times, braving dangers and daring to win, fully demonstrating the key role of aviation emergency rescue as an important force, and has been highly recognized by the Ministry of Emergency Management and emergency management offices of several provinces.

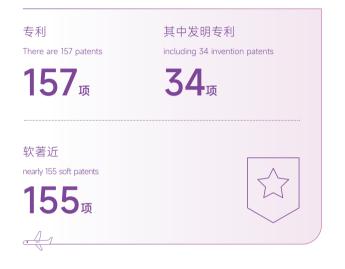
强化科技引领,推动转型升级, 聚焦专精特新培育新动能

Strengthen technological leadership, promote transformation and upgrading, focus on SRDI to stimulate new momentum



2022年,中国航材集团明确了由商贸服务业向科技服 务业转型的战略路径,科技创新工作取得了长足进步, 研发投入强度位居商贸央企前列。截至年底,中国航材 集团所属企业共有国资委双百企业2家,科改示范企业3 家,国家级专精特新小巨人企业2家,国家级高新技术企 业6家,省级专精特新中小企业3家。专利157项(其中发 明专利34项),软著近155项。

In 2022, China Aviation Supplies Holding Company has defined the strategic path of transformation from commercial service industry to science and technology service industry, and has made great progress in scientific and technological innovation, and the intensity of research and development investment ranks at the forefront of central enterprises in commerce and trade. By the end of the year, there were 2 SASAC double-hundred enterprises, 3 science and technology reform demonstration enterprises, 2 national SRDI little giant firm, 6 national high-tech enterprises, and 3 provincial SRDI small and medium-sized enterprises. There are 157 patents (including 34 invention patents), and nearly 155 soft patents.



# 航行新技术试点项目进展显著

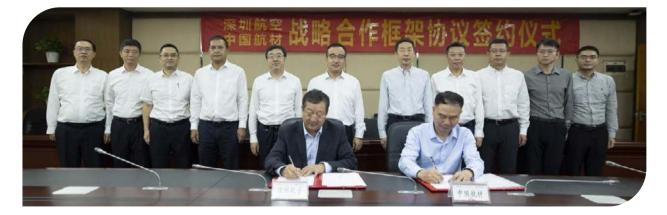
Pilot projects on new navigation technologies have made remarkable progress

民航局将飞机运行数据实时下传列为"十四五"提升安全 管理能力的重点攻关项目。中国航材牵头与国航、国货 航、山航、海航、首都航和川航等6家航司开展前后舱协 同应用试点,联合飞天联合系统技术有限公司、卫星运 营商等国内相关企业实施机载航电设备集采和数据平台 建设工作。

The Civil Aviation Administration has listed real-time downlink of aircraft operation data as a key project to improve safety management capabilities in the 14th Five-Year Plan. CAS led the pilot of front and rear cabin collaborative application with six airlines including Air China, Air China Cargo, Shandong Airlines, Hainan Airlines, Capital Airlines and Sichuan Airlines, and implemented the collection and data platform construction of airborne avionics equipment with relevant domestic enterprises such as FTS and satellite operators.



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2022 年 11 月 10 日,中国航材与深圳航空签署战略合作框架协议,在国内航材服务保障与智慧航空服务等领域开展全面战略合作

On November 10, 2022, CAS signed a strategic cooperation framework agreement with Shenzhen Airlines to carry out comprehensive strategic cooperation in the fields of domestic aviation materials service support and smart aviation services



The key projects in the airport sector achieved further achievements

所属中国民航技术装备有限责任公司获批国家高新技术企业。泊位产品取得激光安全等级一级证明,获得助航灯光监 控系统ALCMS-C类民用机场专用设备通告,福州机场自动接机登机桥研发项目被列为民航局自动接机试点项目。其下 属中航材导航技术(北京)有限公司取得国家发明专利3项,基于安卓版本的电子飞行包(EFB)实现了国产设备对 进口设备的替代,自动化签派放行系统填补了国内相关技术空白并在顺丰航空、京东航空等航司顺利上线,情报管理 (AIM)项目取得了2项国家知识产权发明专利,完成了大兴机场区域数字地图。其下属中国航材集团北京华诺航空服 务有限公司获得"飞机静变电源"生产资格的民航局通告。

Its subsidiary China Civil aviation Technology and Equipment Co., Ltd. was approved as a national high-tech enterprise. The berth products have obtained the laser safety level one certificate, obtained the ALCMS-C class civil airport special equipment notice of the navigation lighting monitoring system, and the Fuzhou Airport automatic pickup bridge research and development project has been listed as the automatic pickup pilot project of the Civil Aviation Administration.lts subsidiary CAS Navigation Technology (Beijing) Co., Ltd. has obtained 3 national invention patents, based on the Android version of the electronic flight bag to achieve the replacement of domestic equipment to imported equipment, automatic dispatch and release system to fill the gap in domestic related technology and in SF Airlines, Jingdong Airlines and other airlines successfully launched. The AIM project has obtained 2 national intellectual property invention patents and completed the digital map of Daxing Airport area. Its subsidiary China Aviation Supplies Holding Company Beijing Haner Aviation Service obtained the Civil aviation Administration notice of the production qualification of "aircraft static variable power supply".



技术装备公司通过国家高新技术企业认定 Technical equipment company through the national high-tech enterprise identification

demonstration enterprises

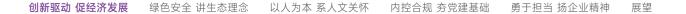
新晋科改示范企业成果丰富 Rich achievements of new science and technology reform

所属北京凯兰航空技术有限公司成为科改示范企业,通过成立科技创新部等举措统筹全层级科技创新工作,科技创新 成效显著,新增专利 22 项,已获得授权 17 项。与中国工程院黄伯云院士建立了院士工作站。其下属北京凯兰飞机维修 工程有限公司荣获"国家高新技术企业"称号,宏伟创新工作室发明的"全自动轴承封圈清洗线"获评全国民航"五小" 优秀成果奖。下属西安凯龙公司起落架球面零件表面修复项目填补了国内相关领域的空白。航毯公司某型产品获得北京 市新技术新产品证书。

Beijing Kailan aviation Technology Co., Ltd. has become a science and technology reform demonstration enterprise. Through the establishment of the Department of Science and Technology innovation and other measures to coordinate the work of scientific and technological innovation, scientific and technological innovation has achieved remarkable results, 22 new patents, and 17 authorized. Academician workstation has been established with academician Huang Boyun of the Chinese Academy of Engineering. Its subordinate Beijing Kailan aircraft Maintenance Engineering Co., Ltd. won the title of "National High-Tech Enterprise", and the "automatic bearing seal cleaning line" invented by Hongwei Innovation Studio was awarded the national civil aviation "Five small" excellent achievement Award. The surface repair project of the landing gear spherical parts of the subordinate Xi'an Kailong Company has filled the gaps in related fields in China. A certain type of product of Aircraft Carpet Company company won the Beijing New Technology and new product certificate.









2022年是党的二十大胜利召开之年,是国企改革三年行动的收官之年。中国航材坚持以习近平新时代中国特色社会主 义思想为指导,全面落实"两个一以贯之",在深入实施国企改革三年行动的过程中,坚持将党的领导融入公司治理各 环节,聚焦完善中国特色现代企业制度,规范董事会运行,进一步聚焦主责主业,不断优化布局结构、有效配置利用 资源,充分发挥协同效应,以改革创新管理体制、增强科技创新动能,积极推进改革三年行动高质量圆满收官,截至 2022年底国企改革三年行动结束,集团公司改革任务已全部完成。

The year 2022 will be the year of the victory of the 20th National Congress of the CPC and the end of the threevear campaign to reform State-Owned enterprises.CAS adheres to the guidance of General Secretary Xi Jinping Thought on Socialism with Chinese Characteristics for a New era, fully implements the "two and one consistent", and in the process of in-depth implementation of the three-year action of state-owned enterprise reform, insists on integrating the Party's leadership into all aspects of corporate governance, focusing on improving the modern enterprise system with Chinese characteristics, standardizing the operation of the board of directors, and further focusing on the main responsibility and main business Continuously optimize the layout structure, effectively allocate and utilize resources, give full play to the synergistic effect, reform and innovation management system, enhance the momentum of scientific and technological innovation, and actively promote the highquality and successful conclusion of the three-year reform action of state-owned enterprise reform by the end of 2022, the reform task of the company has been completed.



集团改革领导小组召开国企改革三年行动专题推进会议 The company reform leading Group held a special meeting on the promotion of the three -year SOE Reform Action

# 完善公司治理机制取得明显成效

The improvement of the corporate governance mechanism has achieved remarkable results

将党的领导融入公司治理各环节,以公司章程为基础的内部制度体系日趋完善。子企业董事会应建尽建率、外部董事 占多数比例完成率、经理层成员任期制和契约化管理覆盖率、"两书一协议"签订完成率均达到100%。逐步积累了权责 法定、权责透明、协调运转、有效制衡的公司治理实践经验。

The Party's leadership has been integrated into all aspects of corporate governance, and the internal system based on the company's articles of association has been gradually improved. The completion rate of the board of directors of subsidiary enterprises should reach 100%, the completion rate of the majority proportion of external directors, the tenure system of management members and the coverage rate of contractual management, and the completion rate of the signing of "two books and one agreement". Gradually accumulated the practical experience of corporate governance, such as legal rights and responsibilities, transparent rights and responsibilities, coordinated operation and effective checks and balances.

# **自上而下加大三项制度改革力度** The reform of the three systems has been intensified from the top down

中国航材总部率先开展全员竞聘上岗工作,管理岗位干 部退出比例超过50%,结合机构编制调整,员工退出比 例超过30%。各级子企业随后相继开展了中层管理人员 全员竞聘上岗,多名80后年轻同志脱颖而出走上领导岗 位。通过公开招聘、竞争上岗、末等调整和不胜任退出 等市场化用工制度,真正实现了管理人员能上能下,员 工能进能出,激发了集团公司人才队伍活力。

CAS Headquarters took the lead in the recruitment of all staff, and the proportion of management cadres withdrew more than 50%, combined with the organizational adjustment, the proportion of employees withdrew more than 30%. Sub-enterprises at all levels then carried out the recruitment of all middle level managers, and a number of young comrades after 80 stood out and took leadership positions. Through open recruitment, competition, final adjustment and incompetent exit market employment system, management personnel can really achieve up and down, employees can enter and exit, and stimulate the vitality of The company's talent team.

