

# 2022

安徽江淮汽车集团股份有限公司

## 社会责任报告

SOCIAL RESPONSIBILITY REPORT 2022

Anhui Jianghuai Automobile Group Corp.,Ltd



本报告披露了江汽集团2022年履行社会责任，推进可持续发展，追求综合价值最大化的理念、行为、绩效和2023年展望。

This report discloses the philosophy, activities and performance of JAC GROUP to fulfill its social responsibilities, to propel the sustainable development and to pursue the maximized comprehensive value in 2022 as well as its prospect for 2023.

# 概况 | REPORT PROFILE

## 报告可靠性保证

公司保证报告内容不存在任何虚假记载、误导性陈述或重大遗漏，并对其内容的真实性、准确性和完整性承担责任。

## 报告组织范围

安徽江淮汽车集团股份有限公司（参见公司组织结构），报告中“公司”、“江汽集团”、“JAC GROUP”均指安徽江淮汽车集团股份有限公司，特别说明的除外。

## 报告时间范围

公司第13份社会责任报告，报告时间范围为2022年1月1日至2022年12月31日，部分内容超出上述范围。

## 报告发布周期

安徽江淮汽车集团股份有限公司社会责任报告为年度报告。

## 报告数据说明

本报告披露的财务数据来自各类财务报表，其他数据来自公司内部统计。本报告中所涉及货币金额以人民币作为计量币种，特别说明的除外。

## 报告参考标准

《中国企业社会责任报告编写指南》  
《中国工业企业及工业协会社会责任指南》

## 报告发布形式及解读

本报告以纸质版和网络版两种形式提供，其中网络版报告见网站：[www.jac.com.cn](http://www.jac.com.cn)

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## Report reliability guarantee

Report reliability guarantee: The company guarantees the report does not include any false records, misleading statements or serious omissions, and is responsible of the truthfulness, accuracy and completeness.

## Report structure range

Anhui Jianghuai Automobile Group Corp., Ltd. (see the company structure), 'the company', 'JAC GROUP' in this report all refer to Anhui Jianghuai Automobile Group Co., Ltd. Expect the noted ones.

## Report time range

The 13th Social Responsibility Report with the time range from Jan.1st 2022 to Dec.31st 2022; part of content is out of the above range.

## Report Issuing Period

The Social Responsibility Report of Anhui Jianghuai Automobile Group Corp., Ltd. is an annual report.

## Report Data

The financial data disclosed in this report is from a variety of financial statements, and other data is from the company's internal statistics; with the monetary amounts in RMB as the measurement currency, except as otherwise specified in this report.

## Report Reference Standard

'China enterprise social responsibility report guidelines  
'China industrial enterprise and industrial associations social responsibility guidelines'

## Report issuing form and interpretation

The report is issued in both paper and on-line forms. Refer to [www.jac.com.cn](http://www.jac.com.cn) for the on-line Report.

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报告前言



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党委书记、董事长  
项兴初

2022年，是党的二十大胜利召开之年，是全党全国各族人民迈上全面建设社会主义现代化国家新征程、向第二个百年奋斗目标进军的关键之年。这一年，江淮集团在以习近平同志为核心的党中央坚强领导下，在省委、省政府的统筹部署下，坚持创新驱动，全面构建新发展格局，加快现代产业体系建设，巩固壮大企业根基，稳步推进自主、合资、合作三大发展举措，全力助推公司高质量转型升级发展。

这一年，江淮集团继续秉持“制造更好的产品，创造更美好的社会”的企业愿景，坚持低碳、节能的绿色发展方式，加快产业布局，优化供应链体系，完善生产工艺，提升产品质量；通过强化用户思维，洞察用户需求，丰富产品矩阵，注重用户体验，提升服务质量；积极主动履行社会责任，创造社会价值，助力社会发展。

这一年，江淮集团坚持“以用户为中心，以战略为导向，以创新为主线，以变革为动力”指导思想，坚持“节能、环保、安全、智能、网联、舒适”关键技术路线不动摇，不断提升产品软件迭代、硬件升级速度，智能驾驶技术日渐成熟，已经全面实现车联网3.0系统车型全覆盖，L2级辅助驾驶功能车型全覆盖。截至2022年底，已有超15万辆新能源车搭载蜂窝电池、装载电芯达1.7亿颗、累计行驶里程突破80亿公里。

这一年，江淮集团进一步深化开放合作。与大众合作项目稳步推进，综合实验中心研发测试场启动测试与验证工作，首台预量产车型顺利下线；与蔚来合作成果丰硕，江淮蔚来先进制造基地第30万辆车下线，再度刷新中国高端品牌汽车量产下线速度；与科技公司共同探讨高端智能汽车平台的设计开发，充分发挥各自优势资源打造高端智能电动汽车产品；与中科创达联合成立合资公司，以整车软件、车云平台和自动驾驶为核心，为汽车行业的智能化转型与发展赋能；与中科星驰成立合资公司，正式开启“星驰智卡”项目，服务智慧城市与智能交通建设。

2023年是全面贯彻党的二十大精神的开局之年，是落实“十四五”规划承上启下的重要一年。江淮集团将始终坚持以习近平新时代中国特色社会主义思想为指导，全面学习、全面把握、全面落实党的二十大精神，深入学习贯彻习近平总书记关于制造强国及汽车产业发展的重要论述，强化自主发展不动摇，持续扩大开放合作，坚定不移地推动向智能新能源汽车领域的转型升级，全力推进企业高质量发展，为安徽省加快打造具有国际竞争力的新能源汽车产业集群做出江淮更大贡献。

安徽江淮汽车集团股份有限公司党委书记、董事长





## 2022 Social Responsibility Report Chairman's Message

2022 is the year of the successful convening of the 20th National Congress of the Communist Party of China, and a crucial year for the entire party and people of all ethnic groups to embark on a new journey of comprehensively building a socialist modernized country and advance towards the second centenary goal. This year, under the strong leadership of the Party Central Committee with Comrade Xi Jinping as the core, and under the co-ordination of the provincial party committee and the provincial government, JAC adhered to the innovation drive, comprehensively built a new development pattern, accelerated the construction of a modern industrial system, consolidated and strengthened the foundation of the enterprise, steadily promoted the three major development initiatives of independence, joint venture and cooperation, and fully contributed to the high-quality transformation and upgrading development of the company.

This year, JAC Group continued to uphold the corporate vision of "making better products and creating a better society", adhered to the green development method of low-carbon and energy saving, accelerated the industrial layout, optimized the supply chain system, improved the production process and enhanced product quality; through strengthening user thinking, gaining insight into user needs, enriching the product matrix, focusing on user experience and improving service quality; and actively fulfilled its social responsibility, creating social value and helping social development.

This year, JAC Group adhered to the guiding ideology of "user-centered, strategy-oriented, innovation-oriented and change-driven", insisted on the key technology lines of "energy-saving, environmental protection, safety, intelligence, networking and comfort" without wavering, continuously improved the speed of product software iteration and hardware upgrade, and the intelligent driving technology is becoming more and more mature, and has fully realized the full coverage of car networking 3.0 system models and L2 level assisted driving function models. By the end of 2022, more than 150,000 new energy vehicles have been equipped with cellular batteries, with 170 million cells and a cumulative mileage of more than 8 billion kilometers.

This year, JAC Group further deepened its open cooperation. The cooperation project with Volkswagen was steadily promoted, the R&D and testing field of the comprehensive experimental center started testing and verification work, and the first pre-mass production model was successfully launched; The cooperation with NIO was fruitful, the 300,000th vehicle rolls off the line at JAC NIO Advanced manufacturing base, once again refreshing the line speed of China's high-end brand cars; Discussed the design and development of high-end intelligent vehicle platform with technology companies, and give full play to their respective advantages to create high-end intelligent electric vehicle products; Jointly establish a joint venture company with ThunderSoft to empower the intelligent transformation and development of the automotive industry with vehicle software, vehicle cloud platform and autonomous driving as the core; Established a joint venture company with China Xingchi, and officially launched the "Xingchi Smart Card" project to serve the construction of smart cities and intelligent transportation.

2023 is the beginning year of fully implementing the spirit of the 20th National Congress of the Communist Party of China, and an important year that connects the past and the future in implementing the 14th Five Year Plan. JAC Group will always adhere to the guidance of Xi Jinping's thought of socialism with Chinese characteristics in the new era, comprehensively study, comprehensively grasp and comprehensively implement the spirit of the 20th Party Congress, deeply study and implement General Secretary Xi Jinping's important remarks on manufacturing power and the development of automobile industry, strengthen the independent development without wavering, continue to expand opening up and cooperation, unswervingly promote the transformation and upgrading to the field of intelligent new energy vehicles, fully promote the high-quality development of the enterprise, and make greater contribution to accelerate the building of an internationally competitive new energy automobile industry cluster in Anhui Province.

Party Secretary and Chairman  
Anhui Jianghuai Automobile Group Corp., Ltd.  
Xiang Xingchu

# 总经理致辞 | GENERAL MANAGER'S SPEECH



总经理  
李明

2022年，江汽集团扎实推进改革攻坚，全力实施提质增效，国企改革三年行动高质量收官，三项制度改革取得阶段性成果，集成产品开发（IPD）项目成效初显，转机制引资本积蓄发展后劲。

2022年，江汽集团积极落实中央和省委、省政府部署要求，巩固拓展脱贫攻坚成果，全面推进乡村振兴。通过创造就业岗位，激发帮扶户内生动力，解决其子女就业问题；驻派帮扶干部保障帮扶项目有效落实；践行“党建+帮扶”“工会+产业”发展模式；直接捐赠、消费帮扶580万元带动地方经济；帮扶产业项目落地实施，帮助帮扶点企业完成年度2000万销售目标。

展望2023年，江汽集团将继续遵循“稳字当头、稳中求进”总基调，坚持党对国有企业领导的重大政治原则，扎实推进现代企业制度建设，把加强党的领导和完善公司治理统一起来，全面贯彻落实党的二十大精神，自信自立、守正创新，践行企业社会责任，推进技术研发，完善管理体系，加强质量建设，保障用户体验，全力以赴推动企业高质量发展，朝着“百万辆，千亿级”的企业目标迈进。

安徽江淮汽车集团股份有限公司总经理

A stylized handwritten signature in black ink, consisting of a long horizontal stroke followed by a vertical stroke and a small loop at the end.

这是江汽集团发布的第13份社会责任报告。多年来，我们始终携手利益相关方，坚持把履行社会责任作为企业高质量发展的一项基本原则，将其纳入到企业的日常经营管理全过程，承担并践行着企业公民的社会责任。

2022年是党和国家历史上极为重要的一年，也是江汽集团发展极不寻常极不平凡、极为不易的一年。江汽集团坚持以习近平新时代中国特色社会主义思想为指导，稳步推进改革，坚持技术创新，深化开放合作，着力防范化解各类经营风险，全年销售各类产品50.04万辆。其中，纯电动乘用车累计销量19.31万辆，同比增长43.97%，累计出口11.46万辆，同比增长55.88%，实现了平稳健康发展。

党的二十大报告强调，“深化国资国企改革，加快国有经济布局优化和结构调整，推动国有资本和国有企业做强做优做大，提升企业核心竞争力”。作为国有企业，



This is the 13th social responsibility report released by JAC Group. For many years, we have always worked together with stakeholders, adhering to fulfilling social responsibility as a fundamental principle for high-quality development of enterprises, incorporating it into the entire process of daily business management, and assuming and practicing the social responsibility of corporate citizens.

2022 is an extremely important year in the history of the Party and the country, as well as an extremely unusual, extraordinary, and difficult year for the development of JAC Group. Among them, the cumulative sales of pure electric passenger vehicles were 193100 units, a year-on-year increase of 43.97%, and 114600 units were exported, a year-on-year increase of 55.88%, achieving stable and healthy development.

The report of the 20th National Congress of the Communist Party of China emphasizes "deepening the reform of state-owned assets and enterprises, accelerating the optimization and structural adjustment of the state-owned economy, promoting the strengthening, optimization, and expansion of state-owned capital and enterprises, and enhancing the core competitiveness of enterprises". As a state-owned enterprise, in 2022, JAC Group solidly promoted reform and focused on improving quality and efficiency. The three-year action of state-owned enterprise reform ended with high quality, and the three system reforms achieved phased results. The integrated product development (IPD) project showed initial results, and the transformation system attracted capital accumulation and development momentum.

In 2022, JAC Group actively implemented the deployment requirements of the central and provincial party committees and governments, consolidated and expanded the achievements of poverty alleviation, and comprehensively promoted rural revitalization. By creating employment opportunities, stimulating the motivation to assist domestic students and solving their children's employment problems; Resident assistance.

Looking ahead to 2023, JAC Group will continue to adhere to the overall tone of "stability first, seeking progress while maintaining stability", adhere to the major political principles of the Party's leadership over state-owned enterprises, solidly promote the construction of modern enterprise systems, unify the strengthening of Party leadership and the improvement of corporate governance, fully implement the spirit of the 20th National Congress of the Communist Party of China, be confident in self-reliance, uphold integrity and innovation, practice corporate social responsibility, promote technological research and development, improve management systems, and strengthen quality construction, Ensure user experience, spare no effort to promote high-quality development of the enterprise, and move towards the enterprise goal of "one million vehicles, one hundred billion level".

General Manager  
Anhui Jianghuai Automobile Group Corp., Ltd.  
Li Ming



# 企业概况

COMPANY PROFILE





企业概况



# 企业简介

## COMPANY PROFILE

安徽江淮汽车集团股份有限公司是一家集全系列商用车、乘用车及动力总成研产销和服务于一体，涵盖汽车出行、金融服务等众多领域的综合型汽车企业集团，致力打造一个“全生态链、全产业链、全价值链”的综合型汽车服务平台。是全国首家荣获我国工业领域最高奖项——中国工业大奖的综合型汽车集团。

公司目前形成燃油&新能源动力的整车业务（乘用车、商用车、客车）、核心零部件、汽车出行、汽车服务四大核心板块。拥有“思皓”、“瑞风”、“JAC”、“安凯”等知名品牌。2001年在上海证券交易所上市，股票代码600418。

2022年公司累计销售各类汽车50.04万辆，其中出口11.46万辆，同比增长55.88%。实现营业总收入364.95亿元，截止2022年底，从业人员近2.1万人。

Anhui Jianghuai Automobile Group Co., Ltd. is a comprehensive automobile enterprise group integrating the research, production, sales and services of a full range of commercial vehicles, passenger cars and powertrain, covering many fields such as automobile travel and financial services. JAC is committed to creating a comprehensive automobile service platform of "whole ecological chain, whole industrial chain and whole value chain". It is the first comprehensive automobile group in China to win the highest award in China's industry field -- China Industry Award.

At present, the Company has formed four core sectors: ICE & New Energy Vehicle business (passenger cars, commercial vehicles, buses), key components, automobile travel, and automobile service. With well-known brand such as "Sehol", "Refine", "JAC", and "Ankai", etc. In 2001, JAC was listed in Shanghai Stock Exchange with stock code 600418.

In 2022, the Company has a cumulative sales of 504,000 vehicles of all kinds, among which 114,600 were exported, with a year-on-year growth of 55.88%. The total operating revenue was 364.95 billion yuan. By the end of 2022, the Company has nearly 21,000 employees.

各类汽车销售

50.04万 辆

营业总收入

364.95亿元

从业人员

2.1万人



花仙子  
FLOWER FAIRY



X8  
X8



瑞风L6MAX  
REFINE L6MAX



新能源重卡K5  
NEW ENERGY HEAVY TRUCK K5



悍途-绿魔版  
DĀWOS



德沃斯  
HUNTER- GREEN MAGIC

# 事业布局

BUSINESS LAYOUT

江汽集团不断优化产业布局，拥有高端轻卡先进制造基地和高端新能源乘用车先进制造基地两大“超级工厂”。

JAC Group continues to optimize its industrial layout, and two "Ultimate Factories" are advanced manufacturing bases for high-end light trucks and high-end new energy passenger vehicles.



整车生产基地  
VEHICLE MANUFACTURING BASE



江汽集团合肥生产基地  
JAC Group Manufacturing Base in Hefei



江汽集团遂宁生产基地  
JAC Group Manufacturing base in Suining



国家级设计中心  
National level Industrial Design Center



研发中心  
VEHICLE MANUFACTURING BASE



意大利研发中心  
Italy R&D Center



高端轻卡先进制造基地  
High-end light truck manufacturing base



高端新能源乘用车基地  
High-end new energy passenger car manufacturing base



超级工厂  
SUPER FACTORY



企业概况



## 轻型车成立实现混动系列全面布局

Light vehicle Realize comprehensive layout of the hybrid series

完成四大技术路线（PS功率分流、P1+P3串并联、P2并联、增程四大路线）布局，助力江淮1卡转型升级、全面推进混动产品开发。新能源首款蓝猫封闭式物流车X01上市，创新发展模式、研产销无缝对接。新蓝牌清障车独占鳌头，终端上牌累计占比高达31.6%，市场份额稳居行业第一。

Complete the layout of four technical routes (PS power distribution, P1+P3 series-parallel connection, P2 parallel, extended range), to help the transformation and upgrading of JAC No.1 truck, and comprehensively promote the development of hybrid products. The first Blue Cat closed logistics new energy vehicle X01 came was launched, which innovates the development mode and seamlessly connects research, production and sales. The new car-licensed wrecker truck takes the lead with the cumulative registration number for up to 31.6% in the market, ranking the first in the industry.



## 重型车开展混动技术研究，“五化”设计取得阶段性成果

New energy passenger cars: deepen industry-university-research cooperation and accelerate product iteration and upgrading.

以“基于一个平台，更高效灵活的组合，更好地满足市场需求”为目标，重新规划平台边界、制定模块化匹配规则，开展L2组合辅助驾驶技术（LKA+走停ACC）的开发和验证。开发21款飞越系列产品，10款具备量产条件，完成新格尔发基本型产品开发，Q7系列产品已完成32款产品开发，插电式混合动力A5X车型完成试车，预计相比燃油车百公里油耗下降25%。

With the goal of "more efficient and flexible combination based on one platform to better meet the market demand", the platform boundary was replanned, modular matching rules were formulated, and L2 combined assisted driving technology (LKA+ACC Stop&Go) was developed and validated. We have developed 21 variants of Feiyue series products, 10 of which are ready for mass production, completed the development of New Gallop basic model, completed the development of 32 variants of Q7 series products, and completed the trial run of plug-in hybrid A5X, which is expected to reduce the fuel consumption of 100 km by 25% compared with ICE vehicles.



### 新能源乘用车深化产学研合作，加快产品迭代升级

New energy passenger cars: deepen industry-university-research cooperation and accelerate product iteration and upgrading.

建立DI平台，聚焦智能电动车关键核心技术，构建全新正向开发的纯电车平台。智能驾驶底盘、全域热管理、蜂窝电池、九合一电驱动、五域架构等核心技术基本成熟。2022年，国家重点研发计划“高比能量动力锂离子电池开发与产业化技术攻关”通过科技成果验收；

DI platform is established to focus on the core technologies of intelligent electric vehicles, and a new BEV platform with forward development is built. Core technologies such as intelligent driving chassis, all-around thermal management, electric drive, and five-domain architecture are basically mature. In 2022, the national key R&D plan "High specific energy power lithium-ion battery development and industrialization technology" passed the acceptance by scientific and technological achievements;



### 乘用车聚焦用户需求，洞察市场，积累发展势能

Passenger cars: focus on user needs, insight into the market accumulate development potential

加强用户使用场景研究，推动新产品的精准研发，为市场突破注入新的活力；坚持技术创新，推动业务发展，再添新动能；持续加大核心技术领域的研发投入，加快推进现有产品线的转型升级，推动新能源汽车与绿色能源科技创新融合发展。

Strengthen the user scenario research, promote the accurate R&D of new products, inject new vitality into the market breakthrough; Adhere to technological innovation, promote business development, and add new driving force; Continue to increase R&D investment in core technology fields, accelerate the transformation and upgrading of existing product lineups, and promote the integrated development of new energy vehicles and green energy technology innovation.



### 国际业务优化产品和市场结构，多措并举促进规模效益双提升

International business: optimize the product lineups and market structure take multiple measures to promote both scale and profit.

2022年累计出口达11.46万辆，同比增长55.88%，高于行业整体水平。江淮皮卡积极发展海外市场，全年出口近3万台，销量同比增长超70%，成为华系皮卡海外销量持续增长最快的品牌之一。在欧洲等高端市场，江淮集团也取得了突破。2022年，江淮集团欧洲市场出口同比增长近200%。

In 2022, the cumulative exports reached 114,600 units, up 55.88% YoY, higher than the overall level of the industry. JAC Pickups actively develop overseas markets with the annual exports of nearly 30,000 units, a sales growth of more than 70% YoY, and become one of the Chinese pickup brands with the fastest growth in overseas markets. In high-end markets such as Europe, JAC has also made breakthroughs. In 2022, JAC's exports to the European market increased by nearly 200% YoY.



企业概况



# 组织结构图

## ORGANIZATIONAL DIAGRAM

### 安徽江淮汽车集团股份有限公司

— ANHUI JIANGHUAI AUTOMOBILE GROUP CORP., LTD. —

事业部

职能部门

子公司

乘用车公司  
Passenger Car Company  
新能源乘用车公司  
New Energy passenger car company  
轻型商用车制造公司  
Light Commercial Vehicle Manufacturing Company  
轻型商用车营销公司  
Light Commercial Vehicle Marketing Company  
皮卡公司  
Pickup Company  
康铃公司  
Kangling (LCV) Company  
重型商用车公司  
Heavy Commercial Vehicle Company  
发动机公司  
Engine Company  
国际公司  
JAC International  
技术中心（工业设计中心）  
R&D Center (Industrial Design Center)

总经理办公室  
General Manager Office  
外事办公室  
Foreign Affairs Office  
企业管理部  
Business Administration Dept.  
变革管理办公室  
Office of Change Management  
战略与产品管理部  
Strategy and Product Management Dept  
财务部  
Finance Dept  
品牌管理部  
Brand Management Dept.  
合规部  
Compliance Dept  
人力资源部  
Human Resource Dept  
培训中心  
Training Center  
投资管理部  
Investment Management Dept  
信息化管理部  
Information Management Dept.  
安全环保管理部  
Security and Environment Protection Management Dept  
质量管理部  
Quality Management Dept  
证券部（董事会办公室）  
Securities Dept. (Board Office)  
招标办公室  
Bidding Office  
党委工作部  
Committee of Party Office  
党委组织部（党委统战部、人民武装部）  
The Party Committee Organization Department  
(Party Committee United Front Work Department, People's Armed Forces Department)  
党委宣传部  
The Party Committee Propaganda Dept.  
党委巡查办公室  
Commission Inspection Office  
工会（群团工作部）  
Labor Union  
(Work Dept. of Mass and Communist Youth League Committee)  
综合室  
General Office  
纪委监察室  
Discipline Inspection Commission and Supervision Office  
案管审理室  
Case Management Trial Room  
采购中心  
Procurement Center

安徽安凯汽车股份有限公司  
Anhui Ankai Automobile Co., Ltd.  
安徽江淮专用汽车有限公司  
JAC Special Vehicle Co., Ltd.  
安徽江汽物流有限公司  
JAC Logistics Co., Ltd.  
合肥车桥有限责任公司  
Hefei Axle Co., Ltd.  
合肥江淮汽车有限公司  
JAC Automobile Co., Ltd.  
合肥同大江淮汽车有限公司  
Tongda JAC Auto Body Co., Ltd.  
安徽星锐齿轮传动有限公司  
Anhui Xingrui Gear-Transmission Co., Ltd.  
江淮汽车融资担保有限公司  
JAC Financing Guarantee Co., Ltd.  
江淮安驰汽车有限公司  
Anchi Automobile Co., Ltd.  
江汽进出口贸易有限公司  
JAC Import & Export Trade Co., Ltd.  
四川江淮汽车有限公司  
Sichuan Jianghuai Automobile Co. Ltd.  
合肥江淮铸造有限责任公司  
JAC Casting Co., Ltd.  
安徽江汽投资有限公司  
JAC Investment Co., Ltd.  
安徽江淮福臻汽车载体装备有限公司  
Fuzheng Auto Body Equipment Co., Ltd.  
扬州江淮汽车轻型汽车有限公司  
Yangzhou JAC Light Vehicles Co., Ltd.  
合肥和行科技有限公司  
Hefei Hexing Technology Co., Ltd.  
安徽江淮汽车国际贸易有限公司  
JAC Motors International Trading Co., Ltd.  
瑞福德汽车金融有限公司  
Hefei Hexing Technology Co., Ltd.  
安徽康明斯动力有限公司  
Anhui Cummins Power Co., Ltd.  
江淮汽车（阜阳）有限公司  
Jianghuai Automobile (Fuyang) Co., Ltd.  
安徽中安汽车融资租赁股份有限公司  
Anhui Zhong'an Auto Financing Leasing Co., Ltd.  
江来先进制造技术（安徽）有限公司  
Jianglai Advanced Manufacturing Technology (Anhui) Co., Ltd.  
安徽国江未来汽车产业投资基金合伙企业  
Anhui Guojiang Future Automobile Industry Investment Fund Partnership  
安徽航瑞国际滚装运输有限公司  
Anhui Hangrui International Ro-ro Transportation Co., Ltd.  
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# 企业内控风险管理

## ENTERPRISE INTERNAL CONTROL RISK MANAGEMENT

公司坚持“以业务流程为基础”，不断完善内控体系建设工作，持续推进集团股份公司及其控股子公司内控体系的单位全覆盖和业务流程全覆盖。公司通过内部控制自我评价、外部审计等多种方式，对内控体系的建设及执行情况进行了全方位、多层次的评价，并对评价发现的企业管理问题和缺陷进行了整改，提高了企业内部控制能力和经营管理水平。

同时，公司贯彻“以风险为导向”的体系建设思路，持续推进风险管理向各领域、各业务层面延伸，积极推动风险管理基础能力建设，加强防范化解重大风险工作，建立了重要重大经营风险报告机制，着力风险的监测和预警，定期开展风险的识别和评估，提出并落实风险的管理策略及解决方案，提高了风险防控能力，促进了企业健康和可持续发展。

报告期内，公司内部控制没有发现重大缺陷，内部控制设计健全合理、执行有效。

The Company adheres to the principle of "basing on business process", constantly improves the construction of internal control system, and continuously promotes the full coverage of units and business processes in the internal control system of the Company and its holding subsidiaries. Through internal control self-evaluation, external audit and other ways, the Company has carried out comprehensive and multi-level evaluation on the construction and implementation of the internal control system, and rectified the management problems and defects found in the evaluation, so as to improve the internal control ability and management level of the enterprise.

