

江淮集团
JAC GROUP

2020

安徽江淮汽车集团股份有限公司
社会责任报告

SOCIAL RESPONSIBILITY REPORT 2020
Anhui Jianghuai Automobile Group Corp., Ltd.

2020 社会责任报告
SOCIAL RESPONSIBILITY REPORT

安徽江淮汽车集团股份有限公司
Anhui Jianghuai Automobile Group Corp., Ltd.



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本报告披露了江汽集团2020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2021年展望

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This report discloses the theory, activities and performance of
JAC GROUP to fulfill its social responsibilities,
to propel the sustainable development and
to pursue the maximized comprehensive value in 2020
as well as its prospect for 2021.

REPORT PROFILE

报告概况

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11份社会责任报告，报告时间范围为2020年1月1日至2020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》

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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。

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

Report time range

The 11th Social Responsibility Report with the time range from Jan. 1st 2020 to Dec. 31st 2020; 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

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FOREWORD BY THE CHAIRMAN

董事长致辞

董事长

项兴初

Chairman

Xiang Xingchu

2020年是公司发展历程中极不平凡、极不寻常的一年，面对突如其来的新冠肺炎疫情、进一步加剧的汽车行业竞争等挑战，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引，保持战略定力，坚定必胜信念，众志成城、共克时艰，保持了稳中有进的发展态势，推动了企业的高质量发展。

面对新冠肺炎疫情，江汽集团携经销商、员工等共捐赠1500万元现金及医疗物资助力疫情防控工作，率先推进复工复产、满产高产，带动全产业链协同复工，彰显企业担当。

这一年，江汽集团全年销售各类汽车及底盘45.34万辆，同比增长7.3%；实现营业总收入429.06亿元，同比增长21%，实现归属于上市公司净利润1.43亿元，同比增长34.52%，为江汽集团“十三五”战略画上了圆满的句号。

这一年，研发成果高效呈现。全新乘用车平台搭建完成，实现了L2级驾驶辅助技术在乘、商用车上的全面应用，成熟应用车联网3.0系统；获授合肥市首批智能网联汽车道路测试牌照；新能源蜂窝电池、高效静音电驱动、整车域控等核心技术实现量产应用。

这一年，开放合作深入推进。成功实现与大众汽车的深度战略合作，成为全国率先在省属企业集团公司层面引进世界500强实施混改的典型范例；江淮蔚来合作项目成

果丰硕，全年产量超过4.4万辆，打造了传统汽车制造企业与造车新势力合作的新典范；安徽康明斯产品技术、供应体系、运营管理持续升级；积极响应国家“走出去”战略及“一带一路”倡议，哈萨克斯坦项目正式投入运行，中亚市场及俄白哈市场实现大幅度增长。截止2020年底，江汽集团已累计出口近70万辆。

这一年，员工关怀温情满满。将员工发展与企业发展紧密相连，不断完善人才工作机制，全面保障员工的各项合法权益，2020年员工人均收入实现稳步增长，员工的获得感和幸福感持续增长。

江汽集团坚持把脱贫攻坚作为一项重大政治任务，在项目、产业、消费等多方面开展对口扶贫工作，成功实现对口扶贫村“村出列、户脱贫”目标。坚持发布社会责任报告，持续开展关爱留守儿童、绿色出行、江淮平安行等公益活动，体现企业担当，积极回馈社会。

2021年是“十四五”开局之年，江汽集团将持续深耕“敬客经营”核心价值观，不断加大在智能网联与新能源方面的研发投入，持续深化开放合作，将江汽集团打造成为“全生态链、全产业链、全价值链”的综合型汽车服务平台，以更加优异成绩向建党100周年献礼！

安徽江淮汽车集团股份有限公司 董事长

2020 is a very extraordinary and unusual year in the course of the company's development.in the face of the sudden COVID-19 epidemic and the further intensification of competition in the automobile industry,JAC Group insists on being guided by Xi Jinping's thought of socialism with Chinese characteristics in the new era. Maintain strategic strength, firm belief in victory,work together to overcome difficulties, maintain a steady development trend, and promote the high-quality development of the enterprise.

In the face of COVID-19's epidemic situation,JAC Group, together with dealers and employees,donated a total of 15 million yuan in cash and medical materials to help prevent and control the epidemic, taking the lead in promoting the resumption of work, full production and high yield,driving the coordinated resumption of the whole industry chain and highlighting the responsibility of the enterprise.

This year,JAC Group sold 453400 vehicles and chassis of various types,an increase of 7.3 percent over the same period last year. The total operating income was 42.906 billion yuan, an increase of 21 percent over the same period last year, and the net profit attributed to listed companies was 143 million yuan, an increase of 34.52 percent over the same period last year. This has put a successful end to the 13th five-year Plan strategy of JAC Group.

This year, the results of research and development are presented efficiently.The construction of the new passenger vehicle platform has been completed,realizing the comprehensive application of L2 driving assistance technology in passenger and commercial vehicles,the mature application of vehicle networking 3.0 system,and the award of Hefei's first intelligent network connected vehicle road test license plate; new energy honeycomb battery,efficient silent electric drive,vehicle domain control and other core technologies to achieve mass production application.

This year, opening up and cooperation were deepened. The successful realization of in-depth strategic cooperation with Volkswagen has become a typical example that the country has taken the lead in introducing the Fortune 500 to implement mixed reform at the level of provincial enterprise groups.JAC Group and NIO cooperation project has achieved fruitful results,with an annual output of more than 44000 vehicles.It has created a new model of cooperation between traditional automobile manufacturing enterprises and new forces of car manufacturing; Anhui Cummins product technology, supply system,operation and management continue to upgrade.Responding positively to the national"going out"strategy and the "Belt and Road Initiative" initiative,the Kazakh project was officially put into operation, and the Central Asian market and Russia-Belarus-Kazakhstan market achieved substantial growth. By the end of 2020, JAC Group has exported nearly 700000 vehicles.

This year, the staff is full of care and warmth.We will closely link the development of employees with the development of enterprises, constantly improve the working mechanism of talents,and fully protect the legitimate rights and interests of employees.In 2020, the per capita income of employees will grow steadily, and their sense of achievement and well-being will continue to grow.

JAC Group persisted in taking poverty alleviation as a major political task, carried out counterpart poverty alleviation work in projects, industries,consumption and other aspects, and successfully achieved the goal of "villages out of the ranks and households out of poverty" in counterpart poverty alleviation villages. We will continue to issue social responsibility reports and continue to carry out public welfare activities such as caring for left-behind children,green travel and Jianghuai safe travel, so as to reflect corporate responsibility and actively give back to society.

2021 is the opening year of the 14th five-year Plan.JAC Group will continue to cultivate the core values of "customer-friendly management", increase R&D investment in intelligent network and new energy,and continue to deepen opening-up and cooperation. JAC Group will be built into a comprehensive automobile service platform of "full ecological chain,whole industrial chain and full value chain", and present to the 100th anniversary of the founding of the Party with more outstanding achievements.

Chairman
Anhui Jianghuai Automobile Group Corp.,Ltd.

Xiang Xingchu



REPORT PREFACE
报告前言



SYSTEM GUARANTEE
体系保障



INNOVATIVE DEVELOPMENT
创新发展



COORDINATED DEVELOPMENT
协调发展



GREEN DEVELOPMENT
绿色发展



OPENLY DEVELOPMENT
开放发展



SHARING DEVELOPMENT
共享发展

COMPANY PROFILE

企业概况



安徽江淮汽车集团股份有限公司（简称江汽集团或JAC GROUP），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”的综合性汽车服务平台。现为安徽省12家重点企业集团之一，先后荣获国家火炬计划重点高新技术企业、中国企业500强、中国汽车品牌前5强，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。公司现有主导产品：重、中、轻、微型卡车、多功能商用车、MPV、SUV、轿车、客车，专用底盘及变速箱、发动机、车桥等核心零部件。拥有"思皓"、"瑞风"、"JAC"等知名品牌。2001年在上海证券交易所上市，股票代码600418。

2020年公司销售各类汽车及底盘45.34万辆，实现营业总收入429.06亿元，纳税总额10.04亿元。截止2020年底，从业人员近1.5万人。

Anhui Jianghuai Automobile Group Co.,Ltd.(hereinafter referred to as JAC GROUP) With a full range of commercial vehicles, passenger cars and powertrain R&D, marketing and services, JAC Group is an integrated automotive enterprise group covering automobile travel, financial services and many other fields, committed to build an integrated automotive service platform of "whole ecological chain, whole industrial chain,and the whole value chain".One of the 12 key enterprise groups in Anhui Province,it has been awarded the National Torch Program Key High-tech Enterprise,Top 500 Enterprises in China,Top 5 Automobile Brands in China,and is the first one to win the highest award in China's industrial field-China Grand Awards for Industry.JAC's main products include heavy, medium, light, and mini trucks, multi-purpose commercial vehicles, MPVs, SUVs, cars, buses, special chassis and core components such as gearbox,engine, axle, etc. JAC GROUP has "Sehol", "Refine","JAC" and other well-known brands.It was listed in Shanghai Stock Exchange in 2001 with the stock code 600418.

In the end of 2020, JAC GROUP had sold all kinds of vehicle and chassis 453,400 units; JAC GROUP achieved the revenue 42.906 billionYuan,and the total tax reached 1.004billion Yuan.And the employees nearly 15,000 at the end of 2020.

事业布局 BUSINESS LAYOUT

整车生产基地 Vehicle production base	 江汽集团合肥生产基地 JAC GROUP production base in Hefei	 江汽集团遂宁生产基地 JAC GROUP production base in suining								
两大海外研发中心 Two overseas R&D centers	 JAC日本研发中心 JAC R&D center in Japan	 JAC意大利研发中心 JAC R&D center in Italy								
超级工厂 Super factories	 高端轻卡先进制造基地 Advanced manufacturing base of high-end light truck	 高端新能源乘用车先进制造基地 Advanced manufacturing base of high-end new energy passenger cars								
四大事业 The big four business	<table><tr><td>零部件 Spare parts</td><td>汽车服务 Automobile services</td><td>汽车出行 Car travel</td><td>整车 Complete vehicle</td></tr><tr><td></td><td></td><td></td><td></td></tr></table>		零部件 Spare parts	汽车服务 Automobile services	汽车出行 Car travel	整车 Complete vehicle				
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自1997年成立至今，江汽集团不断优化产品结构和产业布局，已形成合肥、遂宁等整车生产基地、两大海外研发中心和合肥配套发动机生产基地布局，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”，已形成整车（乘用车、商用车、客车、新能源）、核心零部件、汽车出行和汽车服务四大事业，致力打造“全生态链、全产业链、全价值链”的综合型汽车服务平台。

JAC GROUP has continuously optimized the product structure and business layout since its foundation in 1997.Now JAC has built its completed vehicle production base layout in Hefei,Suining and other completed vehicle production base, two overseas R&D centers as well as its engine production base layout in Hefei,and has established two 'super factories' of JAC high-end light-duty truck production base and new energy passenger car production base,It has formed four major undertakings: whole vehicles (passenger vehicles, commercial vehicles, passenger vehicles, new energy sources),core components,automobile travel and automobile services,and strive to build a comprehensive automobile service platform of "whole ecological chain, whole industrial chain and whole value chain".



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报告前言



SYSTEM GUARANTEE
体系保障



INNOVATIVE DEVELOPMENT
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COORDINATED DEVELOPMENT
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绿色发展



OPENLY DEVELOPMENT
开放发展



SHARING DEVELOPMENT
共享发展

● 轻型商用车保持高态势增长，国六布局逐步完善

2020年江淮轻型商用车以技术创新推动产品升级，品质领先推动品牌向上，依托全球研发实力，优化产品结构，全面布局国VI。在研发、产品、智能、科技等全方位领先行业，精准高效满足客户需求。全年销售超20万辆，持续保持行业领军地位，中高端销量占比超七成，稳居中国中高端轻卡行业第一阵营。

● 重型商用车主导产品实现高速增长

2020年，江淮重型商用车顺应市场需求变化，坚持“重点市场、重点产品、重点客户”的差异化竞争策略，不断抢抓市场机遇，全年实现销售超5万辆，同比增长41.88%。

● “思皓”品牌主攻乘用车业务

在刺激汽车消费政策拉动下，汽车市场呈现复苏态势，2020年江汽集团乘用车累计销售15.56万辆。全新思皓品牌受到市场认可，思皓X8、思皓A5等多款3.0时代产品陆续上市，销量持续攀升。

● 商务车聚焦瑞风品牌

作为最早进入MPV市场的中国品牌，瑞风MPV的产品线涵盖家用入门级到高端商务级等多个领域，是国内产品线最长、车型最丰富的MPV品牌。2020年广州车展首日，“瑞风”正式成为江汽集团旗下独立汽车品牌，重新聚焦商务车。与此同时，瑞风L6 MAX正式“出道”，以17.28万元-20.88万元的定价，搭载“refine”全新独立的品牌标识，突围20万级中高端商务出行MPV市场，实现“大有前程”的高端商务体验。

● 新能源汽车步入规模产业新时代

作为我国新能源汽车产业的先行者，江汽集团已累计示范推广超17万辆新能源汽车，累计行驶里程突破47亿公里，单车最高运行里程36万公里，在私人领域累计推广规模名列前茅。

● 国际市场积极开拓

2020年江汽集团出口市场覆盖近70个“一带一路”沿线国家，出口量约占江汽集团出口总量的80%，近五年累计出口近30万辆。19个海外KD工厂中，有15个分布在“一带一路”沿线。

● “互联网+出行”新业务上线

江汽集团坚持大力发展新能源车战略，积极响应国家战略、省市政策要求，赋能合肥市绿色出行，打造鲜明特色的移动出行名片。截至2020年12月底，江汽集团旗下移动出行品牌“和行约车”平台注册量达140万，已成为安徽省合肥市规模最大的本土网约车平台。

● 汽车金融业务蓬勃发展

汽车金融公司和汽车融资担保公司，扩充了江汽集团的汽车服务事业，提供给客户量身定制的购车服务解决方案，为经销商库存和零售客户融资提供了更优质的服务。

● Light commercial vehicles maintain a high trend of growth, and C6 emission products layout has been gradually improved.

In 2020, JAC light commercial vehicles promote product upgrading through technological innovation, promote brand upward though leading quality, optimize product structure relying on global R&D strength, and comprehensively layout C6 emission products. JAC light commercial vehicles lead in the industry in an all-round manner in research and development, products, intelligence and technology, accurately and efficiently meet customer needs. With an annual sales exceeding 200,000 units and more than 70% medium and high end light truck, JAC maintains its leading position in the industry and the position in the first camp of medium and high end light truck in China.

● Leading products of heavy commercial vehicles achieve high-speed growth.

In 2020, in line with changes in market demand, adhere to the differentiated competitive strategy of "key market, key products, key customers", and constantly seize market opportunities, JAC heavy commercial vehicles reach the annual sales of more than 50,000 units, an increase of 41.88 percent year-on-year.

● "Sehol" brand mainly focuses on passenger car business.

Driven by stimulating policy, automobile consumption has shown a recovery trend. In 2020, JAC Group has the accumulated sales of 155,600 units of passenger cars. The new Sehol brand has been recognized by the market. Many 3.0 era products such as Sehol X8 and Sehol A5 have been launched one after another, and the sales volume continues to rise.

● MPVs focus on the Refine brand.

As the first Chinese brand to enter the MPV market, Refine MPV product portfolio covers many areas from home entry level to high-end business level. It is the MPV brand with the longest product line and the most abundant models in China. On the first day of the 2020 Guangzhou International Automobile Exhibition, "Refine" officially became an independent brand of JAC Group, refocusing on MPVs. Meanwhile, Refine L6 MAX formally "outlet" with a pricing of 172,800 yuan-208,000 yuan, carrying a brand brand marking of "refine" with a new independent brand, and surrounding 200,000-grade middle and high end commerce market to achieve a "promising" high-end business experience.