# 实现薪酬与绩效考核的刚性兑现 To realize the rigid cash of salary and performance appraisal

充分发挥业绩考核"指挥棒"作用。坚持统筹协调"一盘 棋",将全面预算、业绩考核和工资总额分配三项工作由 集团总会计师统管,形成闭环。坚持问题导向精准施策, 按照"一企一策"分类指导,将"两利四率"和各专项任务, 分解细化板块公司考核指标,以集团总部"指的准"带动 板块公司"打的准"。坚持考核结果刚性兑付,对经营业 绩有突出贡献的公司和团队给予"总经理奖励基金"奖励, 对未完成专项任务的企业领导班子扣除25%年度绩效。

Give full play to the role of the "baton" of performance appraisal. Adhere to the "chess game" of overall planning and coordination, and put the three tasks of comprehensive budget, performance assessment and total salary allocation under the control of The company's chief accountant to form a closed loop. Adhere to the problem oriented precision policy, in accordance with the "one enterprise one policy" classification guidance, the "two benefits and four rates" and various special tasks, decompose and refine the assessment indicators of the sector company, and drive the sector company to "play the". Adhere to the rigid payment of the assessment results, the company and team with outstanding contribution to the business performance are given the "General manager's reward fund" reward, and the enterprise leadership group that has not completed the special task is deducted 25% of the annual performance.

## 管理岗位干部退出比例超过

the proportion of management cadres withdrew more than 50%





# 对未完成专项任务的企业领导-班子扣除年度绩效

the enterprise leadership group that has not completed the special task is deducted 25% of the annual performance







根据国资委双百企业改革要求,为加快实现集团上市公 司"零的突破",集团公司通过成立工作专班、提级管理等 举措,有序推进利顿公司上市筹备各项工作。目前完成 了员工持股和股权激励等工作,历史上第一次实现了航 材员工持股,极大地激发了人才的动力与活力。

According to the SASAC double-hundred enterprise reform requirements, in order to accelerate the realization of the "zero breakthrough" of The company's listed companies, the company through the establishment of special work classes, upgraded management and other measures, orderly promote the preparation for the listing of Litton Company. At present, the company has completed the work of employee stock ownership and equity incentive, and has realized the employee stock ownership of CAS for the first time in history, which has greatly stimulated the power and vitality of talents.



集团公司召开"双百""科改"企业改革专题推进会 The group company held a special promotion meeting for the reform of "Double Hundred" and "Science and Technology Reform" enterprises

# 着力推进布局优化和结构调整

Efforts are being made to promote layout optimization and structural adjustment

着力推进布局优化和结构调整,积极响应国有企业专业化 整合的改革要求,深化央地合作,顺利完成了中国通用航 空有限责任公司无偿划转海南省国资委,有利于进一步推 动集团公司资源向核心主业倾斜,加快推动海南自贸港建 设,有利于中国通航进一步提升企业核心竞争力。

We made great efforts to promote layout optimization and structural adjustment, actively responded to the reform requirements of specialization and integration of state-owned enterprises, deepening cooperation between central enterprises and local governments, successfully completed the free transfer of China Aviation Industry General Aircraft Co., Ltd. to Hainan SASAC, which was conducive to further promoting The company's resources to the core main business and accelerating the construction of Hainan Free Trade Port. It is conducive to further enhancing the core competitiveness of China General aviation.



12 月 30 日,中国通航交接暨跨琼州海峡首飞仪式在海口举行, 中国通用航空有限责任公司正式由中国航空器材集团有限公司 划转至海南省国资委

On December 30, the handover ceremony of China Aviation Industry General Aircraft and its first flight across the Qiongzhou Strait was held in Haikou. China Aviation Industry General Aircraft Co., Ltd. was officially transferred from China aviation Supplies Group Co., Ltd. to Hainan SASAC.

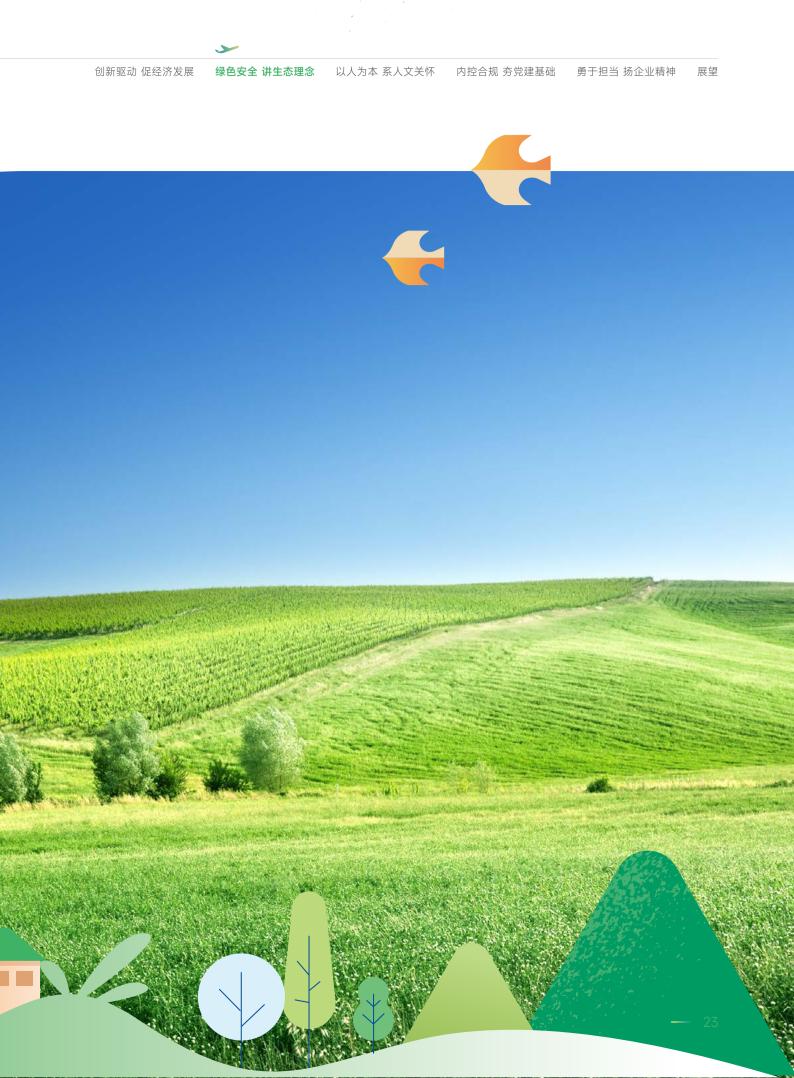


领导致辞 关于我们

# **02** 绿色安全 讲生态理念

Green safety speaks ecological concept









中国航材以习近平总书记关于安全生产的重要论述为指导,提高政治站位,克服疫情影响,牢固树立"安全第一"思想,加强以十五条硬措施为主要内容的安全教育,以安全绩效考核为抓手,推动第一责任人扎实履行安全生产责任。

Guided by General Secretary Xi Jinping's important expositions on safe production, CAAC has improved its political position, overcome the impact of the epidemic, firmly establish the idea of "safety first", strengthen safety education with 15 hard measures as the main content, and take safety performance assessment as the main content. Start by promoting the first responsible person to firmly fulfill the responsibility of production safety.

# 强化检查整治,切实管控安全隐患风险

Strengthen the inspection and rectification, and effectively control the risks of safety hazards

全年进行数次安全生产大检查,对照十五条硬措施和"从 根本上消除事故隐患,从根本上解决问题"的要求,按照 集团公司安全生产体系和相关法规进行对标检查,从大 处着眼,从小处着手,排除各类风险隐患,切实防控风 险,盯紧问题隐患实现动态清零,确保集团上下安全生 产工作平稳有序运行。 Carry out several major production safety inspections throughout the year, in accordance with the requirements of 15 hard measures and "fundamentally eliminate hidden dangers of accidents and fundamentally solve problems", conduct standard inspections in accordance with the safety production system of the company and relevant laws and regulations, focus on the big picture and start from a small point of view, eliminate all kinds of risks and hidden dangers, effectively prevent and control risks, and keep an eye on problems and hidden dangers to achieve dynamic zeroing. To ensure the smooth and orderly operation of production safety work at all levels of the company.



徐思伟赴北京凯兰公司进行安全检查 Xu Siwei went to Beijing Kailan Company for safety inspection



杨晓明赴西安凯龙公司进行安全检查

Yang Xiaoming went to Xi'an Kailong Company for safety inspection



Carry out emergency desktop drill

中国通用航空有限责任公司结合"安全生产月"活动,组织开展了"航空器失去通信联络"桌面演练。演练分为事件的发生 与报告、处置与响应、响应终止三个阶段,过程中各单位充分进入了角色,各负其责、相互协作。通过这次演练,验 证了我公司应急预案的科学性和有效性,锻炼了队伍,积累了经验。

China Aviation Industry General Aircraft Co., Ltd. organized a desktop exercise of "aircraft lost communication contact" in conjunction with the "Safety Production Month" activity. The exercise was divided into three stages: incident occurrence and reporting, disposal and response, and response termination. In the process, all units fully entered their roles, took their respective responsibilities, and cooperated with each other. Through this drill, it verified the scientificity and effectiveness of our company's emergency plan, trained the team and accumulated experience.



为提升园区应急处突管理能力,强化员工安全意识、提高防护技能,所属资产公司专门组织防恐、消防等科目演练,并对消防(防护)器材使用进行培训。

In order to improve the industrial park's emergency management ability, strengthen the safety awareness of employees and improve protection skills, the asset company specialized in organizing anti-terrorism and fire drills, and conducted training on the use of fire (protection) equipment.





认真组织安全生产月培训和质量月活动

Conscientiously organize safety production month training and quality month activities

组织开展习近平总书记关于安全生产重要论述培训、新 员工入职安全教育培训,集团全体员工认真学习了习近 平总书记关于安全生产的重要论述,并将安全生产理念 融入到日常的工作当中。9月,全国"质量月"活动期间, 在集团范围内开展以"推动质量变革创新 促进质量强国建 设"为主题的质量月活动,集团公司领导带队深入一线与 干部职工深入交流质量管理体系的建立与运行情况。

Organized the training of General Secretary Xi Jinping 's important discussion on production safety and the safety education and training of new employees on entry. All employees of the company carefully studied the important discussion of General Secretary Xi Jinping on production safety and integrated the concept of production safety into their daily work.In September, during the national "Quality Month" activities, quality Month activities with the theme of "Promoting quality change and innovation to promote the construction of a quality power" were carried out within the company. The leaders of the company led a team to the front line and communicated with cadres and employees about the establishment and operation of the quality management system.