At the same time, the Company implements the idea of "risk-oriented" system construction, continues to promote the extension of risk management to various fields and business levels, actively promotes the construction of basic capacity of risk management, strengthens the prevention and defusing of major risks, establishes a major operational risk reporting mechanism, focuses on risk monitoring and early warning, and carries out risk identification and assessment regularly. Propose and implement risk management strategies and solutions, improve risk prevention and control capabilities, and promote the healthy and sustainable development of the enterprise.

During the report period, no major defects were found in the Company's internal control, of which design was sound and reasonable, and the execution was effective.



### 企业参与社团组织

Enterprise participates in community organizations

序号 No	协会名称 Associations	公司角色 As
1	中国汽车工业协会 China Automobile Association	副会长单位 Vice President
2	中国机械工业企业管理协会 China Machinery Industry Management Association	常务理事单位 Standing Council
3	中国企业联合会 China Enterprise Confederation	理事单位 Council Memberunit
4	中国汽车人才研究会 China Automobile Talents Union	副理事长单位 Associate Council member
5	中国质量协会 China Quality Association	会员单位 Member
6	中国工业经济联合会 China Federation of Industrial Economics	副会长单位 Presidium unit
7	中国汽车技术研究中心 China Automotive Technology and ResearchCenter	会员单位 Member
8	安徽省科技成果转化促进会 Anhui Promotion Center for Technology Achievements Transfer	副理事长单位 Vice President
9	安徽工业经济联合会 Anhui Industry & Economy Federation	副会长单位 Vice President
10	安徽省质量技术协会 Anhui Quality Technology Association	副会长单位 Vice President



企业概况



# 2022 CSR大事件

CSR EVENTS IN 2022

01 ● 2月26日

与中科创达软件股份有限公司联合成立合资公司，以整车软件、车云平台和自动驾驶为核心，为汽车行业的智能化转型与发展赋能。

On February 26, 2022, Established a joint venture company with Thundersoft Software Co., Ltd., focusing on vehicle software, vehicle cloud platform and autonomous driving, to empower the intelligent transformation and development of the automotive industry.



02 ● 3月9日

江淮集团旗下安凯客车出口西哥800台发车仪式在安徽合肥举行，见证中墨两国不断深化的合作，也是中国客车进入全球市场的里程碑。

On March 9, a ceremony was held in Hefei, Anhui province, marking the deepening cooperation between China and Mexico and marking a milestone for Chinese buses to enter the global market.



03 ● 5月20日

以“传承铸就辉煌 创新续写荣光”为主题的江淮集团第九届企业文化周启动仪式隆重举行。

On May 20, the launch ceremony of the 9th Enterprise Culture Week of JAC Group was held with the theme of "Inheritance creates brilliance, innovation continues to write glory".



04 ● 5月31日

安徽江淮汽车集团控股有限公司工会第一届女职工代表大会暨安徽江淮汽车集团股份有限公司工会第二届女职工代表大会在技术中心学术报告厅召开。进一步激发公司广大女性职工的干事创业热情，团结凝聚女职工为高质量发展贡献巾帼力量。

On May 31, the 1st Female Employees' Congress of Anhui Jianghuai Automobile Group Holdings Ltd. and the 2nd Female Employees' Congress of Anhui Jianghuai Automobile Group Corp., Ltd. were held in the academic lecture hall of the R&D Center, further stimulating the enthusiasm of the Company's female employees and uniting female employees to contribute to high-quality development.





05 ● 6月1日

由江汽集团和安徽广播电视台共同主办的大型公益活动“牵手·瑞风行动——让孩子不孤单”第十季正式启动。

On June 1, 2022, the 10th season of "Hand-in-Hand, Refine Action -- Let Children Not Be Lonely", a large-scale public welfare activity co-sponsored by JAC Group and Anhui Radio and Television Station, was officially launched.



06 ● 7月1日

江汽集团与大众汽车集团（中国）、大众安徽以及合肥经济技术开发区管理委员会开展大众智慧物流项目合作。根据协议，合作各方将共同完成巴士和货运卡车车队定制、数据管理及人工智能技术开发与应用，以及城市公共基础设施与交通系统的管理和运维。

On July 1, JAC Group started cooperation with Volkswagen Group (China), Volkswagen (Anhui) and Management Committee of Hefei Economic and Technological Development Zone on the Volkswagen Smart Logistics project. Under the agreement, the partners will work together to customize bus and freight truck fleets, develop and apply data management and AI technologies, and manage and operate urban public infrastructure and transportation systems.



07 ● 7月15日

“中国的1卡 世界的1卡”——江淮1卡品牌战略发布会暨全新一代车型亮相在武汉举行。江淮1卡品牌和产品全面进阶，将为更多细分市场深度赋能，助力物流运输行业降本增效和经济高质量发展。

On July 15, "China No.1 Truck, World No.1 Truck" -- JAC No.1 Truck brand strategy conference was held in Wuhan and a new generation of models made a debut. JAC No.1 Truck brand and products advanced comprehensively, will empower more market segments in depth and enable the logistics industry to reduce cost, improve efficiency and economic high-quality development.



08 ● 8月18日

由江汽集团联合安徽广播电视台共同打造的第七季“江淮平安行”正式启动。第七季“江淮平安行”以“夏季送清凉，平安在身边”为主题，在以往安全文明普法的基础上整合资源，对活动内容、形式进行全面升级，让卡车司机平安出行的同时，感受到爱与温暖。

On August 18, the 7th season of "JAC Safe Travel" jointly created by JAC Group and Anhui Radio and Television Station was officially launched. It takes "send cool in summer, peace around" as the theme, and on the basis of the previous safety and law civilization, integrates resources, comprehensively upgrades activity content and form, so that truck drivers travel safely, feel love and warmth at the same time.





企业概况



09

8月31日

江汽集团年产2万台商用车项目落户新疆。项目总投资约5亿元，项目建成后，预计5年累计增加当地产值41亿元，税收约6亿元，可直接解决就业500余人。

On August 31, JAC commercial vehicles project of 20,000 units annual capacity settled in Xinjiang Province. The project total investment is about 500 million yuan. After completion of the project, it is expected to increase the local output value of 4.1 billion yuan in 5 years, with tax revenue of about 600 million yuan, and to directly create employment of more than 500 people.



10

9月5日

安徽省民政厅举办“安徽慈善奖”发布仪式，隆重表彰了2015年以来，在安徽省慈善活动中事迹突出、影响广泛的单位、个人和慈善项目等。江汽集团凭借多个公益领域的突出表现，获评“安徽慈善奖”企业。

On September 5, the Anhui Provincial Civil Affairs Department held a ceremony to release the Anhui Charity Award, which honored organizations, individuals and charity projects with outstanding achievements and wide influence in charity activities in Anhui since 2015. JAC Group was awarded "Anhui Charity Award" for its outstanding performance in several public welfare fields.



11

12月7日

大众安徽首台预量产车型下线，标志着大众安徽向2023年首款新能源车型全面投产迈出了关键一步。江汽集团国企混改效果日益显现！

On Dec 7, the 1st pre-production model of Volkswagen Anhui rolled off the assembly line, marking a key step towards the full production of the first new energy model in 2023. The effect of JAC Group state-owned enterprise mixed reform is increasingly apparent!



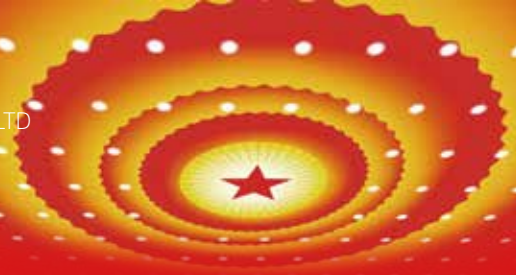
12

12月12日

江淮蔚来先进制造基地第30万台量产车下线，刷新中国高端品牌汽车量产下线速度，进一步验证了江汽集团的强大汽车制造能力。

On December 12, the 300,000th vehicle from JAC NIO advanced manufacturing base rolled off the line, refreshing the line speed of mass production of high-end-brand cars in China, further verifying the strong automobile manufacturing capacity of JAC Group.





# 党建引领

PARTY BUILDING LEADS

**JAC** 江淮汽车





党建引领



# 坚持党建引领

## ADHERE TO THE GUIDANCE OF PARTY BUILDING

党的二十大明确提出必须坚持和加强党的全面领导，强调坚持党的全面领导是坚持和发展中国特色社会主义的必由之路，必须全面、系统、整体落实党的领导。

习近平总书记指出，坚持党的领导、加强党的建设，是我国国有企业的光荣传统，是国有企业的“根”和“魂”。在全面建设社会主义现代化国家的新发展阶段，必须坚持以习近平新时代中国特色社会主义思想为指导，坚持党对国有企业的领导不动摇，巩固深化国企党建工作成果，推动党建工作和生产经营深度融合，巩固完善中国特色现代国有企业制度，以高质量党建引领国企高质量发展。

The Party's 20th National Congress made it clear that it must uphold and strengthen the Party's overall leadership. It stressed that upholding the Party's overall leadership is the only way to uphold and develop socialism with Chinese characteristics, and that it must be implemented in a comprehensive, systematic and holistic manner.

The General Secretary pointed out that upholding the leadership of the Party and strengthening the Party building are the glorious tradition and the "root" and "soul" of China's state-owned enterprises. In the new development stage of comprehensively building a modern socialist country, we must adhere to the guidance of the Thought on socialism with Chinese characteristics for the new era, unswervingly uphold the Party's leadership over state-owned enterprises, consolidate and deepen the achievements of Party building in state-owned enterprises, promote the deep integration of Party building with production and management, consolidate and improve the system of modern state-owned enterprises with Chinese characteristics, and guide the high-quality development of state-owned enterprises with high-quality Party building.

### 聚焦思想政治引领，持续强化组织政治功能

公司全面贯彻落实习近平新时代中国特色社会主义思想，深刻领悟“两个确立”决定性意义，坚定增强“四个意识”、坚定“四个自信”、做到“两个维护”的政治自觉，切实把衷心拥护“两个确立”转化为忠诚践行“两个维护”的实际行动。认真学习党章党规，深入学习党的十九届六中全会精神、党的二十大精神，持续学习习近平总书记关于国有企业改革发展及党的建设重要论述、关于民族汽车品牌的重要指示批示精神和习近平总书记考察安徽重要讲话指示精神等。

2022年，公司党委理论学习中心组组织学习16次，外出学习2次，专题研讨9次，有效提升领导干部政治判断力、政治领悟力、政治执行力。把加强党的领导和完善公司治理统一起来，规范执行《党委议事规则》，修订完善《党委前置研究讨论事项清单》，2022年，公司共组织召开党委会63次，落实“第一议题”37件，规范开展前置研究100项，不断建强“党委领导、董事会决策、监事会监督、经理层执行”的现代企业治理结构。

The company fully implements the Thought of socialism with Chinese characteristics in the new era, deeply understands the decisive significance of "Two Establishments", firmly strengthens the "Four Consciousnesses" and "Four-sphere Confidence", and achieves "Two Upholds", and earnestly transforms the sincere support of "Two Establishments" into the practical action of faithfully practicing "Two Upholds".

In 2022, the Theoretical Learning Center of JAC Party Committee organized and studied for 16 times, went out to study for 2 times, and had 9 special discussions, effectively improving the political judgment, political understanding and political execution of leading cadres. The Company has unified the strengthening of the Party's leadership and the improvement of corporate governance, standardized the implementation of the "Rules of Procedure of the Party Committee", revised and improved the "List of Pre-study and Discussion Items of the Party Committee". In 2022, the Company has organized 63 Party committee meetings, implemented 37 items of the "first topic", and standardized 100 pre-study items. Constantly strengthen the modern enterprise governance structure of "Party committee leadership, board of directors decision-making, board of supervisors supervision, management level implementation".



公司召开党史学习教育专题民主生活会

## 聚焦学习贯彻党的二十大精神，持续凝聚奋进力量

深入学习宣传贯彻党的二十大精神，结合企业实际制定《关于学习宣传贯彻党的二十大精神实施意见和任务清单》，明确任务安排和责任单位。积极组织广大党员干部职工收看党的二十大开幕会盛况，发挥党委理论学习中心组领学、促学作用，各级中心组开展中心组集中学习和专题研讨40场次。充分发挥领导干部示范带头作用，公司党委领导班子成员结合领导干部上党课、走访支部联系点、到基层调研等，共走访支部联系点17次，完成“学习宣传贯彻党的二十大精神 加速轻型车业务高质量发展”等23项课题调研，推动学习见成效，掀起党的二十大精神学习热潮。

To study, publicize and implement the spirits of Party's 20th National Congress National, formulate the "Implementation Opinions and Task List on Studying, Publicize and Implement the Spirits of the Party's 20th National Congress" based on the actual situation of enterprise, and clarify the task arrangement and responsible units. The Company actively organized Party members, cadres and staff to watch the grand opening of the CPC 20th National Congress, gave full play to the role of the JAC Party Committee's theoretical learning center in leading and promoting learning, and groups at all levels carried out learning and thematic discussions for 40 times. Giving full play to the exemplary role of leading cadres, the leading members of the Company Party Committee, combined with leading cadres to attend party classes, to visit branch contact points, and to do grassroots research, have visited a total of 17 branch contact points, completed research on 23 subjects such as "learning, publicity and implementation of the Spirits of the Party's 20th National Congress to accelerate the high quality development of light vehicle business", promoting the learning results, and setting off the study upsurge for the Spirits.



公司党委组织收看党的二十大开幕会盛况

## 聚焦党组织标准化建设，持续构建坚强战斗堡垒

持续加强党组织建设，推进“基层党组织建设质量提升年”活动，动态调整优化基层党组织设置，新成立乘用车公司党委、康铃公司党委、皮卡公司党委等5家二级党委，在担保公司、和瑞公司、江汽投资公司等4家独立法人单位成立独立党支部，选优配强党组织班子。培养发展新党员183名，召开庆祝建党101周年表彰大会暨专题党课报告会，开展“喜迎二十大、展现新状态、奋进新征程”主题微党课征集评选展播活动，选树表彰“两优一先”103个，有效发挥典型示范作用，激励各级党组织和广大党员奋勇争先、建功立业。

Continue to strengthen the construction of the Party organization, promote the "Grassroots Party organization construction quality improvement year" activities, dynamic adjustment and optimization of the grassroots party organization setting, the newly established Party committees for Passenger Car Company, Kangling Company, Pickup Company and other 5 secondary Party committees; in 4 independent legal entities including JAC Guarantee, Herui, JAC Investment, independent Party branch are established, with selection of the best and strong leading members. 183 new Party members are trained and enrolled to the Party. The Company also held a commendation conference to celebrate the 101st anniversary of the Party founding (Special report on Party lessons), carried out the collection, selection, exhibition and broadcast of micro-Party lessons under the theme of "Welcome the CPC 20th National Congress, Show the New State, Forge ahead on a New Journey", selected, and honored 103 "Two Excellent and One Advanced" classes, effectively played a typical demonstration role, encouraged Party organizations at all levels and Party members to strive to take the lead and make contributions.



党建引领



## 聚焦载体创新，持续推动党建发展融合

深化党建品牌建设，培育公司级领航计划23个，其中6个入选省委组织部、省国资委“领航计划”示范库和培育库，公司党委入选省委组织部“领航计划”示范库，党建特色更加鲜明。开展异地党组织专项督导，党建质量持续提升，发挥党组织攻坚项目、党建共建等平台作用，围绕重点难点任务，推进183个党组织攻坚项目，开展基层党组织攻坚92次。制定《综合考核管理办法》，将党建工作和企业发展同谋划、同部署、同考核，充分发挥党建与业务齐抓共管、共同推进的协同作用，促进党建与业务工作深度融合。

Deepen the party building brand construction, cultivate company level piloting plan 23, of which 6 were elected to the provincial Party Committee Organization Dept., the provincial SASAC "piloting plan" demonstration database and cultivation database, the Company Party Committee was elected to the provincial Party Committee Organization Dept. "piloting plan" demonstration database, Party building features more distinct. Special supervision of Party organizations has been carried out in other places, and the quality of Party building has continued to improve. We have given full play to the role of such platforms as Party organization projects and Party building and co-construction. Focusing on key and difficult tasks, we have promoted 183 Party organization projects, and carried out 92 community-level Party organization projects. The "Comprehensive Assessment Management Measures" have been formulated to plan, deploy, and assess Party building and enterprise development together, giving full play to the synergy and promoting the integration of Party building and business.

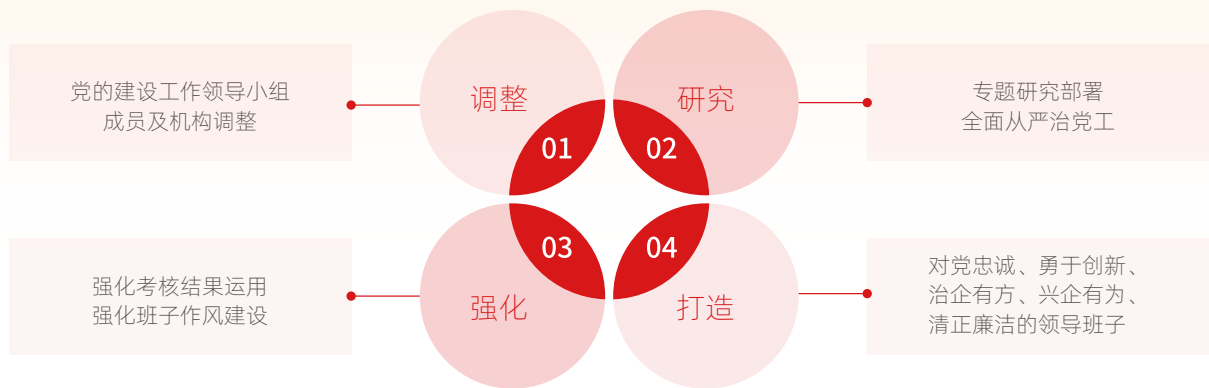


庆祝建党101周年表彰大会暨党课报告会

## 聚焦全面从严治党，持续深化作风建设

进一步压实党建工作责任，调整党的建设工作领导小组成员及机构调整，专题研究部署全面从严治党工作，修订《全面从严治党主体责任清单》，制定《领导班子成员落实全面从严治党责任清单》，强化考核结果运用。强化班子作风建设，制定《关于加强公司领导班子政治建设、改进工作作风的决定》《关于进一步改进作风的若干举措》，努力打造对党忠诚、勇于创新、治企有方、兴企有为、清正廉洁的领导班子。

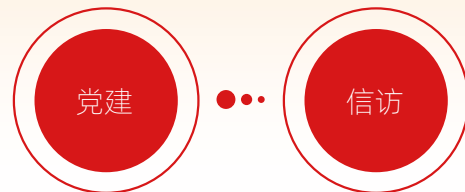
We further consolidate the responsibilities for Party building, adjust the members and institutions of the leading group for Party building, study and make plans for comprehensively governing the Party with strict discipline, revise the "List of Principal Responsibilities for Comprehensively Governing the Party", formulate the "List of Responsibilities for Members of Leading Groups for Comprehensively Governing the Party with Strict Discipline", and strengthen the application of assessment results, strengthen the team style construction, formulate the "Decision on Strengthening the Political Construction of the Company's Leading Group and Improving the work style" and "Several Measures on Further Improving the work style", and strive to build loyalty to Party, innovation, governance, enterprise success, clean and honest leadership.



## 聚焦为群众办实事，持续推动企业和谐稳定发展

扎实推进“我为群众办实事”实践活动，公司党委领导班子“我为群众办实事”24个项目全部闭环。不断深化“党建+信访”工作机制，建立公司领导定期接访、二级单位领导开门接访、职能部门负责人随时接访、信访工作人员上门走访的联动接访机制。2022年，公司获评安徽省信访工作联席会议“2022年度全省信访工作优秀单位”。

Solidly promote the "I do practical things for the masses" practice activities, the Company Party committee leadership has completed all 24 projects of "I do practical things for the masses". Continuously deepen the working mechanism of "Party building + Petition", and establish a linkage mechanism of regular visits by Company leaders, open doors for visits by second-level unit leaders, visits by functional department heads at any time, and visits by petition staff. In 2022, the Company was awarded "Excellent Enterprise of Provincial Petition Work in 2022" by the Anhui Joint Conference on Petition Work.