● New energy vehicles have entered a new era of scale industry.

As a pioneer in China's new energy automobile industry, JAC Group has demonstrated and promoted more than 170,000 units of new energy vehicles, with a cumulative mileage of more than 4.7 billion kilometers and a single vehicle maximum operating mileage of 360,000 kilometers, and ranked among the largest in the private sector.

● The oversea market business achieves an outstanding performance.

Actively explore the international market. In 2020, the export of JAC Group covers nearly 70 countries along the "Belt and Road" route, accounting for about 80% of JAC Group's total exports. In the past five years, nearly 300,000 vehicles have been exported. And among the 19 overseas KD plants, 15 are along the "Belt and Road" route.

● The "Internet + Travel" new business was launched.

JAC GROUP adheres to the strategy of vigorously developing new energy vehicles, actively responds to the requirements of national strategies and provincial and municipal policies, empowers Hefei on green travel, and creates a distinctive mobile travel symbol. By the end of December 2020, JAC GROUP mobile brand of "Travel Car" under the flag of Jiang Motor Group reached 1.4 million registration, which has become the largest local network of Hefei market in Anhui Province.

● The auto finance business is booming.

The establishment of auto finance companies and auto financing guarantee companies has expanded JAC GROUP vehicle service business, providing customers with tailor-made car service solutions, and providing better service for dealer inventory and retail customer financing.

组织结构图 ORGANIZATIONAL DIAGRAM

JAC GROUP

安徽江淮汽车
集团股份有限公司
Anhui Jianghuai
Automobile Group Corp., Ltd.

总经理办公室
General Manager Office

外事办公室
Foreign Affairs Office

企业经营管理部
Business Administration Department

战略与产品管理部
Strategy and Product Management Department

财务部
Financial Department

品牌管理部
Management Department

合规部
Compliance Department

人力资源部
Human Resources Department

培训中心
Training Centre

投资管理部
Investment Management Department

信息化管理部
Information Management Department

安全环保管理部
Security and Environment Protection Management Department

质量管理部
Quality Department

证券部（董事会办公室）
Stock Department

供应商管理部
Supplier Management Department

党委工作部
Committee of Party Office

组织部
Organization Department

宣传部
Propaganda Department

工会
Labor Union

巡查办公室
Inspect the office

综合室
Comprehensive room

纪检监察室
Discipline inspection and supervision room

案管审理室
Case management review room

集中采购中心
Centralized Procurement Center

安凯汽车股份有限公司
Anhui Ankai Automobile Co., Ltd.

江淮专用汽车有限公司
Anhui Jianghuai Special Vehicle Co., Ltd.

安徽江汽物流有限公司
Jianghui 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
Hefei Jianghui Logistics Co., Ltd.

同大江淮汽车车身有限公司
Tongda Jianghuai Automobile Co., Ltd.

安徽星瑞齿轮传动有限公司
Anhui Sunray Gear Transmission Co., Ltd.

江淮汽车融资担保有限公司
Jianghuai Automobile 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
Anhui Jianghui Import & Export Trade Co., Ltd.

四川江淮汽车有限公司
Sichuan Jianghuai Automobile Co., Ltd.

JAC-意大利中心
JAC-Italy R&D Center

JAC-日本中心
JAC-Japanes R&D Center

合肥江淮铸造有限公司
Anhui Jianghui Casting Co., Ltd.

安徽江汽投资有限公司
Jianghui Automobile Investment Co., Ltd.

福臻车体装备有限公司
Fuzheng Car body Equipment Co., Ltd.

瑞福德汽车金融有限公司
Fortune Auto Finance Co., Ltd.

合肥和行科技有限公司
Hefei Henang Technology Co., Ltd.

等子公司
other subsidiary companies

乘用车制造公司
Passenger Vehicle Manufacturing Company

乘用车营销公司
Passenger Vehicle Marketing 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

重型商用车公司
Heavy Commercial Vehicle Company

发动机公司
Engine Company

国际公司
International Company

新能源乘用车公司
New Energy Commercial Company

商务车公司
Business Car Company

技术中心（工业设计中心）
R&D Center



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企业风险控制 CORPORATE RISK CONTROL

公司持续推进内控体系的建设和修订工作，保证了集团股份公司及其控股子公司内控体系的全覆盖。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，并对评价中发现的企业管理问题和缺陷进行了整改，提高了企业经营管理水平和风险防范能力。

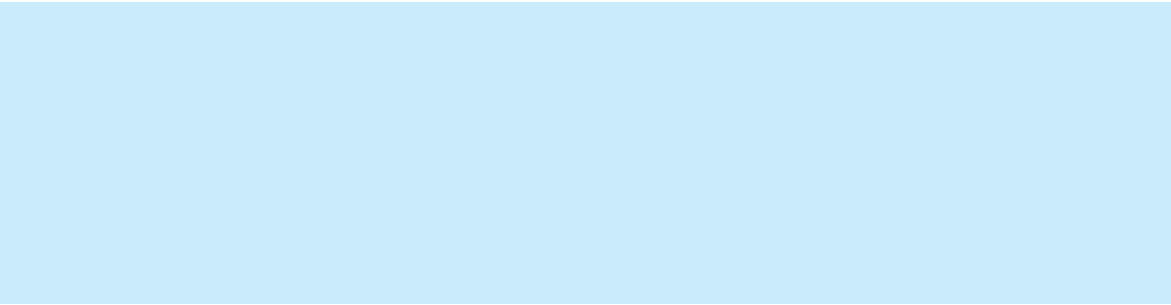
公司重新修订了《全面风险管理办法》，深入推进“风险数据库”、“风险地图”的建设。公司通过日常的风险识别及评估，及时预警和汇报发现的重要风险，提出并落实风险管理的策略及解决方案，提高了风险管理水平，促进了企业健康和可持续发展。

报告期内，公司内部控制没有发现重大缺陷，内部控制设计合理、执行有效。

JAC GROUP has continued to push internal control system construction and revision work to ensure the full coverage of Group Corp., Ltd and its holding subsidiaries. Through internal control self-evaluation, external audit and other methods, the company made multilevel and comprehensive evaluation for internal control system, and made the reform for company's management issues and defects, to enhance the company management level and risk prevention ability.

The company renewed 'Comprehensive risk management method' and deeply pushed the establishment of 'risk data-base' and 'risk mapping'. Through daily risk identification and assessment, the company timely early warns and reports the important risks and puts forward and implements risk management strategy and solution, to improve risk management level and promote the company's healthy and sustainable development.

During the period of the report, there is no major faultiness JAC GROUP internal control system and the design of internal control is reasonable and effective.



企业参与社团组织 COMMUNITY ORGANIZATIONS INVOLVED

序号 No.	协会名称 Associations	公司角色 As
01	中国汽车协会 China Automobile Association	副会长单位 Vice President
02	中国机械工业管理协会 China Machinery Industry Management Association	常务理事单位 Executive Director
03	中国企业联合会 China Enterprise Confederation	理事单位 Councilman
04	中国汽车人才研究会 China Automobile Talents Union	副理事长单位 Vice Director
05	中国机械工业教育协会 China Machinery Industry Education Association	理事单位 Councilman
06	中国汽车工程协会 China Automobile Project Association	常务理事单位 Executive Director
07	中国质量协会 China Quality Association	会员单位 Membership
08	中国汽车工业科学技术奖励积极委员会 China Automobile Industry Science Technology Reward Committee	理事单位 Councilman
09	中汽协市场贸易委员会 China Automobile Association Market Trading Committee	主任委员单位 Director Membership
10	中汽协汽车零部件再制造分会 China Automobile Association Spare Parts Re-Producing Branch	会员单位 Membership
11	安徽省企业家联合会 Anhui Entrepreneur Federation	副会长单位 Vice President
12	安徽工业经济联合会 Anhui Industry & Economy Federation	副会长单位 Vice President
13	安徽省院士专家联谊会 Anhui Academicians & Experts Association	副会长单位 Vice President



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2020 CSR大事件 CSR BIG EVENTS

2月9日 February 9th



2月9日江淮集团向安徽省疫情防控应急指挥部捐赠现金500万元，助力打赢疫情防控阻击战。
February 9, JAC Group donated another 5 million RMB yuan in cash to the Emergency Response Headquarter for Epidemic Control and Prevention of Anhui province, to help win the battle against the pandemic.

4月24日 April 24th



4月24日，江淮集团300余辆救护车批量交付哈萨克斯坦，助力海外战“疫”。
April 24, more than 300 JAC Group ambulances were delivered to Kazakhstan in batch, to help overseas battle against the pandemic.

1月29日 January 29th



1月29日，江淮集团宣布通过武汉市红十字会捐赠1000万元现金，驰援武汉市防控新型冠状病毒感染的肺炎疫情。
January 29, JAC Group announced the donation of 10 million RMB yuan in cash through Red Cross Society of Wuhan, to help Wuhan prevent and control the COVID-19 pandemic.

2月15日 February 15th



2月15日，江淮医疗救护车风雪无阻批量驰援抗疫一线。
February 15, batch of JAC Group medical ambulances were delivered to the front-lines of the battle against the pandemic.

5月17日 May 17th



5月17日，江淮集团56周年企业文化周启动，近30万人“云端”相聚。
On May 17, JAC Group 56 anniversary of enterprise culture week was launched, with nearly 300,000 people "clouds".

9月10日 September 10th



9月10日，由《中国汽车报》社主办的中国汽车企业社会责任暨中国汽车战“疫”英雄谱颁奖典礼在北京举行。江淮集团荣获优秀战“疫”担当企业称号、江淮轻卡公益车队荣获项目组优秀战“疫”项目名称。
September 10, sponsored by the "China Automotive News", China's automobile enterprise social responsibility and China's automobile pandemic fighting hero award ceremony was held in Beijing. JAC Group won the title of Excellent Combat Pandemic Enterprise, and JAC light truck charity motorcade won the title of Excellent Combat Pandemic Project Team.

6月1日 June 1th



6月1日，第八季“牵手·瑞风行动——让孩子不孤单”再出发，采用全新的融媒体形式开办广播线上栏目“牵手”，持续为留守儿童送去关爱与欢乐。
June 1, the 8th season of "Hand in Hand - Let the Children Not Be Alone" set off again, using a new form of convergence media to open a radio online program "Hand in Hand", and continued to send love and joy to the leftover children.

12月7日 December 7th



12月7日上午，安徽省抗击新冠肺炎疫情表彰大会在安徽省大剧院召开，江淮集团光荣承接了此次活动用车保障任务，以安徽之车迎安徽英雄，安凯客车组成迎接车队，为英雄保驾护航。此外，凭借抗击疫情期间的出色表现和积极贡献，“安徽江淮汽车集团控股有限公司援鄂蔬菜应急车队”被中共安徽省委、安徽省人民政府授予“安徽省抗击新冠肺炎疫情先进集体”。
On the morning of December 7th, Anhui Province COVID-19 Commendation Conference was held in Anhui Provincial Grand Theater. JAC Group was honored to undertake the vehicle support task for this event, welcoming Anhui heroes with Anhui vehicles, and AnKai Bus formed a convoy to escort the heroes. In addition, by its outstanding performance and positive contributions in the fighting against the pandemic, the "Anhui Jianghuai Automobile Group Holding Co., Ltd. emergency team for vegetable transportation to Hubei Province" was awarded the "Anhui Provincial Advanced Collective in Fighting COVID-19 Pandemic" by Anhui Provincial Committee of the Communist Party of China and the People's Government of Anhui Province.

6月底 Late June



6月底，由江淮集团与蓝海豚卡车之声携手打造的公益活动——“江淮平安行第五季”正式启航，秉承“安全驾驶、文明出行”的理念，制作系列文明安全交通短视频，开展线上全媒体矩阵传播，传递对卡车人的公益关怀。
Last June, the public welfare activity "Jianghuai Safe Journey Season 5" jointly created by JAC Group and Blue Dolphin Truck Voice officially set sail. We continue to adhere to the concept of "safe driving and civilized travel", make a series of short videos of civilized and safe traffic, carry out online media matrix propagation, and continue to spread the message of caring for the truckers.

5月21日-22日 May 21th-22th



5月21日-22日，全国两会在北京盛大开幕。安凯客车以高品质和高标准服务为全国两会保驾护航。
May 21 to 22, the NPC and CPPCC sessions were grandly opened in Beijing. Ankai Bus escorts the NPC and CPPCC sessions with high quality and high standard service.



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体系保障

全面推进社会责任管理

SYSTEM GUARANTEE

Comprehensively implementing social responsibility management



COMPANY CULTURE

企业文化

江汽集团文化体系模型
JAC GROUP culture system model



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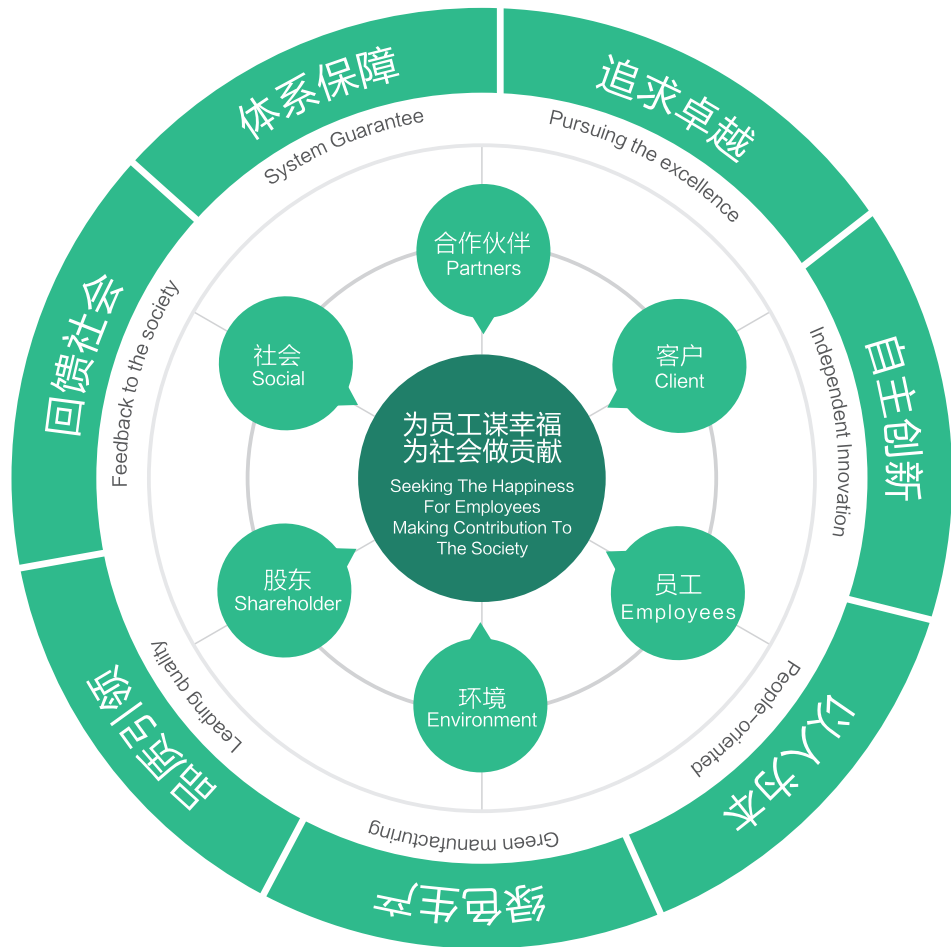
OPENLY DEVELOPMENT
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JAC CORPORATE SOCIAL RESPONSIBILITY