安全生产月培训 Safety production month training



"质量月"活动 "Quality Month" activities









中国航材利用"全国节能宣传周"和"全国低碳日"活动,紧 紧围绕"绿色低碳、节能先行"、"落实'双碳'行动,共建 美丽家园"活动主题,加大节能环保宣传力度,让员工了 解节能环保工作的重要性和紧迫性,树立"节约光荣、浪 费可耻"的意识,形成了节能环保从自身做起、从小事做 起的观念。

集团各单位积极践行节能环保低碳的理念,切实加强用 水用电管理,安排专人负责巡视跑、冒、滴、漏现象, 及时对老旧生产设备进行维修、更换,继续大力推广使 用节能灯,根据实际情况调节照明灯开启的数量和时 间,公共场所尽量采用自然光照明。各单位积极推行集 团公司无纸化网络办公,减少纸质文件印发,最大限度 使用网络资源。另外各级公司严格遵守政府机动车限行 的有关规定,加强对公务用车的管理,积极淘汰老旧高 排放车辆。

在2022年底组织编制《中国航材集团公司碳达峰行动方 案》,在行动方案中制定集团公司碳达峰实现路径和重 点工作安排,积极开展绿色能源使用和碳汇新技术应用 方面的研究。 CAS takes advantage of the activities of "National Energy Conservation Publicity Week" and "National Low Carbon Day", closely focusing on the theme of "Green and low carbon, energy saving first" and "Implementing the 'double carbon' action, Building a beautiful home", to increase the publicity of energy conservation and environmental protection, so that employees understand the importance and urgency of energy conservation and environmental protection work, and establish the awareness of "saving is glorious, waste is shameful". Formed the concept of energy conservation and environmental protection starting from their own, starting from small things.

All units of the company actively practice the concept of energy conservation, environmental protection and low carbon, effectively strengthen the management of water and electricity, arrange special personnel to be responsible for the inspection of running, dripping, leaking phenomenon, timely maintenance and replacement of old production equipment, continue to vigorously promote the use of energy-saving lamps, according to the actual situation to adjust the number and time of lighting, public places as far as possible to use natural light lighting. All units actively promote the paperless network office of the company, reduce the issuance of paper documents, and maximize the use of network resources. In addition, companies at all levels strictly abide by the relevant regulations of the government on the restriction of motor vehicles, strengthen the management of official vehicles, and actively eliminate old high-emission vehicles.

By the end of 2022, China Aviation Supplies Holding Company will organize the preparation of the "CAS Carbon Peak Action Plan", in which the company's carbon peaking path and key work arrangements will be formulated, and research on the use of green energy and the application of new technologies for carbon sequestration will be actively carried out.



领导致辞 关于我们

# 03 以人为本 系人文关怀

People-oriented department of humanistic care





领导致辞 关于我们





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。 CAS earnestly studies and implements the spirit of the General Secretary Xi Jinping's important discussion on the work of the working class and trade unions, actively protects the legitimate rights and interests of employees, and wholeheartedly serves the workers and the masses.

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。2022年1月,组织召开三届六次职工 代表大会,审议通过杨晓明总经理《踔厉奋发、笃行不怠,以实干开拓进取,为智慧民航建设作出中国航材更大贡献》 的工作报告。进一步加强员工健康保障工作,修订《中国航空器材集团有限公司补充医疗保险实施办法(试行)》,完成 2022年补充医疗保险承保、集团总部在职职工重疾险及身故险投保工作及民航女职工大病互助理赔工作。

CAS continues to implement the requirements of democratic management of the enterprise and safeguard the rights of the employees to participate in the management of the enterprise. In January 2022, the company organized three sessions of the sixth Staff Congress to review and adopt the work report of General Manager Yang Xiaoming entitled "Striving hard, practicing diligently, pioneering and enterprising with practical work,Work hard and forge ahead to make greater contributions to the construction of smart civil Aviation." It further strengthened the work of employee health protection, revised the Implementation Measures for Supplementary Medical Insurance of China Aviation Supplies Group Corporation (Trial)", and completed the coverage of supplementary medical insurance in 2022, the coverage of Serious illness and death insurance for employees of the company headquarters, and the mutual claim settlement of serious illness for female employees of civil aviation.





三届六次职工代表大会 The sixth Staff Congress of the third session



工会培训暨班组建设交流 Trade union training and team construction exchange

举办集团新春游艺联欢和送温暖活动,组织三八妇女节 "情系女职工 法在你身边"主题活动及女职工权益保护 知识竞赛等活动,开展"清澈的爱·与你童行"六一儿童 节寄语活动。开展工会培训暨班组建设交流活动,邀请 民航工会、民航局相关专家进行专业知识辅导,前往民 航博物馆参观民航劳模工匠主题展,进行班组建设交流 活动,对加强工会干部队伍能力建设,促进各级工会组 织交流互鉴,提升班组凝聚力、战斗力起到积极推动作 用。完成"民航职工智慧书柜"项目在中国航材落地使用, 上架图书数百册,涵盖民航历史、安全、管理、运营、 服务、政策法规等多种类别,进一步拓宽工会宣教阵 地,加强职工文化建设。

The company held the Spring Festival entertainment party and warm giving activities, organized the March 8th Women's Day theme activity of "Love Women Workers' Law at Your Side" and the knowledge contest on the protection of women workers' rights and interests, and carried out the message activity of "Clear Love · Walk with You" on International Children's Day Children's Day. Carry out union training and team building exchange activities, invite relevant experts from the Civil Aviation Union and Civil Aviation Administration to provide professional knowledge guidance, visit the Civil Aviation Museum to visit the Civil Aviation Model Craftsman Theme Exhibition, and conduct team building exchange activities. This plays a positive role in strengthening the capacity building of union cadres, promoting exchanges and mutual learning among various levels of union organizations, and enhancing team cohesion and combat effectiveness. The "Smart Bookcase for Civil Aviation Workers" project has been completed and put into use in CAS industry. Hundreds of books have been put on shelves, covering various categories such as civil aviation history, safety, management, operations, services, policies and regulations. This will further expand the propaganda and education positions of trade unions and strengthen the cultural construction of employees.



新春游艺联欢 Spring Festival Entertainment Party



三八妇女节"情系女职工 法在你身边"主题活动 March 8th Women's Day themed activity of "Love for Female Employees Law by Your Side"



"清澈的爱·与你童行"六一儿童节寄语活动 "Clear Love, Walk with You" International Children's Day Message Activity



"民航职工智慧书柜"落地使用 The landing and use of the "Smart Bookcase for Civil Aviation Employees"



领导致辞 关于我们





# **拓宽员工职业发展渠道,分层分类施行岗位管理**

Broaden the career development channels of employees, and implement job management by classification

中国航材全面深化"三能"机制改革,为职工构建多元化 职业发展通道,所属企业结合自身业务特点,建立起多 通道岗位序列,进一步扩大职工发展空间,晋升标准明晰, 岗位管理体系更加科学规范。

为进一步拓宽干部的职业发展路径,2022年,中国航材 建立专职董事人才队伍,进一步完善集团出资企业法人 治理结构,有效提升子企业治理能力和治理效能;进一 步完善职工内部退养机制,设置领导干部限龄退出机制; 对于所属企业经理层成员,全面推进任期制和契约化管 理,建立"能者上,平者让,庸者下"的正向激励机制。 CAS has comprehensively deepened the reform of the "three abilities" mechanism and built diversified career development channels for employees. Its affiliated enterprises have established multi-channel post sequences in combination with their own business characteristics, further expanding the development space for employees, with clear promotion standards and a more scientific and standardized post management system.

Order to further broaden the career development path of cadres, in 2022, CAS will establish a dedicated team of directors and talents, further improve the corporate governance structure of group funded enterprises, and effectively enhance the governance capacity and efficiency of subsidiary enterprises; Further improve the internal retirement mechanism for employees and establish a limited age retirement mechanism for leading cadres; For the members of the management level of the affiliated enterprises, comprehensively promote the Term of office system and contractual management, and establish a positive incentive mechanism of "the competent, the average and the mediocre".

# 人才培养建章立制,育体系强能力补短板

Personnel training rules and regulations, education system strong ability to make up for weaknesses

为增强培训工作的统筹性、针对性和实效性,进一步将 培训工作制度化规范化,使员工能够切实从培训中有所 获得有所精进,中国航材出台《中国航空器材集团有限 公司培训管理办法》,严格规范地开展各项培训工作; 为落实中国航材"十四五"发展规划和"十四五"人才发 展规划,加快集团公司强、精、优干部人才培养,从



第一期逸才班 The first talent class

"补短板、强能力"角度出发,制定了《中国航空器材集团有限公司干部人才培养体系建设规划》,构建了源头培养、跟踪培养、全程培养的干部人才队伍"三四五" 计划。2022年根据干部人才培养体系建设规划,已创新开展第一期逸才班、第一期中坚班等主体人才培养 班次。

In order to enhance the coordination, pertinence and effectiveness of the training work, further institutionalize and standardize the training work, so that employees can effectively gain and improve from the training, CAS issued the "Training Management Measures of CAS", to carry out various training work in strict standards; In order to implement the "14th Five-Year Plan" development plan and the "14th Five-Year Plan" talent development Plan of CAS, and accelerate the training for the Construction of Cadres and talents of the company, the "Planning for the Construction of Cadres and Talents Training System of CAS" has been formulated from the perspective of "reinforcing weaknesses and strengthening capabilities". The "Three four Five" plan of source training, tracking training and whole-process training of the construction of the cadre and talent training system, major personnel training shifts such as the first phase of the talent class and the first phase of the backbone class have been innovatively launched.