体系保障

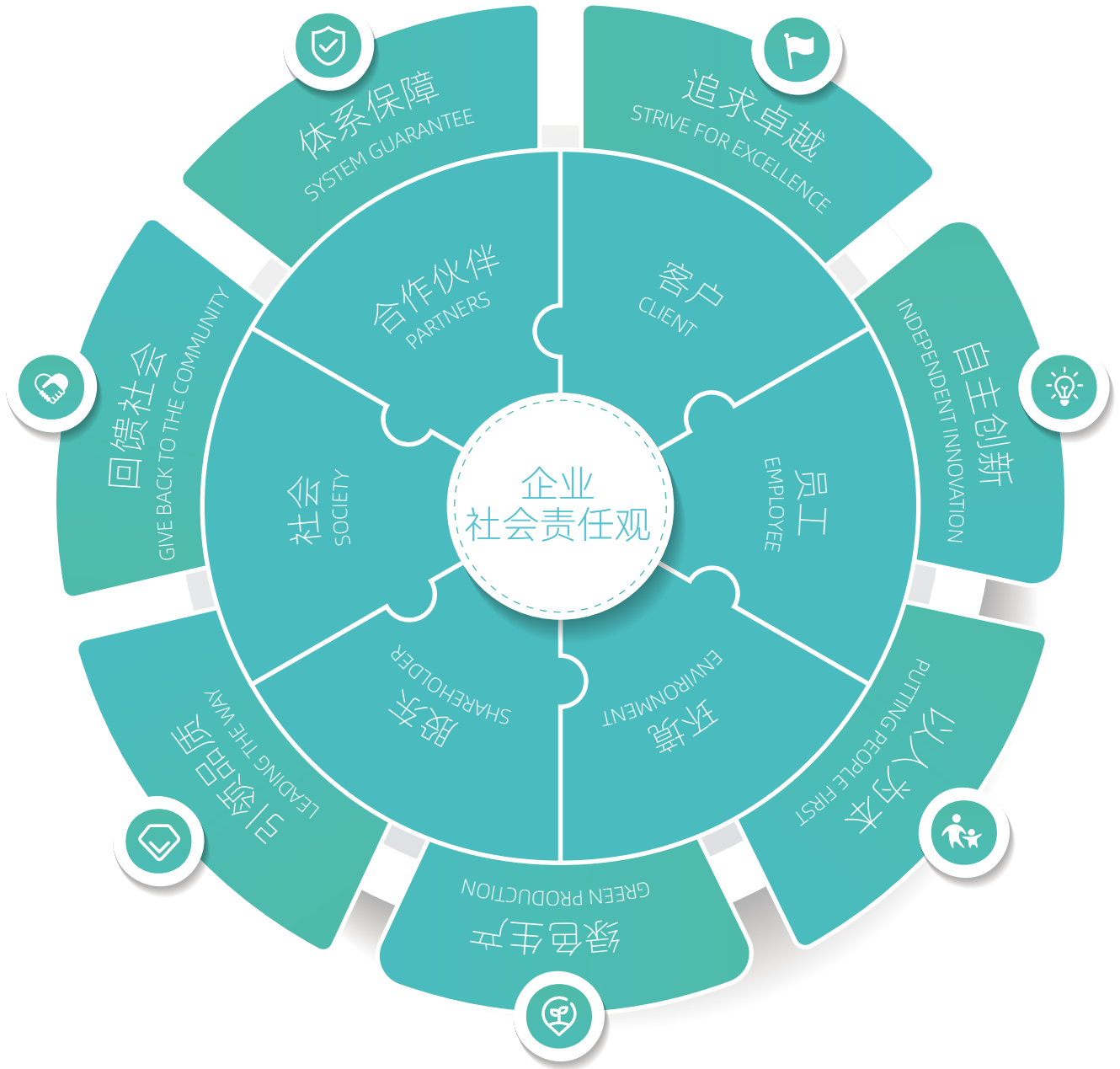


# 体系保障

SYSTEM GUARANTEE







## 为员工谋幸福，为社会做贡献

Seeking the happiness for employees and making contribution to the society



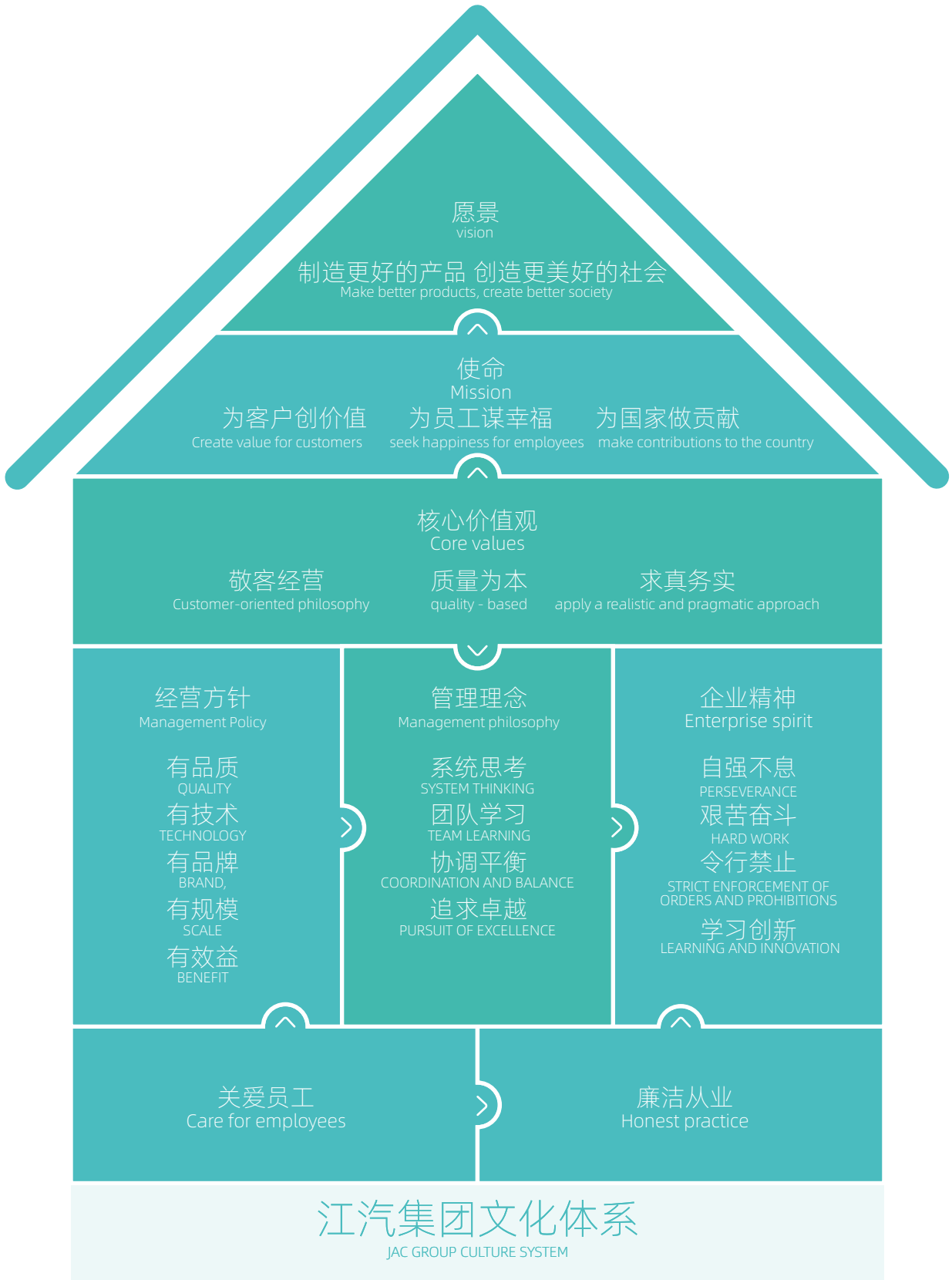
体系保障



## 责任管理模型具体内容

Content of responsibility management model

社会责任观 Social responsibility concept	为员工谋幸福 Seek happiness for employees	为社会做贡献 Contribute to society
内涵理解 Connotation understanding	<p>以员工为中心，不断追求员工的物质和精神幸福，在企业不断发展的同时，员工的利益能够得到保障和提升。“为员工谋幸福”是公司每一任领导集体最朴素的追求和最神圣的使命。</p> <p>Employees-oriented, constantly pursue the material and spiritual happiness of employees, and at the same time, the interests of employees can be protected and promoted. "Seek happiness for employees" is the most simple pursuit and the most sacred mission of every leadership of the Company.</p>	<p>通过不断进步的产品和服务为环境的友好和社会的和谐作出贡献，以可持续的稳健发展为社会不断创造财富。</p> <p>Through continuous progress of products and services, to contribute to the friendly environment and social harmony; through sustainable and stable development, to create wealth for the society.</p>
具体举措 Specific initiatives	<p>建立“以人为本”的人力资源开发和管理工作系统、激励机制、员工培训和教育系统，发挥和调动员工的潜能，并通过“待遇留人、事业留人、感情留人”营造充分发挥员工能力的良好环境。</p> <p>Establish "people-oriented" human resources development and management work system, incentive mechanism, staff training and education system, give play to and mobilize the potential of employees, and create a good environment to give full play to the ability of employees through "Retaining talent by treatment, career and emotion".</p>	<ul style="list-style-type: none"> <li>◆ 诚信经营：加强合规管理，诚信经营，完善公司治理，加强内控体系建设；</li> <li>◆ 技术创新：严格执行NAM流程，持续提升产品品质；</li> <li>◆ 服务市场：持续提升服务品质，关注用户体验，持续开展用户满意度调查，缺陷产品汽车召回；</li> <li>◆ 地方贡献：纳税稳定，增加就业机会；</li> <li>◆ 社会公益：积极开展志愿者活动，引导全体员工热心公益事业；</li> <li>◆ 环境责任：加大新技术、新材料及新工艺的应用，坚持发展循环经济，实现绿色生产。</li> </ul> <ul style="list-style-type: none"> <li>◆ Integrity management: strengthen compliance management, integrity management, improve corporate governance and strengthen the construction of internal control system;</li> <li>◆ Technological innovation: strictly implement NAM process and continuously improve product quality;</li> <li>◆ Service market: continuously improve service quality, pay attention to user experience, continuously carry out customer satisfaction survey, recall defective products;</li> <li>◆ Local contribution: stable tax payment and increased employment opportunities;</li> <li>◆ Social welfare: actively carry out volunteer activities and guide all employees to be enthusiastic about public welfare undertakings;</li> <li>◆ Environmental responsibility: increase the application of new technologies, new materials and new processes, adhere to the development of circular economy, and realize green production.</li> </ul>





体系保障



# 企业社会责任管理

## CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT



### 责任机构

Responsible organization

公司成立社会责任管理委员会，其主要职责是决定公司社会责任工作的管理方向和目标，审批公司社会责任工作总体推进方案，对重大事项进行决策。在公司品牌管理部设立社会责任推进秘书处，负责协调社会责任整体工作，统一编制、发布社会责任报告。各业务单元设立社会责任工作推进委员会及秘书处，构建资源保障、过程指导、全面管控的业务机制，共同推进社会责任的履行和落实。

公司根据社会责任管理模式，规范企业内部社会责任工作流程，同时也制定相应的社会责任信息披露机制，并每年定期对外发布。

The Company has established a social responsibility management committee, whose main responsibility is to determine the management direction and objectives of the Company's social responsibility, examine and approve the overall promotion plan, and make decisions on major matters. The social responsibility promotion Secretariat is set up in the Brand Management Dept. of the Company, which is responsible for coordinating the overall work of social responsibility, compiling and releasing social responsibility reports uniformly. Each business unit has set up a social responsibility promotion committee and secretariat, and established a business mechanism of resource guarantee, process guidance and overall control, so as to jointly promote the fulfillment and implementation of social responsibility.

According to the social responsibility management model, the Company standardizes the internal work process, and also formulates the corresponding information disclosure mechanism, and will issue the information regularly every year.



### 社会责任管理委员会

Social Responsibility Management Committee

社会责任管理委员会主任

Director Of Social Responsibility Management Committee



公司董事长担任

Chairman of the company

社会责任推进秘书处

Social Responsibility Promotion Secretariat



设在品牌管理部

Located in Brand management Dept

各事业单位社会责任工作推进委员会

Social Responsibility Promotion Committee of public institutions



各事业单位

Various business units

各事业单位社会责任工作推进秘书处

Social responsibility Promotion Secretariat of public institutions



社会责任组织机构

Social responsibility organizations



### 文化培育

Cultural cultivation

根据自身发展特点，选择性导入国内外先进社会责任管理理念；同时以公司全员培训作为平台，定期进行社会责任培训及活动，促进全员社会责任意识提升。

According to its own development characteristics, selective introduction of domestic and foreign advanced social responsibility management concepts; At the same time, the company training work as a platform, regular social responsibility training and activities to promote the awareness of social responsibility of all staff.



## 责任绩效管理

Responsibility performance management

报告期内，公司完善绩效管理机制，在借鉴以往绩效管理经验的的基础上，结合公司实际经营要求，探讨、拟定2022年度业绩管理方案，从指标设计、权重分配、管控模式上进行适度优化和创新。

公司在坚持“月度动态管控、季度自评、年度走访稽核”管控模式的基础上，将各单位到期重点工作纳入月度重点工作计划中，通过月度走访验证、点对点现场检查方式，提升管理效果。

During the report period, the Company improved the performance management mechanism, discussed and formulated the 2022 annual performance management plan based on the previous performance management experience and combined with the Company's actual operation requirements, and carried out appropriate optimization and innovation in terms of indicator design, weight allocation and control mode.

On the basis of adhering to the management and control mode of "monthly dynamic management and control, quarterly self-assessment and annual visit and audit", the Company includes the key work due by each unit into the key monthly work plan, and improves the management effect through monthly visit verification and point-to-point on-site inspection.

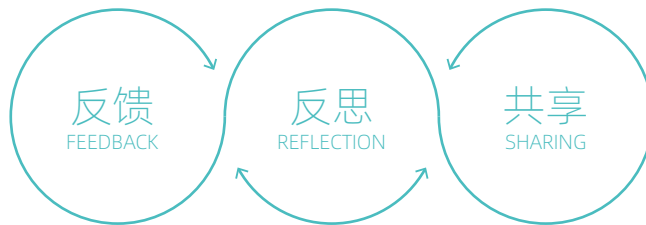


## 责任沟通

Responsibility communication

2022年，公司继续坚持以“反馈、反思、共享”学习环为责任沟通途径，形成公司与利益相关方的良性互动，积极发挥企业社会资源优势，实现内外部有效的沟通与共享，并以责任绩效为准则，引导发挥企业履责最大效应，营造和谐共赢的发展环境。

In 2022, the Company continues to adhere to the learning loop of "feedback, reflection and sharing" as the way of responsibility communication, to form positive interaction between the company and interested parties, to actively exert the advantages of corporate social resources, to achieve internal and external effective communication and sharing, and to guide the maximum effect of corporate responsibility performance as the criterion, to create a harmonious and win-win development environment.



**!** 反馈：立足现场收集事实  
Feedback: Based on the collected facts on site

- 用户满意度调查  
Customer satisfaction survey
- 员工满意度调查  
Employee satisfaction survey
- 400电话 用户座谈会 经销商座谈会  
400 telephone, User forum, Dealer forum

**?** 反思：追问“为什么”，直到找到根本原因；  
Ask "why" until you find the root cause

- 工作改善  
Work improvement
- 质量曝光台 实物展览 案例反思  
Quality issue exposure platform  
physical display, case reflection

**+** 共享：举一反三  
Sharing: Draw inferences from others

- 开展40+4培训  
Carry out 40+4 training
- 组织各类技术交流会  
Organize various technical exchanges



## 责任报告

Responsibility report

2011年以来，公司已连续13年发布社会责任报告，全面、客观地披露本公司社会责任理念及绩效。报告已成为公司加强利益相关方沟通、传播社会责任理念，完善企业管理模式的重要工具。

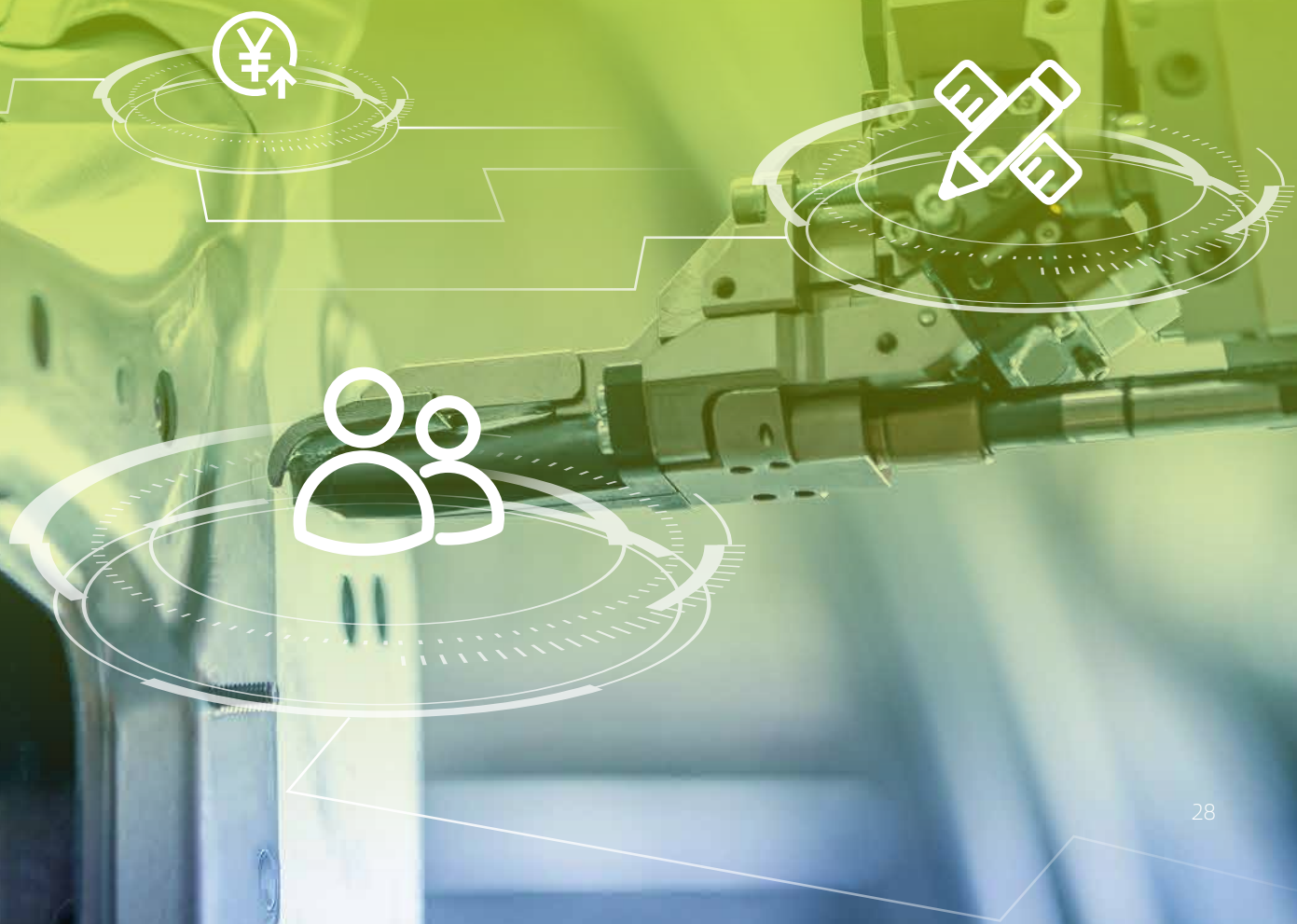
Since 2011, the company has issued social responsibility reports for 13 consecutive years, comprehensively and objectively disclosing the company's social responsibility philosophy and performance. The report has become an important tool for the company to strengthen the communication among interested parties, spread the concept of social responsibility and improve the enterprise management mode.



创新发展

# 创新发展

INNOVATIVE DEVELOPMENT





习近平总书记在党的二十大报告中强调，坚持创新在我国现代化建设全局中的核心地位，加快实施创新驱动发展战略，加快实现高水平科技自立自强，加快建设科技强国。公司始终以“为用户提供最满意的产品”为发展目的，坚持“节能、安全、环保、智能、网联、舒适”关键技术研发路线不动摇，大力发展新技术、新材料、新工艺的运用，全力打造企业的核心竞争力。

The General Secretary of the Party stressed in his report to the CPC 20th National Congress that innovation should remain at the core of China's overall modernization drive, accelerate the implementation of the strategy of innovation-driven development, accelerate the realization of high-level scientific and technological self-reliance, and accelerate the building of a strong country in science and technology. The Company always takes "providing the most satisfactory products for users" as the development purpose, adheres to the key technology R&D routes of "energy saving, safety, environmental protection, intelligence, connectivity, comfort", vigorously develops the application of new technology, new materials and new technology, and strives to build the core competitiveness of the enterprise.



创新发展



# 深化研发体系建设

## DEEPEN DEVELOPMENT OF THE RESEARCH AND DEVELOPMENT SYSTEM

公司坚持正向研发，立足营业收入4%-5%的研发投入保障，持续推进“以用户为中心”的研发体系建设，不断提升正向设计开发和试验验证能力，加快技术研发实力向市场竞争优势的转变。

The Company adheres to forward R&D, based on 4% to 5% of the revenue as R&D investment guarantee, continue to promote the "User-centered" R&D system construction, constantly improve the forward design and development and test verification capabilities, accelerate the transformation of technology R&D strength to market competitive advantage.

One

01

### 强化本部研发中心核心研发能力建设 技术创新能力持续提升

强化本部研发中心核心研发能力建设，技术创新能力持续提升。围绕新能源、智能网联、混动等核心领域开展技术研究，积累了电池电机、电控系统、域控技术等关键核心技术。中高端纯电专属平台完成平台架构方案设计，完成三电系统、线控底盘等关键技术及方案设计。智能网联方面，发改委L4项目完成中期验收，同时开展EEA3.0架构平台研究，建立EE架构开发流程体系。智能网联CNAS实验室扩项认可项目通过末期验收，获得智能网联领域CNAS实验室证书。

Strengthen the core R&D capacity building of the R&D center of the JAC headquarter, and continuously improve the technological innovation capacity. Focusing on new energy, intelligent networking, hybrid and other core areas of technology research, JAC has accumulated key technologies such as battery motor, electronic control system, domain control technology. Completed the design of platform architecture for the special medium-and-high-end BEV platform, and completed the design of key technologies and schemes such as "three-electric system" and chassis-by-wire. In terms of intelligent network connection, the L4 project of the National Development and Reform Commission has completed the interim acceptance. Meanwhile, the EEA3.0 architecture platform research has been carried out, and the EE architecture development process system has been established. Intelligent network CNAS laboratory extension accreditation project went through the final acceptance, obtaining the CNAS laboratory certificate in intelligent network field.

Two

02

### 意大利、合肥设计中心协同研发

完成轻型商用车、重型商用车、乘用车、新能源系列车型的造型设计。面向智能新能源汽车开发需求，建立了CMF新型实验室，具备CMF设计展示系统、评价系统和培训系统等立体全面功能。

With collaborative R&D of Italy and Hefei design center, modeling design of series of models has been completed, such as light commercial vehicles, heavy commercial vehicles, passenger cars and new energy series models. To meet the development needs of intelligent new energy vehicles, CMF, a new type of laboratory has been established, which has three dimensional comprehensive functions as CMF design display system, evaluation system and training system.



Three  
03

### 产学研联合创新扎实推进

联合清华大学、中国科学技术大学、中国科学院合肥物质科学研究院、中国联合网络通信有限公司安徽省分公司、合肥晟泰克汽车电子股份有限公司五家单位共同承担了新能源汽车暨智能网联汽车创新工程“智能网联电动汽车关键系统集成开发及产业化”项目，正向开发了L3级智能网联技术平台，已成功实现量产。

Solid progress was made in industry-university-research joint innovation. In collaboration with Tsinghua University, USTC, Hefei Institute of Physical Science, Chinese Academy of Sciences, Anhui Branch of China United Network Communications Co., Ltd., and Hefei Softec Auto Electronic Co., Ltd., the company jointly undertaken the "Integrated Development and Industrialization of Key Systems of Intelligent Connected Electric Vehicles" innovation project of new energy vehicle and intelligent Connected Vehicle. The L3 level intelligent network technology platform has been developed forward and has been successfully mass produced.

Four  
04

### 强化智能网联关键资源布局

在产业链上下游深化合资合作，2022年2月26日，江汽集团与中科创达达成战略合作，成立合资公司，以整车软件、车云平台和自动驾驶为核心，为汽车行业的智能化转型与发展赋能。5月26日，江汽集团与黑芝麻智能达成战略合作，双方在车规级自动驾驶AI芯片、大数据、云计算等方面展开合作，打造可持续发展的战略合作伙伴关系。

Strengthen the layout of key resources of intelligent network connection and deepen joint ventures and cooperation in the upstream and downstream of the industrial chain. On February 26, 2022, JAC Group reached a strategic cooperation with ThunderSoft to establish a joint venture, with vehicle software, vehicle cloud platform and autonomous driving as the core, to empower the intelligent transformation and development of the automobile industry. On May 26, JAC Group and Black Sesame reached a strategic cooperation, and the two sides cooperated in vehicle grade autonomous driving AI chips, big data, cloud computing and other aspects, to build a strategic partnership for sustainable development.

第十版NAM流程  
V10 NAM process





创新发展



# 加大研发费用投入，助推研发能力提升

## INCREASE R&D INVESTMENT AND BOOST R&D CAPACITY

公司连续多年坚持以销售收入的4%~5%投入技术研发，2022年全年投入研发费用15.37亿元。

The company has persisted in investing 4% to 5% of its sales revenue in technology research and development for many consecutive years, and invested 1.537 billion yuan in research and development expenses for the entire year of 2022.

研发投入情况如下表  
Research and development investment

单位：元  
Unit: Yuan

本期费用化研发投入  
R&D investment in this period

1536974436.71

本期资本化研发投入  
Capitalized R&D investment in this period

295882689.68

研发投入合计  
Total R&D investment

1832857126.39

研发投入资本化的比重 (%)  
Proportion of capitalized R&D investment (%)

16.41

研发投入总额占营业收入比例 (%)  
Proportion of total R&D investment to revenue (%)

5.02

实用新型27件  
Utility model  
27 pieces

27  
pieces  
21  
pieces

外观设计21件  
Appearance design  
21 pieces

发明授权478件  
Invention patent  
478 pieces

实用新型 8385 件  
Utility model  
8,385 pieces

8385  
pieces  
3725  
pieces

外观设计3725件  
Appearance design  
3,725 pieces

3823  
pieces

发明授权 3823 件  
Invention license  
3,823 pieces

526 件  
piece

2022年新增授权专利数  
Number of new patents granted in 2022

15933 件  
piece

截止2022年共获得授权专利数  
Total number of patents obtained by 2022

# 大力推进新技术成果运用

VIGOROUSLY PROMOTE THE APPLICATION OF NEW TECHNOLOGICAL ACHIEVEMENTS

## 新型商用车AMT小批量试产

Small batch trial production of the new commercial vehicle AMT

新型商用车AMT采用创新的湿式离合器+电缸换挡执行机构，系统可靠性高。湿式离合器+独立冷却系统，有效解决商用车干式离合器易烧蚀的痛点问题。电缸换挡机构的高可靠性和耐磨性，能够满足市区工况下的频繁换挡需求。

2022年产品搭载帅铃3.0CTI轻卡车型交付客户试运行，过程问题得到持续的优化提升，产品性能得到客户认可。2022年12月产品移交制造系统，开始小批量拉动。当前匹配搭载帅铃S7（3.0CTI&2.5CTI）两款车型上市，后续拓展匹配应用于帅铃S6（2.5+CTI）以及康铃等车型。项目于2022年8月通过省级鉴定，被评为“国内领先”。2022年11月高质量通过安徽省高新技术发展中心、合肥市科技局以及验收组专家的验收。

The new commercial vehicle AMT adopts an innovative actuator system of wet clutch + electric cylinder selective shift, the system has high reliability. Wet clutch + independent cooling system, effectively solve the problem of commercial vehicle dry clutch easy ablation. The high reliability and wear resistance of the electric cylinder shift mechanism can meet the needs of frequent shift in urban working conditions.

In 2022, the product was delivered to customers for trial run with Shuailing 3.0CTI light truck. The process problems were continuously optimized and improved, and the product performance was recognized by customers. In December 2022, the products will be transferred to the manufacturing system, and small batch production will begin. At present, two models of Shuailing S7 (3.0CTI&2.5CTI) are available. Later, the matching will be applied to Shuailing S6 (2.5+CTI), Kangling and other models. The project passed provincial appraisal in August 2022 and was rated as "Domestic leading". In November 2022, the high quality passed the acceptance of Anhui High-tech Development Center, Hefei Science and Technology Bureau and experts of the acceptance group.



## 面向5G智能网联示范区的L4级自动驾驶技术

L4 autonomous driving technology for 5G intelligent network connection demonstration area

积极探索高度自动驾驶技术在特定场景下的落地应用，参与合肥5G智能网联示范区建设，采用6颗激光雷达+6个毫米波雷达+2个前摄像头（500万）+5个周视摄像头（260万）+高精度定位模块+高精度地图+5G+V2X模块+MDC300车载计算平台的平台化系统方案，完成新能源乘用车和新能源轻卡自动驾驶功能样车的研发。开展车路云协同一体化技术研究，完成了通讯域控制器产品开发，产品整体具备车内网络通信（CAN/LIN/ETH）、V2X通信、5G通信三大功能，实现与整车的交互、与云平台的信息交互、满足3gppR14标准，以及车-车/路通信，公司具有自主知识产权，为合肥市智慧城市建设打下坚实基础。

Actively explore the application of highly autonomous driving technology in specific scenarios, participate in the construction of Hefei 5G smart network demonstration zone, The platform system solution of 6 Lidar +6 millimeter-wave radars +2 front cameras (5 million) +5 viewing cameras (2.6 million) + high-precision positioning module + high-precision map +5G+V2X module +MDC300 vehicle-mounted computing platform is adopted to complete the R&D of new energy passenger cars and new energy light trucks with autonomous driving. Carried out the research on vehicle road cloud collaborative integration technology, and completed the development of communication domain controller products. The products have three functions of in-car network communication (CAN/LIN/ETH), V2X communication and 5G communication, realize data interaction with the vehicle, information interaction with the cloud platform, meet the 3gpp R14 standard, and vehicle-vehicle/road communication. With independent intellectual property rights, the Company has laid a solid foundation for the construction of Smart City of Hefei.