企业社会责任感



为员工谋幸福，为社会做贡献

Seeking the happiness for employees and making contribution to the society

责任管理模型具体内容 Liability management model

社会责任观 Social Responsibility	内涵理解 Connotation	具体举措 Specific Measures
为员工谋幸福 Seeking happiness for employees	<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，员工的利益及员工的幸福指数能够得到不断地提升和保障。 “为员工谋幸福”是江汽集团每一任领导集体最朴素的追求和最神圣的使命。</p> <p>Connotation: in order to ensure each of our employees to live a meaningful life while at work, JAC GROUP considers the constant pursuit of happiness both on material and spiritual as the center. Seeking happiness for employees is JAC GROUP each leader collective's most plain pursue and the most sacred mission.</p>	<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，以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>Creating an 'Employee-oriented' HR development and management, incentives, training and education system to develop and mobilize their potential ability. Creating good environment where employees can have a full play of their ability through 'treatment, career and affection'.</p>
为社会做贡献 Making Contribution to the society	<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>Making contribution to a friendly environment and harmonious society by continuous improvement of products and service, as well as creating wealth for the society by continuous sound development</p>	<p>• 诚信经营 Integrity Management 加强合规管理，诚信经营，完善公司治理，加强内控体系建设。 Enhancing compliance management and credit management, improving corporate governance, strengthening the internal control system.</p> <p>• 技术创新 Technological Innovation 以市场为导向，严格执行NAM流程，持续提升产品品质。 Market-oriented, JAC GROUP strictly implies the NAM process and continuously improve product quality</p> <p>• 服务市场 Services 持续提升服务品质，关注客户体验，持续开展用户满意度调查，缺陷产品召回。 Focusing on the customer experience, ongoing customer satisfaction survey and defective auto recall, JAC GROUP continues to improve its service quality.</p> <p>• 地方贡献 Local contribution 纳税稳定，增加就业机会。 JAC GROUP contributes to the local market by stable tax payment and increasing opportunities of employment.</p> <p>• 社会公益 Social Welfare 积极开展志愿者活动，以弱势群体为重点扶助对象，引导全体员工热心公益事业。 Guiding all the employees to enthusiastically participate in charity, focusing on vulnerable groups as the assistance objects, JAC GROUP actively carries out volunteer activities.</p> <p>• 环境责任 Environment Protection 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；倡导绿色办公，开展环保公益活动。 Increasing the application of new technology, new materials and new craft, insisting the development of cycle economy, and realizing green production; proposing green office, as well as carrying out environmental protection public welfare activities.</p>



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COMPANY SOCIAL MANAGEMENT RESPONSIBILITY

企业社会管理责任

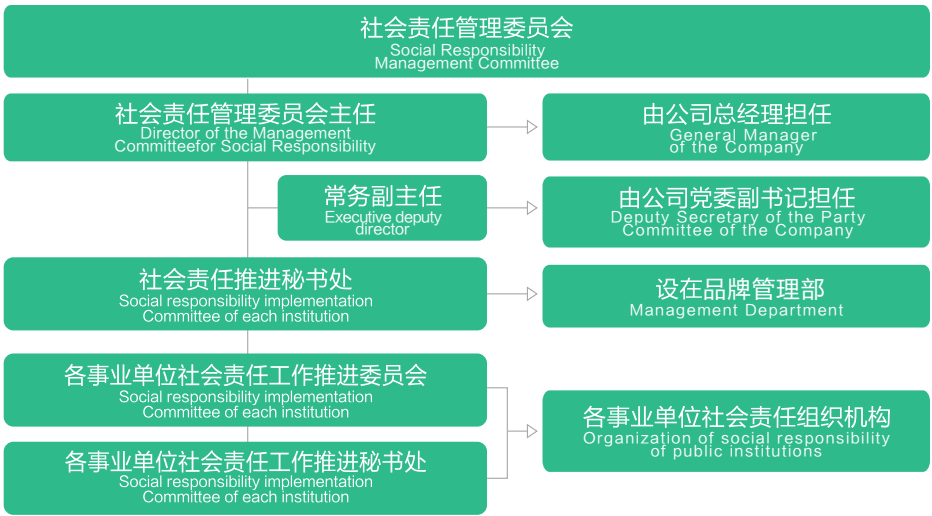
责任机构 RESPONSIBLE INSTITUTION

公司成立社会责任管理委员会，由总经理担任委员会主任，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。各事业单位设立社会责任工作推进委员会及秘书处组织实施，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，建立了相应的社会责任管理制度，规范引导企业内部践行社会责任工作流程，并于每年二季度定期对外发布社会责任报告。

The company sets up Social Responsibility Management Committee with the general manager as the committee chairman, and the Company's Brand Operators and Public Relations Department set up the Social Responsibility Secretariat, who is responsible for the overall coordination of the social responsibility work, the compile of the publish of social responsibility report, while each institution formed the Social Responsibility Promotion Committee and Secretariat to organize the implementation, build resources guarantee, process guidance, ad comprehensive management and control mechanismsto jointly promote the implementation and fulfillment of social responsibility.

Based on the social responsibilities management pattern, JAC GROUP establishes the corresponding social responsibilities management regulations to guide the internal procedure to practice the social responsibilities standardly and also set up the rule of releasing the social responsibilities information every Q2.



文化培育 CULTURE CULTIVATION

公司积极参加中国工业经济联合会及安徽工业经济联合会召开的社会责任培训会议和活动，并根据企业自身发展特点，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，定期进行全员社会责任培训及活动，促进全员进行社会责任意识提升。

The company actively attended the social responsibility training meeting and activities held by China Federation of industrial economics and Anhui industrial and Economic Association, and selectively introduced advanced social responsibility philosophy from home and abroad based on the characteristics of the company self-development; meanwhile, the company regularly carries on the training and activities of all staffs on the platform of the company staff training work, promoting the awareness of all staffs' social responsibility.

责任绩效管理 RESPONSIBILITY PERFORMANCE MANAGEMENT

公司认为社会责任绩效管理是对原有公司一体化管理的一种提炼，报告期内，公司完善绩效管理机制，并在借鉴以往业绩管理经验的基础上，结合公司实际经营要求，组织各数据来源单位共同探讨、拟定了各单位2020年度一体化业绩管理方案，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，提升了管理效果。

The company believes that social responsibility performance management is a refinement of the original company integrated management. During the reporting period, the company has improved the performance management system on the basis of the past performance management experience and combined with the company actual business requirements, the company has organized data sourced units to discuss and develop each unit 2020 integration performance management scheme, with the optimization and innovation from the index design, weight matching and control model.

The company insisted on bringing each institution due key work into the monthly key work plan on the basis of “Monthly Dynamic Management, Quarterly Self-assessment, Annually Visits and Audits” management mode. Besides, through the monthly visits and audits, point to point on-site inspections, the management effect has been improved.



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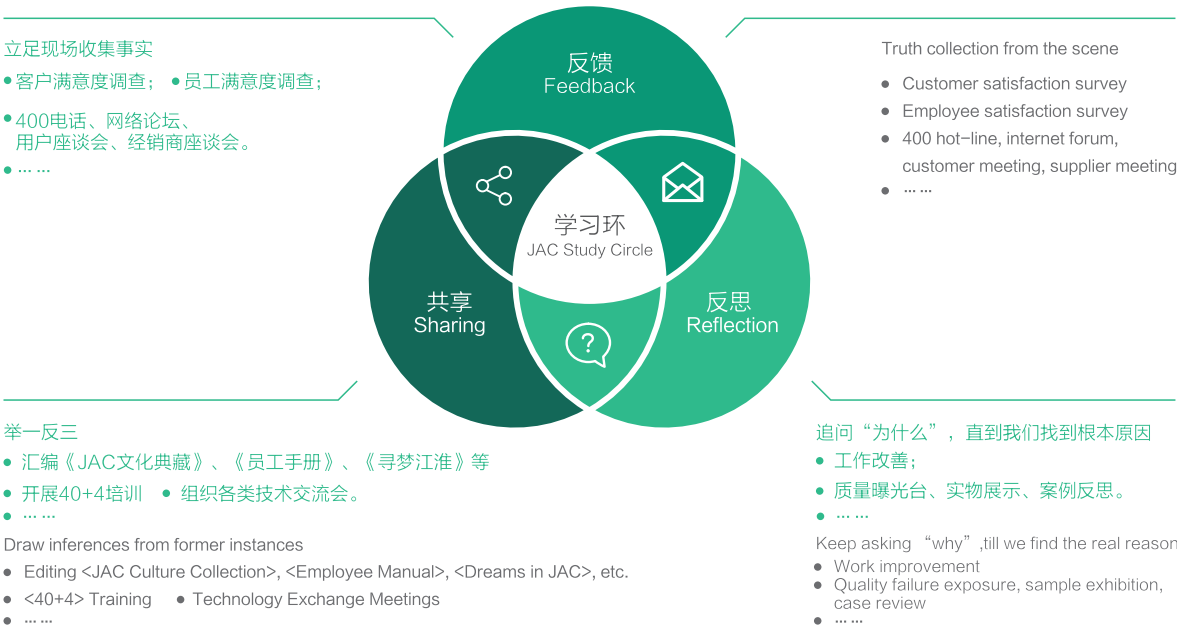


SHARING DEVELOPMENT
共享发展

责任沟通 RESPONSIBILITY COMMUNICATION

2020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，监督引导发挥企业履责最大效应，营造了和谐共赢的发展环境。

In 2020, the company took the system of “Feedback, Reflection and Sharing” as the responsibility communication channel, and has formed the benign interaction between the company and the shareholders, actively making use of the company social resources advantages to achieve effective communication and sharing of internal and external, moreover, with the performance management as the criteria, the biggest effect of corporate responsibility has been played by supervision and guidance, creating harmonious and win-win development environment.



责任报告 RESPONSIBILITY REPORT

2011年以来，公司已连续10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, JAC GROUP has continuously released 10 annual Social Responsibilities Reports, which comprehensively and objectively disclosure the concept and performance of its social responsibility. The report has become an important tool to strengthen the communication with stakeholders, spread the concept of social responsibility and improve enterprise management pattern.



创新发展
促进社会可持续发展

INNOVATIVE DEVELOPMENT
Driving Social Sustainable Development





公司积极响应国家号召，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，全力打造自主品牌汽车的核心竞争力。

In purpose of providing the most satisfactory products to customers, JAC GROUP always adheres to the R&D guideline of key technology of “energy saving, environmental protection, safety, intelligence, network connection and comfort”, greatly developing new technologies, new materials and new art craft, and building up its own core competitiveness as the independent auto brand.

DEEPEN THE R&D SYSTEM CONSTRUCTION

深化研发体系建设

公司坚持正向研发，立足营业务收入3%-5%的研发投入保障，持续推进“以客户为中心”的研发体系建设，不断提升正向的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。

JAC Group adheres to forward R&D, and based on guaranteeing 3%-5% of business income on R&D, continue to promote the "customer-oriented" R&D system construction, and constantly improve the forward design development and testing verification capabilities, accelerate the transformation of technology R&D strength to market competitive advantage.

与“世”俱进

充分发挥海外研发中心的功能和作用
Advance with the "World" and give full play to the functions and functions of overseas R&D centers.

2020年，意大利、东京、合肥三大设计中心充分发挥各自的功能和作用。由三大设计中心共同完成的新设计哲学构建项目，定义设计哲学为“时代美学”，以“简约、动感、智趣、进化”为关键词。目前全新设计哲学已全面应用于后续车型开发，为统一公司产品形象，支撑惊艳造型打下了坚实的基础。

In 2020, the company divided the three design centers of Italy, Tokyo and Hefei into specialized groups to give full play to their respective functions and roles. New design philosophy construction project jointly completed by the three design centers defines the design philosophy as "Aesthetics of the Times", with "simplicity, vitality, intelligence, and evolution" as the key words. At present, the new design philosophy has been fully applied to subsequent model development, laying a solid foundation for unifying the company's product image and supporting stunning styling.

以“我”为主

强化核心技术能力建设
Focus on "self" and strengthen the construction of core technology capabilities.

2020年公司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。构建整车系统集成开发体系，提升产品开发效率；坚持平台化开发战略，深入对标大众，推动平台化开发。

In 2020, JAC Group strengthens the core R&D capacity in headquarter R&D center, and the technological innovation capability will continue to improve. JAC is also devoted to the building of an integrated development system for vehicle systems, improving product development efficiency, adhering to the platform development strategy, going deep into bench-marking VW, and promoting product platform development.

优势互补

产学研联合充分互动
The advantages are complementary, and the industry-university-research consortium is fully interactive.

2020年，产学研联合创新扎实推进。公司与天津大学联合成立的特瑞捷动力科技有限公司，有力支撑了国六发动机的研发和量产；与中科大、中科院、安徽联通及清华大学共同承担的《安徽省发改委智能网联电动汽车关键系统集成开发与产业化项目》完成2台功能样车搭载，实现5A1P功能，并高水平通过安徽省发改委的中期验收。

In 2020, industry-university-research joint innovation makes solid progress. JAC Group and Tianjin University have jointly set up the Terijie Power Technology Co., Ltd., which strongly supports the R&D and mass production of the C6 emission engine. Completed two function prototypes in the "Intelligent Connected Electric Vehicle Key System Integration Development and Industrialization Project of Anhui Development and Reform Commission" jointly undertaken by the University of Science and Technology of China, Chinese Academy of Sciences Anhui Unicom and Tsinghua University, realized the 5A1P function, and passed the midterm acceptance of the Anhui Development and Reform Commission at a high level.

放眼全球

与全球优秀供应商开展交流活动
Focus on the world and exchange with outstanding global suppliers.

积极组织优秀供应商到公司开展产品路演和技术交流，深化众多顶级国际战略合作伙伴，“请进来”与“走出去”相结合，提升专业能力，不断拓展合作领域与专业深度。

JAC actively organizes excellent suppliers to the company to carry out product roadshows and technical exchanges, deepening cooperation with many top international strategic partners, "introduce in" and "go out" strategies are combined to enhance professional competence and continuously expand cooperation areas and professional depth.

贴近市场

快速响应终端用户需求
Close to the market and respond quickly to end-user needs.

各事业部生产技术部门针对顾客的个性化需求，进行快速反应和精准定位，公司高效配合及推进各事业部研发系统的产品验证工作、市场问题调查及问题解决等。

The production and technical departments of each business unit respond to the individual needs of customers in a quick and accurate manner. Various business units within the company efficiently cooperate with each other and promote product verification, market problem investigation and problem solving of R&D systems of.