同时依托中国干部网络学院、中国大连高级经理学院等 线上线下平台,丰富分层分类的培训体系,组织开展 学习贯彻党的二十大精神专题培训、梯次化人才培养班 次、治企兴企能力提升培训班、职业技能水平网络培训 班等培训课程。

At the same time, relying on online and offline platforms such as China E-learning Academy For Leadership and China Business Executives Academy ,Dalian . the company has enriched the hierarchical and classified training system, and organized and carried out training courses such as special training on learning and implementing the spirit of the 20th National Congress of the CPC, echelon personnel training courses, training courses on improving the ability to control enterprises and develop enterprises, and online training courses on vocational skill level.







新员工培训 New employee training



# 中国航空器材集团有限公司 2022 年社会责任报告

# 开拓多元化人才培养模式,建立航材自主学习品牌

Develop a diversified talent training model, and establish a brand of independent learning of CAS

为构建多形式、多途径、立体化的干部人才培养模式, 进一步推动学习型组织的建设,整合各类培训资源,做 好知识共享,中国航材创新设立"航材大讲堂"。根据课程 内容的不同,分别设立"讲习堂""讲知堂""讲法堂""讲新 堂"等模块,课程主要以习近平新时代中国特色社会主义 思想为重中之重,以理想信念、党性修养、政治理论、 政策法规、业务知识、国企改革和发展、前沿信息、科 技创新等为主要内容,开拓具有航材特色的品牌课程, 使之成为集团公司开展培训的主阵地,成为各类干部人 才获取知识的主渠道。 In order to build a multi-form, multi-channel and three-dimensional cadre and talent training model, further promote the construction of a learning organization, integrate various training resources, and do a good job of knowledge sharing, CAS innovation has set up the "CAS Lecture Hall". According to the different course content, modules such as "Lecture Study Hall", "Knowledge Hall", "Innovation Hall" and "rule of Law Hall" are set up respectively. The course is mainly focused on the General Secretary Xi Jinping Thought on Socialism with Chinese Characteristics in the new era, and the main content is ideals and beliefs, party spirit cultivation, political theory, policies and regulations, business knowledge, reform and development of state-owned enterprises, cutting-edge information, scientific and technological innovation, etc., to develop brand courses with CAS characteristics, and make them the main position for the company to carry out training. Become the main channel for all kinds of cadres and talents to acquire knowledge.

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领导致辞





### 打通专业技术人才评价通道,助力科技人才成长

Open up the evaluation channel of professional and technical talents to help the growth of scientific and technological talents

为解决集团公司专业人才队伍评价标准、评价机制空白 的问题,使专业技术人才队伍结构更趋合理,能力素质 不断提高,积极筹建专家库和工程系列高级职称评审委 员会并取得人社部备案资格,面向所属企业开展工程系 列初、中、高级职称评审工作。

为服务中国航材向科技转型的战略部署,加大科技人才 和技能人才队伍建设,研究制定《关于加强科技人才队 伍建设的实施意见》,为今后5-10年的科技人才队伍建 设目标制定路线图和施工图。 In order to solve the problem of blank evaluation criteria and evaluation mechanism of the professional personnel team of the company, make the structure of the professional and technical personnel team more reasonable, and continuously improve the ability and quality, actively prepare the expert database and the evaluation committee of senior titles of engineering series, and obtain the qualification of the Ministry of Human Resources and Social Security, and carry out the evaluation work of preliminary, middle and senior titles of engineering series for the subordinate enterprises.

In order to serve the strategic deployment of CAS transformation to science and technology, increase the construction of scientific and technological talents and technical talents team, research and formulate the "Implementation Opinions on Strengthening the construction of scientific and technological talents team", and formulate a Road map and construction drawing for the construction goal of scientific and technological talents team in the next 5-10 years.

领导致辞 关于我们





围绕学习和宣传贯彻党的二十大精神,扎实开展"喜迎 二十大 奋进新征程"主题活动。分批次组织集团各级党 委领导干部、入党积极分子150余人前往北京展览馆参观 "奋进新时代"主题成就展。积极弘扬大国工匠精神,培育 爱岗敬业精神,组织开展中国航材首届职工技能竞赛, 圆满完成航空部附件组装、纱线系扣、机务维修、招投 标、航材包装技能5个分项比赛。组织开展中国航材首届 职工暨第三届青年创新创效大赛。组织开展各层级选优 评先工作并进行事迹宣传,充分发挥先进典型示范引领 作用,凝聚起推动集团改革发展的强大动力。



参观"奋进新时代"主题成就展 Visit the "Forging a New Era" theme achievement exhibition

Centering on the study, publicity and implementation of the 20th National Congress of the CPC spirit, we will carry out the theme activities of "Welcoming the New Journey of the 20th National Congress". More than 150 leading cadres of Party committees at all levels and active Party members of The company were organized in batches to visit the "Forging New Era" theme achievement exhibition at the Beijing Exhibition Center. Actively carry forward the spirit of great country craftsman, cultivate the spirit of professionalism, organize and carry out the first staff skills competition of CAS, successfully complete the Ministry of Aviation accessories assembly, yarn fastening, maintenance, bidding, aviation materials packaging skills 5 sub-competitions. Organized the first CAS Workers and the third Youth Innovation and Effectiveness Competition. Organize and carry out the work of selecting and evaluating the best at all levels and publicize the deeds, give full play to the leading role of advanced typical demonstration, and gather strong impetus to promote the reform and development of The company.





创新创效大赛 Innovation and effectiveness competition

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国航空器材集团有限公司2022年度工作会议暨三届六次职工代 2021年度中国航村集团改革发展 2021年度中国航村集团改革发展

先进表彰 Advanced hone 组织集团青年参加"爱满京城"雷锋月主题志愿活动及"植 树添新绿 共守蔚蓝天"植树活动。组织参观北大红楼与中 国共产党早期北京革命活动主题展。开展金秋健步走活 动,将学习党的二十大知识融入活动过程中,在干部职 工中掀起学习贯彻二十大会议精神的热潮。联合中国中钢 集团工会、团委共同开展"一起向未来"冬奥主题青年交流 实践活动,为青年们营造有趣、有益的交流环境和展现自 我的平台,激发青年们的工作热情和精神状态。 Organize the youth of The company to participate in the Lei feng month theme volunteer activities of "Love the Capital City" and the tree-planting activities of "Planting trees to add new green and keep the blue Sky together". Organize to visit the Red Building of Peking University and the theme exhibition of the early revolutionary activities of the Communist Party of China in Beijing. Carry out the golden autumn walking activities, integrate the knowledge of the 20th National Congress of the CPC into the process of activities, and set off a upsurge of learning and implementing the spirit of The 20th National Congress of the CPC among cadres and workers. Together with the labor union of China Steel Group and the Youth League Committee to carry out the "Together for the Future" Winter Olympics theme youth exchange practice activities, to create an interesting and beneficial exchange environment and a platform for young people to show themselves, and to stimulate the enthusiasm and mental state of young people.



金秋健步走 The golden autumn walk



参观北大红楼 Visit the Red Building of Peking University



冬奥主题交流 Winter Olympic theme exchange

植树活动 Tree planting activities





结合党史学习教育,聚焦解决一批广大职工"急难愁盼" 问题,推动"我为群众办实事"工作常态化,改善员工 食堂环境,添置洗车房设施、疫情期间组织理发、发放 防疫爱心包,慰问疫情隔离管控职工。关注员工生活健 康,组织员工健康体检,加强员工保健室管理,制定突 发疫情的紧急预案,加强急救药品、防护用品储备及园 区的医疗保障。关注一线需求,开展冬送温暖夏送清凉 主题活动,深入基层慰问职工,使职工深切感受到公司 的关爱和温暖。 Combined with the study and education of the Party history, focus on solving the problem of "urgent difficulties and worries" of a number of employees, promote the normalization of the work of "I do practical things for the masses", improve the environment of the staff canteen, add car wash facilities, organize haircuts during the epidemic period, distribute care packages for epidemic prevention, and comfort the staff under the quarantine and control of the epidemic. Pay attention to the life and health of employees, organize health examinations for employees, strengthen the management of staff health rooms, formulate emergency plans for sudden epidemics, and strengthen the reserve of first-aid drugs and protective supplies and medical security of the park. Pay attention to the frontline needs, carry out the theme activities of sending warmth in winter and cool in summer, go deep into the grassroots to visit the staff, so that the staff deeply feel the care and warmth of the company.



送温暖、送清凉慰问 Send warmth, send cool condolences 5



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# **04** 内控合规 夯党建基础

Internal control compliance consolidation party building foundation





深化组织引领 Deepen organizational guidance



2022 年是党的二十大胜利召开之年,是"十四五"规划承前启后之年,也是"国企改革"三年行动的收官之年。集团党委坚决贯彻中央和国资委党委的部署和要求,把迎接和学习宣贯党的二十大作为工作主线,深化党史学习教育成果和全国国企党建会精神落实成果,突出高质量党建引领高质量发展,为集团公司完成生产经营和改革发展任务提供坚强政治保障。

中国航材集团党委把迎接和宣贯党的二十大作为首要政治任务,增强理论自觉,提升政治能力。把迎接党的二十大胜利召开作为2022年党建工作的开篇之举,精心组织做好党的二十大代表选举工作,引导广大党员干部喜迎二十大、奋进新征程;制订《风险防范化解工作方案》和《专项工作机制及应急预案》,为迎接党的二十大胜利召开提供制度保障。统筹指导各级党委认真做好迎接和学习宣传贯彻党的二十大会议精神工作,做到全面学习、全面把握、全面落实。

The 2022 is the year of the victory of the 20th National Congress of the CPC, the year of the 14th Five-Year Plan, and the year of the end of the threeyear "SOE reform" campaign. The Party Committee of The company resolutely implements the deployment and requirements of the central Committee and the Party Committee of the SASAC, takes the meeting and learning of the 20th National Congress of the CPC as the main line of work, deepening the achievements of party history learning and education and the implementation of the spirit of the national State-owned enterprise Party building Conference, highlighting high-quality party building to lead high-quality development, and providing a strong political guarantee for the company to complete the task of production, operation and reform and development.