## 高集成九合一电驱动系统

The first highly integrated 9-in-1 electric drive system to achieve mass production in China

融合电子电路和软件算法，共享壳体、线束、连接器等硬件，深度集成化、极简再融合的低成本九合一电驱动系统，NVH达到国际一流水平，寿命达成百万公里；相比竞品多合一电驱动系统，体积相当，重量轻7%，成本低16%，更具产业化优势。

Integration of electronic circuits and software algorithms, sharing of housing, wiring harness, connectors and other hardware, deep integration, minimalist reintegration of low-cost 9-in-1 electric drive system, NVH to reach the international first-class level, life up to millions of kilometers; Compared with the competitive multi-in-one electric drive system, it has the same volume, but 7% lighter in weight and 16% lower in cost, and more industrial advantages.



## 首款蓝猫封闭式物流车X01上市

Blue Cat X01, the first closed logistics vehicle launched on the market

新能源首款蓝猫封闭式物流车X01采用外购无动力车身+内外饰造型优化+自主开发三电系统，搭载国轩40.55kWh电池和汇川60kWh电驱动系统，从立项到量产，仅仅历时4个月，实现从0到1的突破，首批204台顺利上市。创新发展模式、研产销无缝对接、多方面配合协作，干成了“江淮新车出成果最快、投入最低”的产品。

Blue Cat X01, the first closed logistics new energy vehicle adopts purchased body + optimized interior and exterior + independently-developed "three-electric system", equipped with Gotion 40.55kWh battery and Huichuan 60kWh electric drive system. From project approval to mass production, it only took 4 months to achieve a breakthrough from 0 to 1, and the first batch of 204 units were successfully launched on the market. Innovative development mode, seamless connection of research, production and marketing, cooperation and coordination in many aspects, all contribute to "the JAC new vehicle with fastest results and lowest cost".





创新发展



# 技术管理人才培养

## TECHNICAL MANAGEMENT PERSONNEL TRAINING

习近平总书记在党的二十大报告中深刻指出，“培养造就大批德才兼备的高素质人才，是国家和民族长远发展大计”，并对深入实施新时代人才强国战略作出全面部署。这是以习近平同志为核心的党中央从统筹中华民族伟大复兴战略全局和世界百年未有之大变局的战略高度，对加快人才强国作出的战略谋划，对于全面建设社会主义现代化国家、实现中华民族伟大复兴的中国梦具有重大意义。2022年，公司积极开展多样培训，为可持续发展贡献强有力动能。

In his report to the Party's 20th National Congress, the General Secretary profoundly pointed out that "to train a large number of high-quality talents with both integrity and ability is the long-term development plan of the country and the nation", and made a comprehensive plan for the in-depth implementation of the strategy of strengthening China with talents in the new era. This is a strategic plan made by the CPC Central Committee with Comrade General Secretary at its core, from the strategic perspective of coordinating the overall strategy for the great rejuvenation of the Chinese nation and the profound changes unseen in the world in a century, and is of great significance to comprehensively building a modern socialist country and realizing the Chinese Dream of the great rejuvenation of the Chinese nation. In 2022, the Company actively carries out diverse training to contribute strong momentum to sustainable development.

702.3

员工培训总投入（万元）  
Total investment in staff training  
(ten thousand Yuan)

100%

员工培训覆盖率（%）  
Staff training coverage rate (%)

81.2

人均培训时间（学时）  
Per capita training time  
(class hours)





## 新员工能力提升

Ability improvement of new employees

新知识员工培训是员工进入企业后的第一个环节，是培育和形成共同价值观、增强凝聚力的关键时期。为帮助新知识员工及时熟悉、掌握业务基础知识，尽快完成角色转换，更好地胜任工作岗位，制定新知识员工能力提升计划。能力提升计划坚持以员工为中心，以分析培训需求、确定培训目标和培训效果的评估和落实为基本点，分为职前培训和在职培训两个阶段开展。

The training of new knowledge employees is the first step for new employees, and it is the key period to cultivate and form common values and enhance cohesion of them. In order to help the new knowledge employees get familiar with and master the basic business knowledge timely, complete the role transformation as soon as possible, and be better qualified for the job, ability improvement plan for the new knowledge employees is developed, which adheres to the employee-centered approach and takes the analysis of training needs, determination of training objectives and evaluation and implementation of training effects as the basic points. It includes pre-service training and on-the-job training.



## 技术关键领域能力提升

Enhanced capability in key areas of technology

识别关键领域的培训需求，通过内训和外训相结合的方式开展能力提升计划。内训依托各领域大师工作室、OJT及专家讲堂等形式开展，2022年工作室开展技术研究23项，项目攻关13项，理论培训75期；专家讲堂11期；OJT培养81人。外训通过“引智”项目开展，2022年通过授课+技术交流+实操指导的形式开展引智计划15期，集团公司1251人次参加，学员满意度为98.23%，进一步搭建了与外部专家交流和合作的平台，夯实关键领域能力。

Identify training needs in key areas and carry out capacity improvement programs through a combination of internal and external training. Internal training is carried out in the form of master studios, OJT and expert lectures in various fields. In 2022, the studio has carried out 23 technical researches, 13 project breakthroughs and 75 theoretical training sessions. Expert Lectures 11 sessions; OJT trains 81 people. External training is carried out through the "intelligence leading" program. In 2022, 15 sessions of "intelligence leading" program are carried out in the form of teaching + technical exchange + practical operation guidance, with 1,251 participants and the satisfaction rate of 98.23% from JAC Group, further building a platform for communication and cooperation with external experts, and strengthening the ability in key fields.





创新发展



## 管理类人才培养

Training of Management personnel

根据年度培养计划积极组织公司各级培训，通过线上学习、集中培训、项目拉练与员工自学相结合的方式，助力管理类人员了解业界动态，提升管理能力。同时，积极组织专业领域教材开发与领导干部授课，将知识传授和能力提升两者有效融合，2022年公司干部人均授课超8学时。

According to the annual training plan, the Company actively organize training at all levels. Through online learning, centralized training, project training and staff self-study, we help management personnel to understand the industry trends and improve their management ability. At the same time, the Company actively organizes the development of teaching materials in professional fields and teaching by leading cadres, effectively integrating knowledge imparting and ability improvement. In 2022, cadres of the Company have more than 8 class hours per capita for teaching.



## 专业人才培养

Training of Professional personnel

聚焦汽车行业发展趋势，迭代开发系列课程并针对研发人员、质量管控人员、营销人员、领军人才、大国工匠、新员工等组织相关培训。2022年全年共完成新能源发展趋势、智能网联汽车技术发展趋势等培训超25场，帮助领军人才、大国工匠设立培训计划达97项，进一步帮助各领域专业人员夯实专业素质水平，确保其以高质量工作助力公司十四五战略达成。

Focusing on the development trend of the automobile industry, we iteratively develop a series of courses and organize relevant training for R&D personnel, quality control personnel, marketing personnel, leading talents, "Craftsmen of the Nation" and new employees. In 2022, we completed more than 25 training sessions on the development trend of new energy and the technology development trend of intelligent connected vehicles, and set up 97 training plans for leading talents and craftsmen, further helping professionals in various fields to consolidate their professional quality and ensure that they can help the Company achieve its 14th Five-Year Plan strategy with high-quality work.



## 技能技工类人才培养

Training of skilled technical personnel

技能技工类人才培养依托技能训练场与技能大赛，在强化技能师资课程资源建设的同时，积极组织技能人才等级认定工作，迭代探索校企合作新模式，以实际行动推动高技能人才培养工作。

Relying on skill training fields and skill competitions, while strengthening the construction of skill teacher curriculum resources, the training of skilled technicians actively organizes the identification of skill talent levels, iteratively explores new models of school-enterprise cooperation, and promotes the training of highly skilled personnel with practical actions.







# 获得奖项

AWARDS AND HONORS

## 2022年，获得的科技奖励及产品荣誉情况

Technology awards and product honors obtained in 2022

中国汽车工程学会科学技术奖  
Science and Technology Award of China Society of Automotive Engineers

基于低碳环保的柴油动力关键技术研究及产业化

Research and industrialization of key technologies of diesel power based on low carbon and environmental protection

中国物流与采购联合会科学技术奖  
Science and Technology Award of China Federation of Logistics and Purchasing

新一代中卡系列产品开发及关键技术研究产业化

Development of new generation of medium truck series products and key technology research industrialization

新一代高端智能轻型载货车系列产品

New generation of high-end intelligent light truck series products

中高端物流多用途乘用车关键技术开发及产业化应用

Development and industrial application of key technologies of medium-and-high-end logistics multi-purpose passenger cars

HFC1073EV1 欧标纯电动载货汽车

HFC1073EV1 European standard electric truck

安徽省机械工业科学技术奖  
Anhui Provincial Machinery Industry Science and Technology Award

超大型高精度商用车底盘绿色智能生产线关键装备的研发与应用

Development and application of key equipment in green and smart production line for super high precision commercial vehicle chassis

高效静音高集成“三合一”电驱动系统技术开发及产业化

Technology development and industrialization of efficient, silent and highly integrated "3-in-1" electric drive system

HFC1073EV1 欧标纯电动载货汽车

HFC1073EV1 European standard electric truck

安徽省新产品  
New products of Anhui province

DTF632双离合自动变速器

DTF632 dual clutch automatic transmission

新一代1.5TGDI高效增压直喷汽油发动机

New generation 1.5TGDI efficient supercharged direct injection gasoline engine

HFC1048P31K5C7S-2090系列载货汽车

HFC1048P31K5C7S-2090 series truck

HFC6541K1M1DS星锐中轴中顶国六多用途乘用车

HFC6541K1M1DS Sunray Middle axle medium roof C6 multi-purpose passenger car

HFC4254P1K新格尔发6×4系列牵引车

HFC4254P1K New Gallop 6×4 series tractor

HFC4182P1 K7系列4×2智能线控牵引车

HFC4182P1 K7 Series 4×2 intelligent wire-driven tractor

HFC6463EEV2高端纯电动轿车

HFC6463EEV2 high-end electric sedan

HFC5045同轴式电驱动桥纯电动轻卡

HFC5045 coaxial electric drive axle electric truck

HFC6511REV1C7纯电动MPV

HFC6511REV1C7 electric MPV

HFCTTR660机械式自动变速器

HFCTTR660 mechanical automatic transmission



创新发展

## 截止2022年12月，承担的重大在研科技项目情况

Major ongoing scientific and technological projects undertaken by December 2022

### 国家重点研发计划

National Key R&D Programs

### 高档内燃机油产品性能评价及自主评价技术开发

Performance evaluation and independent technical development evaluation of high grade ICE products

### 多传感热失控监测系统在电动汽车中的示范应用

Demonstration application of multi-sensor thermal runaway monitoring system in electric vehicle

### 安徽省新能源汽车暨智能网联汽车创新发展工程

Innovation and development project of new energy vehicles and intelligent connected vehicles of Anhui Province

### 面向量产的高度自动驾驶关键系统攻关与整车开发

Mass production oriented key systems for high level Self-driving and vehicle development

### 安徽省重点研究与开发计划

Key research and development plan of Anhui Province

### 支持多元矢量数据融合定位的智能网联汽车集成域控制器开发

Development of intelligent connected vehicle integrated domain controller that supports multiple vector data fusion and localization

### 自动驾驶中多传感器数据融合接口规范与应用示范

Specification and application demonstration of multi-sensor data fusion interface in autonomous driving

### 混合交通环境下智能电动汽车运动规划关键技术研究与应用

Research and application of intelligent electric vehicle motion planning in mixed traffic environment

### 安徽省科技重大专项

Major science and technology projects of Anhui Province

### 面向“碳达峰”与“碳中和”的汽车产品绿色低碳制造集成技术研究与应用示范

Development and industrialization of portable vehicle emission rapid on-line monitoring equipment

### 安徽省科技支撑碳达峰碳中和科技创新专项

Science and Technology support “Carbon peak” and “Carbon neutral” science and technology innovation project of Anhui Province

### 便携式机动车污染排放快速在线监测技术设备研发及产业化

Research and application demonstration of integrated green and low-carbon manufacturing technology for automotive products oriented to “Carbon peak” and “Carbon neutral”

# 诚信经营，做守法合规的企业公民

BUSINESS IN GOOD FAITH AND BE A LAW-ABIDING CORPORATE CITIZEN

习近平总书记在二十大报告中强调，坚持全面依法治国，推进法治中国建设。法治兴则国兴，法治强则国强。新时代新征程，我们面临的风险考验更加艰巨，要深入学习贯彻党的二十大精神，忠实践行习近平法治思想，始终坚持全面依法治国，为续写“中国之治”新篇章提供坚强保障、注入强大动力。

公司始终坚持依法治企、诚信经营的理念，严格遵守国家法律法规、地方政策和行业规范，主动把社会责任融入到企业经营理念、发展战略和核心价值中，在不断追求企业发展的同时，不忘肩上背负的社会责任，励行企业自律、参与公平竞争，完善依法合规管理体系，为生产运营保驾护航。

The General Secretary emphasized in his report for the CPC 20th National Congress that China should adhere to the rule of law in an all-round way and promote the construction of the rule of law in China. A country prospers when the rule of law is strong, and a country is strong when the rule of law is strong. As we embark on a new journey in the new era, we face more daunting risks and tests. We need to study and implement the Principles of the CPC 20th National Congress, faithfully practice the General Secretary's thought on the rule of law, and always uphold the rule of law in an all-round way, so as to provide a strong guarantee and inject strong impetus into a new chapter of "the Governance of China".

The Company always adheres to the concept of governance according to law and integrity management, strictly observes national laws and regulations, local policies and industry norms, actively integrates social responsibility into the business philosophy, development strategy and core values of the Company. While continuously pursuing corporate development, the Company never forgets the social responsibility on its shoulders, encourages self-discipline, participates in fair competition, and improves the legal and compliance management system, escorting manufacturing and operation.

## 法律合规审核监督

### Audit and supervision of legal compliance

依法合规、诚信经营是公司经营管理的原则性要求，公司坚持依法治企。做好公司法律风险防控中心工作，努力实现法律服务企业生产经营管理各项工作与企业法律风险防控各项要求的协调平衡。

It is the principle requirement of the Company's operation and management to comply with laws and regulations and operate in good faith. Do a good job in the legal risk prevention and control center of the Company, and strive to achieve the coordination and balance between legal servicing the enterprise in production, operation and management and the requirements of legal risk prevention and control of the enterprise.

## 法律法规及时更新

### Audit and supervision of legal compliance

通过法律法规识别与评价机制，识别和获取新出台或修订的法律法规，做好事前防范，以确保公司在之后运营的各个事项均符合法律、法规要求。及时更新法律、法规数据库，并将其运用到实践中，依法合规管理企业。

Identify and obtain newly issued or revised laws and regulations through the identification and evaluation mechanism of laws and regulations, and take precautions in advance to ensure that all matters of the Company's operation in the future are in line with the requirements of laws and regulations. Timely update laws and regulations database, and put it into practice, and manage the enterprise according to laws and regulations.

## 知识产权保护技术创新成果

### Technological innovations in intellectual property protection

公司以鼓励创新，依法保护、科学管理为方针，强化专利挖掘，优化资源配置，持续提升自主研发能力。内外并举，精益求精，不断优化海内外知识产权布局。截至2022年12月底，公司累计有效授权专利4731件，持有有效注册商标1389件。

With the policy of encouraging innovation, protecting according to law and scientific management, the Company strengthens patent exploring, optimizes resource allocation and continuously improves independent R&D capability. We strive for excellence and constantly optimize the layout of intellectual property at home and abroad. By the end of December 2022, the Company had a total of 4,731 valid authorized patents and held 1,389 valid registered trademarks.

## 合规、普法工作持续进行

### Continued compliance and publicity work

2022年是省属企业的合规管理建设年，也是“八五”普法的关键一年，依法合规、诚信经营是公司经营管理的原则性要求，公司始终重视对员工的普法工作，积极开展法治讲堂、专项培训、趣味普法等活动，强化相关政策和法律法规知识学习，提升依法治企意识和能力，保障企业健康有序发展。

The year 2022 is the construction year of compliance management for provincial enterprises, and it is also the key year for the "Eighth Five-Year Plan on improving legal awareness". To operate in accordance with laws and regulations and with integrity is the principal requirement of Company operation and management. The Company always attaches importance to improving legal awareness of employees, actively carries out rule of law lectures, special training, interesting activities for improving legal awareness, etc., and strengthens the knowledge of related policies, laws and regulations, to enhance the awareness and ability to administer enterprise in accordance with the laws and regulations, and to ensure healthy and orderly development.



创新发展



## 风险防控

Risk prevention and control

公司坚持“以业务流程为基础”，不断完善内控体系建设工作，持续推进集团股份公司及其控股子公司内控体系的单位全覆盖和业务流程全覆盖。公司通过内部控制自我评价、外部审计等多种方式，对内控体系的建设及执行情况进行全方位、多层次的评价，并对评价发现的企业管理问题和缺陷进行了整改，提高了企业内部控制能力和经营管理水平。

同时，公司贯彻“以风险为导向”的体系建设思路，持续推进风险管理向各领域、各业务层面延伸，积极推动风险管理基础能力建设，加强防范化解重大风险工作，建立了重要重大经营风险报告机制，着力风险的监测和预警，定期开展风险的识别和评估，提出并落实风险的管理策略及解决方案，提高了风险防控能力，促进了企业健康和可持续发展。

报告期内，公司内部控制没有发现重大缺陷，内部控制设计健全合理、执行有效。

The Company adheres to the principle of "business-process-based", constantly improves the construction of internal control system, and continuously promotes the full coverage of units and business processes in the internal control system of the Group and its holding subsidiaries. Through internal control self-evaluation, external audit and other ways, the Company has carried out comprehensive and multi-level evaluation on the construction and implementation of the internal control system, and rectified the management problems and defects found in the evaluation, so as to improve the internal control ability and management level of the enterprise.

At the same time, the Company implements the idea of "risk-oriented" system construction, continues to promote the extension of risk management to various fields and business levels, actively promotes the construction of basic capacity of risk management, strengthens the prevention and defusing of major risks, establishes a major operational risk reporting mechanism, focuses on risk monitoring and early warning, and regularly carries out risk identification and assessment, proposes and implements risk management strategies and solutions, improves risk prevention and control capabilities, and promotes healthy and sustainable development of the enterprise.

During the report period, no major defects were found in the Company's internal control, and the internal control design was sound and reasonable, and the execution was effective.



## 廉洁从业

Clean practice

习近平总书记在党的二十大报告中指出，“加强新时代廉洁文化建设，教育引导广大党员、干部增强不想腐的自觉，清清白白做人、干干净净做事，使严厉惩治、规范权力、教育引导紧密结合、协调联动，不断取得更多制度性成果和更大治理效能”。

新时代廉洁文化建设，是一体推进不敢腐、不能腐、不想腐的基础性工程，是我们党的自我革命的重要内容。国有企业学习贯彻党的二十大精神，要与深入学习贯彻习近平总书记关于加强新时代廉洁文化建设的系列重要论述结合起来，把廉洁文化建设纳入党风廉政建设和反腐败工作布局来统筹谋划，推动新时代国有企业廉洁文化建设实起来、强起来。

公司党委坚持结合实际，适时开展时政学习、形势与任务教育等各种形式的活动，对照党章党规“修剪枝叶”，清扫思想灰尘，引导党员干部树立正确的世界观、人生观和价值观。公司主动顺应新形势和新变化，把党风廉政建设作为从严治党、从严治企、从严管理的有力手段，着力打造廉洁企业新常态。

坚持以习近平新时代中国特色社会主义思想为指导，充分发挥全面从严治党引领保障作用，立足公司经营改革发展实际，坚定不移推进党风廉政建设和反腐败工作，为公司转型升级、实现高质量发展营造风清气正的良好氛围。

As the General Secretary pointed out in his report in the CPC 20th National Congress, "Strengthen the construction of the culture of integrity in the new era, educate and guide Party members and officials to be more conscious of not corrupting, behave in a clean manner, and act in a clean manner, so that severe punishment, regulation of power, and education and guidance will be closely integrated and coordinated, and more institutional achievements and greater governance effectiveness will be achieved."

Building a culture of integrity in the new era is a basic project to promote anti-corruption in a unified way, and is an important part of our Party's self-revolution. The study and implementation of the Spirits of the CPC 20th National Congress in SOEs should be combined with the in-depth study and implementation of the General Secretary's series of important discussions on strengthening the construction of clean culture in the new era, and the construction of clean culture should be included in the construction of clean government and anti-corruption work layout to make overall planning, so as to promote the construction of clean culture in SOEs in the new era to be solid and strong.

The Company party committee adheres to the combination of reality, timely carries out political learning, situation and task education and other forms of activities, "prunes branches and leaves" according to the Party Constitution and Party Regulations, sweeps the dust of thought, guides party members and cadres to establish a correct worldview, outlook on life and values. The Company actively adapts to the new situation and changes, regards the construction of clean Party conduct as powerful means of strict party governance, strict enterprise governance and strict management, and strives to build a new normal of clean enterprise.

Adhere to the General Secretary's Thought on Socialism with Chinese Characteristics for a New Era as the guidance, give full play to the leading and guaranteeing role of comprehensively and strictly governing the Party. Based on the actual operation reform and development of the Company, the Company unwaveringly promotes the construction of Party conduct, clean government and anti-corruption, and create a good atmosphere for the Company's transformation and upgrading and realization of high-quality development.

# 协调发展

COORDINATED DEVELOPMENT





协调发展



# 协调发展，筑建和谐共赢的大协同体

COORDINATED DEVELOPMENT TO BUILD A HARMONIOUS AND WIN-WIN SYNERGETIC SYSTEM

“必须加强统筹协调，坚持系统观念”，习近平总书记指出：“系统观念是具有基础性的思想和工作方法，必须从系统观念出发，全面协调推动各领域工作和社会主义现代化建设。”坚持系统观念，既能解决发展面临的主要矛盾和矛盾的主要方面，又能兼顾发展的方方面面，统筹兼顾发展质量与发展效益、发展成本与发展收益分配。

2022年，公司认真学习党的二十大精神，紧紧自身围绕“十四五”发展战略，处理好与用户、经销商、员工和供应商等相关方关系，积极提升用户满意度和经销商满意度，改善员工工作环境，与供应商协同合作，促进公司协调、健康、稳健发展。

"We must strengthen overall planning and coordination and adhere to the concept of system," the General Secretary pointed out: "The concept of system is a basic idea and method of work, we must start from the concept of system, comprehensively coordinate in all fields of work and the construct socialist modernization." By adhering to the concept of system, we can not only solve the principal contradiction facing development and the principal aspects of contradiction, but also take into account all aspects of development, and balance the distribution of development quality and effectiveness, cost and benefit.

In 2022, the Company earnestly studies the Spirits of the CPC 20th National Congress, closely follows the "14th Five-Year Plan" development strategy, handles the relationship with users, dealers, employees and suppliers, actively improves the satisfaction of users and dealers, improves the working environment of employees, cooperates with suppliers, and promotes the coordinated, healthy and steady development of the Company.



## 以用户为中心，落实敬客经营

User-centered, implement customer-orientated operation

公司完善营销管理制度，注重用户知情权管理，积极构建健康、公平、透明的营销环境，同时严格保护消费者的个人信息，杜绝一切商业非法行为的发生。

The Company improves the marketing management system, pays attention to the management of users' right to know, actively builds a healthy, fair and transparent marketing environment, and strictly protects consumers' personal information to prevent all illegal commercial activities.

One

01

所有车型，涉及新品上市、配置变更和价格变动等及时在官网更新，确保消费者了解产品最新状态；

During the reporting period, no major faultiness were found in the company's internal control. The internal control design was sound and reasonable, and the implementation was effective.

Two

02

杜绝虚假宣传，确保促销信息准确无误送达消费者；

During the reporting period, no major faultiness were found in the company's internal control.

Three

03

完善和规范购车、订车合同格式，对购车过程中承诺用户的事项必须在合同上注明

During the reporting period, no major faultiness were found in the company's internal control.and the implementation was effective.

Four

04

规范商谈和报价过程，通过统一的商谈报价单，让用户在购车时明确所有购车相关费用；

During the reporting period, no major faultiness were found in the company's internal control.and the implementation was effective.

Five

05

建立多渠道的用户沟通提醒机制。

No Major Faultiness Were Found In The Company's Internal Control.and The Implementation Was Effective.

## 用户满意度调查工作 Customer satisfaction survey

在公司敬客经营核心价值观的指导下，公司持续多年开展用户满意度调研，2022年为贯彻“以用户为中心”经营理念，有效践行“用户思维”，用户满意度调查在原有调查体系基础上，拓展引入用户忠诚度研究指标NPS净推荐值，已持续运行两年，基于用户与企业不同场景的核心触点，探索用户各方面感知与忠诚度的关系，推动用户忠诚度有效提升，切实促进用户满意度和忠诚度有序改善，持续推动建立良好健康的用户关系，通过巩固优势、改进劣势，提高企业的综合竞争力。

Under the guidance of the Company's core value of customer-oriented management, the Company continues to carry out user satisfaction survey for many years. In 2022, in order to implement the "User-centered" business philosophy and effectively practice the "User thinking", the user satisfaction survey has expanded and introduced the user loyalty research index NPS (Net Promoter Score) on the basis of the original survey system, which has been running continuously for two years. Based on the core contact points of different scenarios between users and enterprise, the Company explores the relationship between user perception and loyalty in various aspects, promotes the effective improvement of user loyalty, effectively promotes the orderly improvement of user satisfaction and loyalty, continues to promote the establishment of a good and healthy user relationship, and improves the comprehensive competitiveness of enterprise by consolidating advantages and improving disadvantages.