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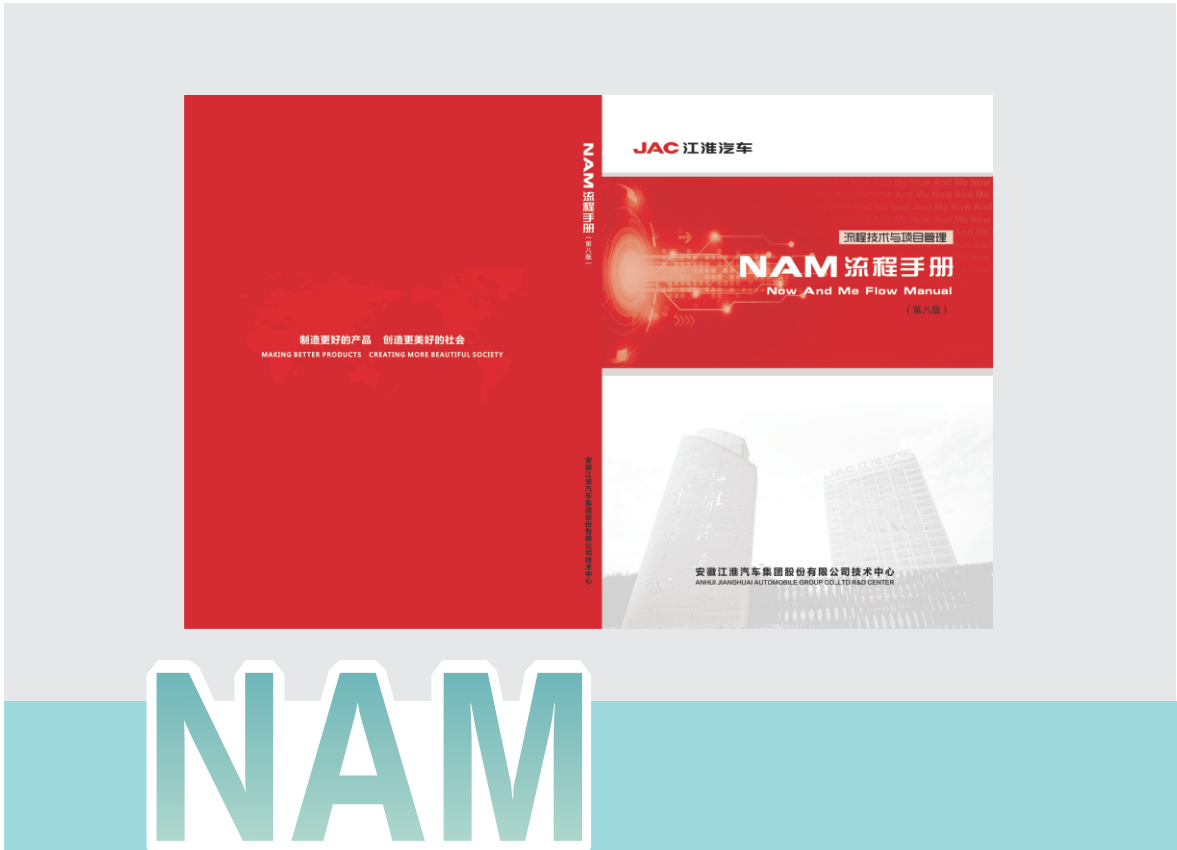
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NAM流程围绕整车产品开发的规范性与有效性，基于产品开发运行情况以及组织结构变动进行适应性优化。围绕节点门关键指标、节点门审核模式等方面持续优化更新，提升节点门审核管理质量，提升NAM流程体系的指导力。

基于国际版产品开发需求，定义与完善相匹配产品开发流程与交付物，针对交付物模板、审核要求开展优化，整合国内与国际同步开发的节奏，节省资源，提高效率，提升流程体系对国际产品开发的适应性，提升平台产品系统开发的有序性，促进企业的产品开发更加系统、有效。

The NAM process concentrates on the normativeness and effectiveness of vehicle product development, and adaptively makes adaptations and optimization based on product development operations and organizational structure changes. Continuously optimize and update around the key indicators and audit mode of pitch points, improve the quality of the pitch points audit management, and enhance the guidance of the NAM process system.

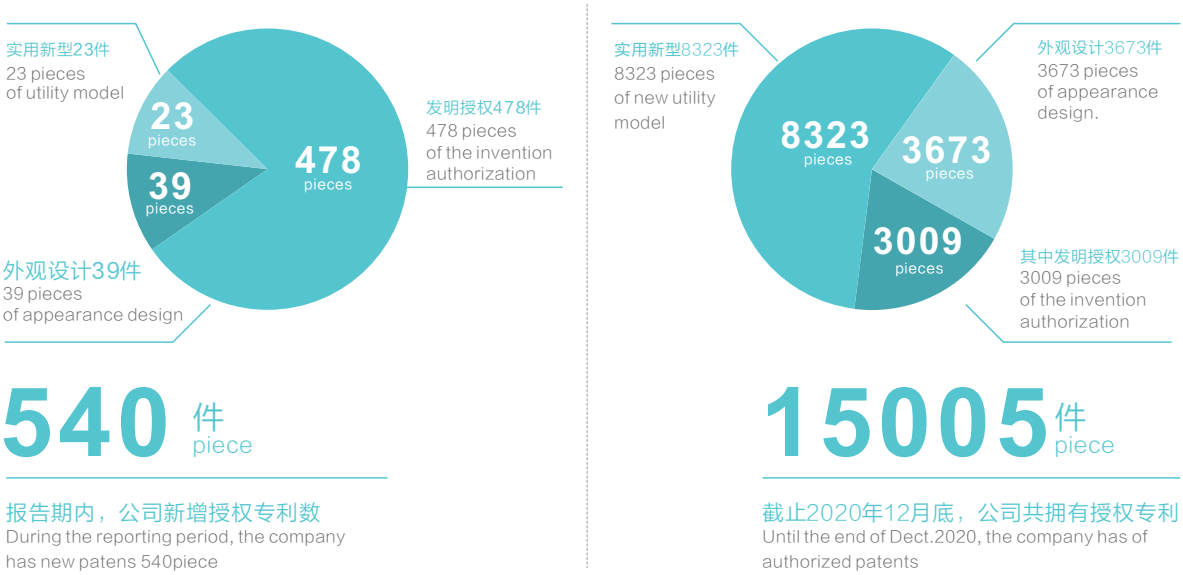
Based on the international product development needs, JAC GROUP strives to define and improve the product development process and deliverables, optimize the delivery template and audit requirements, integrate the pace of simultaneous development for both domestic and international markets, save resources, improve efficiency, and promote the process system for international products as well as the adaptability of development. Moreover, efforts are made to improve the orderliness of platform product system development, and to promote enterprise product development to be more systematic and effective.



INCREASING THE R&D INVESTMENT BOOSTING THE RESEARCH ABILITY IMPROVEMENT 加大研发费用投入，助推研发能力提升

公司连续多年坚持以销售收入的3%~5%投入技术研发，2020年全年投入研发费用达 16.77 亿元。
The company has always adhered to investing 3% to 5% of sales revenue on research and development. In 2020, the annual R & D expense reached RMB 16.77 billion Yuan.

研发投入情况如下表 Research Investment Sheet	单位：元 Unit: yuan
本期费用化研发投入 Current R&D Investment Cost	1,676,691,221.41
本期资本化研发投入 Current Capitalized R&D Investment	132,945,294.29
研发投入合计 Total R&D Investment	189,636,524.29
研发投入资本化的比重 Proportion of Capitalized R%D investment capital	7.35
研发投入总额占营业收入比例 Proportion of R%D Investment in operating revenue	4.23%



VIGOROUSLY PROMOTE THE APPLICATION OF NEW TECHNOLOGICAL ACHIEVEMENTS 大力推进新技术成果应用

2020年，公司牢牢把握关键技术研发路线，以客户为导向，强化新技术的成果运用，进一步突出按质、按期出成果的核心诉求，扎实推进产品开发和研发能力的提升，取得显著成效。

In 2020 the company firmly adhered to the key technology research and development routes, strengthened the use of new technology results based on customer-oriented strategy, further highlighted the core demands of quality and on-time results, and solidly promoted product development and research and development capabilities, and achieved remarkable results.

01 乘用车技术 PASSENGER VEHICLES TECHNOLOGY

全新432平台 首款SUV产品 开发完成

Passenger car technology—
The development of the first
SUV on the new 432 platform
was completed.

2020年乘用车新产品开发工作积极推进、成果显著，思皓X8作为乘用车2020年“一号工程”，克服疫情影响，北京车展如期上市。思皓X8搭载1.5TGDI改进版发动机，采用“时代美学”全新造型设计语言，具备同级车型最大空间，5座/6座/7座三种座椅组合方式可选，乘坐空间、NVH等部分性能优于其他同级别车型，全面优于市场竞品车型，搭载L2级智能辅助驾驶系统，满足客户对车辆动力、空间、智能、安全的需求。2020年9月26日在北京车展成功上市，销量节节攀升，有力的支持了乘用车事业的发展。

In 2020, the new product development of passenger cars was actively promoted with remarkable results. The passenger car "Project One" of 2020, Sehol X8, was launched as scheduled at Beijing Auto Show by overcoming the impact of the pandemic. Sehol X8 is equipped with a 1.5TGDI modified version engine, using the "era aesthetics" new modeling design language, it has the maximum space among the same class models with three seat combination options as 5 seats/6 seats/7 seats. Performances such as space and NVH, are better than the same class Volkswagen models, and are overall better than the competitive models in the market. The car applies the L2 level intelligent driving assistance system, and meets customers' demands for vehicle power, space, intelligence and safety. On September 26, 2020, it was successfully launched at the Beijing Auto Show, and its sales volume has been rising steadily and strongly supports the development of JAC Group passenger car.



02 新能源汽车技术 New energy vehicle technology

国内独创、 国际领先的 蜂窝电池技术 五层次解决方案

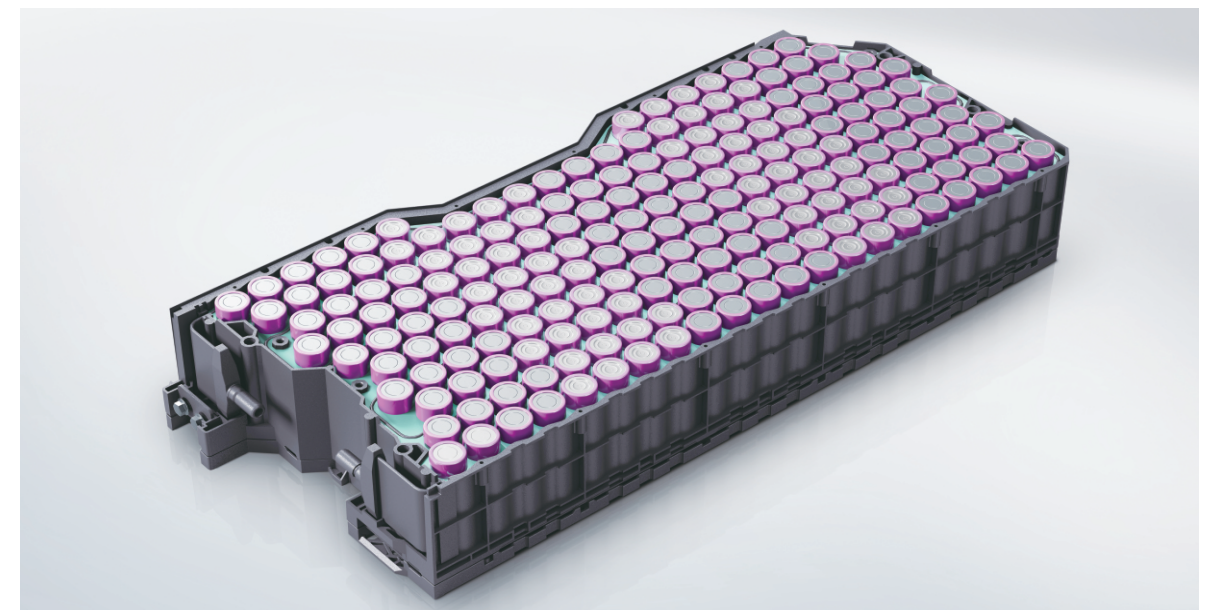
New energy vehicle technology—
Domestic original, the world's
leading cellular battery
technology five-tier solutions

- ① 电芯定向爆炸；
- ② 模组内电隔离与热隔绝；
- ③ 相邻模组间安全隔离；
- ④ 电池包机械结构可靠；
- ⑤ 整车“机-电-热”耦合。

- (1) battery cell directional explosion;
- (2) Electrical isolation and thermal isolation in battery module;
- (3) Safety isolation between adjacent battery modules;
- (4) Reliable mechanical structure of battery pack;
- (5) The whole car coupling the machine-electric-thermal.

2020年7月，经安徽省科技成果转化服务中心组织专家评价，该科技成果技术水平：国际领先。

In July 2020, evaluated by experts organized by Anhui Province Science and Technology Achievements Transformation Service Center, the scientific and technological achievements was evaluated at international leading technical level.



高安全蜂窝电池



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03

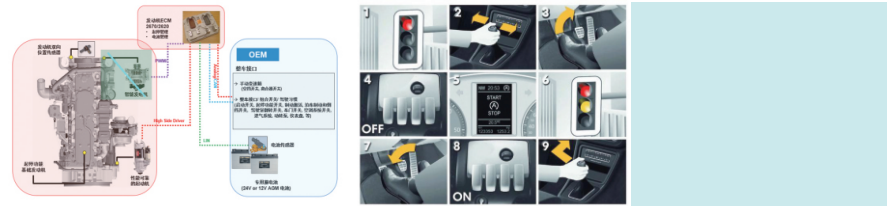
商用车技术
COMMERCIAL VEHICLE TECHNOLOGY

自动启停
技术的研究

Auto-Start-Stop
technology R&D

自动启动停车技术致力于最大限度减少发动机怠速时燃油损耗，避免能源浪费,降低排放。通过启停功能应用，减少不必要的发动机怠速消耗，进而降低燃油的消耗和排放。目前自动启停技术已在江淮帅铃配康明斯国六动力基础车型上应用，实车实验对比中国工况市区工况节油3.2%；实际道路验证综合油耗节油2%左右。

The Auto-Start-Stop technology is designed to minimize fuel loss when the engine is idling, to avoid energy waste and reduce emission. This is to reduce unnecessary fuel consumption through start-stop function application, thereby reducing fuel consumption and emission. At present, the Auto-Start-Stop technology has been applied in the basic model of JAC Shuailing light truck with Cummins C6 engine, and the test fuel consumption is 3.2% less than the urban driving conditions in China, and the comprehensive fuel consumption verification on actual roads saves about 2%.



L4级自动驾驶
研发成果显著

Remarkable results on
L4 self-driving R&D

江汽集团帅铃i5自动驾驶样车开发项目在国内商用车自动驾驶领域实现了突破。2020年i-VISTA自动驾驶挑战赛，斩获“虚拟仿真挑战赛”的冠军，“最强车脑挑战赛”第二名；中国国际智能商用车大赛荣获“智能商用车技术领先奖”，并且圆满完成了自动驾驶演示任务。

JAC Group independently developed Shuailing i5 self-driving prototype achieves a breakthrough in the field of Self-Driving commercial vehicles. In 2020 i-VISTA Self-Driving Challenge, the i5 won the champion of "Virtual Reality Challenge" and the second place in the "Strongest Car Brain Challenge"; and in the China International Smart Commercial Vehicle Competition, it won the "Smart Commercial Vehicle Technology Leading Award" and successfully completed the task of Self-Driving demonstration observed on the spot by a number of national ministries and commissions leaders.



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04

智能网联技术
INTELLIGENT CONNECTION TECHNOLOGY

L2级智能辅助
驾驶系统全面
落地应用

Full application of L2
intelligent assist driving
system

公司聚焦前视摄像头、毫米波雷达等感知系统技术研究，通过12个超声波雷达、4颗高清环视摄像头等，实现报警、纵向控制、横向控制3大类20余项智能驾驶功能。思皓乘用车已实现L2级智能辅助驾驶功能的全面搭载，其中思皓A5的i-VISTA智能指数测试获得“五星全优”，性能在行业智能化中处于领先地位。

JAC Group focuses on the R&D of front-view cameras, millimeter-wave radar and other sensory system technology. With application of 12 ultrasonic radars, 4 high-definition panoramic cameras, etc. more than 20 intelligent driving functions in 3 categories as warning, longitudinal control and horizontal control are achieved. Sehol passenger car has achieved the full application of L2 level intelligent assist driving functions, among which the i-VISTA on Sehol A5 has been identified as "five star" in intelligent index, a leading position of performance in intelligence industry.



TECHNICAL TALENT TRAINING

技术人才培养

公司通过系统策划，充分识别培训需求，精准培训计划，分类分层实施各类人才的培养工作，促进员工成长，提升技术人员的岗位技能水平，为新技术的开发和人才队伍建设提供有力保障。

Through systematic planning, the company fully identifies the training needs, precise training plan, classifies and implements the training of various talents, promotes the growth of employees, enhances the skill level of technicians, and provides a strong guarantee for the development of new technologies and the construction of talent teams.