The Party Committee of China Aviation Supplies Holding Company regards the reception and promotion of the 20th National Congress of the CPC as the primary political task, enhances theoretical consciousness and enhances political capacity. Taking the victory of the 20th National Congress of the CPC as the opening act of the Party building work in 2022, the Party has carefully organized the election of delegates to the 20th National Congress of the CPC, and guided the majority of Party members and cadres to welcome the 20th National Congress of the CPC and forge a new journey; Formulate the "Risk Prevention And Resolution Work Plan" and the "Special Working Mechanism And Emergency Plan" to provide institutional guarantee for meeting the victory of the 20th National Congress of the CPC. To coordinate and guide Party committees at all levels to earnestly welcome, study, publicize and implement the spirit of the 20th National Congress of the CPC, so as to fully study, fully grasp and fully implement it.

### 在全面学习上精准发力

### Make precise efforts in comprehensive study

组织全体党员通过观看直播、集中学习、撰写体会等形 式第一时间学原文、悟原理,通过党委中心组学习、支 部"三会一课"、基层党组织书记轮训、党务工作者培训等 制度化学习安排,深化学习交流,持续推动党的二十大 精神进基层、进一线、进班组,确保做到全覆盖,确保 做到入脑入心。 Organize all party members to learn the original text and understand the principle at the first time by watching live broadcasts, focusing on learning, writing experiences and other forms, deepen learning and exchanges through institutional learning arrangements such as Party committee central group learning, branch "the Three Meetings and One Lecture system", grassroots Party organization secretary rotation training, and party affairs worker training, and continue to promote the 20th National Congress of the CPC major spirits into grassroots, front-line, and shift groups to ensure full coverage. To ensure that it enters the mind and the heart.





集团党委班子带头学习研讨,各级党员领导干部积极宣 讲,集团党委书记为全体党员干部讲授专题党课,深 刻阐释党的二十大提出的新思想新观点、作出的新部署 新要求。举办二十大精神学习集中培训班,邀请中央党 校、国务院发展研究中心及清华大学、人民大学、《中 国改革报》等专家学者以学习宣传贯彻党的二十大精神 为主线,围绕企业改革创新、推动高质量发展进行授 课,引导全体党员干部深刻领悟新时代10年伟大变革的 深刻内涵和重大意义。 The company Party committee team takes the lead in studying and discussing, Party members at all levels of leading cadres actively preach, The company Party secretary teaches thematic party lessons for all party members and cadres, and profoundly explains the new ideas and new viewpoints put forward by the 20th National Congress of the CPC and the new deployment and new requirements. The Party School of the CPC Central Committee, the Development Research Center of The State Council, Tsinghua University, Renmin University, "China Reform Daily" and other experts and scholars were invited to study, publicize and implement the spirit of the 20th National Congress of the CPC congresses as the main line, focusing on enterprise reform and innovation, and promoting high-quality development. To guide all Party members and cadres to gain a deep understanding of the profound connotation and great significance of the great reform in the new era in the past decade.



全体党员观看党的二十大直播 All Party members watched the live broadcast of the 20th National Congress of the CPC



党的二十大精神培训班 The 20th National Congress of the CPC spirit training class



### 在全面落实上持续用力

### Continue to exert efforts in full implementation

通过全面、系统、深入学习党的二十大精神,切实把党的二十大精神贯彻到集团改革发展的全过程全方面,指导所属各 级党委主动与二十大提出的宏伟目标和各项任务对标对表,狠抓各项工作落实。聚焦集团发展重点难点,与国资委、发 改委、民航局等主管部门交流学习,与海南省政府、中南大学、航科院、海航、深航等政府机构、科研院所、航空公司 围绕集团战略转型深入研讨并达成合作意向,加快科技成果转化,推动集团转型升级。

Through a comprehensive, systematic and in-depth study of the 20th National Congress of the CPC spirit, the 20th National Congress of the CPC spirit is effectively implemented into the whole process and all aspects of the reform and development of The company, and the Party committees at all levels are guided to take the initiative to match the grand goals and tasks put forward by the 20th National Congress of the CPC, and pay close attention to the implementation of various work. Focus on the key and difficult points of The company's development, exchange and study with the State-owned Assets Supervision and Administration Commission, the National Development authorities, with Hainan provincial government, Central South University,CSAT, Hainan Airlines, Shenzhen Airlines and other government agencies, research institutes, airlines around the strategic transformation of The company in-depth discussion and reached cooperation intentions, accelerate the transformation of scientific and technological achievements, promote the transformation and upgrading of The company.



到访北京绿色交易所并主持召开集团党委理论学习中心组第四十七次集体学习(扩大)会议 Visited Beijing Green Exchange and presided over the 47th collective Learning (expansion) meeting of Theoretical Learning Center Group of the Party Committee of The company



中国航材与中南大学线上签署产学研合作协议 CAS and Central South University signed an industry-study-research cooperation agreement online

### 强化宣传引领营造浓厚氛围

Strengthen publicity and lead to create a strong atmosphere

充分发挥阵地优势,利用内外网、微信公众号、《航材 报》全方位开展宣传报道。精心策划,在集团微信平台 持续推送《喜迎二十大 我们这十年 航材这十年》系列 主题宣传,讲述航材员工在"幸福航材"引领下的十年追梦 历程;精心组织,第一时间制定学习宣贯二十大工作方 案,明确总体要求、学习内容、工作安排和目标要求, 召开集团党工团联席会议动员部署;精准传播,在集团 内网开设"二十大精神学习专栏",发布集团公司领导、各 级党委主要负责人、各单位骨干员工、党员积极分子、 工会工作者及青年团员等各级党员群众学习二十大心得 38篇,持续掀起学习热潮。

加强正面宣传和示范作用,举办三年改革行动专题展 览,宣传改革成果;举办基层党支部优秀党日活动主题 展览。

Give full play to the advantages of the position, use the internal and external network, WeChat public number, "Journal Of Aeronautical Materials" to carry out an all-round publicity report. Carefully planned, in The company's WeChat platform continue to push the theme of "Welcome the the 20th National Congress, our decade, CAS's decade" series of publicity, telling the CAS staff in the "happy CAS" under the guidance of the decade of dream. Carefully organized, the first time to develop the study and propaganda of the 20th National Congress work plan, clear the overall requirements, learning content, work arrangements and target requirements, held a joint meeting of The company's party work group mobilization and deployment. Accurate dissemination, set up "the 20th National Congress spiritual learning column" on the Intranet of The company, and released 38 articles on the twentieth national congress of Party members at all levels, such as group company leaders, main principals of party committees at all levels, backbone employees of all units, party members activists, trade union workers and youth league members, continuing to set off a learning boom.

Strengthen the positive publicity and demonstration role, and hold special exhibitions on reform actions in the past three years to publicize the achievements of reform; Hold the theme exhibition of excellent Party Day activities of grassroots party branches.



三年改革行动专题展览 Special exhibition on three years reform action



喜迎二十大主题宣传 Welcome the 20th National Congress theme publicity



党工团联席会动员部署 Mobilization and deployment of the joint meeting of the Party Work group



各级党委学习党的二十大精神 Party committees at all levels should study the spirit of the 20th National Congress of the CPC

### 推进基层党组织标准化规范化建设

We will promote the standardization and standardization of community-level Party organizations

强化基本制度建设,完成《中国航材党建工作标准化手 册》《党员发展工作指导手册》修订,建立健全统一规 范的党建工作体系。严格执行党费收缴、使用和管理制 度,落实党内帮扶制度要求,定期组织开展走访慰问困 难党员、老党员、老干部活动。强化基本组织建设,组 织各党委对所属各级党组织进行全面梳理,合理设置党 支部,优化基层党组织结构;强化基本队伍建设,制定 全年发展党员工作计划,切实加强入党积极分子队伍建 设,把好党员队伍的"入口关"和"质量关"。 Strengthen the construction of basic systems, complete the revision of the \*Standardization Manual for Party Building of CAS \*and the \*Guidance Manual for the Development of Party Members\*, and establish and improve a unified and standardized Party building system. It strictly implements the system of collecting, using and managing party fees, implements the requirements of the Party's support system, and regularly organizes activities to visit and sympathize with party members, veteran party members and veteran cadres in difficulty. We will strengthen basic organizational building, organize Party committees to conduct a comprehensive review of their Party organizations at all levels, set up Party branches rationally, and optimize the structure of grass-roots Party organizations. We will strengthen the basic team building, formulate the annual work plan for developing party members, effectively strengthen the team of active Party members, and ensure that the good entry threshold and quality level of party member sure well established.

### 加强教育管理提升党员队伍质量

Strengthen education and management to improve the quality of the party member team

指导推动全体党员干部深入学习贯彻习近平新时代中国 特色社会主义思想,引导基层党员干部用党的理论解决 问题、推动工作。在全体党员中开展二十大精神学习宣 贯,确保党员全覆盖。举办基层党组织书记、党务工作 者、入党积极分子集中培训。严把党员发展程序,对党 员发展执行情况进行调研摸底,确保党员发展质量。 We will guide and encourage all Party members and cadres to study and implement the General Secretary Xi Jinping Thought on Socialism with Chinese Characteristics for a new Era, and guide community-level Party members and cadres to use the Party's theory to solve problems and advance their work.Carry out learning and promotion of the spirit of the 20th National Congress among all party members to ensure full coverage of party members. Organize centralized training for grassroots party organization secretaries, party affairs workers, and party joining activists. Strictly implement the procedures for party member development, conduct research and investigation on the implementation of party member development, and ensure the quality of party member.



基层党务工作者集中培训 Centralized training for grassroots party workers



入党积极分子培训班 Training courses for Party activists

### 引领团员青年奋进新征程

Lead the youth members to forge ahead on a new journey

紧紧围绕庆祝建团一百周年和学习宣贯党的二十大,组织全体青年团员学习习近平总书记在庆祝中国共产主义青年团 成立100周年大会上重要讲话精神和党的二十大精神。贯彻落实中央企业党建带团建工作部署和要求,稳步推进青年 精神素养提升工程。组织青年团员参观爱国教育基地、国庆升国旗仪式等多种形式的"喜迎二十大"主题团日活动,组 织开展"青春百年路·永远跟党走"主题演讲比赛,举办"青春·信仰·担当"青年马克思主义者培养工程,激发青年们的工 作热情。

Closely around the celebration of the 100th anniversary of the founding of the league and the study and implementation of the 20th National Congress of the CPC, the organization of all young members to learn about the spirit of the General Secretary Xi Jinping's important speech at the 100th anniversary of the founding of the Communist Youth League of China and the spirit of the 20th National Congress of the CPC.Implement the deployment and requirements of the central enterprise Party building and league building work, and steadily promote the project of improving the spiritual quality of young people. Organize the youth league members to visit the patriotic education base, the National Day flag raising ceremony and other forms of "Welcoming the 20th National Congress" theme day activities, organize the "Youth Century Road, always follow the Party" theme speech competition, held "Youth, Faith, responsibility" young Marxist training project, stimulate the enthusiasm of young people.