业务指标 Business Division Index		轻型商用车营销 LCV Marketing	康铃 Kangling	皮卡 Pickup	思皓乘用车 Sehol Passenger Car	瑞风商务车 Refine MPV	思皓新能源 Sehol New Energy	重型商用车 Heavy Commercial	四川江淮 JAC Sichuan
NPS净推荐值 销售 NPS - Sales	2021年	71%	-	72%	55%	63%	62%	68%	-
	2022年	75.7%	73.5%	70.5%	57.1%	71.9%	62.0%	72.8%	75.1%
NPS净推荐值 售后 NPS - Aftersales	2021年	66%	-	61%	48%	50%	52%	56%	-
	2022年	83.8%	80.7%	72.7%	57.6%	56.1%	58.1%	67.7%	79.5%





协调发展



### 思皓 乘用车

Sehol  
Passenger  
Car

坚持“敬客经营”的核心价值观，围绕用户体验,改善服务运营、做好服务保障，提升用户满意度。推动服务线上化转型，探索服务新模式。针对不同的用车场景和服务需求，开展丰富多样的关怀活动。坚持服务导向，全面导入NPS管理，围绕用户在接受服务过程中的满意程度，开展9期、7194例调研，对调研结果深入分析和评估，切实提升用户服务体验。

Adhere to the core values of "customer-oriented operation", focus on user experience, improve service operation, service guarantee, and enhance user satisfaction. Promote online service transformation and explore new service models. Various caring activities are carried out according to different car use scenarios and service needs. Adhere to the service orientation, fully introduce NPS management, and conduct 9 periods and 7,194 cases of research focusing on the satisfaction of users in the process of receiving services, in-depth analysis and evaluation of the research results, and effectively improve the user service experience.



### 思皓 新能源

Sehol New  
Energy

在技术支持、服务管理、备件供应等方面不断优化服务模式和服务内容，致力为客户提供专业、专属、快捷的优质服务。重点打造服务网点升降级制度，落实提升和整改工作的开展。积极探索APP商城的营销，以数字化手段为客户提供便利、舒适、效率的服务。开展爱车讲堂、自驾游等用户服务活动400余场次，服务用户1.6万人次，解决问题2000余项。

Continuously optimize service mode and service content in technical support, service management, spare parts supply and other aspects, committed to providing customers with professional, exclusive, fast quality service. Focus on building the promotion and degradation system of service outlets, implementing the promotion and rectification. Actively explore the marketing of APP mall, and provide customers with convenient, comfortable and efficient services by digital means. More than 400 customer service activities such as car lecture and self-driving tour were conducted, serving 16,000 users and solving more than 2,000 problems.



### 轻型 商用车

Light  
commercial  
vehicles

践行用户思维，以用户满意度为导向，通过打造“四有”江淮1卡服务星级标杆示范店、云课堂直播、区域专家标准升级、新零售业务拓展等一系列创新活动，全面提升“江淮1卡”各项服务工作，2022年，实现一次未修复投诉率同比下降18%。新建服务网络33家，策划开展主动服务活动7场，服务用户超1万人次。

Practice user thinking, take customer satisfaction as the orientation, comprehensively improve the service work of "JAC No.1 Truck" through a series of innovative activities such as creating "JAC No.1 Truck" service star benchmark outlets with specific features, cloud class live streaming, regional expert standard upgrading, new retail business expansion, etc. In 2022, the complaint rate of once unrepaired has been reduced by 18% YoY. 33 new service outlets has been built, 7 active service activities were planned and carried out, serving more than 10,000 customers.



### 重型 商用车

Heavy  
commercial  
vehicles

服务系统、车联网远程诊断以及精养服务、预见性服务等依托于卡嘉APP，打造出一套成熟高效的服务保障系统。推出“1分钟响应、30分钟跟踪、常规区域2小时到达、2小时修复”的服务承诺。全国600余家服务网点、57家备件中心库、1000多个备件网点，覆盖全国主要省级行政区域。持续开展电器、发动机等专项培训，提升终端服务站综合服务能力。

Basing on Kajia APP, and though Service system, remote diagnosis of of vehicle networking, intensive care service, predictive service, etc. to create a set of mature and efficient service guarantee system. The service commitment of "1-minute response, 30-minute tracking, 2-hour arrival in normal areas, and 2-hour repair" was put forward. There are more than 600 service outlets, 57 spare parts centers and more than 1,000 spare parts outlets nationwide, covering major provincial administrative regions. Continue to carry out training sessions on electrical appliances, engines, etc., and comprehensively improve the service ability of terminal service stations.



### 皮卡

Pickup

深入市场一线，全年调研武汉、长沙、成都等近20处重点市场，指导制定市场突破策略，持续推动东莞、泉州等12处重点市场提升工作，制定提升计划156项。全年开展23场座谈会，走访客户253人，收集162个问题点，用户建议39条。

Go deep into the market, investigated nearly 20 key markets such as Wuhan, Changsha and Chengdu throughout the year, guided the formulation of market breakthrough strategies, continued to promote the promotion of 12 key markets such as Dongguan and Quanzhou, and made 156 promotion plans. Throughout the year, 23 symposiums were held, 253 customers were visited, 162 problems and 39 suggestions made by customers were collected.



**海外市场售后服务**  
After-sales service in overseas markets

2022年，公司紧密围绕“敬客经营”核心价值观和“服务销车”的经营理念，坚持“品牌向上”不动摇，为实现“全程呵护、专业服务”的国际市场服务品牌落地不懈努力。报告期内，公司立足服务根本，最大限度发挥主观能动性，强化服务竞争力，持续为顾客提供优质服务，提升用户满意度。

In 2022, the Company closely focuses on the core values of "customer-oriented operation" and the business philosophy of "service contributing to sales", adhere to "brand upward", and make unremitting efforts to realize the international market service brand of "full care and professional service". During the report period, basing on service fundamentals, the Company maximizes the subjective initiative, strengthens the service competitiveness, continues to provide customers with quality services, and improves user satisfaction.





协调发展



# 以人为本，让员工在工作中活出生命的意义

PEOPLE-ORIENTED, LET EMPLOYEES LIVE OUT THE MEANING OF LIFE IN THE WORK

“为员工谋幸福”是江汽集团的基本职责。不断满足员工物质与精神需求，不断改善员工的工作和生活环境，使每位员工都能在工作中活出生命的意义。

员工的成长、进步、幸福是企业技术进步、产品优良、服务一流的基础。企业是员工展示才能、贡献社会、成就自我的平台，员工的发展与企业发展紧密联系，相得益彰。

"Seek happiness for employees" is the basic responsibility of JAC Group. To constantly meet the material and spiritual needs of employees, and constantly improve the working and living environment of employees, so that every employee can live out the meaning of life in the work.

The growth, progress and happiness of employees is the foundation of technological progress, excellent products and first-class service. The enterprise is a platform for employees to show their talents, contribute to the society and make self-achievement. The development of employees is closely connected with the development of the enterprise and brings out the best in each other.



## 规范公司用工管理，维护员工合法权益

Standardize the Company's employment management and safeguard the legitimate rights and interests of employees

2022年,公司与市场充分对标,主动担当,不断探索,围绕机制变革、数字化转型、人才队伍建设、薪酬激励机制优化、关心关爱员工等方面深入落实各项工作,大力推动人力资源管理体系优化,积极做好顶层机制设计,有效支撑公司转型升级;充分借助人力资源管理信息化平台,建立覆盖人力资源全生命周期管理的信息系统,助力公司数字化转型;持续招聘高端人才、成熟人才、储备人才等,为公司发展不断注入新鲜活力;探索多渠道多形式的激励形式,优化专项奖励管理体系,规范专项奖励要求及发放程序;持续完善工效挂钩机制,构建差异化、多元化的工资总额管理模式;多措并举关爱员工,坚持为员工办实事,不断提升员工满意度。

In 2022, we fully compete with the market, take the initiative, continue to explore and carry out all the work in the aspects of mechanism reform, digital transformation, talent team construction, optimization of salary incentive mechanism, care for employees, vigorously promote the optimization of human resource management system, actively design the top-level mechanism, and effectively support company transformation and upgrading; make full use of the human resource management information platform, establish an information system covering the whole life cycle of HR management, and help the digital transformation of the Company; Continue to recruit high-end talents, mature talents and reserve talents to inject fresh energy into company development; Explore multi-channel and multi-form incentives, optimize the special reward management system, standardize the special reward requirements and issuance procedures; Continue to improve the linkage mechanism between salary and performance, and build a differentiated and diversified total salary management mode; Take multiple measures to care for employees, insist on doing practical things for employees, and constantly improve employee satisfaction.



## 优化招聘体系，分类开展人才配置

OPTIMIZE RECRUITMENT SYSTEM AND CARRY OUT CLASSIFIED PERSONNEL ALLOCATION

- 人才竞聘选拔：打破年龄、学历、资历的限制，大力推动中层管理人员公开竞聘，促进优秀年轻人才脱颖而出；创新选拔方式，实现科学化甄选，在管理类、市场类等岗位竞聘中有效运用。
- 优秀人才引进：持续加大高层次领军专家、市场紧缺成熟专业技术人才、校园招聘储备人才等各类人才的引进力度，支撑企业高质量发展、可持续发展。
- 人力资源配置：统筹协调集团内人员共享支持，探索实施实习生转人事代理用工，探索临时用工转人事代理用工，不断提升人力资源效能、优化市场化用工结构。

- Talent competition and selection: break the restrictions of age, education background and seniority, vigorously promote the public competition of Middle management, and promote outstanding young talents to emerge; Innovate selection methods, achieve scientific selection, and effectively apply them in management, marketing, and other job competitions.
- Introduction of Excellent Talents: Continuously increasing the introduction of high-level leading experts, mature professional and technical talents in the market, and campus recruitment reserve talents to support high-quality and sustainable development of enterprises.
- Human resource allocation: coordinate and coordinate the sharing and support of personnel within the group, explore the implementation of intern to personnel agency employment, explore temporary employment to personnel agency employment, continuously improve human resource efficiency, and optimize market-oriented employment structure.

招聘类型 Indicator	招聘人数 Number of recruits	学历构成 Educational structure
<p>校园招聘 Total investment fee</p>	<p>348人 348 people</p>	
<p>成熟人才招聘 COD emissions</p>	<p>59人 59 people</p>	
<p>操作类招聘 Wastewater discharge</p>	<p>66人 66 people</p>	<p>硕士研究生及以上6% 6% for graduate students and above</p> <p>本科51% Undergraduate 51%</p> <p>大专（高职）36.6% Junior college (higher vocational) 36.6%</p> <p>高中及以下6.4% High school and below 6.4%</p>
<p>内部招聘 Pollutant disposal fee</p>	<p>组织开展49次 Organized 49 times</p> <p>涉及574个岗位 Involving 574 positions</p> <p>806个职数 806 jobs</p> <p>录用711人 Recruited 711 people</p> <p>配置完成率为88.21% Configuration completion rate is 88.21%</p>	



协调发展



## 强化人才管理，完善人才培养机制

STRENGTHEN PERSONNEL MANAGEMENT AND IMPROVE PERSONNEL TRAINING MECHANISM

公司立足发展战略需要，促进员工立足岗位争先创优成长成才，实现岗位成长聘任；安排专项资金委外送培，提升员工职业技能素养；开展高中初级职业资格认定，申报人才奖补政策，助力员工提升专业水平。

Based on the needs of development strategy, the Company encourages employees to strive for excellence and grow and become talents based on their positions to achieve post growth; Arrange special funds to send out staff for training, improve the professional skills of employees; Carry out the identification of vocational qualifications at different levels, apply for talent award and subsidy policy, and help employees improve their professional level;

学历备案及奖励  
Academic degree record and reward

134 人 person

自学学历备案2022年共计完成  
134 people have completed the self-study academic degree record

员工评聘工作  
Employee evaluation and recruitment

886 人 person

通过成长路径评聘成长  
886 people were evaluated and recruited through the growth path

员工成长路径  
Employee evaluation and recruitment

4786 人 person

组织员工成长路径报考人数  
4,786 people registered for employee growth path

学历备案及奖励  
Outsourcing training

22 次 times

825 人次 Person-times

36.48 费用 cost

社会职称申报  
Application of social title

112 人 person  
高级职称  
Senior professional title

116 人 person  
中级职称  
Intermediate title

105 人 person  
初级职称  
Junior title

333 人 person  
取得工程师技术资格

关键人才培养  
Key personnel training

高技能人才培养  
技能大师工作室 37 个  
Highly skilled personnel training  
37 skill master studios

六西格玛人才培养  
黑带大师工作室 2 个  
Six Sigma personnel cultivation  
2 Black Belt master studios

高级技术人才培养  
技术首席专家工作室 8 个  
Senior technical personnel training  
8 leading technical expert studios

荣誉  
Honors

《对标五十铃》入选国家级外专项目  
实现国家级外专项目首次突破

"Benchmarking Isuzu" was selected into the national level foreign experts introduction program, achieving the first breakthrough of the program.

合肥市高层次人才  
共认定成功1200余人

More than 1200 high-level talents have been identified in Hefei.

**积极倾听关爱员工，持续提升员工满意度**  
STANDARDIZE EMPLOYMENT MANAGEMENT AND SAFEGUARD THE LEGITIMATE RIGHTS AND INTERESTS OF EMPLOYEES

公司注重员工敬业度、员工满意度管理工作，每年定期组织公司级员工敬业度、员工满意度调查工作，出具员工调查分析报告，以此全面了解公司运营管理现状与员工思想动态，并以员工敬业度、员工满意度管理工作为抓手，制定敬业度满意度提升计划，从企业和个人两个方面实施有效改进，不断提升全体员工的职业化素养，增强企业的整体竞争优势。

The Company pays attention to the management of employee engagement and satisfaction, regularly organizes the corresponding survey at company level every year, and issues the survey report, so as to fully understand the status quo of the Company's operation management and the dynamic thinking of employees. In addition, the Company makes the improvement plan of employee engagement and satisfaction based on the management, implements effectively improvement from both enterprise and individual aspects, constantly improves the professionalism of all employees, enhance the overall competitive advantage of the enterprise.

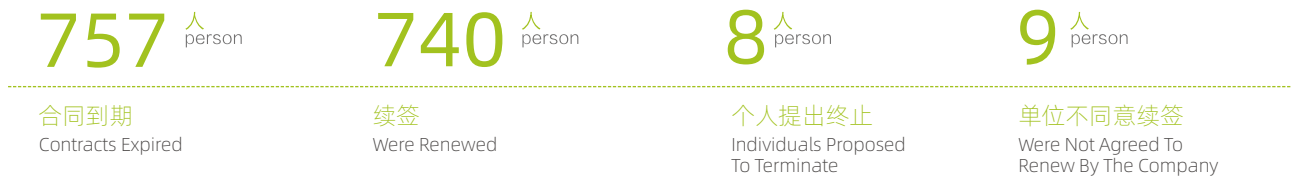


**规范公司用工管理，维护员工合法权益**  
PAY ATTENTION TO HUMANISTIC CARE, CREATE A HARMONIOUS AND WARM ATMOSPHERE

**社会保险 Social insurance      公积金 Provident fund**



**劳动合同签订 Labor contract signing**





协调发展



## 注重人文关怀，营造和谐温馨氛围

CARRY OUT ACTIVITIES TO CARE FOR RETIRED EMPLOYEES

公司高度重视关爱员工相关工作，保障员工能够享受公司发展成果，将关爱员工价值观落到实处，公司执行就餐补贴、员工体检、五险一金缴纳等福利政策。广泛开展关爱离退休员工工作，为新港基地电动汽车加装充电桩、改造大学生公寓淋浴设施、在新港厂区内开设摆渡车，坚持倾听员工真实需求，深刻践行关爱员工。

The Company attaches great importance to the work of caring for employees, ensuring that employees can enjoy the fruits of the Company's development, and implementing the values of caring for employees. The Company implements welfare policies such as dining allowance, employee physical examination, payment of five social insurances and provident fund, extensively carries out care for retired employees, installs charging piles for electric cars in Xingang Base, transform shower facilities in college students' apartments, and sets up shuttle bus in Xingang Base. We adhere to listening to the real needs of employees and deeply practice care for employees.



## 特色福利 Features Welfare

免费午餐、单身（青年）公寓、购车优惠、节日慰问金、补贴申报等暖心福利。

Free lunch, apartment for single (young) staff, car purchase discount, holiday allowance, subsidy application and other heart-warming welfare.

发放就餐补贴费用2136万元；  
21.36 million yuan for dining subsidies;

帮助员工成功租住公租房356套；  
Helped employees successfully rent 356 units of public rental housing;

参与员工在职健康体检8729人；  
8,729 employees participated in on-the-job health examination;

发放慰问金、稳岗补贴等共计金额112155.85万元；  
A total of 112.1585 million yuan in consolation money and subsidies for job stabilization;

开展高校毕业生社保补贴工作，涉及人员444人，补贴金额约300万元。  
Social insurance subsidies for college graduates, involving 444 people, amounted to about 3 million yuan.

申报紧缺人才补贴续发，共申报83人，申报金额194.2万元；  
A total of 83 applicants with a total amount of 1.942 million yuan applied for the renewal of subsidies for talents in need;



## 关注残疾人就业

PAY ATTENTION TO THE EMPLOYMENT OF THE DISABLED

公司高度重视按比例安排残疾人就业工作，坚持以实际行动认真贯彻落实《残疾人就业条例》等相关政策，始终把安排残疾人就业工作作为履行社会责任的一项重要事务来抓，关心关爱残疾职工，多形式、多渠道的安置残疾人就业，为残疾职工匹配相适应岗位，按规定为残疾职工缴纳五险一金，及时向残疾职工宣传残疾人的税收优惠及补助政策，依法推进按比例安排残疾人就业工作。2022年公司按比例安排残疾人就业83人，缴纳残疾人就业保障金7923561.75元。

The Company attaches great importance to the employment of disabled persons proportionally, adheres to the implementation of the "Regulations on the Employment of Disabled Persons" and other relevant policies with practical actions, always regards the employment of disabled persons as an important matter to fulfill its social responsibilities, cares for disabled employees, and provides employment for disabled employees in various forms and through various channels, pays social insurances and provident fund for them in accordance with regulations, timely publicizes preferential tax and subsidy policies, and promote their employment proportionally according to law. In 2022, the Company employed 83 disabled persons proportionally and pay 7,923,561.75 yuan of employment security fund.

## 多策并举开展活动，关心关爱离退休职工 Carry out activities to care for retired employees

- 组织召开离休支委会、支部大会，传达中央、上级党委精神，传达企业《形势与任务》宣传文本，观看共产党员网中优秀视频材料和企业宣传视频资料。
- Organized the branch party committee meeting of retired employees, conveyed the spirit of the Central and superior Party committees, conveyed the enterprise "Situation and Task" propaganda text, watched the excellent video materials and enterprise propaganda video materials in the CPC member network.
- 组织离休老干部开展“建言二十大”调研活动，通过访谈、约稿等形式，鼓励老干部建言献策。
- Organized retired cadres to carry out the "Suggestions to the 20th National Congress" survey, encourage veteran cadres to offer suggestions through interviews, articles and other forms.
- 组织离退休干部开展“我看中国特色社会主义新时代”调研活动，老干部们结合自己工作经历，从解放战争到经济建设时期，再到脱贫攻坚成就，形成调研报告，并提交省委老干部局。
- Organized retired cadres to carry out research activities of "I see a New era of Socialism with Chinese Characteristics". Retired cadres formed research reports based on their work experience, from the Liberation War to the period of economic construction, and then to the achievements in poverty alleviation, and submitted the reports to the provincial retired cadres bureau.
- 及时为离休干部报销医疗费用，2022年共发生医疗费用381.88万元；
- Reimbursed medical expenses for retired cadres in time, and incurred a total of 3,818,800 yuan in medical expenses in 2022;
- 发放离休干部各类企业补贴（降温费、八一补贴、生日慰问、春节慰问）；
- Provided various enterprise subsidies to retired cadres (cooling fees, Army Day allowance, birthday consolation money, Spring Festival consolation money);
- 公司主要领导在新春佳节，慰问重症住院离休干部，送去慰问费和慰问品；
- The Company's main leaders sent consolation money and gifts to seriously ill hospitalized and retired cadres in the Spring Festival;
- 在活动中心分类创办阅览室，让老同志随时随地了解掌握报刊信息，并订阅报刊杂志，满足其政治理论学习需求；
- Set up reading rooms in the activity center for old comrades to learn about newspapers and periodicals at any time, and subscribe to newspapers and magazines to meet their needs for learning political theories;
- 开展关心、关爱退休职工服务工作：2022年总计办理退休职工大病救助申报34人，共申报金额19.13万元；2022年去世离退休职工60人，共慰问33500元；按照规定办理待退职工、二等乙级伤残军人，全年共计报销5.09万元。
- In 2022, 34 retired employees applied for serious illness assistance, with a total amount of 191,300 yuan. 60 retired employees passed away in 2022, a total of 33,500 yuan as consolation; Dealt with staff to retire and second level class B disable soldiers according to provisions, the total annual reimbursement of 50,900 yuan.



慰问离休干部 Visit retired cadre



协调发展



# 建设厂商共赢的合作关系

## BUILD WIN-WIN COOPERATIVE RELATIONSHIP

2022年，公司策划并开展经销商满意度调查工作，采用在线调研方式，调查范围全面覆盖公司各业务，深入挖掘经销商对公司的意见与建议，科学分析公司在经销管理各环节中的薄弱项并加以改进，促进经销商与厂家的互利共赢、融洽合作。

In 2022, the Company planned and carried out online dealer satisfaction survey, which covered all businesses of the Company, dug into the dealers' opinions and suggestions, scientifically analyzed and improved the Company's weak points in all aspects of distribution management, and promoted the mutual benefit and win-win cooperation between dealers and the manufacturer.

渠道 Channel		2017年	2018年	2019年	2020年	2021年	2022年	
乘用车 Passenger Vehicles	思皓乘用车 Sehol Passenger Car	834	829	866	906	897	889	
	瑞风商务车 Refine MPV	834	822	865	886	892	888	
新能源乘用车 New Energy Passenger Car		834	864	879	887	919	869	
轻卡 Light duty truck	经销商 Distributors	康铃 Kangling	904	914	909	909	899	928
		骏铃 Junling	935	936	917	909	910	891
		帅铃 Shuailing	922	923	920	911	910	927
	服务站 Service Station	923	933	924	941	958	964	
皮卡 Pickup	经销商 Distributors	915	916	893	858	870	852	
	服务站 Service Station	924	936	941	942	950	956	
重卡 Heavy duty truck	经销商 Distributors	872	859	847	886	933	851	
	服务站 Service Station	911	913	917	925	907	950	
国际公司 JAC International		812	820	824	825	828	827	



### 思皓乘用车

持续完善体系服务能力，确保提供基础服务保障。打造区域服务标杆店，培养头部经销商55家，全年完成新建店服务能力达标建设27家；开展岗位认证1299人，稳定了经销商服务团队；推进备件供应保障，满足终端服务需求。全力推进专营店备件基本储备达标与供应保障，常规车型备件储备达标率为95.27%。

### SEHOL PASSENGER CAR

Continuously improve the system service ability to ensure the provision of basic services. Build regional service benchmark outlets, cultivate 55 head dealers, and complete the service capability standard construction of 27 new outlets throughout the year; Carry out job certification for 1299 people, stabilize the dealer service team; Promote spare parts supply guarantee to meet terminal service demand. We make every effort to promote the standard and supply guarantee of the basic inventory of spare parts in franchisers, and reached the spare parts inventory rate of 95.27% of normal models.

### LIGHT COMMERCIAL VEHICLES

Adhere to the channel construction principle of "selecting the best and promoting the strong, promoting professional operation", actively carry out the second project, strengthen and promote the professional operation of each product line, expand the development space for each product line, introduce new funds, accumulate channel potential energy and stimulate the vitality of market channels. Combined with the regional market capacity, develop a variety of channel fission methods, through channel model innovation, promote the stability of the dealer team and sales enthusiasm.

### 轻型商用车

坚持“择优育强、推进专业化运作”的渠道建设原则，积极开展第二工程，强化推进各产品线专业化运作，拓展各品系发展的空间，引进新资金，积蓄渠道势能，激发市场渠道活力。结合区域市场容量制定多种渠道裂变方式，通过渠道模式创新，促进经销商团队稳定及销售热情。

### 重型商用车

完成新建格尔发重卡经销商87家，网络覆盖率进一步提升。召开重点经销商交流会、区域经销商座谈会，对实际问题进行研讨、制定举措并回复反馈。围绕各品系产品知识、促销政策，营销工具，数字营销，开展培训91场，共10245人次参加培训。

### HEAVY COMMERCIAL VEHICLES

87 new Gallop heavy truck dealers were built, and the network coverage was further improved. Key dealer exchange meetings and regional dealer symposiums were held to discuss practical problems, formulate measures and respond to feedback. 91 training sessions were held focusing on product knowledge, promotion policies, marketing tools and digital marketing, with a total of 10,245 participants.