01 技术管理类人才培养 TRAINING OF TECHNICAL MANAGEMENT PERSONNEL

2020年公司为加强干部学习，通过集中培训、项目拉练与自学相结合的方式开展，按年度培养计划积极参加主题培训。依托项目开发提升技术研发能力，自学掌握最新资讯及了解行业动态；通过开发专业领域教材及授课，将知识传授和能力提高两者有效融合。

In 2020, in order to strengthen the learning of cadres, JAC Group actively participated in thematic training according to the annual training plan, carried out the combination of centralized training, project training and self-study. A variety of training are carried out, such as to improve the ability of technology R&D through project development, to master new information and understand industry trends by self-learning, and to effectively integrate knowledge impart and ability improvement through development of professional field training material and lectures.



02 技术骨干培养 TECHNICAL BACKBONE TRAINING

2020年公司开展技术类岗位培训545次，专项培训226次，委外送培4项，组织开展技术类各领域专场培训5期，实现培训资源的共享。通过“请进来”的方式与国内外知名供应商进行交流，开展“智能网联技术展示交流会”、“汽车轻量化”、“宝钢技术展”等技术交流，进一步拓展和深入高层次人才培养形式，有效满足技术类员工需求及能力提升。

In 2020, the company carried out 545 technical job trainings, 226 special trainings, 4 outsourced trainings, and organized 5 special trainings in various fields of technology to realize the sharing of training resources. Communicate with well-known domestic and foreign suppliers through "inviting in" and carry out technical exchanges such as "Intelligent Network Technology Exhibition Exchange", "Auto Lightweight", "Baosteel Technology Exhibition", to further expand and deepen the cultivation of high-level talents, effectively meet the needs of technical staff and improve their ability.



03 新知识员工培养 NEW KNOWLEDGE EMPLOYEE TRAINING

成立新员工入职培训课程开发团队，开发必备知识培训课程，开展新员工入职培训，实施阶段化跟踪评价培养机制，开展新员工出师暨拜师大会。

The company set up a new employee on-the-job training course development team, developed the necessary knowledge training courses, launched new employee induction training, implemented a phased tracking evaluation training mechanism, and launched a new employee training and apprenticeship meeting.



04 关键领域人员培养 PERSONNEL TRAINING IN KEY AREAS

针对关键领域成立各领域的专家工作室培养其核心技术人员，目前公司技术中心技术首席大师工作室7个、技能大师工作室2个。2020年公司依据年度计划编制各关键领域人才培养策划方案，通过月度走访、季度分享交流、半年度及年度稽核验收等形式保障督导关键人才培养工作。

JAC Group has set up expert studios in key areas to train core technical staff. There are at present 7 chief technical master studio and 2 skill master studio in R&D Center. In 2020, according to the annual plan of talent training for key areas, JAC Group ensures and supervises the training through monthly visits, quarterly sharing and exchange, semi-annual and annual audit acceptance.



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AWARDS AND HONORS

获得奖项

2020年1-12月，获得的科技奖励及产品荣誉情况
Technology awards and product honors obtained from January to December 2020



<div>● 中国汽车工业科学技术奖 Science and Technology Award of China Society of Automotive Engineers</div>	<div>基于LFP液冷电池技术的长寿命纯电动车研发及产业化 R&D and industrialization of long-life BEV based on LFP liquid-cooled battery technology</div> <div>基于LFP液冷电池技术的长寿命纯电动车研发及产业化 R&D and industrialization of long-life BEV based on LFP liquid-cooled battery technology</div>
<div>● 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</div>	<div>电池SOC精确算法及低能耗控制策略的纯电动物流车研发与运用 R&D and application of logistics BEV with battery SOC precise algorithm and low energy consumption control strategy</div> <div>6×4重型牵引车系列产品开发及技术应用 Development and technical application of 6×4 heavy tractor series products</div> <div>新一代高端轻卡产品开发及链传动关键技术应用 Development of new generation high-end light truck products and key technology application of chain drive</div> <div>HFC5211A5中置轴轿运车开发及技术应用 Development and technical application of HFC5211A5 middle axle car carrier</div> <div>轻卡轻量化产品开发及物联网关键技术应用 Development of lightweight light truck products and key technology application of the Internet of Things</div>
<div>● 安徽省机械工业科学技术奖 Anhui Machinery Industry Science and Technology Award</div>	<div>基于超低排放后处理平台和安全节能新技术的系列车型研究与应用 Research and application of series vehicles based on ultra-low emission after-treatment platform and new safety and energy saving technology</div> <div>国际版载货汽车低温适应性技术研究及寒带系列化产品应用 Research of low temperature adaptability technology and application of series products in cold zone for international markets version trucks</div> <div>基于整车开发的尺寸工程技术研究及应用 Research and application of dimensional engineering technology based on vehicle development</div>
<div>● 安徽省新产品 New Products Of Anhui Province</div>	<div>HFC1045P32K2C7S系列国六智能轻型卡车 HFC1045P32K2C7S series C6 intelligent light trucks</div> <div>HFC1030系列汽油国六轻型载货汽车 HFC1030 series gasoline C6 light trucks</div> <div>匹配D20+5MT发动机HFC6501K1M1DS轻型欧系客车 HFC6501K1M1DS van with D20+5MT engine</div> <div>匹配1.8VVT+5MT发动机的HFC6470RA2C7S国六轻型客车 HFC6470RA2C7S van with 1.8VVT+5MT C6 engine</div> <div>新康铃HFC1053系列载货汽车 New Kangling HFC1053 series trucks</div> <div>江淮帅铃T8智联越野型汽车 JAC Shuailing T8 intelligent connect off-road vehicle</div> <div>HFC7002BEV/HFC7002BEV1高性能纯电动A级轿车 HFC7002BEV/HFC7002BEV1 high performance A-class BEV sedan</div> <div>HFC5045XXYEV帅铃i5中体纯电动厢式运输车 HFC5045XXYEV Shuailing i5 medium cabin electric cargo truck</div> <div>帅铃i3 T330纯电动皮卡3380轴距产品开发 Shuailing i3 T330 electric pickup (development of wheelbase 3380mm)</div> <div>HFC2324J1K8T40系列8×8重型全驱特种车 HFC2324J1K8T40 series 8×8 heavy duty all wheel drive special vehicle</div> <div>2.2L CT1国6b高效环保柴油机油 2.2L CT1 C6b high-efficient and environmental-friendly diesel engine</div> <div>HFC7152B1S/HFC7152B1TS系列轿车 HFC7152B1S/HFC7152B1TS series cars</div>

截止2020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 2020

<div>● 国家重点研发计划 National key R&D plan</div>	<div>高比能量动力锂离子电池开发与产业化技术攻关 Technological breakthrough of the development of high specific energy power Li-ion battery and industrialization</div> <div>复杂薄壁压铸铝合金零部件成型与应用关键共性技术 Key generic technology of complex thin-wall die-casting aluminum alloy parts forming and application</div> <div>多材料连接建模分析、疲劳设计与性能评价方法 Modeling analysis, fatigue design and performance evaluation of multi-material connection</div> <div>超高强度钢汽车零部件成形与应用关键共性技术 Key generic technology of forming and application of ultra-high strength steel auto parts</div> <div>电子电气架构平台体系应用 Application of electronic and electrical architecture platform system</div> <div>燃料电池汽车动力系统环境适应性评估方法研究 Research on environmental adaptability assessment method of fuel cell vehicle powertrain</div> <div>高档内燃机油产品性能评价及自主评价技术开发 Performance evaluation of high-grade internal combustion engine oil and development of independent evaluation technology</div> <div>汽车关键部件装配缺陷视觉检测仪 Automobile key parts assembly defect vision detector</div> <div>基础制造工艺资源环境负荷数据采集评价及数据库平台建设 Data collection and evaluation of environmental load of basic manufacturing process resources and database platform construction</div>
<div>● 安徽省战略性新兴产业集聚发展基地 Gathering development base of Anhui Province strategic emerging industries</div>	<div>江淮汽车纯电动窄体商用车项目 JAC electric narrow cabin commercial vehicle project</div> <div>高端及纯电动轻卡建设项目 High-end and pure electric light truck construction project</div> <div>iEV7T纯电动产品开发项目 iEV7T pure electric product development project</div> <div>江淮A60高端纯电动轿车产品研发项目 JAC A60 high-end pure electric car product development</div>
<div>● 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</div>	<div>智能网联电动汽车关键系统集成开发及产业化 Integrated development and industrialization of key systems for intelligent connected electric vehicles</div> <div>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</div>
<div>● 安徽省技术创新中心 Technology Innovation Center of Anhui Province</div>	<div>新能源汽车技术安徽省技术创新中心 New Energy Vehicle Technology Innovation Center of Anhui Province</div>
<div>● 安徽省重点研究与开发计划 Key research and development plan of Anhui Province</div>	<div>新型商用车AMT产品开发项目 New commercial vehicle AMT product development project</div>
<div>● 安徽省科技重大专项 Major science and technology projects of Anhui Province</div>	<div>高安全高比能电池包技术与产业化应用 High safety and high specific energy battery pack technology and industrial application</div> <div>基于5G的车路云协同自动驾驶关键技术研究与应用 Research and application of vehicle-road-cloud collaborative Self-driving Key technology based on 5G</div>
<div>● 合肥市自主创新政策“借转补”项目 Independent innovation policy of Hefei "Borrowing to Subsidy" projects</div>	<div>下一代高集成度电驱动系统产品开发项目 Next generation high integration electric drive system product development project</div>



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BUSINESS IN GOOD FAITH AND BE A LAW-ABIDING CORPORATE CITIZEN 诚信经营，做守法合规的企业公民

作为国有控股上市企业，公司始终坚持依法合规、诚信经营的理念，严格遵守国家法律法规、行业规范与职业道德，重合同、守信誉，砺行企业自律、参与公平竞争，持续推进依法合规体系建设，全面提高依法治企的能力。

As a state-controlled listed company, the company has always adheres to the concept of compliance with laws and regulations and integrity management, strictly abides by national laws and regulations, industry norms and professional ethics, respects contracts, abides by reputation, encourages corporate self-discipline, participates in fair competition, and continues to promote a legal compliance system construction and comprehensively improve the ability of legally governing the enterprise.

守法合规体系建设 Compliance with the law-abiding system

完善公司治理结构，通过法律法规识别与评价机制，识别新出台或修订的法律法规及其给公司带来的影响，实现事前防范。

Improve the corporate governance structure, identify new and revised laws and regulations and their impact on the company through legal identification and evaluation mechanisms, and achieve pre-emptive prevention.

践行诚信经营 Practice integrity management

公司严格遵守商业伦理与契约精神，信守承诺，维护利益相关方的合法权益。走访先进企业，学习经验、对标管理、共同提高，同时积极参与构建行业合作平台，创新行业合作范式，为推动行业的整体发展与进步作出积极贡献。

The company strictly abides by the spirit of business ethics and contract, abides by its commitments and safeguards the legitimate rights and interests of stakeholders. The company visited advanced enterprises, learned from experience, benchmarked management, and jointly improved. At the same time, it actively participated in building industry cooperation platforms and innovating industry cooperation paradigms to make positive contributions to the overall development and progress of the industry.

砺行企业自律 Enterprise Self-discipline

公司遵守竞争的相关法律法规，恪守公平竞争规则，不诋毁、不贬低竞争对手，不使用不正当的手段谋求竞争优势地位，积极参与构建行业合作平台。

The company abides by the relevant laws and regulations of competition, abides by the rules of fair competition, does not discredit or undermine competitors, does not use unfair means to seek competitive advantage, and actively participates in building an industry cooperation platforms.

完善法律风险管控 Improve legal risk management and control

公司秉承“融入决策、融入管理、融入文化”的法律理念，建立以“事前防范、事中控制和事后补救”为核心的法律风险防范系统，不断完善公司内部管理制度，提升全员的法律意识。

The company adheres to the legal concept of "integration decision-making, integration management, and integration culture", and establishes a legal risk prevention system with "prevention, mid-event control, and post-event remediation" as the core, and continuously improves the company's internal management system to improve legal awareness of all employees.

推进创新进位 Advance the innovation of the company

公司着力完善企业知识产权管理，构建以创建发展自主品牌为核心，以提升自主研发能力为重点的知识产权管理体系。在维护自身知识产权成果的同时，公司也充分尊重他人的知识产权，对重点研发项目开展全面的知识产权调研与预警工作，避免侵权行为的发生。

The company is committed to improving the management of intellectual property rights of enterprises, and building an intellectual property management system with the core of creating independent brands and focusing on improving independent research and development capabilities. While maintaining its own intellectual property achievements, the company also fully respects the intellectual property rights of others, conducts comprehensive intellectual property research and early warning work on key R&D projects, and avoids the occurrence of infringements.

WORK INCORRUPTION 廉洁从业



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教育宣传活动，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。

2020年，公司党委深入学习贯彻党的十九届四中全会精神，坚持以习近平新时代中国特色社会主义思想为指导，顺应新形势和新要求，把党风廉政建设和反腐败作为从严治党、从严治企的有力手段，多措并举，为生产经营营造了风清气正的政治生态。

The company's party committee insisted on focusing on reality to carry out various forms of education and publicity activities such as current politics study, situation and task education, and "prune branches and leaves" in accordance with party constitutions and regulations, clean up ideological dust, and guide party members to establish a correct outlook on world, life and value. The company took the initiative to adapt to the new situation and new changes, and regarded the construction of party style and clean government as a powerful means of strict party, corporate and administration governance, and strove to create a new normal status for a clean enterprise.

In 2020, the party committee of the company deeply study and implement the spirit of the fourth Plenary session of the 19th CPC Central Committee. adhered to the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, complied with the new situation and new requirements, and regarded the construction of party style, clean government and anti-corruption as powerful means of strict party and corporate governance. With multiple measures, company will create a clean political ecology for production and operation.



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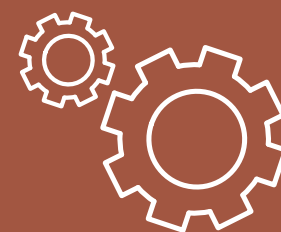


协调发展

筑建和谐共赢的大协同体

COORDINATE DEVELOPMENT

Building a Harmonious
Win-wir Synergic Unit



公司紧紧围绕“十三五”发展战略，正确处理与客户、员工、经销商和供应商等相关方的关系，积极提升客户满意度和经销商满意度，不断改善员工工作环境，与供应商协同合作，促进公司协调、健康、稳健发展。

The company closely follows the “13th Five-Year-Plan” development strategy,correctly handles the relationship with customers, employees,distributors and suppliers, actively improves customer satisfaction and dealer satisfaction, and continuously improves the working environment and supply of employees.Business cooperation and cooperation to promote coordinated, healthy and steady development of the company.

TAKE THE USER AS THE CENTER,IMPLEMENT THE CUSTOMER-ORIENTED PHILOSOPHY

以用户为中心 落实敬客经营

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

The company perfects the marketing management system, pays attention to the management of consumers'right to know, and actively constructs a healthy,fair and transparent marketing environment,while strictly managing the personal information of consumers and preventing all illegal business activities from happening.

01

所有车型涉及新品上市、配置变更和价格变动等第一时间在官网更新，确保消费者了解产品最新状态；
All models involved in the new product launch, configuration changes and price changes, etc. are updated on the official website for the first time to ensure that consumers understand the latest state of the product;

02

杜绝虚假宣传，确保促销信息准确无误送达消费者；
Eliminate false propaganda and ensure that promotional information is delivered to consumers accurately and without error;

03

完善和规范购车、订车合同格式，对购车过程中承诺客户的事项必须在合同上注明；
Mprove and standardize the format of car purchase and contract booking, and must declare the contract on the contract during the car purchase process;

04

规范商谈和报价过程，通过统一的商谈报价单，让客户在购车时明确所有购车相关费用；
Standardize the negotiation and quotation process, and through the unified negotiation quotation, let the customer clarify all the car-related expenses when purchasing the car;

05

建立多渠道的客户沟通提醒机制。
Establish multi-channel customer communication and reminder mechanism.