"喜迎二十大 奋进新征程"国庆升国旗仪式 The National Flag Raising Ceremony of "Welcoming the New Journey of the 20th National Congress"



"青春百年路·永远跟党走"主题演讲比赛

"Youth Century Road, always follow the Party" keynote speech competition



Tsing ma project

## 严格依法合规

Strictly comply with laws and regulations



**党风廉政** Party conduct and integrity

2022年,中国航材集团党委在国资委党委、驻委纪检监察 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,深入学习贯彻党的二十大精神,坚定不移推进全 面从严治党,党风廉政建设和反腐败工作取得积极成效。

In 2022, under the strong leadership of the SASAC Party Committee and the Discipline inspection and Supervision team, the Party Committee of China Aviation Supplies Holding Company, guided by General Secretary Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, thoroughly studied and implemented the 20th National Congress spirit of the Party, unflinchingly promoted comprehensive and strict governance of the Party, and achieved positive results in the construction of Party conduct and clean government and anti-corruption.

### 加强党的政治建设, 以强有力的政治监督确保做到"两个维护"

Strengthen the political construction of the Party and ensure the "two maintenance" with strong political supervision

以迎接和学习宣贯党的二十大为工作主线,严格落 实"第一议题"制度,深入开展习近平总书记重要指 示批示精神再学习、再落实、再提升主题活动。强 化政治担当,牢记"国之大者",不断加大重点工作 监督推动力度,确保习近平总书记关于民航发展、 航空应急救援、乡村振兴等重要指示批示精神落实 落地。

To meet and learn the 20th National Congress of the CPC as the main line of work, strictly implement the "first issue" system, and deeply carry out the spirit of General Secretary Xi Jinping's important instructions to re-study, re-implement, and re-enhance the theme activities. Strengthen political responsibility, keep in mind that "the country is the biggest", constantly increase the supervision and promotion of key work, and ensure that General Secretary Xi Jinping 's important instructions on civil aviation development, aviation emergency rescue, and rural revitalization are implemented.



### 强化管党治党责任落实, 推动全面从严治党持续深化

Strengthen the implementation of responsibilities for managing and governing the Party, and promote the continuous deepening of comprehensive and strict governance of the Party

坚决履行全面从严治党主体责任,认真研究集团党 风廉政建设和反腐败斗争形势,分析工作中存在的 薄弱环节,制订深化管党治党的具体举措,加强对 下级"一把手"和领导班子的监督。重视发挥纪委专 责监督作用,定期听取纪委工作汇报,认真落实与 纪委会商工作机制,自觉接受纪委监督。

We resolutely carried out the main responsibility of strictly governing the Party, carefully studied the situation in improving Party conduct and clean government and fighting corruption in The company, analyzed the weak links in our work, formulated concrete measures to deepen Party management and self-governance, and strengthened oversight over "top leaders" and leading groups at lower levels. We attached great importance to giving full play to the Commission for Discipline Inspection's role in supervision, regularly listened to its work reports, earnestly implemented the working mechanism for consultation with the Commission for Discipline Inspection, and consciously accepted its supervision.

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### 深化靠企吃企专项整治, 推动企业守法合规经营

Deepen the special rectification of relying on enterprises to eat enterprises, and promote legal and compliant operation of enterprise

落实国资委党委部署要求,开展靠企吃企问题专项整治"回头看",巩固靠企吃企问题专项整治成果,持续深化专项 整治工作。持续推动集团所属企业建立健全标本兼治长效机制,着力切断靠企吃企利益链条,坚决巩固专项整治 成果。

Implement the deployment requirements of the SASAC Party Committee, carry out special rectification of enterprises that rely on enterprises to consume enterprises to "look back", and consolidate the special rectification results that rely on enterprises to consume enterprises to continue. We will deepen special rectification work. Continue to promote The company's enterprises to establish and improve the long-term mechanism of treating both symptoms and root causes, and strive to cut off the chain of interests of enterprises to eat enterprises. We will consolidate the achievements of special rectification efforts.

# 持续一体推进"三不腐",

### 切实增强反腐败实效

Continue to promote the "three non-corruptions" in one body, and effectively enhance the effectiveness of anti-corruption

严肃查处各类违规违纪行为,持续释放全面从严、 一严到底的强烈信号。对审查调查、专项检查发现 的问题,推动建立健全长效机制,彻底根除问题隐 患。不断深化党风廉政宣传教育,及时通报违规违 纪案例,促使党员干部明礼知法、心存敬畏、行有 所止。

We will seriously investigate and punish all types of violations of discipline and discipline, and continue to send a strong message of being comprehensively strict and strict to the end. We will work to establish and improve long-term mechanisms for problems found through review, investigation and special inspections to root out hidden problems. We will continue to deepen.publicity and education on Party conduct and clean government, and promptly report cases of violations and discipline violations, so as to encourage Party members and cadres to know the law and act with respect and restraint.

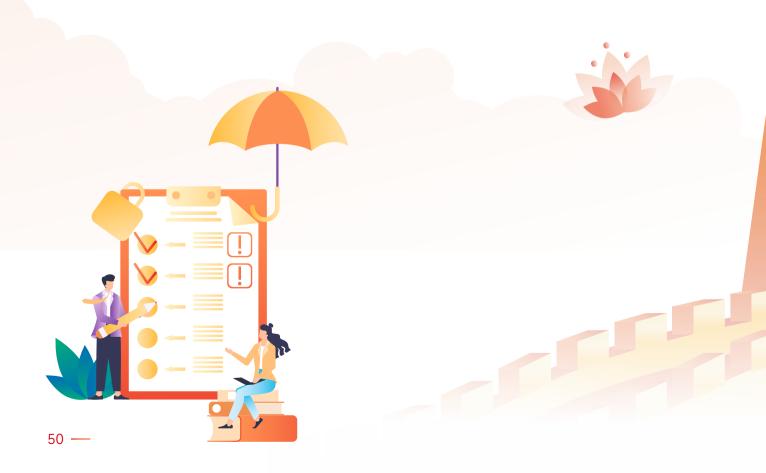


### 深化落实中央八项规定精神,锲而不舍纠治"四风"

Deepen the implementation of the spirit of the Eight-point Regulation of the Central Committee, and persevere in rectifying the "Four Malfeasances"

制订《"过紧日子"工作方案》,开展商务招待专项检查,严控费用支出,厉行节约反对浪费。节假日做好纠"四风"树 新风工作,加强党员领导干部监督,教育引导广大党员勤俭文明过节。力戒形式主义、官僚主义,狠抓总部机关作 风建设,坚决纠正不担当不作为乱作为。制定《落实"三个区分开来"实施办法》,加强对敢担当、善作为干部的支持 保护。

We formulated the "Work Plan on Leading a tight Life", carried out special inspections of business hospitality, strictly controlled expenditures, practiced strict economy and opposed waste. On holidays, we should correct the "Four Malfeasances" and foster new ones, strengthen the supervision of Party members and leading cadres, and educate and guide party members to be diligent, thrifty and civilized during the holidays. We will put an end to formalism and bureaucracy, improve the style of work of headquarters organs, and resolutely correct their lack of responsibility, inaction and disorderly conduct. We formulated the Implementation Measures for the Implementation of the" Three Distinct Areas", and strengthened support and protection for officials who are willing to take on responsibilities and perform well.



### 不断深化政治巡视,大力推动问题整改和成果运用

Continuously deepening political inspections, vigorously promoting problem rectification and application of achievements

按年度巡视计划完成一家公司巡视"回头看"和一个党支部提级机动巡察,对标对表国资委巡视,工作质量和规范化 水平明显提升。将巡视问题整改与企业改革发展相融合,向创新要动力,向改革要活力,在发展中解决系统性、深 层次问题,国资委和集团内部巡视反馈问题在党的二十大召开前基本整改到位。深化违规挂靠巡视整改,规范投资 管理,加强风险防控,加大合资合作企业管控力度,切实维护国有资产权益。深化巡视成果运用,完善制度健全机 制,以改促效、以改促治。

According to the annual inspection plan to complete a company inspection "look back" and a party branch promoted mobile inspection, the standard and table SASAC inspection, the quality of work and standardization level has been significantly improved. The rectification of inspection problems and the integration of enterprise reform and development, to innovation to power, to reform to vitality, to solve systemic and deep-seated problems in the development, SASAC and The company's internal inspection feedback problems before the 20th National Congress of the CPC.Deepen the inspection and rectification of illegal affiliations, standardize investment management, strengthen risk prevention and control, strengthen the control of joint venture and cooperative enterprises, and effectively safeguard the rights and interests of state-owned assets. We will deepen the use of inspection results, improve systems and mechanisms, and promote reform to improve effectiveness and treatment.

### 内部审计

Internal audit

为全面提高公司内部审计工作质量,加大审计工作力 度,提升内部审计工作有效性,进行组织机构优化调 整,公司总部设立法律合规与风险管理部/审计部,审 计部与法律合规与风险管理部合署办公。同时加强审计 队伍建设,成立审计中心,推动二级子公司设立专职审 计岗位,配备专职审计人员,建立健全集团公司"上下结 合,下审一级"的内部审计工作机制。

In order to comprehensively improve the quality of the company's internal audit work, intensify the audit work, enhance the effectiveness of the internal audit work, and optimize and adjust the organizational structure, the company has set up the Legal Compliance and Risk Management Department/Audit Department, which is co-located with the Legal Compliance and Risk Management Department. At the same time, strengthen the construction of the audit team, set up the audit center, and promote the establishment of full-time audit in the secondary subsidiaries .The internal audit working mechanism of "The combination of superior and subordinate, The superior audit the subordinate " of the company shall be established and improved by assigning full-time auditors to all positions.