协调发展



## LIGHT COMMERCIAL VEHICLES

Sehol New Energy: Implement outlet support policy. Give priority to supporting Sehol space in first-tier cities, Sehol center in other cities, Other cities give priority to supporting user experience centers. In 2022, the support for the establishment of outlet reached more than 37 million yuan. Conduct dealer training. 23 sessions of online training were conducted around key posts in the user experience center with 4,076 participants, collected and replied 103 questions, and gradually improved the channel sales ability.

## 思皓新能源

实施建店支持政策。一线城市优先支持思皓空间，其它城市优先支持用户体验中心，县域市场优先支持思皓展厅或展示点。2022年建店支持达3700余万元，开展经销商培训。围绕用户体验中心关键岗位开展线上培训23场，参训人数4076人次，收集并回复问题103项，逐步提升渠道销售能力。

## 国际公司

为适应疫情新形势，累计开发经销商服务培训视频60套；全年开展10次专题培训，共计136次课程、328课时，累计70多个国家的400多名经销商服务人员参培；借助在线学习平台，开展经销商服务核心岗位资格认证，创新服务培训方式推动经销商服务能力提升。

## JAC INTERNATIONAL

JAC International: In order to adapt to the new situation of the pandemic, a total of 60 sets of dealer service training videos have been developed; During the year, 10 special training sessions were conducted, with a total of 136 courses and 328 class hours. More than 400 dealers' service personnel from more than 70 countries participated in the training. With the help of online learning platform, carry out qualification certification of key service posts of dealers, and innovate service training methods to promote the improvement of dealers' service ability.

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## 打造优质供应链—供应商合作

Build quality supply chain -- supplier cooperation

2022年公司坚持对标世界一流，不断健全供应商管理相关制度，夯实基础管理，严把关键节点，着力提质增效，努力打造高效协同的供应链体系。公司倡导阳光交易，践行廉洁从业，与供应商签署《阳光协议》。公司认真履行社会责任，并持续向供应链传导共同履责的责任与意识，带动供应商伙伴为美好中国贡献力量。

公司坚持贯彻“用户思维”，积极推进由供应链向生态链、价值链转型，并与行业内优秀供应商在品牌推广、技术协同、市场合作等领域深度合作，以创新动力持续为用户创造价值。

In 2022, the Company adheres to the world-class standard, constantly improves the relevant system of supplier management, consolidates the basic management, strictly controls the key nodes, and strives to improve the quality and efficiency, so as to build an efficient and collaborative supply chain system. The Company advocates sunshine trading, practices integrity, and has signed "Sunshine Agreement" with suppliers, earnestly fulfills social responsibility, continues to transmit the responsibility and consciousness of joint performance to the supply chain, and drives the supplier partners to contribute to a better China.

The Company adheres to the "user thinking", actively promotes the transformation from supply chain to ecological chain and value chain, and has in-depth cooperation with excellent suppliers in the industry in brand promotion, technology collaboration, market cooperation and other fields, so as to continuously create value for users with innovation power.



## 供应商资源

Supplier resources

截至2022年12月，公司采购系统共有供应商1262家，全年采购金额316.62亿元（含税）。采购中心共有供应商910家，采购金额197.86亿元（含税）。2022年公司采购系统共淘汰供应商49家，淘汰率3.88%。

As of December 2022, the Company has 1,262 suppliers in its procurement system, with the annual procurement amount of 31.662 billion yuan (tax included). The procurement center has 910 suppliers, and the purchase amount is 19.786 billion yuan (including tax). In 2022, 49 suppliers, 3.88% of the total, were delisted from the Company's procurement system.



## 供应商准入审核

Supplier access review

2022年，受疫情反复、组织机构变革等因素影响，为有效保障项目开发进度，通过现场审核、文审、远程视频审核等多种方式，完成了供应商准入审核工作。全年共收到103家/次供应商准入申请，有效申请共计70家；完成审核65家，审核完成率为92.8%。

坚持对零部件全生命周期的质量管理工作，从车型供应商合作选择开始至量产阶段进行全面质量管控，建立与完善供应商质量档案，对开发、量产过程的供应商质量表现进行汇总评价，识别风险供应商与共性问题点进行立项改进；重视质量改进效果的确认，建立问题经验库，对闭环问题归类建立关键词索引，形成经验教训。在新项目开发等环节进行质量预防与举一反三，同时定期复盘现市场质量问题已实施的遏制措施，确认是否有效；对标学习大众汽车集团，策划编制公司供应商质量能力手册并向供应商进行推广导入；严格实施VDA6.3过程审核，全体供应商产线能力必须 $\geq 80B$ ，系统提升供应商质量能力水平。

严格按照流程和制度开展工作，禁止跨流程办事的情况，切实防范业务风险。识别和高度关注供应过程系统性风险，通过定期对供应商进行风险评价，从多维度对供应商进行量化评分，及时发现供应风险因素。定期评估独家、单一来源供应商，减少供应商异常导致的供应链中断风险。及时识别风险供应商并制定应对措施，避免供应商风险波及集团公司，切实维护集团公司合法利益。

In 2022, due to the repeated outbreak of the pandemic and organizational changes of the Company, the supplier access review was completed through various ways such as on-site review, document review and remote video review to effectively guarantee the project development progress. During the year, 103 applications (suppliers/times) for supplier access were received, with 70 valid applications in total; review were made for 65 companies, a completion rate of 92.8%.

Adhere to the quality management of the whole life cycle of parts, conduct comprehensive quality control from the selecting suppliers to mass production, establish and improve the quality files of suppliers, summarize and evaluate the quality performance of suppliers in the development and mass production process, identify risk suppliers and common problems and initiate project improvement; attach importance to the confirmation of quality improvement effect, establish problem experience database, establish keyword index for closed-loop problem classification, and form experience lessons. Do quality prevention and draw inferences from one example in new project development, at the same time regularly review the measures implemented for existing market quality problems to check whether they are effective; Learn from Volkswagen Group, plan and compile the Company's supplier quality ability manual, and promote and introduce it to suppliers; strictly implement VDA6.3 process audit, production line capacity of all suppliers must reach  $\geq 80B$ , systematically improve supplier quality capability level.

Carry out work in strict accordance with the process and system, prohibit cross-process operation, and effectively prevent business risks. Identify and pay close attention to the systemic risks in the supply process, conduct risk assessment on suppliers regularly, and conduct quantitative scoring on suppliers from multiple dimensions to discover supply risk factors in time. Regular evaluate exclusive and single source suppliers to reduce the risk of supply chain disruption caused by suppliers' abnormal conditions. Timely identify risk suppliers and formulate countermeasures to avoid the risk from spreading to the Group, and effectively protect the legitimate interests of the Group.



协调发展



# 注重质量，打造卓越生产制造体系

## FOCUS ON QUALITY AND BUILD AN EXCELLENT PRODUCTION AND MANUFACTURING SYSTEM

2022年公司紧紧围绕十四五战略规划，加大产品质量管控力度，深入推广对标大众质量工具方法的学习与应用，不断强化产品环保体系和能力建设，持续开展质量人才队伍培养，继续夯实质量保证基础能力，全年产品质量取得较大提升。全年公司质量工作紧紧围绕深化产品环保体系和能力建设，强化质量合规性管控，加大实物质量管控力度，加大突出质量问题的攻关力度，持续开展质量人才队伍培养，继续夯实质量保证基础能力，确保产品质量稳定。

报告期内，公司未发生重大产品质量和产品质量安全事故。

In 2022, focusing on the 14th Five-Year Strategic Plan, the Company strengthens product quality control, further promotes the study and application of quality tools and methods from benchmarking VW, continuously strengthen the construction of product environmental protection system and capacity, continue to carry out quality talent team training, and continue to consolidate the basic ability of quality assurance. The product quality has been greatly improved throughout the year. Throughout the year, the quality work of the company is closely focused on deepening product environmental protection system and capacity building, strengthening quality compliance control and physical quality control, intensifying efforts to tackle outstanding quality problems, continuing to carry out quality talent team training, continuing to consolidate the basic ability of quality assurance, and ensuring product quality stability.

During the reporting period, there were no major product quality and product safety incidents.



### 质量工具方法推广&质量荣誉

PROMOTION OF QUALITY TOOLS AND METHODS & QUALITY HONORS

公司持续开展质量专项培训，通过多场次、重实践的专项培训，有效提升员工质量意识和能力。公司积极推进质量管理创新及工具方法应用，各类群众性质量活动蓬勃开展。公司全年取得82个QC优秀成果，12个班组获得质量信得过班组荣誉称号。公司连续第6年荣获“全国企业员工全面质量管理知识竞赛优秀组织奖”荣誉，乘用车公司“高精尖”QC小组荣获“国际质量管理小组大会（ICQCC）金奖”荣誉，发动机公司装调合装班组荣获“全国质量信得过班组”荣誉。

The Company continues to carry out special quality training through multiple sessions and focusing on practice, effectively improve the quality awareness and ability of employees, actively promotes the innovation of quality management and the application of tools and methods, and all kinds of mass quality activities are carried out vigorously. The Company achieved 82 QC excellent results throughout the year, and 12 teams won the honorary title of Quality Trustworthy Team. For the sixth consecutive year, the Company won the honor of "Excellent Organization Award of National Enterprise Employees Total Quality Management Knowledge Competition". The "Advanced" QC team from Passenger Car Company won the honor of "ICQCC Gold Medal", the Assembling and debugging team from Engine Company won the honor of "National Quality trustworthy Team".



### 产品质量法规建设

PRODUCT QUALITY REGULATION CONSTRUCTION

公司持续加强产品质量法规体系建设，严守产品依法合规底线，积极推动新标准《HJ1237机动车排放定期检验规范》、《HJ1238机动车排放定期检验信息采集传输技术规范》、《HJ1239重型车排放远程监控技术规范》等标准实施，持续开展产品一致性监督，深入推进重型车产品环保远程监控达标，严格落实三包法定义务，认真履行缺陷汽车产品召回责任，公司产品合规管理的体系化能力进一步增强。

The Company continues to strengthen the system construction of product quality laws and regulations, strictly adheres to the bottom line of product compliance, and actively promotes the implementation of new standards such as "HJ1237 Motor Vehicle Emission Regular Inspection Regulation", "HJ1238 Motor Vehicle Emission Regular Inspection Information Collection and Transmission Technical Regulation", "HJ1239 Heavy Vehicle Emission Remote Monitoring Technical Regulation", etc. The Company continues to carry out product consistency supervision, further promotes the remote monitoring of environmental protection of heavy vehicle products to reach the standard, strictly implements the statutory obligations of the Three Guarantees, earnestly fulfills the responsibility of defective automobile product recall, and further enhances the systematic ability of product compliance management of the Company.

 **产品试验评价**  
Product test evaluation

公司持续加强产品质量法规体系建设，严守产品依法合规底线，积极推动新标准《HJ1237机动车排放定期检验规范》、《HJ1238机动车排放定期检验信息采集传输技术规范》、《HJ1239重型车排放远程监控技术规范》等标准实施，持续开展产品一致性监督，深入推进重型车产品环保远程监控达标，严格落实三包法定义务，认真履行缺陷汽车产品召回责任，公司产品合规管理的体系化能力进一步增强。

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**高温高原测试**  
High temperature and plateau test

**高寒测试**  
Low temperature test



**百万公里测试**  
One million kilometer test





协调发展



## 质量基础能力建设 Quality basic capacity building

公司ISO9001质量管理体系、IATF16949质量管理体系、ISO10012测量管理体系和CCC管理体系等外部监督审核顺利通过，认证资质有效保持，

The Company successfully passed External supervision and audit for ISO9001 quality management system, IATF16949 quality management system, ISO10012 measurement management system, CCC management system, etc., the certification qualification is effectively maintained, the quality management system is suitable and effective throughout the year.



# 绿色发展

GREEN DEVELOPMENT





绿色发展



# 建设生态安全型企业

GREEN DEVELOPMENT, BUILD ECOLOGICALLY SAFE ENTERPRISE

公司节能减排领导小组为常设机构，并坚持以公司总经理任组长、分管副总经理为常务副组长，设立了相关职能部门，系统协调部署全公司的节能减排工作。公司严格贯彻落实习近平生态文明思想和新发展理念，推动落实党中央、国务院及省委、省政府生态文明建设和生态环境保护决策。在强化核心技术能力建设、先进节能减碳领域，不断提升正向设计开发和试验验证能力，促进自主研发能力的不断提升。

The Company's energy conservation and emission reduction leading group is a permanent organization, and insists that the general manager of the company is the leader and the deputy general manager in charge is the executive deputy leader. Relevant functional departments are set up to systematically coordinate and deploy the energy conservation and emission reduction work of the whole company. The Company strictly implements the General Secretary's ecological civilization thoughts and new development concept, and promotes the implementation of the decisions of the CPC Central Committee, the State Council, the provincial Party Committee and the provincial government on ecological civilization construction and ecological environment protection. In the field of strengthening core technology capacity building, advanced energy saving and carbon reduction, we will continue to improve forward design, development and test verification capabilities, and promote the continuous improvement of independent research and development capabilities.







## 节能减排体系保障

ENSURING ENERGY CONSERVATION AND EMISSION REDUCTION SYSTEM

### 组织保障

#### Organization guarantee

公司节能减排领导小组为常设机构，并坚持以公司总经理任组长、分管副总经理为常务副组长，设立了相关职能部门，系统协调部署全公司的节能减排工作。公司严格贯彻落实习近平生态文明思想和新发展理念，推动落实党中央、国务院及省委、省政府生态文明建设和生态环境保护决策。在强化核心技术能力建设、先进节能减碳领域，不断提升正向设计开发和试验验证能力，促进自主研发能力的不断提升。

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### 责任落实

#### Responsibility implementation

公司分层级制定节能减排管理目标，分解纳入各单位年度KPI业绩合同。同时结合目标指标和年度节能重点工作及政府外部政策法规要求，形成内部环保、能源评价标准，并将考评结果纳入年度管理评价稽核范畴兑现。

The Company sets energy conservation and emission reduction management goals at different levels, which are broke down and incorporated into the annual KPI performance contract of each unit. At the same time, the internal environmental protection and energy evaluation standards are formed by combining the target indicators, the annual energy conservation key work and the external policies and regulations of the government, and the evaluation results are included in the annual management evaluation and audit.

### 制度体系

#### Institutional system

2022年公司识别新增、更新的法律法规、标准共7项，并对照公司现状进行定性定量评价，依据法律法规、体系标准及制度的有效性、符合性对环境管理制度开展评审及修订。

深入推行环境、能源管理体系，编制能源评审报告、按照设定的能源绩效参数进行日常管控，建立重点耗能设备维护标准，识别环保风险与机遇并实施管控，采取内审、外审、专项审核等形式推进公司管理体系运行有效，持续改进。

In 2022, the Company identifies 7 new and updates items of laws, regulations and standards, conducts qualitative and quantitative evaluation against the Company's current situation, reviews and revises the environmental management system according to the effectiveness and compliance of laws, regulations, system standards and systems.

In-depth implementation of the environment and energy management system, preparation of energy review reports, daily control in accordance with the set energy performance parameters, establishment of key energy consumption equipment maintenance standards, identification of environmental risks and opportunities and implementation of control, adopting internal audit, external audit, special audit and other forms to promote the effective operation of the Company's management system with continuous improvement.

### 积极推动制造过程碳减排

#### Actively promote carbon emission reduction in manufacturing process

为落实国家碳达峰碳中和目标的达成，公司成立双碳工作项目组，组织对生产制造过程中碳减排方案规划的研究。多次与专业第三方机构进行沟通交流。同时组织内部研讨会，通过对集团公司“十三五”期间碳排放情况进行核算，初步形成公司《十四五生产制造碳减排规划》。

In order to achieve the national goal of carbon peak and carbon neutral, the Company has set up a double carbon project team to organize the research on carbon emission reduction program planning in the production and manufacturing process. Communication was made with professional third party organizations for many times, at the same time, internal seminar was organized to calculate the carbon emission of JAC Group during the "13th Five-Year Plan", and the Company's "14th Five-Year Plan for Carbon Emission Reduction of production and Manufacturing" was initially formed.



绿色发展



# 积极推进节能环保新技术应用

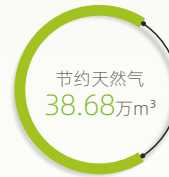
## ACTIVELY PROMOTE THE APPLICATION OF NEW TECHNOLOGIES FOR ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION

分级制定节能减排技改方案，定期征集评选公司优秀节能减碳项目，展示节能减排管理、技改成果，并在全公司进行分享及应用推广。

Formulate energy-saving and emission-reduction technical transformation plans at different levels, regularly collect and select excellent energy-saving and emission-reduction projects of the Company, display energy-saving and emission-reduction management and technical transformation achievements, share and promote the application in the whole company.

### 01 涂胶南北存储线互通项目

通过对设备控制程序的优化，实现了前处理下线产品存储至北线，极大降低前处理生产线的拥堵，提高过线效率；通过改造，每年节约用电量23.93万度，节约天然气38.68万m<sup>3</sup>，节约运行费用55.47万元。

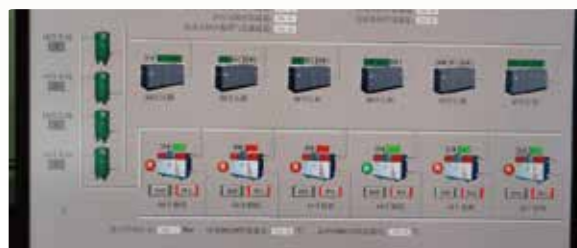


#### Interworking project of Gluing north-south storage line

By optimizing the equipment control program, the pretreated products are stored to the north line, greatly reducing the congestion of the pretreating line and improving the efficiency; Through the renovation, 239,300 kWh of electricity, 386,800 m<sup>3</sup> of natural gas and 554,700 yuan of operating costs can be saved annually.

### 空压机精益化管控节能项目 02

通过组织开展各种排产模式下开机时间研究，确定各模式下开机数量及提前开机时间；同时通过加装空压机、冲焊、总装压缩空气大阀门，建立了开关机扫码记录和用能审批流程，有效减少了不必要的开机时间。通过改善优化，全年节约电55.4万度，节约费用32.5万元。



#### Energy saving project of air compressor lean control

Through organizing and carrying out research on the startup time under various production modes, determine startup quantity and time in advance under each mode; At the same time, through the addition of air compressor, welding, assembling of compressed air valve, switch machine scanning code record and energy use approval process were established, effectively reducing unnecessary startup time. Through improvement and optimization, 554,000 kWh of electricity and 325,000 yuan of cost were saved throughout the year.

### 03 蔚来二期无磷脱脂+无磷转化绿色前处理技术

公司在蔚来二期项目，开发了无磷脱脂+无磷转化绿色车身后处理工艺技术，并投入生产使用。绿色薄膜前处理（硅烷）采用常温处理、没有重金属及磷酸盐等有害物质，属于行业领先的绿色脱脂工艺，相比传统磷化工艺，此项工艺技术的应用，可节省水5.25m<sup>3</sup>/h，年节约标煤1000吨。



#### Green pre-treatment technology of non-phosphorus degreasing + non-phosphorus conversion in NIO Phase II factory

The technologies are developed and put it into production and use. Green film pre-treatment (silane) applies room temperature treatment with no heavy metals and phosphate and other harmful substance, belongs to the industry leading green degreasing process. Compared to the traditional phosphating process, the application of this process technology can save 5.25m<sup>3</sup>/h of water, saving standard coal 1000 tons annually.

### 04 零部件园区能源供应种类优化节能项目

通过对涉及供汽的自动变速箱工厂清洗机、测试台架进行电加热改造，在水箱处加装温度、液位传感器，实现水、油箱电加热，替代原有蒸汽加热方式。通过改造全年可节约蒸汽成本40.83万元，年节约能源消耗140.3吨标煤，减少二氧化碳排放量465吨。



#### Energy-saving project optimization project of energy supply types in Parts Park

Through the optimization of the equipment control program, the pre-treatment off-line products are stored to the northern line, which greatly reduces the congestion of the pre-treatment production line and improves the efficiency of the line. Through the transformation, 239,300 kWh of electricity consumption is saved every year, 386,800 m<sup>3</sup> of natural gas is saved, and 554,700 yuan of operating costs are saved.

2022年共征集节能减排管理方案 70 项

推广节能减排计划 46 项

报告期内  
节能减排技术  
改造成果

为公司节约费用 628.28 万元

全年节约标煤 1413.35 吨



绿色发展



# 营造绿色文化环境

CREATE A GREEN CULTURAL ENVIRONMENT

公司全面开展绿色文化建设，已逐步在公司全体员工中形成共同节约有效利用资源和保护和改善环境价值观念，并贯彻于生产经营管理的实践中，同时坚定不移地走可持续发展之路，携手全体员工共同造打江汽集团“绿色文化环境”。

The Company comprehensively carries out the construction of green culture, has gradually formed the value concept of common saving and effective use of resources and protecting and improving the environment for all the employees, and implements the concept in the practice of production, operation and management. At the same time, we unwaveringly take the road of sustainable development, and work together with all the employees to build the "Green cultural environment" of JAC Group.

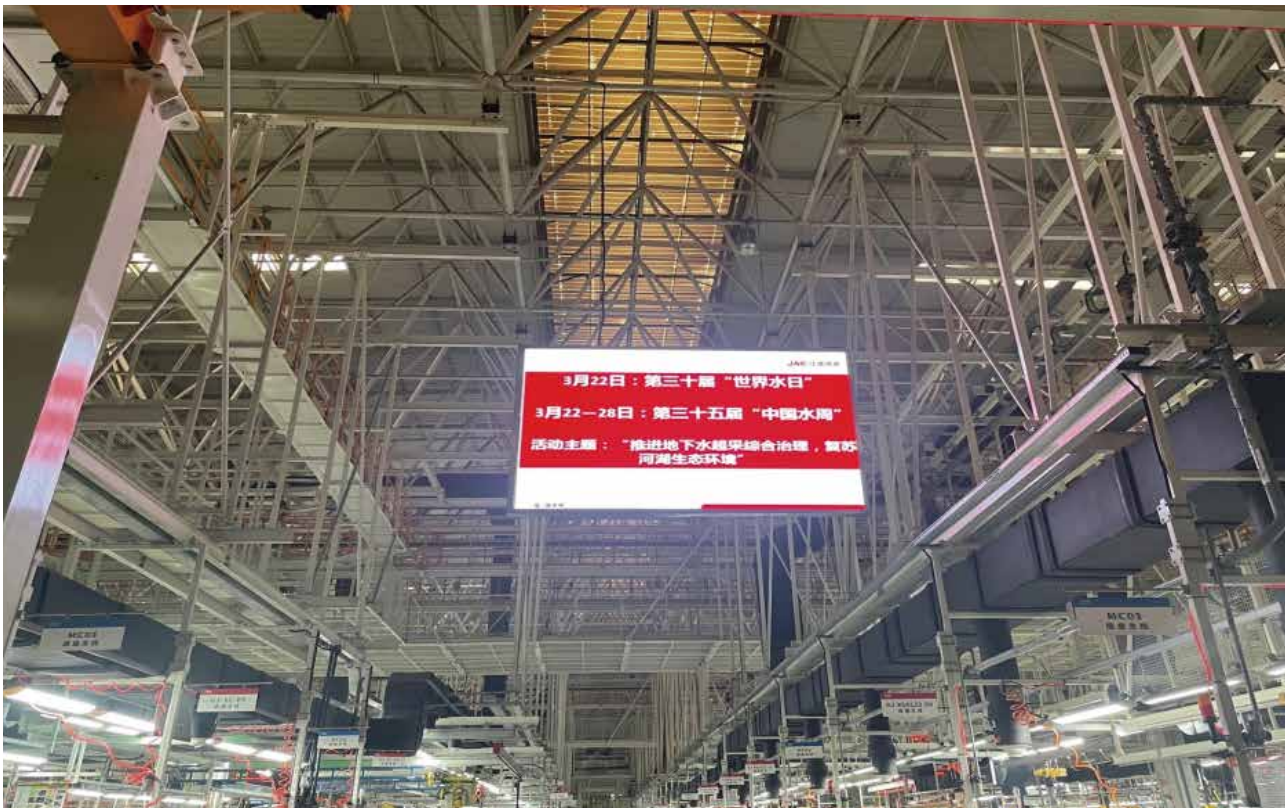


## 节水宣传

WATER-SAVING PUBLICITY

2022年3月22日是第三十届“世界水日”，3月22—28日是第三十五届“中国水周”，主题为“推进地下水超采综合治理，复苏河湖生态环境”。根据合肥市节水办《关于开展2022年“世界水日”“中国水周”活动的通知》，并结合节水宣传主题认真落实节水各项工作推进计划，公司开展形式多样的节水宣传活动。

March 22, 2022 is the 30th "World Water Day", and March 22-28 is the 35th "China Water Week", with the theme of "Promoting comprehensive treatment of groundwater over-extraction and reviving the ecological environment of rivers and lakes". According to the "Notice on 2022 'World Water Day' and 'China Water Week' issued by Hefei Water Conservation Office" and combined with the theme of water conservation publicity, the Company has carried out various forms of water conservation publicity activities.



节水宣传活动

Water-saving publicity activities

## 节能宣传周 ENERGY CONSERVATION PUBLICITY WEEK

2022年6月13日至19日为全国节能宣传周，主题是“绿色低碳，节能先行”；6月15日为全国低碳日，主题是“落实‘双碳行动’，共建美丽家园”。根据国家发展改革委等部委下发的《关于开展2022年全国节能宣传周和全国低碳日活动的通知》公司策划组织开展2022年全国节能宣传周和全国低碳日活动，并组织各单位开展形式多样的宣传活动。

June 13-19, 2022 is the National Energy Conservation Publicity Week, with the theme of "Green and low-carbon, energy conservation first"; June 15 is the National Low-carbon Day, with the theme of "Implementing the 'Double Carbon Action' and building a beautiful Home". According to the "Notice on 2022 'National Energy Conservation Publicity Week' and 'National Low Carbon Day' issued by the National Development and Reform Commission and other ministries and commissions, the Company plans and organizes 2022 National Energy Conservation Publicity Week and National Low Carbon Day activities, and organizes various forms of publicity activities for all units.