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顾客满意度调查
CUSTOMERS' SATISFACTION RESEARCH WORK

2020年，公司在敬客经营核心价值观的指导下，高度重视客户的满意度水平，持续强化客户满意度调研与结果应用工作。邀请行业知名咨询公司，开展终端客户满意度调研，根据客户关注点的变化动态优化调研体系，更好的识别客户需求与期望。通过坚持不懈的努力，销售满意度及售后满意度稳步提升，各产品业务PP100显著下降，客户对公司销售服务、售后服务及产品满意度持续提高，为公司巩固市场保有客户、改进并提升既有产品做出了一定贡献，为公司的稳步发展夯实了基础。

In 2020, under the guidance of the core values of customer-oriented management, the company attached great importance to the level of customer satisfaction and continued to strengthen customer satisfaction research and results application. Invited industry-renowned consulting companies to conduct end-customer satisfaction surveys, dynamically-optimized research systems based on changes in customer focus, and better identified customer needs and expectations. Through unremitting efforts, sales and after-sales satisfaction have steadily improved, PP100 has declined significantly in each product business. The continuous improvement of customer satisfaction with the sales service, after-sales service and products has contributed to the consolidation of market retention, improvement and enhancement of existing products, and has laid a solid foundation for the company's steady development.

营销执行力 Marketing Implementation Capacity	类型 Category	2018 得分 Scores	2019 得分 Scores	2020 得分 Scores
轻卡 Light-duty Trucks	SSI	962	962	953
	CSI	942	936	938
皮卡 Pick-up	SSI	948	954	957
	CSI	937	928	936
重卡 Heavy-duty Trucks	SSI	942	947	947
	CSI	914	915	921
乘用车 Passenger Vehicles	SSI	947	950	950
	CSI	911	922	922
新能源 New energy	SSI	947	950	932
	CSI	911	922	910
商务车 Commercial vehicle	SSI	949	949	945
	CSI	922	922	916

乘用车
Passenger Vehicle

2020年通过第三方满意度调研、微信服务号服务点评、经销商服务劳动竞赛、经销商客户触点管理等多种途径，全面识别客户不满意因子、服务力执行弱项，以进行针对性辅导提升；建立以日报、周报、月报为主体的服务投诉管控体系，新增微信公众号投诉渠道，快速响应客户需求，确保客户满意度稳步提升。

In 2020, through a variety of channels such as thirdparty satisfaction surveys, WeChat service reviews, dealer service competitions, dealer's customer contact point management, etc., the company comprehensively identified customer dissatisfaction factors and service performance weaknesses to provide targeted guidance for improvement. Established a service complaint management and control system with daily, weekly, and monthly reports as the main body, and added the WeChat official complaint channel to quickly respond to customer needs and ensure that customer satisfaction is steadily improved.

商务车
commercial vehicle


The company promoted the aftersales system compliance by strengthening the negative list management and standardization of the after-sales service system; at the same time, it implemented the business philosophy of “Customer-oriented Management” and strove to improve customer service satisfaction. In 2020, company used big data evaluation, through third-party satisfaction sampling, WeChat service surveys and other forms, to comprehensively identify customer dissatisfaction factors and carry out special improvements. At last, the overall CSI showed a stable trend at a high level.

公司通过强化负面清单管理，售后服务体系标准化建设，推进售后体系达标；同时贯彻落实敬客经营理念，着力提升客户服务满意度；2020年运用大数据测评，通过第三方满意度抽样、微信服务号服务点评调查等形式，全面识别客户不满意因子进行专项改进提升，CSI整体呈现出高位平稳走势。

轻型商用车
Light commercial vehicle

2020年公司持续强化客户满意度管理，通过体系化、流程化、强化培训学习、开展满意度约谈工作等举措提升客户满意度，评价结果持续保持高水平状态。

In 2020, the company continued to strengthen customer satisfaction management, and improved customer satisfaction through measures such as systemization, proceduralization, training enhancement and satisfaction interviews, so that the evaluation results continued to maintain a high level.

重型商用车
Heavy-duty commercial vehicle

The company focused on customer satisfaction and steadily promoted the construction of customer satisfaction. Through the promotion of "transaction services, environmental facilities, sales staff" and other sections, organized and carried out customer seminars, marketing visits and other activities to personally feel the ideas of customers, focus on the vital interests of customers, take the customer value as driving force, and promote the improvement of the entire value chain system. In 2020, the customer satisfaction of heavy trucks increased significantly.

公司聚焦顾客满意，扎实推进顾客满意度建设。通过提升“交易服务、环境设施、销售人员”等环节，组织开展客户座谈会、行销走访等活动，切身感受顾客的想法，立足客户切身利益，以客户价值为驱动，推动全价值链体系的改进与提升。2020年重卡客户满意度提升显著。



典型用户走进江淮

TYPICAL USERS REPRESENTATIVE ENTERING JAC

2020年公司继续开展了“典型客户进江淮”这一优秀主题活动，邀请各车型客户代表走进公司，与公司高管团队面对面进行交流。倾听客户的声音，充分听取用户在购买、使用及维修保养公司产品过程中的意见与建议，并制定详细的整改计划对问题进行追踪稽核。

In 2020,the company continued to carry out the excellent theme activity of “Typical customers entering JAC”,and invited customer representatives from various models to enter the company and communicate face-to-face with the company's senior management team. Listen to the voice of the customer,fully listen to the opinions and suggestions of the user in the process of purchasing,using and maintaining the company's products, and develop a detailed rectification plan to track and audit the problem.



海外市场售后服务

OVERSEAS MARKET AFTER-SALES SERVICE

2020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 2020, the company closely focused on the core values of “Customer-oriented Management” and the business philosophy of “serving sales”, insisting on “brand upwards” and unremitting efforts to achieve the “full care and professional service” international market service brand. During the report period, the company is based on service fundamentals, maximizes subjective initiative, strengthens service competitiveness, and continues to provide quality services to customers and enhance user satisfaction.

报告期内
During the report period

20 个
验收重点市场星级服务网络20个
Acceptance of 20 key market star service networks

3 次
开展大型客户关怀服务活动3次
3 large customer care services activities

5 场
策划实施区域规模服务培训5场
Planning and implementation 5 regional scale service trainings



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

以人为本 让员工在工作中活出生命的意义

“关爱员工”作为公司的文化基石之一，公司始终认为：每一位爱岗敬业的员工都是公司发展的基石，是公司最宝贵的财富。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。公司是员工展示才能、贡献社会、成就自我的平台，员工发展与企业发展紧密联系。

“Caring for Employees” as one of the cultural cornerstones of JAC GROUP, JAC GROUP always believes that every dedicated employee is the cornerstone of JAC GROUP development and is JAC GROUP most valuable asset. The growth,progress and happiness of employees are the basis for technological advancement,excellent products and first-class service.The company is the platform for employees to show their talents, contribute to society,and achieve self. The development of employees is closely related to the development of enterprises.

规范公司用工管理 维护员工合法权益

STANDARDIZE COMPANY EMPLOYMENT MANAGEMENT SAFEGUARD EMPLOYEES' LAWFUL RIGHTS AND BENEFITS

2020年，公司主动站位、积极发挥自身职能职责，严格贯彻落实各级政府和公司的决策部署，周密制定疫情期间各项人员管控和服务方案，助力打赢疫情防控保卫战；同时坚持实施管理体系优化、人力资源配置、优秀人才引进、员工培育成长、薪酬激励完善、关心关爱员工、国家政策运用等工作，为公司有序复工复产、提升经营业绩做出应有的贡献。

在员工招聘方面，按照人员需求状况开展校园招聘和社会招聘工作，增补所需人才，并对所有新入职员工统一规范管理，严格按照制度和流程办理入职、社保备案等手续。

在员工管理方面，公司认真遵守和落实国家法律法规，依法合规为员工交纳养老、医疗、工伤、生育和失业保险等社会保险及住房公积金，依法合规让员工享受带薪年假休假，维护员工产假、护理假、探亲假等各类假期权益；严格按照国家法律法规，实施劳动合同到期续签，从制度上保障员工的合法权益，不断提升企业凝聚力。

In 2020, JAC Group proactively played its functions and responsibilities, strictly implemented the decisions and arrangements of governments at all levels and by JAC, carefully formulated various personnel control and service plans during the pandemic to help win the battle of epidemic prevention and control. At the same time, we insisted on the optimization of management system, the allocation of human resources, the introduction of outstanding talents, the cultivation and growth of employees, the improvement of salary incentives, the care of employees, the application of national policies, etc., and have made due contributions to the orderly resumption of work and production and the improvement of business performance.

In terms of employee recruitment, we will carry out campus recruitment and social recruitment according to the needs of personnel, supplement the required talents, and standardize and manage all new employees, and strictly follow the procedures and procedures for entry and social security filing.

In terms of employee management, the company earnestly abides by and implements national laws and regulations, and provides employees with social insurance and housing provident fund for pension, medical care, work injury, maternity and unemployment insurance according to law and compliance, and allows employees to enjoy paid annual leave in accordance with laws and regulations. To protect employees' maternity leave, nursing leave, family leave and other holiday interests; strictly follow the national laws and regulations, implement the renewal of labor contracts, protect the legitimate rights and interests of employees from the system, and continuously enhance the cohesiveness of enterprises.



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招聘
RECRUITMENT



社会保险 SOCIAL INSURANCE



公积金 HOUSING FUND 带薪年假 PAID ANNUAL LEAVE



劳动合同续签 LABOR CONTRACT RENEWAL



多策并举支撑员工成长 立足需求培养人才
SUPPORT STAFF GROWTH THROUGH VARIOUS POLICIES
CULTIVATE TALENTS BASED ON STAFF DEMANDS

公司立足发展战略需要，不断完善员工成长体系，建立了以素质测评为基础，以见习培养、主动成长（成长路径、内部竞聘、自学成长）为手段，自主择岗、合理变岗为支撑的员工职业生涯管理体系，助力员工不断提升自我，实现人力资源合理配置。同时，公司积极探索基于岗位实践的人才培养模式，开展了经营管理人才、车间主任后备、高技能人才、科技研发人才、质量专家队伍等专项人才培养，为公司关键人才储备提供了战略支撑。

Based on the needs of development strategy, the company has continuously improved the employee growth system, and established employees who have been evaluated by quality assessment, with the training of trainees, active growth (growth path, internal competition, self-learning and growth) as their means, self-selected and rationally changed. The career management system helps employees to continuously improve themselves and achieve rational allocation of human resources. At the same time, the company actively explored the talent training model based on post practice, and carried out the training of special talents such as management and management talents, workshop director reserve, high-skilled talents, scientific and technological research and development talents, and quality expert teams, which provided strategic support for the company's key talent reserves.





荣誉 HONOR



5^个
unit
人才工作先进单位
Talents Work Advanced
Units



15^人
person
人才工作先进个人
Talents Work Advanced
Individuals



15^人
person
优秀培训教师
excellent trainers



15^人
person
人才工作干部典范
Talents Work Advanced
Cadres Models



30^人
person
传帮带师傅典范
Mentoring Models



30^人
person
岗位成才员工典范
Position Growing Models

国务院特殊津贴 State Council Special Allowance



夏顺礼 同志
Comrad
Xia Shun li



程 韬 同志
Comrad
Cheng Tao



尹良杰 同志
Comrad
Yin Liang jie

安徽省特殊津贴 Anhui Province Special Allowance



范习民 同志
Comrad
Fan Xi min



朱征兵 同志
Comrad
Zhu Zheng bing



刘玉芬 同志
Comrad
Liu Yu fen



李炳燮 同志
Comrad
Li Bing xie

合肥市引智项目和引智示范基地 Hefei City Talent Introduction Project and Talent Introduction Demonstration Base



卢秉德 同志
Comrad
Lu Bing de



李炳燮 同志
Comrad
Li Bing xie

安徽省引进高层次创新创业人才资助奖补:安徽省智能网联重点实验室、鹿伟大师工作室

Anhui Provincial Key Laboratory of Intelligent Network and Lu Great Master Studio
Anhui Province high-level innovation and entrepreneurial talent introduction and subsidy awards:
Anhui Province Intelligent Network Key Laboratory, Lu Wei Master Studio

国家级技能大师工作室:程韬技能大师工作室

National level studio: Cheng Tao skill master studio

安徽省级工作室:盛保柱技能大师工作室

Anhui provincial level studio: Sheng Baozhu skill master studio



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倾听员工心声 提升员工满意度
PAYING ATTENTION TO STAFF'S THOUGHTS
IMPROVING STAFFS' SATISFACTION

公司注重多种渠道倾听员工心声，通过职工代表大会、领导接待日、员工座谈会、OA留言板等沟通渠道，想方设法解决员工最关心、最直接、最现实的问题，认真对待并及时采纳员工的合理化建议。

The company pays attention to the voices of employees through various channels. Through the communication channels such as employee representative conference, leader reception day, employee symposium, OA message board, we try our best to solve the most concerned, most direct and most realistic problems of employees, and take them seriously for timely adoption of staff rationalization recommendations.



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，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，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 employee engagement and employee satisfaction management. It regularly organizes company-level employee engagement and employee satisfaction surveys every year to fully understand the company's operational management status and employee thinking dynamics, and to manage employee engagement and employee satisfaction as a starting point, to implement effective improvement from both the enterprise and the individual, continuously improve the professionalism of all employees, and enhance the overall competitive advantage of the company.



注重人文关爱 营造和谐温馨氛围
PAYING ATTENTION TO HUMANISTIC CARE
CREATING HARMONIOUS AND WARM ATMOSPHERE

公司历来重视员工职业安全、职业健康与心理健康，不断增加员工安全教育培训，主动识别危险源及有害作业点，提升员工安全意识和技能，保证劳保用品及时发放到位。建立了入职、在职、离职的体检体系，建立永久性的电子化健康体检档案，针对体检结果制定个性化的改善方案，保障员工的身心健康。

公司尊重和关心特殊群体，广泛开展关爱女性员工、关爱离退休员工、困难员工帮扶等暖心工程，将对员工的关怀落到实处。

The company has always attached great importance to employees' occupational safety, occupational health and mental health, continuously increased employee safety education and training, actively identified dangerous sources and harmful operating points, improved employee safety awareness and skills, and ensured timely delivery of labor insurance products. JAC GROUP established a medical examination system for on-the-job, on-the-job, and resignation, built a permanent electronic health checkup file, and developed a personalized improvement plan for the physical examination results to protect the physical and mental health of employees.

The company respects and cares for special groups, and extensively carries out warm-hearted projects such as caring for female employees, caring for retired employees, and helping employees with difficulties, and will implement the care of employees.