统筹内外部审计力量,集中有限资源,组织开展对集团 总部及所属公司的内部审计工作,审计资产量占集团公 司全部资产总额90.44%,审计二级子企业占集团公司全 部二级子企业50%。同时,本年度加强对正常经营状态 的境外公司审计工作,实现了在境内对境外公司审计零 的突破。

The company will coordinate internal and external audit efforts, concentrate limited resources, and organize internal audit work for The company headquarters and affiliated companies. The audited assets account for 90.44% of the total assets of the company, and the audited secondary subsidiaries account for 50% of all secondary subsidiaries of the company. At the same time, this year, we strengthened the audit of overseas companies in normal operating conditions, achieving a breakthrough in the domestic audit foreign companies.



中国航材以习近平新时代中国特色社会主义思想为指导, 深入贯彻党的十九大、十九届历次全会和二十大精神,按 照党中央、国务院以及国资委关于防范化解重大风险决策 部署,以对重大风险事项、重大风险事件的管理和重要流 程的内部控制为重点,大力加强风险的事前防范和统筹管 理,提高风险管理服务重大事项决策的能力,推进风险管 理、内部控制、合规管理和法律管理等工作协同联动,有 效防范化解风险。

Under the guidance of General Secretary Xi Jinping Thought on Socialism with Chinese Characteristics for a New era, CAS has thoroughly implemented the spirit of the 19th Congress and all the plenary sessions of the 19th CPC Central Committee and the 20th Congress, followed the decision-making and deployment of the Central Committee of the Party. The State Council and the SASAC on preventing and resolving major risks, and focused on the management of major risk events and internal control of important processes.Vigorously strengthen the prevention and overall management of risks in advance, improve the ability of risk management to serve the decision-making of major matters, promote the coordination of risk management, internal control, compliance management and legal management, and effectively prevent and resolve risks. 中国航材坚持党委顶层谋划、董事会全面领导、经理层主 责推动,内控职能部门和业务部门协同配合的内控管理体 制,持续优化公司内控制度体系建设,不断强化内控体系 刚性约束,大力加强重大风险防控应对,积极促进境外企 业完善风控内控机制建设,切实提升内控监督评价质效, 不断提升内控体系有效性,确保集团公司控制整体目标的 实现,保障公司高质量发展。

CAS adheres to the internal control management system featuring top-level planning by the Party Committee, overall leadership by the board of directors, primary responsibility promotion by the management, coordination between the internal control functional departments and business departments, continuously optimizes the construction of the internal control system of the company, continuously strengthens the rigid constraints of the internal control system, vigorously strengthens the prevention and control responses to major risks, and actively promotes the improvement of the internal control mechanism construction of risk control by overseas enterprises. Effectively improve the quality and efficiency of internal control system, ensure the realization of the overall control goal of the company, and guarantee the high-quality development of the company.

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依法合规 According to law and compliance

中国航材坚持依法合规管理与业务发展相融合的理念,坚持规章制度、 经济合同和重要决策三项法律审核100%全覆盖,通过开展"合规管理强 化年"工作,组织开展全级次、全领域、全方位合规风险排查工作,梳理 出战略管理、营销管理、安全环保等19个排查业务领域、236项合规风 险事项,编制《中国航材合规手册》,持续加强合规培训,引导全体员 工不断增强合规意识,公司依法治企水平不断提升,合规管理工作取得 积极成效。

CAS adheres to the concept of integrating legal compliance management with business development, and insists on 100% full coverage of the three legal reviews of rules and regulations, economic contracts and important decisions. Through the "Compliance Management Strengthening Year" work, it organizes and carries out the investigation of compliance risks at all levels, in all fields and in all aspects. It sorted out 236 items of compliance risk in 19 business areas such as strategic management, marketing management, safety and environmental protection, compiled the "Compliance Manual of CAS", continued to strengthen compliance training, and guided all employees to constantly enhance compliance awareness. The company's level of governance according to law has been continuously improved, and compliance management has achieved positive results.



《中国航材合规手册》 Compliance Manual of CAS



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# 05 勇于担当 扬企业精神

The courage to take on the spirit of enterprise



**定点帮扶** Fixed-point help



2022年是巩固拓展脱贫攻坚成果同乡村振兴有效衔接的 深化之年。中国航材全面落实中共中央、国务院决策部 署,坚决贯彻党的二十大精神,以习近平总书记关于全 面推进乡村振兴的重要指示批示精神为指引,按照国家 乡村振兴局、国务院国资委对定点帮扶工作的总体安排 部署,强化政治站位与责任担当,加强组织领导和顶层 设计,围绕"五大振兴"创新拓展帮扶举措,持续加大帮扶 力度,巩固提升定点帮扶工作质量,扎实推进巩固拓展 脱贫攻坚成果同乡村振兴有效衔接工作。

中国航材全年直接投入帮扶资金(无偿)550万元,为 助力陕西省白水县有效衔接乡村振兴提供有力支持。在 2022年度中央单位定点帮扶成效考核评价中,被评为"较 好"等级。 2022 will be a year of strengthening and expanding the effective connection between poverty alleviation efforts and rural revitalization.CAS fully implements the decision-making and deployment of the Central Committee of the Communist Party of China and The State Council, resolutely implements the spirit of the 20th National Congress of the CPC , guided by the spirit of the important instructions and instructions of General Secretary Xi Jinping on comprehensively promoting rural revitalization, strengthens the political position and responsibility, and strengthens the organizational leadership and top-level design in accordance with the overall arrangement and deployment of the National Rural Revitalization Bureau and the State-owned Assets Supervision and Administration Commission of the State Council for fixed-point assistance work.Around the "five revitalization" innovation and expansion of assistance measures, continue to increase assistance efforts, consolidate and improve the quality of fixed-point assistance work, and solidly promote the consolidation and expansion of poverty alleviation results with the effective connection of rural revitalization.

CAS directly invested 5.5 million yuan in assistance funds (free) throughout the year, providing strong support for helping Baishui County in Shanxi Province effectively connect with rural revitalization. It was rated as "good" in the assessment and evaluation of the effectiveness of fixed-point assistance by the central unit in 2022.



徐思伟为中国航材定点帮扶产业示范园揭牌 Xu Siwei unveiled the demonstration park of CAS fixed-point assistance industry



徐思伟赴陕西省白水县调研定点帮扶工作 Xu Siwei went to Baishui County, Shanxi Province to investigate the fixed-point help work

### 建立长效机制助力特色产业振兴

Establish a long-term mechanism to help revitalize characteristic industries

中国航材在实施产业扶贫之初就明确了要坚持产业长效 帮扶,通过"县农投公司+合作社(企业)+农户"模式,结 合白水县沟壑纵横、可用土地碎片化的特点,每年建成 1-2个百亩连片的苹果产业标准化示范园,面向贫困村和 贫困户进行科学种植和帮扶机制落实的示范带动。截至 2022年,已经建成第五批白水苹果标准化示范园项目, 采用科学种植技术与现代化管理模式并覆盖至全县50% 以上的镇,有效提升了苹果的品质和产量。

The beginning of the implementation of industrial poverty alleviation, CAS made it clear that it should adhere to the long-term industrial assistance, through the "county agricultural investment company + cooperative (enterprise) + farmers" model, combined with the characteristics of Baishui County's gully and available land fragmentation, to build one or two 100 mu of continuous apple industry standardization demonstration park every year. For poor villages and poor households to carry out scientific planting and support mechanism implementation demonstration park projects have been completed, which has adopted scientific planting technology and modern management mode and covered more than 50% of the towns in the county, effectively improving the quality and yield of apples.



陕西省白水县林皋镇古槐村向中国航材赠送锦旗 Guhuai Village, Lingao Town, Baishui County, Shanxi Province presented a banner to CAS



通过科学种植示范带动,苹果园硕果累累 Driven by scientific planting demonstration, apple orchards have achieved fruitful achievements



中国航材 2022 年产业帮扶项目为群众分红 CAS 2022 industry assistance project paid dividends to the masses

### 切合实际需求开展乡村人才振兴培训

Carry out rural talent revitalization training in line with practical needs

实施精准培训助力人才振兴。中国航材抓实人才培训赋 能乡村振兴,分享产业发展经验做法,指导新时代村集 体经济组织工作实践,传授干部群众能信服可操作的"土 方子"。2022年帮助培训县乡村基层干部215人次,开展 培训乡村振兴带头人100人次,农业技术人员培训176人 次,有力推动乡村振兴人才储备。

Implementing precise training to help revitalize rural talents. CAS focuses on talent training to empower rural revitalization, shares industrial development experience and practices, guides the work practice of village collective economic organizations in the new era, and teaches the "ancient ways" that the cadres and the masses can trust and operate. In 2022, it will help train 215 county and rural grass-roots cadres, train 100 rural revitalization leaders, and train 176 agricultural technicians, which will effectively promote the talent reserve for rural revitalization.

### 2022年帮助培训县乡村基层干部

In 2022, it will help train 215 county and rural grass-roots cadres

215人次

开展培训乡村振兴带头人

train 100 rural revitalization leader

100人次

### 持续加大教育帮扶物力财力投入力度

Continuously increasing investment in educational assistance, material resources, and financial resources

中国航材坚持开展教育帮扶,投入资金帮助部分镇中心 学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2022年考上大学的困难 生43人,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 insists on education assistance, investing funds to help some town center schools buy teaching facilities and equipment, and improve the teaching conditions at the grassroots level. And continue to support the "Golden Autumn helps education" action in designated counties, subsidize 43 students with difficulties to be admitted to the university in 2022, help solve practical difficulties, help them successfully enroll, and play a positive role in effectively preventing the cycle of poverty.



中国航材资助白水县 2022 年应届考上大学的困难学生 CAS funded Baishui County in 2022 to enter the university of difficult students

### 多措并举助力乡村振兴示范点建设

Multiple measures will be taken to help the construction of rural revitalization demonstration sites

2022年,中国航材聚焦重点帮联的古槐村,因村制宜支 持村集体经济组织开展优质品种红薯、玉米种植;开展村 部办公场所基础设施改造,为移民搬迁点及村巷道统一修 建花坛护栏等设施,使整体村容村貌焕然一新;绘制宣传 乡村振兴系列墙画,营造积极向上的文化氛围。乡村环境 更加整洁美观,百姓的获得感与幸福感进一步提升。 In 2022, CAS focused on the key village of Guhuai, and supported village collective economic organizations to carry out high-quality varieties of sweet potato and corn planting due to village conditions; Carried out the infrastructure transformation of the village office space, and built flower beds and guardrails and other facilities for migrant relocation points and village laneway, so that the overall village appearance took on a new look; Draw a series of wall paintings to promote rural revitalization, and created a positive cultural atmosphere. The rural environment has become cleaner and more beautiful, and people's sense of gain and happiness has been further improved.