节能宣传活动  
Energy conservation publicity activities

## 环境日活动 ENVIRONMENT DAY ACTIVITIES

2022年6月5日是第51个世界环境日，公司积极响应中国环境日“共建清洁美丽世界”的主题，组织员工拍摄短视频、漫画创作、手机扫码有奖竞答等活动，积极宣传环境保护知识，激发了广大员工参与活动的热情，将“厉行节约、杜绝浪费、珍惜资源、植绿护绿、减少污染”的环保理念深入人心，取得了良好的活动氛围。

June 5, 2022 is the 51st World Environment Day. The Company actively responds to the theme of "Building a Clean and beautiful world", and organizes employees to shoot short videos, create cartoons, and participate in knowledge contest by scanning codes on mobile phones, actively promotes environmental protection knowledge and inspires employees' enthusiasm to participate in the activities. The environmental protection concept of "Practice strict economy, put an end to waste, cherish resources, plant and protect green plants, reduce pollution" is deeply rooted in people's hearts, and a good atmosphere for activities has been achieved.



环境日活动  
Environment Day Activities



绿色发展

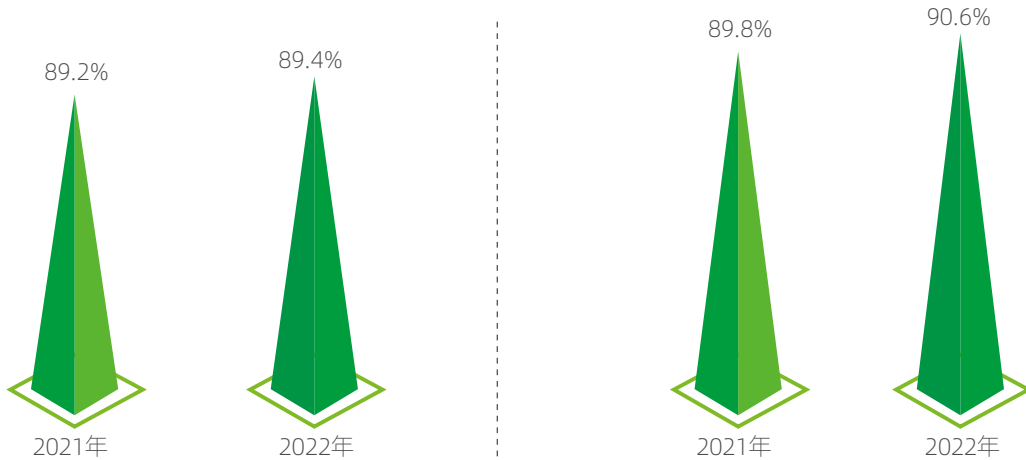


# 节能减排绩效

## ENERGY SAVING AND EMISSION REDUCTION PERFORMANCE

指标 (单位) Indicator (unit)	2021年	2022年
环保总投资费 (万元) Total investment fee for environmental protection (10,000 yuan)	1600.59	2369.87
COD排放量 (吨) COD emissions (tons)	66.2	36.16
废水排放量 (吨) Wastewater discharge (tons)	1449968	674789
污染物处置费 (/万元) Pollutant disposal fee (/10,000 yuan)	1951.32	1530.23
单位产值水耗 (吨水/万元) Water consumption per unit output value (tons of water/10,000 yuan)	0.23	0.16

指标 (单位) Indicator (unit)	2021年	2022年
工业固废综合利用率 (%) Comprehensive utilization rate of industrial solid waste(%)	89.2%	89.4%
工业用水重复利用率 (%) Comprehensive utilization rate of industrial solid waste(%)	89.8%	90.6%



工业固废综合利用率 (%)

工业用水重复利用率 (%)

# 坚实保障安全生产平稳运行

FIRMLY ENSURE SAFE PRODUCTION AND SMOOTH OPERATION

党的二十大报告提出，“坚持安全第一、预防为主，建立大安全大应急框架”“推进安全生产风险专项整治，加强重点行业、重点领域安全监管。提高防灾减灾救灾和重大突发公共事件处置保障能力，加强国家区域应急力量建设”。

公司坚持“依法合规 安全发展”理念，遵循“安全第一、预防为主、综合治理”方针，面对严峻复杂的内外部形势，公司2022年安全形势整体平稳，守住了依法合规与“0工亡、0职业病、0火灾、0较大及以上事故”的底线，各单位EHS管理评价指标持续向好。

The report to the CPC 20th National Congress put forward the following guidelines: "Putting safety first and prevention first, establishing a framework for major safety and emergency response," "promoting special rectification of production safety risks, and strengthening safety supervision in key industries and areas, improving our capacity for disaster prevention, mitigation, relief and handling of major public emergencies, and strengthening the building of national and regional emergency response forces.

The Company adheres to the concept of "Safe development in accordance with laws and regulations" and follows the policy of "Safety first, prevention first and comprehensive treatment". Facing the severe and complex internal and external situations, the Company's safety situation in 2022 is stable on the whole, keeping the bottom line of "zero fatalities, zero occupational diseases, zero fires, and zero accidents of larger size and above". The EHS management evaluation index of all units continues to improve.



## 学习习近平总书记关于安全生产重要论述

Learn important statement of the General Secretary on production safety

### 推动落实安全生产十五条举措

Promote the implementation of the 15 measures on production safety



#### 目的

专题学习《生命重于泰山》电视专题片，邀请省应急管理厅专家做《习近平总书记关于安全生产重要论述》专题宣讲，引导领导干部强化“人民至上、生命至上”理念，统筹好发展和安全的关系。组织广大员工学习宣传安全生产十五条措施，深刻领会安全生产十五条措施的重要意义、突出特点、部署安排、具体要求等。分层级、有层次、有重点地组织学习习近平总书记关于安全生产的重要论述，收集领导干部学习心得体会165篇。



#### Objective

Objective: To study the TV feature film "Life is more Important than Mount Tai", invite experts from the provincial Emergency Management Department to give lectures on "The General Secretary's Important Discussion on Production Safety", guide leading cadres to strengthen the concept of "People first, life first", and balance the relationship between development and safety. Organize the staff to learn and publicize the fifteen measures of production safety, deeply understand the significance, prominent features, arrangements, and specific requirements, etc. Organize and study the General Secretary's important statements on production safety at different levels and with emphasis, and collected 165 pieces of learning experiences of leading cadres.





绿色发展

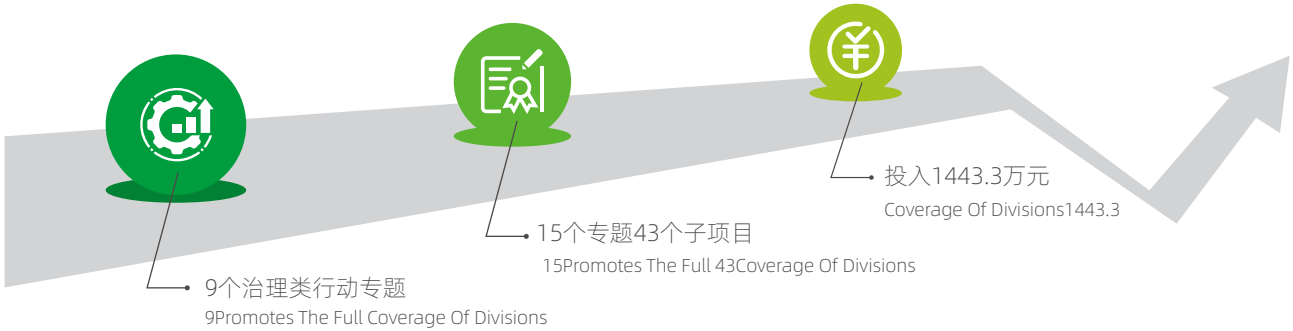


## 持续深入开展安全生产专项整治三年行动

Continue to carry out a three-year campaign to improve workplace safety

策划管理类 and 危化品全过程管理提升等9个治理类行动专题，共计15个专题43个子项目，投入1443.3万元，已全部完成设定计划。

The set plans have been completed for 9 treatment action topics, 15 topics and 43 sub-projects, on planning and management of whole process management of hazardous chemicals, with 14.433 million yuan investment.



## 开展二十大期间公司重点部位隐患专项整改

Carry out special rectification of hidden dangers in key parts of the Company during the CPC 20th National Congress

二十大期间共组织两轮次“抓隐患督导，报安全稳定”专项工作，全面开展重点部位隐患检查整改，共发现各类隐患计47项，到期均完成整改，按月对到期达成情况纳入计分制考核，直至闭环销项。

During the CPC 20th National Congress, we organized two rounds of special work of "Monitoring hidden dangers, reporting safety and stability", carried out comprehensive inspection and rectification of hidden dangers in key positions, found a total of 47 hidden dangers of all kinds, and completed the rectification when due. The monthly performance of reaching the due date are included in the scoring system assessment until the items close.



## 安全主题活动

Safety-themed activities

2022年6月策划并组织开展以“遵守安全生产法 当好第一责任人”为主题的“安全生产月”活动，通过从深入学习习近平总书记关于安全生产重要论述推动落实安全生产十五条举措、“6·16”安全宣传咨询日、抖音视频主题漫画评比活动、主题演讲比赛、典型经验观摩等六五个方面入手，在落实上级相关要求的前提下，结合公司安全管理实际，策划开展别具特色的活动，形成自身特色。

In June 2022, we planned and organized the activities of "Production Safety Month" with the theme of "Abide by the Production Safety Law and be the first Responsible Person". Through in-depth study of the General Secretary's important discussion on production safety, promoting the implementation of Fifteen Measures of production safety, "June 16" safety publicity and consultation day, Douyin video theme cartoon evaluation activity, keynote speech competition, typical experience observation and other six aspects of activities, we implemented the relevant requirements of superiors, combined with the Company's safety management practice, planned and carried out distinctive activities to form our own characteristics.



### "6·16" 安全知识咨询日

"June 16" Safety Knowledge Consultation Day

#### 目的

宣传安全生产政策法规、应急避险和自救互救方法，向班组员工宣传普及安全知识，传播安全生产理念、措施和行为规范。面向全体员工，广泛开展群众喜闻乐见、形式多样、线上线下相结合安全宣传咨询活动。通过发放宣传品、有奖竞猜和展览展示，开展“新安法知多少”“救援技能趣味测试”等活动，营造关爱生命、关注安全的浓厚氛围。

#### Objective

Publicize safety production policies and regulations, emergency shelter, self-rescue and mutual rescue methods, publicize and popularize safety knowledge to team members, and disseminate safety production concepts, measures and codes of conduct. For all employees, widely carry out safety publicity and consultation activities that are popular with the public, in various forms, both online and offline. Activities such as "How much do you know about New Production Safety Law of PRC" and "Fun test of rescue skills" are carried out through the distribution of promotional materials, contests with prizes and exhibitions to create a strong atmosphere of caring for life and paying attention to safety.

### 主题演讲比赛

Promote the implementation of the 15 measures on production safety

#### 目的

演讲内容围绕身边的人和事，以真实案例为素材，以具体事例来表达对安全生产的认识和体会，内容要求充实具体，富有启发性，具有较强的感染力和号召力。录制演讲精彩片段，向广大员工进行分享，形成安全共鸣。

#### Objective

The content of the speech focuses on people and things around, takes real cases as material, and uses specific examples to express the understanding and experience of production safety. The content is required to be full and specific, enlightening, and has strong appeal. Record highlights of speeches and share them with employees to form a resonance on safety.





开放发展

# 开放发展

SHARED DEVELOPMENT





# 市场竞争力稳步提升

STEADY IMPROVEMENT OF MARKET COMPETITIVENESS

## 2022年公司经营指标概述

OVERVIEW OF COMPANY BUSINESS INDICATORS



50.04 万辆  
score

2022年公司销售  
各类汽车及底盘

In the year of 2022, JAC  
sold 500,400 units of  
vehicle and chassi



364.95 亿元  
hundred  
million yuan

实现营业总收入  
Realized total  
operationrevenue

JAC 江淮汽车





开放发展



## 产品市场突出表现

OUTSTANDING PRODUCT PERFORMANCE IN MARKETS

3月 March



JAC冷藏车批量交付约旦乳品供应巨头。

JAC refrigerated trucks were delivered in batch to a dairy supply giant in Jordan.

3月9日 March 9



江汽集团旗下安凯客车出口墨西哥800台发车仪式在安徽合肥举行。

The Departure Ceremony Of 800 Buses Exported To Mexico By Ankai Bus Of Jac Group Was Held In Hefei, Anhui Province.

3月14日 March 14



公司举行墨西哥千台皮卡发车仪式。

Delivery Ceremony Of A Thousand Pickup To Mexico.

3月24日 March 24



JAC向中通越南子公司再次批量交付重卡订单。

Jac Delivered Another Batch Order Of Heavy Trucks To The Zto Vietnam.

4月15日 April 15



首批305台星锐交付墨西哥BIMBO集团。

The First Batch Of 305 Units Of Sunray Was Delivered To Bimbo Group Of Mexico.

4月18日 April 18



江淮恺达柴油版“小萌虎”千台发车仪式在合肥顺利举行。

diesel variant of JAC Kaida "Little Cute Tiger" 1,000 units delivery ceremony was successfully held in Hefei.



6月 June

JAC拿下墨西哥政府“绿色”大单，首批225辆e-JS4发车。  
JAC won a big "Green" order from the Mexican government with the first batch of 225 units of e-JS4.



7月20日 July 20

90台星锐救护车发往多米尼加。  
90 units Sunray ambulances were delivered to Dominica.



9月13日 September 13

江汽集团在哈项目获国家主席习近平点名肯定。  
JAC Group project in Kazakhstan was affirmed by the General Secretary.



10月23日 October 23

全新S3PRO在哈萨克斯坦成功上市。  
the new S3PRO was successfully launched in Kazakhstan.



10月23日 October 23

瑞风E3百台交车盛典在云南昆明举行，这不仅是江汽集团布局新能源领域的重要里程碑，更是推动出行行业向电动化、低碳化、智能化发展的重要一步。  
The Full Coverage Of Divisions And Business Processes In The Internal Control System Of The Company And Its Holding Subsidiaries.



11月 November

JAC新能源汽车批量进入欧洲高端市场。  
Business Processes In The Internal Control System Of The Company And Its Holding Subsidiaries.



11月23日 November 23

“起航阿联酋 JAC 5000台乘用车发车仪式”举行，其与阿联酋合作伙伴5000台乘用车订单的首批车辆整装待发，即将发往阿联酋，驶入海湾市场。  
And Continuously Promotes The Full Coverage Of Divisions And Business Processes In The Internal Control System Of The Company And Its Holding Subsidiaries.



开放发展



## 国际市场地位进一步巩固

INTERNATIONAL MARKET POSITION HAS BEEN FURTHER CONSOLIDATED

### 01 国际业务表现

习近平总书记在党的二十大报告中强调，“中国坚持对外开放的基本国策，坚定奉行互利共赢的开放战略”，“推进高水平对外开放”。2022年12月召开的中央经济工作会议进一步强调，“坚持推进高水平对外开放，稳步扩大规则、规制、管理、标准等制度型开放”。这些重要论述，为我们推进对外开放工作指明了前进方向、提供了根本遵循。

2022年，公司累计出口达11.46万辆，同比增长55.88%，高于行业整体水平。江淮皮卡积极发展海外市场，全年出口近3万台，销量同比增长超70%，成为华系皮卡海外销量持续增长最快的品牌之一。在欧洲等高端市场，江淮集团也取得了突破。2022年，江淮集团欧洲市场出口同比增长近200%。

In his report to the CPC 20th National Congress, the General Secretary stressed that "China adheres to the basic national policy of opening-up, firmly pursues the win-win strategy of opening-up" and "promotes high-level opening-up". The Central Economic Work Conference held in December 2022 further stressed that "we will continue to advance opening-up at a high level and steadily expand institutional opening-up based on rules, regulations, management and standards". These important discussions have pointed out the way forward and provided fundamental guidelines for our opening-up.

In 2022, the cumulative export of JAC reached 114,600 vehicles, a YoY growth of 55.88%, higher than the overall level of the industry. With active development in overseas markets, and annual export of nearly 30,000 units, a YoY growth of more than 70%, JAC pickup has become one of the fastest growing Chinese pickup brand in overseas markets. In high-end markets such as Europe, JAC has also made breakthroughs. In 2022, JAC export to the European market increased by nearly 200% year-on-year.



2022年，巴西市场累计交付世界500强企业超400辆新能源汽车  
In 2022, more than 400 new energy vehicles were delivered to Global Top 500 companies in Brazil.

## 一带一路建设 02

党的二十大报告指出，中国坚持对外开放的基本国策，坚定奉行互利共赢的开放战略，不断以中国新发展为世界提供新机遇，推动建设开放型世界经济，更好惠及各国人民。自2013年9月我国提出“一带一路”倡议以来，共建“一带一路”逐渐走深走实，成为各国共同发展的机遇之路和繁荣之路

“一带一路”沿线的相关国家，以新兴和发展中国家为主，也一直是公司出口的主要目标市场。公司积极响应国家“一带一路”倡议，持续加大对沿线国家市场的开拓力度，2022年，公司出口市场覆盖约80个“一带一路”沿线国家，出口8万余辆，约占出口总量七成以上。19个海外KD工厂中，有16个分布在“一带一路”沿线。其中，哈萨克斯坦合资工厂全年实现整车产量超7万辆，同比增长16.7%，进一步巩固在哈萨克斯坦第一大汽车厂的地位。在哈萨克斯坦等国家的拉动下，独联体地区全年出口超2.38万辆，同比增长197%。

The report to the CPC 20th National Congress points out that China adheres to the basic state policy of opening-up, firmly pursues the win-win strategy of opening-up, constantly uses China's new development to provide new opportunities for the world, promotes the building of an open world economy, and brings more benefits to people around the world. Since China puts forward the Belt and Road Initiative in September 2013, the Belt and Road cooperation has gained momentum and become a path of opportunity and prosperity for all countries.

The relevant countries along the "Belt and Road", mainly emerging and developing countries, have also been the main target export markets of the Company. The company actively responds to the "Belt and Road" Initiative and continues to expand the markets in countries along the Belt and Road. In 2022, the Company's export market covers about 80 countries along the "Belt and Road" and exports more than 80,000 vehicles, accounting for over 70% of the total export. Among the 19 overseas KD factories, 16 are located along the Belt and Road. Among them, the joint venture plant in Kazakhstan achieved a total output of over 70,000 units in the whole year, with a year-on-year growth of 16.7%, further consolidating its position as the largest automobile plant in Kazakhstan. Driven by Kazakhstan market and others, the export of JAC to CIS region exceeded 23,800 units, a year-on-year increase of 197%.



哈萨克斯坦工厂  
Kazakhstan factory



共享发展

# 共享发展

SHARED DEVELOPMENT





# 贡献当地经济发展

CONTRIBUTE TO THE LOCAL ECONOMIC DEVELOPMENT

2022年，公司继续发挥地方经济发展的推动作用，拉动地区的人才及相关产业的发展，为当地的可持续发展贡献企业应尽的责任。在合肥总部，形成一个集制造、资本、品牌、物流和市场网络为一体的产业基地，配套零部件厂商数百家，带动周边就业人口10万多人。

In 2022, the Company continues to play a driving role in local economic development, driving the development of talents and related industries in the region, and contributing its due corporate responsibilities to the sustainable local development. An industrial base integrating manufacturing, capital, brand, logistics and market network has been formed in Hefei, the headquarter, with hundreds of supporting parts suppliers, and more than 100,000 people are employed in the surrounding areas.



## 国内外投资建设情况

INVESTMENT AND CONSTRUCTION AT HOME AND ABROAD

公司在香港、新疆、乌兹别克斯坦等地设有子公司，积极推动公司在国内外业务市场不断拓展；基金投资方面，成立国江基金，完成苏州豪米波、航宇智造（北京）、芜湖埃泰克三家投资工作，合计投资额1.12亿元；合资合作方面，与中科创达、安徽法恩莱特、弗迪电池、浙储能源、中科星驰等9家企业合作成立多家合资公司；技术合作方面与华为、地平线加快芯片和智能驾驶技术应用和预研。

The Company has subsidiaries in Hong Kong, Xinjiang, Uzbekistan and other places, to actively promote the expansion of its business both at home and abroad. In terms of fund investment, Guojiang Fund was established to complete the investment of ADASTEH Suzhou, AM Intelligent Aerospace Manufacturing (Beijing) and Atech-automotive Wuhu, with a total investment of 112 million yuan; In terms of joint ventures and cooperation, the Company has established several joint ventures with 9 enterprises, such as ThunderSoft, F&let Anhui, FD Battery, Zhejiang Reserve Energy, and Shineauto. In terms of technical cooperation, the Company has accelerated the application and pre-research of chip and intelligent driving technology with Huawei and Horizon.





共享发展



## 股东利益维护

INVESTOR RELATIONSHIP MAINTENANCE

2022年，公司召开3次股东大会，对定期报告、关联交易、对外担保、董事成员换届选举等事项进行审议，充分发挥股东大会的决策作用，保证股东的合法权益。

In 2022, the Company held three shareholders meetings to review matters such as periodic reports, connected transactions, external guarantees, and the re-election of Board directors, so as to give full play to the decision-making role of the shareholders meeting and guarantee the legitimate rights and interests of shareholders.

### 投资者关系维护

INVESTOR RELATIONSHIP MAINTENANCE

通过召开业绩交流会的机会与广大投资者深入互动。及时准确地披露定期报告、每月产销快讯和其他临时公告，让投资者及时、全面、深入和客观地了解公司的生产经营情况。2022年组织实施了2021年度利润分配，按公司总股本21.84亿股为基数，向公司全体股东每10股派发现金股利0.28元（含税），共计6115.23万元

In-depth interaction was made through the opportunity to hold a performance exchange meeting with the majority of investors. Timely and accurately disclose periodic reports, monthly production and sales bulletins and other temporary announcements, so that investors can have a timely, comprehensive, in-depth and objective understanding of the Company's production and operation. In 2022, the Company organized and implemented the profit distribution for 2021. Based on the total share capital of 2.184 billion shares, the Company paid cash dividends of 0.28 yuan (including tax) for every 10 shares to all shareholders, totaling 61.1523 million yuan.

### “三会一层”及独立董事

PARTY COMMITTEE, BOARD OF DIRECTORS BOARD OF SUPERVISORS  
MANAGEMENT LEVEL AND INDEPENDENT DIRECTORS

2022年公司完成董事会、监事会及经理层的换届工作，设立“三会一层”及审计、战略、薪酬与考核、提名四大专业委员会，建立起完善的法人治理结构。公司董事会中共有11位成员，其中独立董事4人。四大专业委员会均由独立董事担任主任委员，从而保障决策的科学性和相对独立性。

In-depth interaction was made through the opportunity to hold a performance exchange meeting with the majority of investors. Timely and accurately disclose periodic reports, monthly production and sales bulletins and other temporary announcements, so that investors can have a timely, comprehensive, in-depth and objective understanding of the Company's production and operation. In 2022, the Company organized and implemented the profit distribution for 2021. Based on the total share capital of 2.184 billion shares, the Company paid cash dividends of 0.28 yuan (including tax) for every 10 shares to all shareholders, totaling 61.1523 million yuan.



## 热心公益事业

BEING ENTHUSIASTIC ABOUT PUBLIC WELFARE

公司将参与社会公益活动作为履行社会责任的重要组成部分，坚持以“关爱”为主线开展公益活动，并倡导企业全产业链共同参与。

江淮平安行”作为公司年度重点公益活动之一，被省国资委文明委列为2022年重点工作项目。第七季“江淮平安行”活动继续以“安全驾驶、文明出行”的理念为基础，以“关心关爱卡车人、共筑江淮平安行”为主题，新增“我是卡车侠”、“江淮在线”等联办线上节目，挖掘卡友故事，进一步丰富线上活动，让卡车人平安出行的同时，感受爱与温暖。

The Company takes participation in social welfare activities as an important part of fulfilling its social responsibility adheres to carry out public welfare activities focusing on "care" and advocates the joint participation of enterprise across the value chain.

As one of the key annual public welfare activities of the Company "Jianghuai Safe Trip" has been listed as a key project in 2022 by Anhui SASAC. The seventh season of "Jianghuai Safe Travel" activity continues to be based on the concept of "Safe driving and civilized travel" with the theme of Caring programs such as "I am Truck Man" and "Jianghuai Online" added to explore the stories of card friends, further enrich online activities, allowing truckers to travel safely while feeling love and Warm.

第十季“牵手·瑞风行动”活动，线上、线下同期发力，继续关注、关爱乡村儿童。同时，新增创作一部微纪录片《牵手》、线上“牵手”栏目新增《中华传统道德小故事》、《好书推荐官》节目板块。牵手——进校园活动，选取一所儿童较为集中的学校，举办一场大型的“牵手”活动，点亮乡村儿童的内心，激励同学们刻苦学习，把来自社会的关爱化作强大的动力，用自己智慧的双手创造美好的未来。

Season 10 "Hand in hand Refine Action" activities, both online and offline, continue to pay attention to and care for rural children. At the same time, a new micro documentary "Holding Hands" was created, and the online "Holding Hands" column added "Stories of traditional Chinese morality" and "Good Book Recommender" programs. A school with more children was selected by "Hand in hand, Enter the campus" to hold a large "hand in hand" activity, lighting up the hearts of rural children, encouraging them to study hard. Care from the society will be turned into power, a better future will be created with their own hands and wisdom.