特色福利 Exclusive Welfare	免费午餐、单身（青年）公寓、购车优惠、节日慰问金等暖心福利。 Free lunch, single (youth) apartment, car discount, festivals subsidies and other warm heart benefits.	
发放就餐补贴费用2439万元； The meal subsidy fee reached 24.39 million yuan	成功购买内部试销车217人； 217 units internal trial sales vehicles were successfully purchased	
帮助员工成功新租续租公租房400套； JAC GROUP helped employees successfully rent 400 new rented or renewal houses	分配肥西县人才公寓房源1856套； Allocation of 1,856 talent apartments in Feixi County	
参与员工在职健康体检8450人； 8450 employees participated in on-the-job health checkups		
开展各种节日慰问、高温慰问、福利品发放等共计金额 1379万元。 JAC GROUP carried out a total of 13.79 million yuan of holiday condolences, high-temperature condolences, and welfare products		

关爱离退休职工 Caring for retired employees

- ◆ 组织离休干部、原退休厂领导、抗美援朝老同志迎新春茶话会，公司主要领导参会；
JAC GROUP organized retired cadres, former retired factory leaders, and elder members who attended "anti-American to aid Korea" war to the tea party of "Welcoming Spring", the company's main leaders attended the meeting;
- ◆ 完善老干部活动室配套设施，方便接待老干部来访；
Improved the supporting facilities of the activity room for veteran cadres to receive their visits;
- ◆ 组织离休老干部开展迎新年娱乐比赛活动，丰富老同志晚年生活；
All kinds of enterprise subsidies for retired cadres (visit fee, cooling fee, Army Day subsidy, birthday card, Spring Festival consolation);
- ◆ 发放离休干部各类企业补贴（参观费、降温费、八一补贴、生日卡、春节慰问）；
All kinds of enterprise subsidies for retired cadres (visit fee, cooling fee, Army Day subsidy, birthday card, Spring Festival consolation);
- ◆ 定期开展退休人员欢送交流会；
Regularly hold farewell exchange meetings for retirees;
- ◆ 全年总计办理退休人员大病救助申报42人，申报总额32.5万元，去世慰问41人，慰问金 2.1万元。按规定办理待退员工、伤残军人、53年前参军转业复员军人药费报销，预计全年共发生药费5.2万元。
In the whole year, a total of 42 retirees were reported for the rescue of major illnesses, with a total declared value of 325,000 yuan. JAC GROUP expressed solicitude to 41 people with condolences of 21000 yuan. According to the regulations, the employees who are retired, the disabled soldiers, and the demobilized military personnel who were attended to the army before 1953 are reimbursed. It is estimated that a total of 52,000 yuan will be incurred for the whole year.



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TO ESTABLISH WIN-WIN COOPERATION
BETWEEN MANUFACTURERS
建设厂商共赢的合作关系

重视经销商满意度
PAY ATTENTION TO DEGREE OF DISTRIBUTORS SATISFACTION

2020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，增加了经销商问卷填写的灵活性与保密性，节省调研的时间与成本。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 2020,through optimization and adjustment of organizational structure,JAC Group improved management efficiency, strengthened system management, promoted mechanism innovation, optimized the construction of benchmark stores, and drove the sales continue to make breakthrough; And we continued to improve the construction of marketing power and professional sales team, promoted the efficient communication of Sehol brand and the steady increase of product sales;At the same time, we quickly implemented JAC Group's decisions and deployment to assist dealers to seize market opportunities.

渠道 Channel		2018年 Year of 2018	2019年 Year of 2019	2020年 Year of 2020
乘用车 Passenger Vehicles	乘用车 Passenger Vehicles	829	866	906
	商务车 Commercial Vehicles	822	865	886
	新能源 New Energy	864	879	887
轻卡 Light duty truck	经销商 Distributors	康铃 Kangling	914	909
		骏铃 Junling	936	917
		帅铃 Shuailing	923	911
	服务站 Service Station		933	924
皮卡 Pickup	经销商 Distributors		916	893
	服务站 Service Station		936	941
重卡 Heavy duty truck	经销商 Distributors		859	847
	服务站 Service Station		913	917
国际公司 JAC International	总体 Overall		820	824
				825

乘用车营销公司
Passenger Vehicles Marketing Company

01

2020年公司通过优化调整组织结构，提高管理效能，强化制度管理，推进机制创新，优化标杆店建设，带动销量不断突破；持续提升营销力建设和销售团队专业化建设，促进思皓品牌高效传播和产品销量稳步提升；同时快速落实公司决策部署，协助经销商抢抓市场机遇。

In 2020,through optimization and adjustment of organizational structure,JAC Group improved management efficiency, strengthened system management, promoted mechanism innovation, optimized the construction of benchmark stores, and drove the sales continue to make breakthrough; And we continued to improve the construction of marketing power and professional sales team, promoted the efficient communication of Sehol brand and the steady increase of product sales; At the same time, we quickly implemented JAC Group's decisions and deployment to assist dealers to seize market opportunities.

轻型商用车营销公司
Light Commercial Vehicle Marketing Company

02

In order to promote the satisfaction of the terminal dealer satisfaction work and improve the service awareness of the terminal "Customer Management", the company launched five "Reseller Satisfaction Improvement" training in the country in 2019;Encourage the conversion of competitive resources;rigorously review the qualifications of new distributors for network access,review by regular network authorization committees,strictly enforce network authorization and exit,and improve the quality of new network operations.Strengthen the special evaluation and clearing of invalid networks and improve the core competitiveness of JAC light truck marketing network. Up to now,

为促进终端经销商满意度工作的切实落地，提高终端“敬客经营”的服务意识，2020年公司持续夯实三次满意度培训体系，即“公司级、大区级、终端级”，以营销能力、服务能力培训为重点，不断提升全系统“以用户为中心”意识。通过精准网络布局，鼓励竞品优秀资源转化；严格审核新建经销商入网资质，通过定期网络授权委员会评审，严格网络授权与退出，提高新建网络运营质量。加强对无效网络进行专项评价、清退，提高江淮汽车轻卡营销网络核心竞争力。

重型商用车公司
Heavy-duty commercial vehicle company

03

2020年公司持续推进“出海行动”，“出海人员”已成为格尔发重卡经销商重要力量之一。目前公司累计完成27位具备丰富市场经验的营销和管理人员开展“出海行动”，帮助经销商提升运营管理质量和加快区域市场开拓，取得较大成效；同时建立科学的经销商运营评价指标体系，开展经销商星级评价，全年完成197家低效网络（经销商）的帮扶、整改、提升工作。

In 2020, JAC Group continued to promote the "forefront market operation", and "forefront market" has become one of the important forces of the Gallop heavy truck dealers. At present, JAC Group has sent in total 27 marketing and management personnel with rich marketing experience to carry out "forefront market operations" to help dealers improve the quality of operation and management and accelerate regional market development, and has achieved great results; At the same time, we have established a scientific dealer operation evaluation index system, carried out star-class evaluation, and completed the work of helping, rectifying and improving 197 inefficient dealers throughout the year.

国际公司
JAC International Company

04

In 2020,with the adaptation to the new situation of the pandemic,JAC Group developed 15 sets of training courses and carried out video training course to promote distributor service ability; with the help of online training platform,we also carried out service core post qualification certification,with 78 technical training course prepared for 14 vehicle models throughout the year.

2020年公司为适应疫情新形势，以视频化培训课件推动经销商服务能力提升，累计开发培训视频15套；借助在线学习平台，开展服务核心岗位资格认证，全年累计编制14个车型78个技术类培训课件。



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打造优质供应链--供应商合作 CREATE HIGH QUALITY SUPPLY CHAIN - SUPPLIERS COOPERATION

公司建立供应商分层分级授权管理机制，制定供应商管理的相关制度，严格供应商准入及绩效管理，着力提质增效，打造高效协同供应链。倡导阳光交易，践行廉洁从业，与供应商签署《阳光协议》；公司履行社会责任，注重环境保护，并将供应商是否履行社会责任纳入供应商准入过程评价，定期开展二方审核，传导共同履责的责任与意识，构建依法合规的管理体系。

公司坚持与产业链优秀供应商开展深度合作，建立紧密的战略联盟关系，共同在品牌推广、技术协同、市场合作等领域携手并进，增强供应链整体竞争力，提升供给质量。

The company has established a hierarchical supplier authorization management mechanism, formulated relevant systems of supplier management, strictly controlled supplier access and performance management, focused on improving quality and efficiency, and created an efficient collaborative supply chain. The company advocates sunshine trading, practices honesty, and signs "Sunshine Agreement" with suppliers. The company fulfills its social responsibility, pays attention to environmental protection, and includes whether the supplier fulfills its social responsibility into the evaluation of the supplier access process, regularly carries out the two-party audit, conducts the responsibility and consciousness of common responsibility fulfillment, and constructs the management system in accordance with laws and regulations.

The company insists on carrying out in-depth cooperation with excellent suppliers of the industrial chain, establishing a close strategic alliance, and jointly advancing hand in hand in brand promotion, technical cooperation, market cooperation and other fields, so as to enhance the overall competitiveness of the supply chain and improve the quality of supply.



FOCUS ON QUALITY BUILD EXCELLENT MANUFACTURING SYSTEM 注重质量 打造卓越生产制造体系

2020年公司紧紧围绕十三五战略规划，坚守依法合规的底线，追求客户满意的高线；以大众合作为契机，深入学习大众先进质量管理经验，加快对标大众质量工具方法的学习应用，从研发、制造、售后开展全流程质量管控提升，持续夯实质量人才、质量技能等基础能力，推进全生命周期质量管理，全力以赴提升产品质量水平和质量管理水平，助力公司产品向上。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 2020, the company has extensively focused on the strategic plan in the mid-term of the 13th Five-Year Plan, adhered to the bottom line of compliance with laws and regulations, and pursued ceiling point of customer satisfaction; the company has conducted in-depth study of the Volkswagen's advanced quality management experience by taking the cooperation with Volkswagen as an opportunity, and accelerated the learning and application of Volkswagen's quality tools and methods. The company has conducted a whole process of quality control and improvement from R&D, manufacturing, and after-sales, continuing to consolidate basic capabilities of quality talents and quality skills, promoting full life cycle quality management, and going all out to improve product quality and quality management levels, and consequently assisting promoting brand image. During the reporting period, no major product quality and product safety incidents occurred for the company.

质量管控机制 QUALITY CONTROL MECHANISM

公司不断创新质量管理方法，加强与大众、蔚来的深度合作，充分借鉴先进质量管理模式，开展与大众、安徽康明斯各领域的专项横向对比，学习行业先进的工艺与质量标准；2020年深入运用推进大众汽车质量评审标准，其中乘用车产品已达到大众质量水平，商用车产品质量稳中有进，各单位质量评审过程能力逐年稳步提升，公司产品质量得到全面提升。

JAC Group constantly innovates quality management methods, strengthens the deep cooperation with Volkswagen and NIO, makes full use of the advanced quality management mode, carries out the special horizontal comparison with Volkswagen and Anhui Cummins in various fields, and learns the advanced technology and quality standards in the industry. In 2020, we have deeply applied and promoted VW quality evaluation standards. Among them, passenger car products have reached VW quality level, and commercial vehicle products have made steady progress in quality. The quality evaluation process capability of each business unit has been steadily improved year by year, and the products quality has been comprehensively improved.



质量体系建设 QUALITY SYSTEM CONSTRUCTION

2020年公司首次进行法规、体系、新品、产品、过程、计量等多体系全要素联合审核，依托市场端发起为基础，贯穿研产销全过程链，以高于往年20%的效率完成现场审核工作；同时组织开展领导干部专场质量培训、体系内审员、嵌入式软件ASPICE等专项培训，有效提升各级干部和员工质量意识。

In 2020, JAC Group has conducted for the first time the joint audit of laws and regulations, systems, new products, products, processes, measurement and other systems. Starting from the market end, and running through the whole process chain of R&D, production and marketing, the on-site audit was completed with an efficiency 20% higher than that of previous year. At the same time, we have organized special quality training for leading cadres, internal auditors of the system and ASPICE (embedded software), to effectively enhance the quality awareness of cadres and employees at all levels.

质量法规管理 QUALITY SYSTEM ESTABLISHMENT

2020年公司坚持依法合规管理，强化各项法规检查力度，围绕产品环保法规管控要求，从研产销全过程识别环保管控要素出发，进一步完善公司产品环保管控体系。根据国六标准要求梳理环保审核清单，2020年公司组织完成8个重点国六产品的环保专项审核。

In 2020, JAC Group adhered to compliance management in accordance with the law, strengthened the inspection of various laws and regulations, and further improved JAC Group's product environmental control system, basing on product environmental protection regulations and control requirements, and the identification of environmental protection control elements from the whole process of research, production and marketing. Making the list of environmental protection according to the requirements of C6 standards, in 2020, JAC Group has organized 8 special audit on C6 product environmental protection.



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质量工具方法推广及人才建设
QUALITY TOOL METHOD PROMOTION AND TALENT CONSTRUCTION

2020年，群众性质量活动持续开展，公司在质量管理小组评比、质量信得过班组创建等各类质量活动中，荣获省市级奖项27个；在中国质量协会举办的“全国企业员工全面质量管理知识竞赛”活动中，凭借高参与率、高分率连续5年获得“优秀组织奖”荣誉；公司汽车装配扭矩控制计量技术应用项目，获评全国工业计量优秀案例，入选《计量助推企业提质增效典型案例》集，并获得国家市场监督管理总局通报表彰。

In 2020, mass quality activities were carried out continuously, and JAC Group has won 27 provincial and municipal awards in various quality activities such as quality management team evaluation and quality trustworthy team building. In the "National Enterprise Staff Total Quality Management Knowledge Competition" held by China Association for Quality, we have won the "Excellent Organization Award" for five consecutive years with high participation rate and high scoring rate. The application project of automobile assembly torque control metering technology of JAC was awarded as the national excellent case of industrial metering, selected into the collection of "Typical Cases of Metering to Enhance Quality and Efficiency of Enterprises", and was commended by the State Administration for Market Regulation by circulating a notice.



产品适应性试验
PRODUCT ADAPTABILITY TEST



公司坚持加大整车试验验证投入，持续开展环境适应性试验、可靠性试验，提升产品可靠性与耐久性。2020年公司环境适应性试验团队积极克服疫情影响，完成覆盖国六产品“四高一山”极端环境适应性试验，过程中从单一故障评价到以客户感知出发进行评价，适应性试验手段及试验项目逐步完善，评价维度逐步全面，最大程度的满足了全国客户的用车需求及品质保障。2020年公司持续对标大众标准开展质量释放试验，试验充分模拟客户开展城市道路、山区国道、高速公路、农村道路、试验场强化道路等相互融合工况，累计行驶里程近20万km，优化提升整车质量、车联网功能、核心动力总成，产品质量持续向大众靠拢，有效提升客户满意度。

JAC Group adheres to increase the investment of vehicle test verification, continue to carry out environmental adaptability test, reliability test, and to improve product reliability and durability. In 2020, our environmental adaptability test team has actively overcome the impact of the pandemic, and completed the extreme environmental adaptability tests for C6 emission products. In the process, from fault evaluation to customer perception evaluation, adaptive test means and test projects are gradually improved, and the evaluation dimension are gradually expanded, to meet the needs of national customers and quality assurance to the greatest extent. In 2020, JAC Group continued to carry out quality release tests benchmarking VW standard. The tests fully simulates the working conditions on urban roads, mountain roads, high-speed roads, rural roads, strengthened roads on test ground and the integration of various working conditions. With a cumulative mileage of nearly 200,000 km, we have optimized the sense of vehicle quality, vehicle networking functions, core powertrain, and the product quality continues to be improved as compared to that of VW models. Customer satisfaction are effectively enhanced.



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建设生态安全型企业

GREEN DEVELOPMENT
Building an Ecologically
Safe Enterprise



公司坚决履行社会责任，积极响应国家号召，贯彻发展循环经济、完善生态产业链、创建资源节约型企业 和环境友好型企业的发展思路；始终坚持把构建循环经济、建设绿色企业的发展思路系统贯彻于生产经营 管理中，做到在发展生产中保护环境，在保护环境中促进生产发展，实现经济、社会、环境三个效益的统一 与健康发展。报告期内，公司未发生重大环境污染与破坏事故。

JAC has always adhered to systematically implement the development ideas of constructing recycling economy and building a green enterprise into the production, management and management to protect the environment in the development of production and operation management, in order to protect the environment during the development of production and promote the development of production in the protection of the environment, and achieve the unified and healthy development among economic, social and environmental benefits. During the reporting period, JAC did not experience major environmental pollution and damage accidents.