白水县林皋镇古槐村村民休闲广场 Baishui County Lingao town Guhuai village village leisure square



### 坚持实施社会救助帮助巩固脱贫成果

Adhere to the implementation of social assistance to help consolidate the achievements of poverty alleviation

为进一步筑牢返贫防线,2022年中国航材聚焦"两不愁三保障"持续巩固提升脱贫攻坚成果,坚持实施社会救助工作不断 档。截至2022年,中国航材已连续七年开展"救急难"工作,为白水户籍因病因灾突发事件陷入临时困境的困难家庭实施 救助,共救助28人;开展残疾人救助工作,帮助残疾人家庭更好参与社会生产活动,发放轮椅、助听器等辅助器具。

In order to further build a strong line of defense to return to poverty, in 2022, CAS focused on the "Two Assurances and Three Guarantees" to continue to consolidate and improve the results of poverty alleviation, and adhere to the implementation of social assistance work without interruption. As of 2022, CAS has carried out "Difficult-rescue" work for seven consecutive years, providing assistance to families in Baishui who are in temporary difficulties due to causes of disaster emergencies, and rescuing a total of 28 people; It has carried out assistance work for the disabled, helped families with disabilities better participate in social production activities, and distributed assistive devices such as wheelchairs and hearing AIDS.

### 为白水户籍因病因灾突发事件陷入临时 困境的困难家庭实施救助,共救助

providing assistance to families in Baishui who are in temporary difficulties due to causes of disaster emergencies, and rescuing a total of 28 people





庆祝第 32 次全国助残日暨残疾人资助帮扶活动 Celebrating the 32nd National Disability Day and Disability Assistance Activities

### 积极开展组织振兴促进基层为民服务

Actively organize revitalization and promote community-level services for the people

在前期工作基础上,中国航材继续扩大党建共建范围,增添组织振兴力量,一家所属企业党委与尧禾镇党委结对,通过 帮助改善定点县政府会议室工作环境条件,提高为民服务工作效率。一家所属企业党委与白水县林皋镇党委开展党建共 建工作,2022年支持白水县林皋镇"厕所革命"工作,帮助完善镇内公共卫生厕所改造,进一步提升镇区街道整体卫生条 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。



On the basis of the preliminary work, CAS continues to expand the scope of party construction and construction, add organizational revitalization strength, a affiliated enterprise party committee and Yaohe Town Party committee paired, by helping to improve the working environment conditions of the designated county government conference room, improve the efficiency of serving the people. A subordinate enterprise party committee and Baishui County Lingao Town Party committee to carry out party construction work, in 2022 to support Baishui County Lingao Town "toilet revolution" work, help improve the town's public health toilet transformation, further improve the overall health conditions of the town streets, give full play to the advanced role of the model, and drive the town and village grass-roots cadres to better serve the local people.

所属企业党委白水县开展党建共建交流活动 The Party committee of the affiliated enterprise in Baishui County carried out party building, co-construction and exchange activities

### 选派帮扶干部坚守岗位履职尽责

Select assist cadres to stick to their posts and perform their duties

2022年,中国航材积极做好干部轮换工作,从集团公司 总部选派优秀帮扶干部2名,任期2年。认真做好任前 培训,悉心指导帮扶干部学习习近平总书记关于乡村振 兴工作的指示批示精神,详细讲解定点帮扶工作政策要 求。督促做好工作衔接,上一任干部在任期到期之后继 续留任一个月,手把手指导帮助新上任干部快速进入工 作角色,做到无缝衔接。

In 2022, CAS actively does a good job of cadre rotation, and selects two excellent assist cadres from the company headquarters for a two-year term. We will conscientiously conduct pre-appointment training, carefully guide assist cadres to learn the instructions of General Secretary Xi Jinping on rural revitalization work, and explain in detail the policy requirements of designated assistance work. Supervise the coordination of work, ensure that the former cadres stay on for one month after the expiration of their term of office, and provide step-by-step guidance to help the newly appointed cadres quickly enter their work roles, so as to achieve seamless coordination.



驻白水县林皋镇古槐村第一书记叱干日强 Baishui County Lingao town Guhuai village first secretary Chigan Riqiang



<mark>应急救援</mark> Emergency rescue



中航材救援公司始终坚持"人民至上、生命至上"的理念, 以无人机、直升机、固定翼为主要运载工具,以智能互 联网等数字化手段,连接政府部门、呼叫中心(指挥调 度中心)、医疗、金融保险、航空运营公司、客户等,形 成覆盖全国(全地区)、服务全民、国际接轨的,高效、 可持续发展的航空救援服务体系,提供安全、快速反应、 老百姓消费得起的全天候航空医疗救援服务,以及在突 发事件发生时的航空应急救援服务。

2022年,尽管受到疫情影响,中航材救援仍突破重重困难, 扎根老百姓需要的地方,在湖北省十堰市完成 66 例转运 任务,累计飞行总时间 110 小时 242 架次。救援范围辐 射周边河南、陕西、湖南等省份,涉及丹江口市、邓州市、 郧西县、竹山县、竹溪县、白河县等 12 个市区(县)。 China Aviation Rescue Emergency always adhered to the concept of "people first, life first", taking drones, helicopters and fixed wings as the main means of delivery, and using digital means such as intelligent Internet to connect government departments, call centers (command and dispatch centers),medical, financial and insurance, aviation operation companies, customers, etc. To form an efficient and sustainable aviation rescue service system covering the whole country (the whole region), serving the whole people and being in line with international standards, providing all-weather aviation medical rescue services that are safe, rapid response and affordable for the common people, as well as aviation emergency rescue services in the event of emergencies.

In 2022, despite the impact of the epidemic, China Aviation Rescue Emergency broke through many difficulties, rooted in the needs of the people, and completed 66 cases of transfer missions in Shiyan City, Hubei Province, with a total flight time of 110 hours and 242 sorties. The rescue covers the surrounding provinces of Henan, Shaanxi and Hunan, involving Danjiangkou City, Dengzhou City, Yunxi County, Zhushan County, Zhuxi County, Baihe County and other 12 urban areas (counties).



中航材航空救援跨湖北省和河南省转运病例 China Aviation Rescue Emergency transported cases across Hubei and Henan provinces

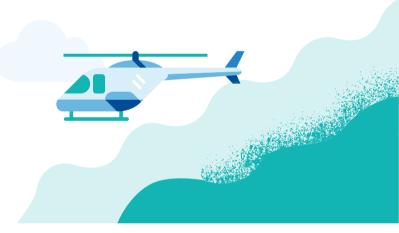


仅用 31 分钟紧急救援郧西偏瘫老人 It only took 31 minutes to rescue an elderly man with hemiplegia in Yunxi



首飞枣阳救援重伤患者 First flight to Zaoyang to rescue seriously injured patients





中航材救援多次医疗转运任务体现了中央企业在卫生健 康领域履行社会责任的使命担当,坚持"人民至上,生命 至上",尽最大努力保障人民群众生命安全。中航材救援 一直以来的坚持体现了中央企业应有的作风,在百姓需 要的时候挺身而出、不计得失、勇往直前的行动力和正 能量,感染与带动了更多的社会力量纷纷效仿,充分发 挥了央地一体的"集合优势"。

中航材救援多次医疗转运任务产生的社会意义受到行业 内外的高度认可,经业内专家评选,中航材救援荣膺中 国民航报社颁发的"2022年通用航空企业社会责任奖"。 此奖项不仅代表对中航材航空救援所做努力的认可,更 能够深化人们对航空救援的认识,传递正能量。 The multiple medical transfer missions of China Aviation Rescue Emergency reflect the mission of the central enterprise to fulfill its social responsibility in the field of health and health, adhere to the "people first, life first", and do its best to ensure the safety of people's lives. The persistence of China Aviation Rescue Emergency has always reflected the style of central enterprises. The action force and positive energy of coming forward when the people need, regardless of gains and losses, and courage, infected and led more social forces to follow suit, and gave full play to the "collection advantage" of central enterprises and local governments.

The social significance of China Aviation Rescue Emergency 's multiple medical transport missions has been highly recognized within and outside the industry. Selected by industry experts, China Aviation Rescue Emergency was awarded the "2022 General Aviation Corporate Social Responsibility Award" issued by the Civil Aviation Newspaper of China. This award not only represents the recognition of the efforts made by China Aviation Rescue Emergency, but also can deepen people's understanding of aviation rescue and pass on positive energy.



2023年是全面贯彻党的二十大精神的开局之年,是 "十四五"规划落实见效的攻坚之年,是中国航材科技 创新引领高质量发展的关键之年。展望2023年,机 遇和挑战仍将并存,"路虽远,行则将至;事虽难, 做则必成。"我们将更加紧密的团结在以习近平同志 为核心的党中央周围,坚持以习近平新时代中国特 色社会主义思想为指导,全面贯彻党的二十大会议 精神、中央经济工作会议和中央企业负责人会议部 署,坚定捍卫"两个确立",坚决做到"两个维护",笃 定信心、凝聚共识、埋头苦干、勇毅前行,在迈进 新征程的道路上踏出更为坚实的步伐,为实现幸福 航材、美好航材的目标继续奋斗,为建设民航强国 贡献航材力量!

2023 is the first year of fully implementing the spirit of the 20th National Congress of the CPC, a tough year for the effective implementation of the "14th Five-Year Plan", and a key year for CAS science and technology innovation to lead high-quality development. Looking forward to 2023, opportunities and challenges will still coexist, "although the road is far, we'll get there; Though it is difficult to do, it will be done." We will rally more closely around the Party Central Committee with Xi Jinping comrades as the core, and adhere to the guidance of General Secretary Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. Fully implement the spirit of the 20th National Congress of the CPC, the Central Economic Work Conference and the deployment of the Central Meeting of Enterprise leaders, firmly safeguard the "Two Affirmations", and resolutely achieve the "Two Upholds".Have confidence, build consensus, work hard, move forward bravely, take a more solid step on the road to a new journey, continue to strive for the goal of achieving happy CAS and beautiful CAS, and contribute CAS strength to the construction of civil aviation power!







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