精准帮扶：认真落实安徽省巩固拓展脱贫攻坚成果同乡村振兴有效衔接推进会精神，统筹衔接推进脱贫攻坚与乡村振兴。2022年对潜山市、潜山市龙潭乡龙湾村、肥东县八斗镇九店社区和岳西县古坊乡等4个定点帮扶点捐赠帮扶资金60余万元。支持帮销及指导龙湾村龙之源纯净水公司，年度采购纯净水超190万瓶，为村集体经济增收20万元。打造产业绿色生态圈，开展九店社区新能源汽车租赁项目。发挥“双招双引”平台和大型企业市场带动作用，通过汽配产业帮扶模式，帮助古坊乡在年内实现古坊规模以上工业企业零的突破。以消费产业升级为导向，统筹推进消费帮扶工作深入开展，建立消费帮扶定期调度机制，创新“线上+线下”联动销售模式，通过定点采购、“以买代帮”、“以购代捐”等方式，全年采购及帮销帮扶地区农副产品520余万元。

Targeted support: Conscientiously implement the spirit of consolidating and expanding poverty alleviation achievements in Anhui Province and effectively promoting rural revitalization, and coordinate poverty alleviation and rural revitalization. In 2022, more than 600,000 yuan of assistance funds were donated to 4 designated support points including Qianshan City, Longwan Village, Longtan Town of Qianshan City, Jiudian Community, Badou Town of Feidong County, and Gufang Town of Yuexi County. Supported and guided Longzhiyuan Purified Water Company of Longwan Village, purchased over 1.9 million bottles of purified water annually, and increased the collective economic income of the village by 200,000 yuan. To build an industrial green ecological circle, and carry out new energy car rental project in Jiudian Community. Give full play to "Investment promotion and talent recruitment" platform and the market driving role of large enterprise, and help Gufang Town achieve the local breakthrough of industrial enterprises above designated size with the year, through the help by auto parts industry. Guided by the upgrading of the consumer industry, we coordinated and promoted the in-depth development of consumer assistance, established a regular scheduling mechanism for consumer assistance, innovated the "online + offline" joint sales mode, purchased and sold more than 5.2 million yuan of agricultural and sideline products in the regions through fixed-point procurement, "buying instead of helping", "buying instead of donating" and other methods.





共享发展



## 培养专业化志愿者队伍 CULTIVATE A PROFESSIONAL VOLUNTEER TEAM

围绕公司生产经营，践行“服务员工、服务企业、回报社会”志愿服务宗旨，通过组织各类培训和志愿服务实践活动，引导公司志愿者们积极投身于奉献他人、服务社会的实践，成为推动企业核心价值观和社会主义核心价值观内化于心、外化于行的有效载体。目前团员注册为青年志愿者覆盖率为90%以上，优秀团员、团干年度个人志愿服务时长均在20小时以上。2022年，公司青年志愿者队共计开展活动151次，参与活动人次3646次，服务时长13007.77h。

Centering on the production and operation, the Company practices the voluntary service purpose of "Serving employees, serving the enterprise, and giving back to society". By organizing various training and voluntary service activities, the Company guides the volunteers to actively devote themselves to the practice of serving others and the society, becoming an effective carrier to promote the internalization of the core values of the company and the core values of socialism in the heart and practice. At present, the coverage rate of league members registered as youth volunteers is more than 90%, and the annual individual volunteer service time of outstanding league members and league leaders is more than 20 hours. In 2022, the Company's youth volunteer team carried out 151 activities with 3,646 participants and 1,3007.77 hours of service.



## 无偿献血 VOLUNTARY BLOOD DONATION

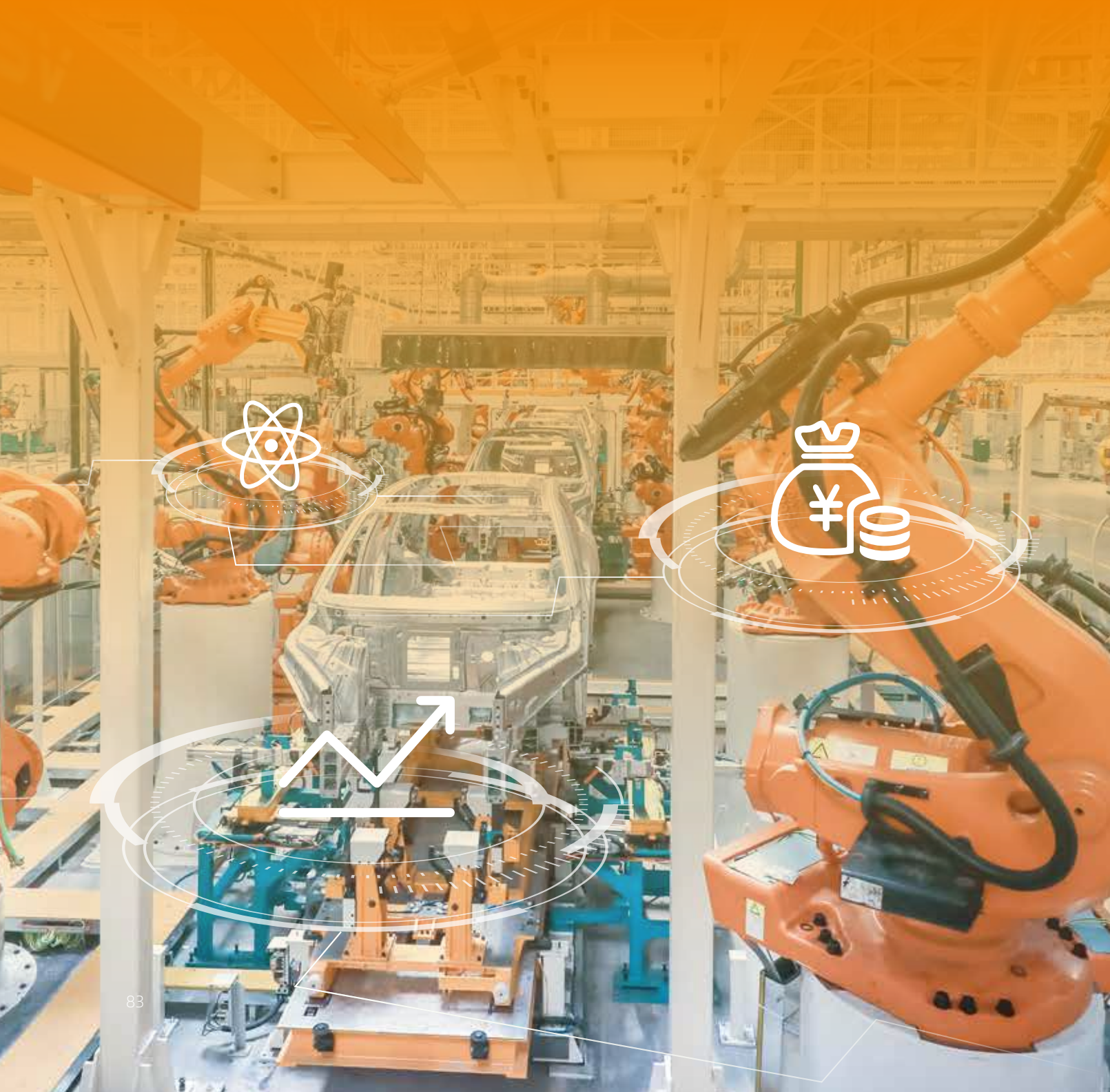
在疫情复发背景下，血液供应紧张，公司工会与合肥市中心血站联合开展“无偿献血”组织工作，共计献血165230毫升。

In the recurrence of the pandemic, blood supply is tight. The labor union of the Company and Hefei Central Blood Station jointly organized and carried out "voluntary blood donation", achieving 165,230ml of blood donation in total.



# 绩效与展望

PERFORMANCE AND OUTLOOK



# 关键绩效表

## KEY PERFORMANCE LIST

市场绩效指标 Market performance indicators	2022 年 Year of 2022	2021 年 Year of 2021	2020年 Year of 2020
主营业务收入 (万元) Main business income (10k Yuan)	3649467.39	4021352.11	4253076.81
资产负债率(%) Asset-liability ratio (%)	70.12	65.78	66.96
研发投入 (万元) R&D investment (10k yuan)	183285.71	179419.72	167669.12
合同履约率 (%) Contract performance rate (%)	100	100	100
社会绩效指标 Social performance indicators	2022 年 Year of 2022	2021 年 Year of 2021	2020年 Year of 2020
纳税额 (万元) Tax amount (10k yuan)	149656.38	129950.85	100355.12
员工总人数 (人) Total number of employees (persons)	22959	20047	25604
劳动合同签订率 (%) Labor contract signing rate (%)	100	100	100
社会保险覆盖率 (%) Social insurance coverage (%)	100	100	100
工会覆盖率 Union coverage	100	100	100
女性管理者比例 (女: 男) Percentage of female managers (Female: Male)	1:6	1:6.48	1:7.12
残疾人雇佣率(%) Employment rate of disabled persons (%)	0.74	0.60	0.60
员工体检覆盖率 (%) Coverage of employee physical examination (%)	100	100	100
职业病发生率 (%) Incidence of occupational disease (%)	0	0	0

员工培训总投入 (万元) Total investment in staff training (10k yuan)	702.3	740.4	579
员工培训覆盖率 (%) Coverage of employee training (%)	100	100	100
人均培训时间 (学时) Per capita training time (class hours)	81.2	80.5	80.2
员工满意度(分) Employee satisfaction (score)	82.17	85.61	85.99
员工敬业度 (分) Employee engagement (points)	83.37	86.07	86.99
员工流失率 (%) Staff turnover rate (%)	10.01	6.25	8.4
志愿者人数 (人) Number of volunteers (people)	10825	9715	1038
环境绩效指标 Environmental performance indicators	2022年 Year of 2021	2021年 Year of 2020	2020年 Year of 2019
环保总投资 (万元) Total investment in environmental protection (10k Yuan)	2369.87	1600.59	2612.12
单位产值水耗 (吨水/万元) Water consumption per unit of output value (Tons of water/ 10k yuan)	0.16	0.23	0.25
COD排放量 (吨) COD discharge (Ton)	36.16	66.2	65.96
工业固废综合利用率 (%) Comprehensive utilization rate of industrial solid waste (%)	89.4	89.2	89
工业用水重复利用率 (%) Industrial water reuse rate (%)	90.6	89.8	89.75



绩效与展望



# 展望2023

OUTLOOK 2023

2023年是全面贯彻党的二十大精神开局之年，是实施“十四五”规划承上启下的关键一年。江汽集团将继续强化社会责任管理体系建设，把责任理念融入公司发展的各方面，为安徽省打造万亿汽车产业集群，为加快建设经济强、格局新、环境优、活力足、百姓富的现代化美好安徽作出新的更大贡献。

The year 2023 will be the first year for fully implementing the spirits of the Party's 20th National Congress and a crucial year for carrying out the 14th Five-Year Plan. JAC Group will continue to strengthen the construction of social responsibility management system, the concept of responsibility into all aspects of the company's development, to make greater contribution to the building of an automobile industry cluster with a scale of one trillion yuan in Anhui province, and speeding up the construction of a modern beautiful Anhui featured with strong economy, new pattern, sound environment, vitality, and prosperity of the people

责任指标 Responsibility Indicators	展望2023 Outlook 2023
社会责任管理体系建设 Construction of social responsibility management system	<ul style="list-style-type: none"> <li>● 健全和完善公司社会责任管理体系 Perfect corporate social responsibility management system</li> <li>● 落实企业社会责任，系统开展社会责任管理活动 Implement corporate social responsibility and systematically carry out social responsibility management activities</li> <li>● 进一步强化社会责任工作与公司品牌建设工作的融合 Further strengthen the integration of social responsibility work and corporate brand building</li> <li>● 继续完善企业与利益相关方的沟通机制 Continue to improve the communication mechanism between the enterprise and interested parties</li> <li>● 继续完善社会责任报告指标体系 Continue to improve the indicator system for social responsibility report</li> <li>● 定期开展社会责任培训工作 Regularly carry out social responsibility training</li> </ul>
经济发展责任 Economic development responsibility	<ul style="list-style-type: none"> <li>● 以用户为中心，全面提升企业经营能力 User-centered, comprehensively improve the enterprise management ability</li> <li>● 促进产业结构升级，推进经济增长方式进一步转变 Promote the upgrading of the industrial structure and further change the pattern of economic growth</li> <li>● 加大巩固产品在国内各细分市场占有率先，牢固商用车在海外市场的领先地位，推进乘用车在海外市场的优势地位 Strengthen and consolidate the market share of products in various market segments in China, strengthen the leading position of commercial vehicles in overseas markets, and promote the dominant position of passenger cars in overseas markets</li> <li>● 注重周边地区建设，为当地的经济发展和构建和谐社会贡献力量 Pay attention to the construction of surrounding areas and contribute to the local economic development and the construction of a harmonious society.</li> </ul>



<p><b>自主创新责任</b> Responsibility of independent innovation</p>	<ul style="list-style-type: none"> <li>坚持“节能、安全、环保、智能、网联、舒适”关键技术研发路线 Adhere to the key technology R&amp;D route of "Energy saving, safety, environmental protection, intelligence, connectedness, comfort"</li> <li>强化NAM流程研发管理，以市场为基础，精准把握研发项目投入产出比 Strengthen the NAM process R&amp;D management, and accurately grasp the input-output ratio of R&amp;D projects based on the market</li> <li>推进智能网联和新能源技术 Promote intelligent network and new energy technologies</li> </ul>
<p><b>员工成长责任</b> Employee growth responsibility</p>	<ul style="list-style-type: none"> <li>坚持“以人为本”的管理理念，为员工创造更优的工作环境 Adhere to the "people-oriented" management philosophy, to create a better working environment for employees</li> <li>完善员工福利保障机制，提高员工生活质量和幸福感 Improve the welfare guarantee mechanism for employees and improve their quality of life and happiness</li> <li>注重员工职业生涯规划，完善员工培训体系，搭建员工成长平台 Pay attention to staff career planning, improve staff training system, build staff growth platform</li> <li>加强民主管理和民主监督，维护员工合法权益，丰富员工精神生活，营造和谐企业氛围 Strengthen democratic management and supervision, safeguard the legitimate rights and interests of employees, enrich the spiritual life of employees, and create a harmonious enterprise atmosphere</li> </ul>
<p><b>节能环保责任</b> Energy conservation and environmental protection responsibility</p>	<ul style="list-style-type: none"> <li>完善环境管理体系，全面实现2023年各项环境能源管理目标 Improve the environmental management system and fully achieve all environmental and energy management goals in 2023</li> <li>深耕企业绿色文化，积极参加环境保护公益活动 Deeply cultivate corporate green culture and actively participate in environmental protection public welfare activities</li> <li>继续推广绿色工程建设 Continue to promote green projects</li> <li>实施绿色生产制造，推进资源循环利用、环保创新等举措 Promote green production and manufacturing, and promote resource recycling and innovation in environmental protection</li> </ul>
<p><b>精益生产责任</b> Lean production responsibility</p>	<p>完善质量管理体系，强化产品质量控管机制，确保产品合格 Improve quality management system, strengthen product quality control mechanism, to ensure qualified products</p> <p>持续打造“品质江汽”，鼓励员工开展质量改善工作，提升全员质量责任意识 Continue to build a "Quality JAC", encourage employees to carry out quality improvement, improve the quality responsibility awareness of all staff</p> <p>完善安全生产管理体系，健全安全管理网络，提升全员安全生产责任意识 Improve safety production management system, improve safety management network, enhance safety production responsibility awareness of all staff</p>



绩效与展望



### 采购管理责任

Responsibility of independent innovation

- 完善和优化供应体系，建设主机厂商与配套企业的学习型供应链，确保竞争力优势  
Adhere to the key technology R&D route of "Energy saving, safety, environmental protection, intelligence, connectedness, comfort"
- 打造绿色供应链，严格鉴别供应商运营资质，倡导供应商加强资源节约和环境保护  
Strengthen the NAM process R&D management, and accurately grasp the input-output ratio of R&D projects based on the market
- 继续提升本地化采购比例  
Promote intelligent network and new energy technologies

### 守法合规责任

Employee growth responsibility

- 严格遵守国际法律法规，深入开展廉洁风险防控工作  
Strictly abide by international laws and regulations and intensify efforts to prevent and control risks related to integrity
- 严格遵守合同法及商业规则，坚持诚信经营，实现与利益相关方共同发展  
Strictly abide by the contract law and business rules, adhere to the integrity of management, and achieve common development with shareholders
- 完善企业内控体系建设，降低企业运营风险  
Improve the construction of enterprise internal control system, reduce the risk of enterprise operation
- 加强守法合规培训力度，规范企业管理准则  
Strengthen law-abiding and compliance training and standardize enterprise management standards

### 用户满意责任

Energy conservation and environmental protection responsibility

- 坚持“敬客经营、服务销车”的营销理念，建立健全以用户为中心的营销管理体系  
Adhere to the marketing philosophy of "customer-oriented operation" and "service contributing to sales", establish and improve the user-centered marketing management system.
- 强化售后服务能力，打造一流的服务品牌，为用户提供满意服务  
Strengthen after-sales service ability, build first-class service brand, provide customers with satisfactory service;
- 积极保持与用户沟通，提升品牌忠诚度  
Actively maintain communication with users to enhance brand loyalty.

### 社会公益责任

Lean production responsibility

- 积极参与社区建设，建立良好的企业公民形象  
Actively participate in community construction and establish a good corporate citizen image
- 参与重大社会问题的协助与帮困，努力创造就业机会  
Participate in assistance and relief of significant social issues, and strive to create employment opportunities
- 以“关爱”为公益重点，开展特色公益活动及项目  
Focusing on "care" as a public welfare focus, carry out characteristic public welfare activities and projects
- 积极打造具有特色的志愿者队伍  
Actively build a distinctive volunteer team

# 相关评价

SHARED DEVELOPMENT





相关方评价



# 相关方评价

COMMENTS OF INTERESTED PARTIES



多年来，江汽集团将参与社会公益活动作为履行社会责任的重要部分，向社会传递温暖又坚韧的企业力量。《报告》紧密结合了江汽集团的企业核心价值观，充分展现了江汽集团的社会责任追求和所取得的成绩。自主品牌品牌的发展之路蓬勃向上，希望中国汽车行业中涌现出更多像江汽集团这样的标杆企业，共同为汽车制造强国贡献力量。

Over the years, JAC Group has taken participating in social welfare activities as an important part of fulfilling its social responsibility, and passed on its warm and tough corporate power to the society. The Report closely combines the core values of JAC Group and fully demonstrates the Company's pursuit of social responsibility and achievements. The development of national automobile brands is booming. It is hoped that there will be more benchmarking enterprises like JAC Group in China automobile industry and jointly contribute to the automobile manufacturing power.

Jiangsu Lopal Technology Co., Ltd.



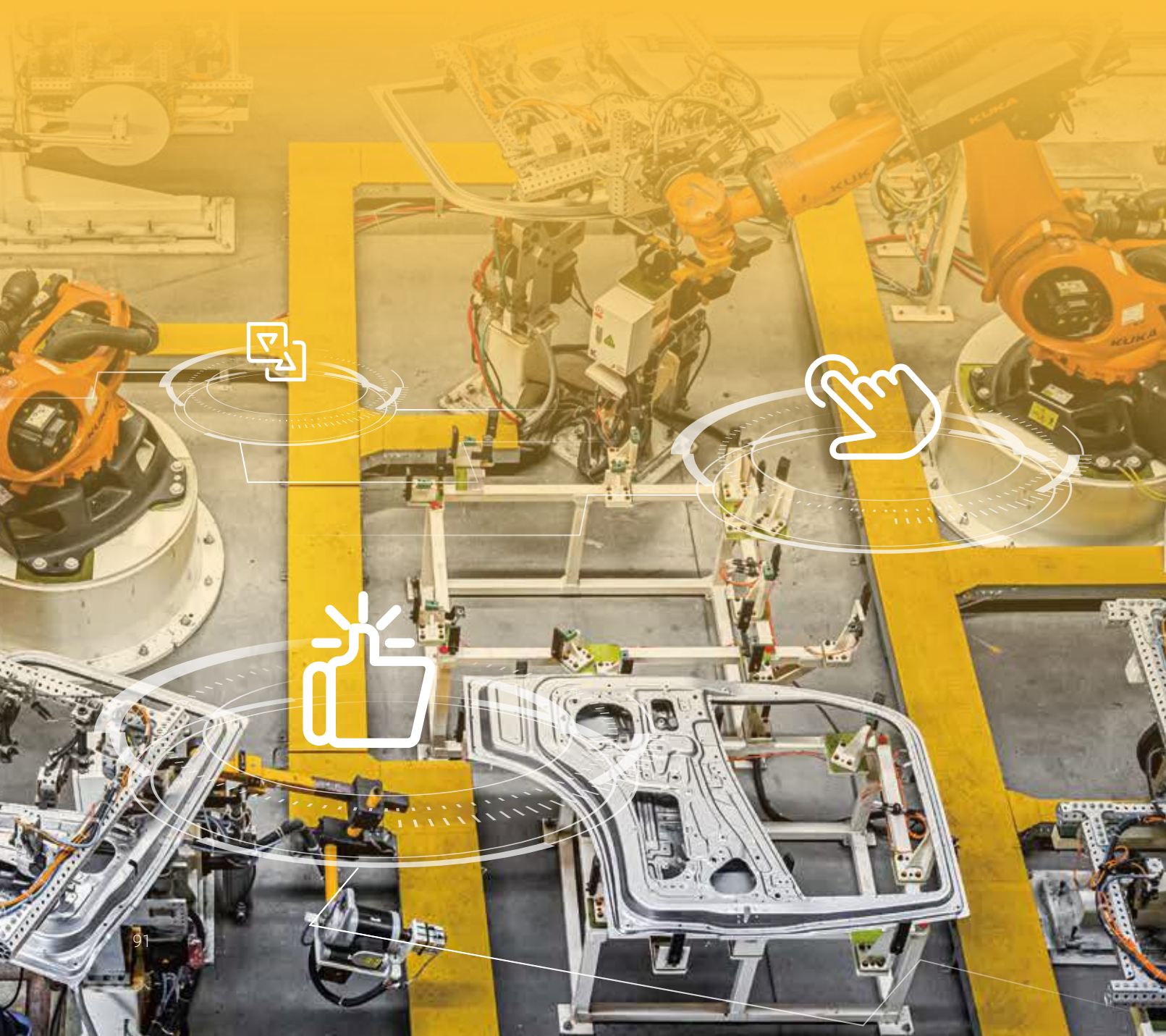
《报告》全面展示了江汽集团强化社会意识，牢固树立社会责任理念，提供和良好的产品和服务，为社会创造价值。同时兼顾各利益相关方的诉求，取得内外利益相关方的理解和支持。秉承以人为本，关注员工的经营发展理念更加深入人心。《报告》内容翔实可信，激发斗志，鼓舞人心。

The Report comprehensively demonstrates that JAC Group strengthens social consciousness, firmly establishes the concept of social responsibility, provides good products and services, and creates value for the society. At the same time, JAC takes into account the demands of all interested parties, and obtains the understanding and support of internal and external shareholders. Adhering to the people-oriented concept, the management and development concept of paying attention to employees becomes more popular. The report is informative and credible, and inspiring.

Zhongce Rubber Group Co., Ltd.

# 意见反馈

SHARED DEVELOPMENT





# 意见反馈表

## CUSTOMER FEEDBACK TABLE

为了持续改进安徽江淮汽车集团股份有限公司社会责任工作及社会责任报告编制工作，我们特别希望倾听您的建议和意见。请您协助完成意见反馈表中的相关问题，并发送到邮件csr@jac.com.cn。

In order to continuously improve the compiling of the Social Responsibility Report of Anhui Jianghuai Automobile Group Corp., Ltd., we would especially like to have your suggestions and comments. Please kindly help complete the feedback form and send it to csr@jac.com.cn.

选择性问答（请在相应的位置选择打“√”）

Optional questions (please check "√" accordingly)

1.本报告全面、准确地反映了安徽江淮汽车集团股份有限公司的社会责任工作状况？

Does this report comprehensively and accurately reflect the social responsibility work status of Anhui Jianghuai Automobile Group Corp., Ltd.?

很好 Very good     较好 good     一般 general     较差 poor     很差 very poor

2.本报告对利益相关方所关心的问题进行了回应和披露？

How does the report respond to and disclose the concerns of interested parties?

很好 Very good     较好 good     一般 general     较差 poor     很差 very poor

3.本报告披露的数据清晰、准确、完整？

Are the data revealed in this report clear, accurate and complete?

很好 Very good     较好 good     一般 general     较差 poor     很差 very poor

4.本报告的可读性，即报告的逻辑主线、内容设计、语言文字和板式设计？

Readability of the report, namely logical main line, content design, language and format design?

很好 Very good     较好 good     一般 general     较差 poor     很差 very poor

开放性问题

Optional questions

1.您认为本报告最让您满意的方面是什么？

What do you find most satisfying about this report?

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2.您认为还有那些需要了解的信息在本报告中没有反应？

What information do you think needs to be understood is not reflected in this report?

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3.您对我们今后的社会责任工作及社会责任报告发布有何建议？

What suggestions do you have for our future social responsibility work and the social responsibility report releasing?

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如果方便，请告诉我们关于您的信息 If possible, please let us know your information

姓名 Name	地址 Address
职业 Occupation	传真 Fax
机构 Organization	邮箱 Email
电话 Telephone	邮编 Postal code

## 安徽江淮汽车集团股份有限公司

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