ENERGY CONSERVATION AND EMISSIONS REDUCTION SYSTEM GUARANTEE

节能减排体系保障

公司节能减排领导小组为常设机构，由公司总经理任组长、总经理助理为常务副组长，各事业部总经理为副组长、事业部分管领导为成员，并设立相关职能部门负责具体实施的工作小组，系统协调部署全公司的节能减排工作。

The company's leading group for energy conservation and emission reduction is a permanent institution, with the general manager as the group leader and the general manager assistant as the executive deputy group leader, and the general manager of each business division as the deputy group leader and the business division's management leader as the members. In addition, relevant functional departments are set up to take charge of the specific implementation of the working group to coordinate and deploy the energy conservation and emission reduction work of the whole company systematically.

公司分层级制定节能管理目标，分解纳入各事业部年度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节能、节水管理两项标准要求，形成内部环保、节能、节水评价标准，并将考评结果纳入年度管理评价稽核范畴，责任落实机制不断得到完善，节能降耗水平不断提升。

The company establishes energy saving management objectives at different levels, and decomposes and incorporates annual KPI performance contracts of each business unit. At the same time, the evaluation standards of internal environmental protection, energy conservation and water conservation were formed by combining the target index, key annual work of energy conservation and government energy conservation and water conservation management, and the evaluation results were included in the scope of annual management evaluation and audit. The responsibility implementation mechanism was constantly improved, and the level of energy conservation and consumption reduction was constantly improved.



定期识别国家、地方、行业有关节能减排的法律法规，组织制定和完善公司节能减排规章制度和管理标准；深入推行公司能源管理体系，建立重点耗能设备维护标准，识别环保风险及机遇并实施管控；通过内审、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。

The company regularly identifies national, local, and industry laws and regulations on energy conservation and emission reduction, and organizes and improves the company's energy conservation and emission reduction rules and regulations and management standards. The company has deepened the implementation of the energy management system.

分级制的节能减排技改方案，定期征集评选公司优秀节能减排项目，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。

The company formulates energy saving and emission reduction technological reform plans at different levels, regularly collects and evaluates excellent energy saving and emission reduction projects of the company, displays the achievements of energy saving and emission reduction management and technological reform, and shares and promotes them in the whole company.



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ACTIVELY PROMOTE THE APPLICATION OF ENERGY-CONSERVATION AND ENVIRONMENTAL PROTECTION NEW TECHNOLOGY

积极推进节能环保新技术应用

公司不断探索，研发节能环保新技术，采用先进技术工艺和设备，持续提高资源利用率，恪守企业社会责任，积极参与节能减排行动。

The company has been exploring,developing new energy saving and environmental protection technologies,adopting advanced technologies and equipment,continuously improving the utilization rate of resources,abiding by the corporate social responsibility, and actively participating in the action of energy saving and emission reduction.

涂装VOC废气治理项目

Painting VOC exhaust gas treatment project

2020年公司对乘用车制造公司、重型商用车公司、阜阳分公司、江淮安驰公司等单位进行改造，按照精益投资的标准，对清漆大风量、低浓度废气采用沸石转轮+RTO方法进行治理，综合治理效率达到98%，满足排放要求，减少VOCs排放量563.412t/a。

In 2020,we have made factory renovation in passenger car manufacturing company, heavy commercial vehicle company, Fuyang branch,JAC Anchi company and other business units.In accordance with the standard of lean investment,the method of zeolite wheel + RTO is adopted to treat the exhaust gas with large air volume and low concentration of varnish.The comprehensive treatment efficiency reaches 98%, meeting the emission requirements,and reducing the VOCs emission by 563.412t/a.



98%
综合治理效率
Integrated governance
efficiency

重型车烘房管控优化项目

DRYING HOUSE CONTROL AND OPTIMIZATION PROJECT

72.17
万元
全年可节约费用约
The year
will save the cost



2020年公司优化生产模式，对特殊车型采用消峰填谷模式优先式生产，增加喷涂小系统，优化烘房升温模式，减少烘房升温时间，优化设备开启关闭时间标准，年度节能天然气225519立方，节约费用约72.17万元。

The Heavy duty truck company has optimized the manufacturing mode in 2020,to apply electricity Peak Cut for the production of special types of vehicles,add sub spraying system,optimize the mode of drying house heating,reduce the heating time,and optimize the turn on and off time standard of equipment.The annual energy saving is 225,519 cubic meters of natural gas, about 721,700 RMB Yuan.

公司锅炉燃烧器低氮改造项目

BOILER BURNER LOW NITROGEN RENOVATION PROJECT

根据《打赢蓝天保卫战三年行动计划》（国发〔2018〕22号）要求，2020年公司采用烟气外循环（FGR）+分级燃烧+部分烟气内循环技术对燃气热水锅炉进行升级改造，经改造后，氮氧化物（NOx）排放控制在50mg/Nm3以下。

According to the requirements of the "Three-Year Action Plan for Winning the Battle of Blue Sky" (State Council [2018] No. 22), in 2020,JAC Group has adopted the Fuel Gas Recirculation (FGR) +graded combustion+partly fuel gas internal circulation technology to upgrade and renovate the gas hot water boiler. After the renovation, the emission of nitrogen oxides (NOx) is controlled below 50-mg/Nm3.



50mg/Nm3
排放控制
controlled below

营造绿色文化氛围

CREATE THE GREEN CULTURE

公司全面开展绿色文化建设，在公司全体员工中形成共同节约有效利用资源、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，打造公司特有的“绿色文化”氛围。

The company carries out the construction of green culture in an all-round way, forms the value concept of jointly saving and effectively using resources, protecting and improving the environment among all the staff of the company, and implements it in the practice of production, operation and management. At the same time, JAC takes unswervingly the road of sustainable development to create a unique "green culture" atmosphere.



节水宣传
Water Saving Publicity

2020年5月10日—16日开展第29个全国城市节水宣传周活动，此次活动以“建设节水城市，推进绿色发展”为主题。根据《合肥市人民政府办公室关于做好2020年全国城市节水宣传周活动的通知》相关文件要求，公司积极策划2020年节水宣传周专项活动规划，自主开展形式多样的节水宣传活动,对节水器具整体运行情况进行检查并完善计量器具台账。

May 10-16, 2020, the 29th National Urban Water Conservation Awareness Week activities were carried out, to"develop good habits of water conservation and establish a new green fashion". According to related document requirements from Hefei municipal government, JAC Group actively planned the special activities for 2020 Water Conservation Promotion Week, independently carried out various forms of water-saving publicity activities,made overall inspection of water-saving appliances and improved the metering equipment ledger.



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ENERGY SAVING AND EMISSION REDUCTION PERFORMANCE
节能减排绩效



指标 Index	2019年 Year of 2019	2020年 Year of 2020
环保总投资（万元） Total investment of environmental protection (ten thousand Yuan)	2127.83	2612.12
COD排放量（吨） COD emissions (ton)	36.763	65.96
废水排放量（吨） Discharge amount of wastewater (ton)	850716	1099069
废渣排放量（吨） Discharge amount of slag (ton)	1252.976	1472.128
单位产值水耗（吨水/万元） Water consumption (ton/ten thousand Yuan)	0.31	0.25

指标 Index	2018年 Year of 2018	2019年 Year of 2019	2020年 Year of 2020
工业固废综合利用率 Comprehensive utilization of industrial solid waste (%)	89	89	89
工业用水重复利用率 Industrial water reuse (%)	86.67	89.64	89.75

SOLID GUARANTEE FOR SAFE PRODUCTION AND SMOOTH OPERATION
坚实保障安全生产平稳运行



安全主题活动
SECURITY THEMATIC ACTIVITIES

安全责任主题宣讲
Safety responsibility
theme presentation



安全知识咨询日
Safety knowledge
consulting day



安全漫画评比
Comparisons
of Safety Cartoons



形式多样的宣传活动
Various forms
of publicity activities



安全管理绩效
SAFETY MANAGEMENT PERFORMANCE

危险源识别管理 Hazard source identification management	一般危险源 General hazards	三非及特别意外模式危险源项 Three non and unexpected hazards	重要危险源项 Important hazards	分布 Distribution
	55525 项 items	1477项 items	198 项 items	198个点 places
公司级安全检查 Corporate level safety check	各类安全检查 All kinds of safety inspection	排查安全隐患 Troubleshooting potential safety hazard	完成整改 Rectification	整改率 Rectification rate
	27 次 items	2032项 items	2032项 items	100%
事业部级自查自改 Self-examination and self-improvement for departments	累计排查重大安全隐患 Investigating potential safety problems	累计排查一般安全隐患 Investigating general safety problems	累计整改 Rectification	整改率 Rectification Rate
	无	14532 项 items	14532项 items	100%
职业健康管理 Occupational health management	职业危害作业点 Occupational hazards operating places	检测达标率 Rate of reaching the standard	职业健康体检人数 The number of people having occupational health examination	体检率 Physical examination rate
	466个 units	96.4%	1177人 person	100%
教育培训 Education training	专业培训 Professional Training	参培人数 Participating people	操作类资格取证 Certification acquisition for operation class	管理类资格取证 Certification acquisition for management class
	50次 times	2000人 pearson	830人 person	270人 person
安全正激励 Positive inspiration of safety	一线安全奖励 Safety rewards	安全主题活动 Safety theme activity	安全QC项目 Safety QC projects	
	935.2 万元	135 万元	6 万元	
安全投入 Safety investment	安全投入计划项目 Safety investment plan projects	计划完成率 Fulfillment completion rate	安全投入资金 Safety investment capital	预算完成率 Budget completion rate
	168 项 items	98.8 %	2758 万元	98.1%
事故管理 Accident management	工伤事故 Work injury accident	千人负伤率 Injury rate/one thousand people	公司控制指标 Company control index	
	0 起	0 %	不大于1.5‰	
交通管理 Traffic management	联合检查 Joint inspection	查处违章 Investigate and punish the violation of traffic rules	驾驶员考评 Driver's evaluation	合格率 Percent of pass
	56 次	48起	1327人	95.2 %



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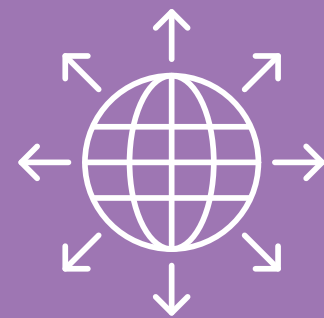
SHARING DEVELOPMENT
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开放发展

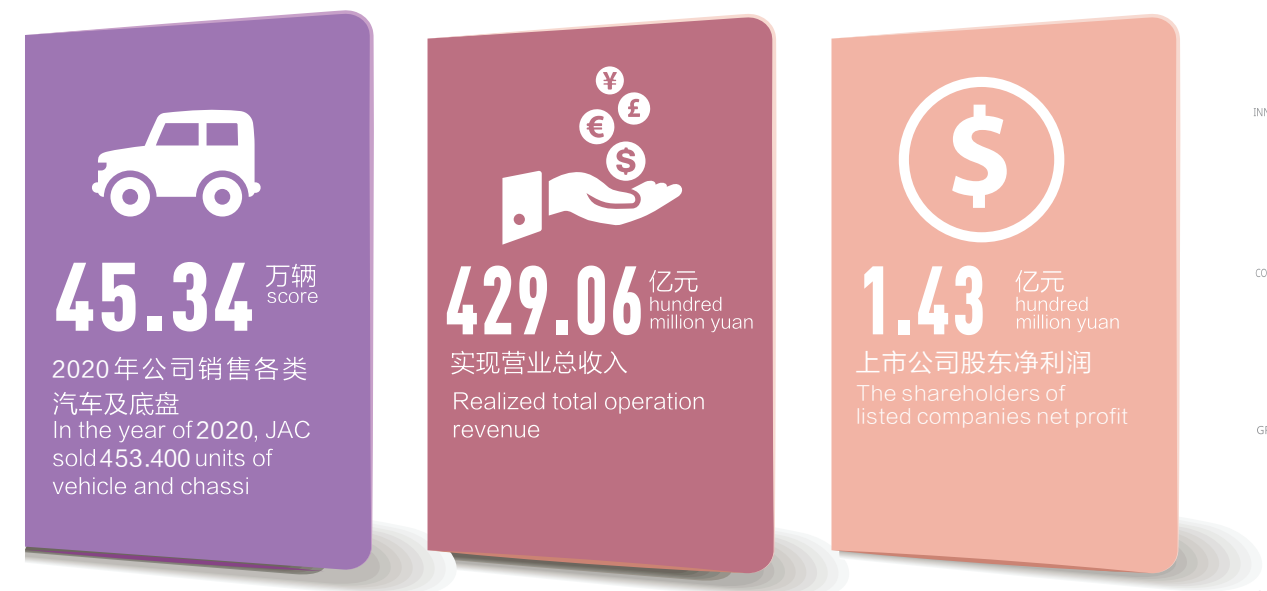
共创互利合作新格局

OPEN DEVELOPMENT
Create a new era of
mutually beneficial cooperation



MARKET COMPETITIVENESS HAS BEEN STEADILY IMPROVED. 市场竞争力稳步提升

2020年公司经营指标概述
OVERVIEW OF THE COMPANY'S BUSINESS INDICATORS IN 2019



获奖情况 AWARDS

颁奖单位 Awarding units	获得奖项 Awards
中国汽车报社 China Automotive News	优秀战“疫”担当企业-江汽集团 Excellent pandemic fighting enterprise - JAC Group
中国经营报社 China Business Journal	2020年度中国车企企业社会责任金帆奖-江汽集团 2020 Golden sail award of corporate social responsibility of china automobile enterprises - JAC Group
中国汽车工程研究院 China Automotive Engineering Research Institute	i-VISTA年度智能车型-思皓A5 i-VISTA intelligent model of the year - Sehol A5
中国新能源汽车大赛组委会 Organizing Committee of China New Energy Vehicle Competition	年度经济性能最佳车型-江淮iC5 Best economic performance car of the year - iC5
中央广播电视台 CCTV	2020中国汽车风云盛典30强-瑞风L6 MAX Top 30 car models of China 2020 - Refine L6 MAX
中国智能网联商用车自动驾驶大赛组委会 Organizing Committee of China International Intelligent Network Commercial Self-Driving Competition	智能驾驶商用车技术领先奖-江淮轻卡 Intelligent Driving Commercial Vehicle Technology Lead Award - JAC light truck
中国交通运输协会物流技术装备专业委员会 Logistics Technical Equipment Specialized Committee of China Transportation Association	2020年物流行业用户满意质量星级产品——格尔发K7 Customer satisfaction star products in logistics industry 2020-Gallop K7



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产品市场突出表现
OUTSTANDING PERFORMANCE IN MARKET

2020年
1月19日
On January 19

百台车辆交付！江淮iEV54交车盛典在京圆满举行。
100 vehicles were delivered! iEV54 delivery ceremony was successfully held in Beijing.



2020年
4月24日
On April 24

江汽集团300余辆救护车批量交付哈萨克斯坦，助力海外战“疫”。
More than 300 JAC Group ambulances were delivered to Kazakhstan in batch to help fight the pandemic;



2020年
4月30日
On April 30

合肥市公安局2020年执法执勤用车发放仪式顺利举行，50台嘉悦X7顺利交付合肥市公安警务系统。
The delivery ceremony of law enforcement car was held for Hefei Public Security Bureau, 50 units of Jiayue X7 were delivered;



产品市场突出表现
OUTSTANDING MARKET PERFORMANCE OF THE PRODUCT

2020年
6月初
On June

177辆瑞风商务车正式交付四川广运集团，助力四川省“金通工程”的进一步落实和覆盖。
177 units of Refine MPV were officially delivered to Sichuan Guangyun Group, helping the passenger transportation in rural areas of Sichuan Province;



2020年
6月初
On June

2300辆江淮格尔发K7正式交付中通快递，助力快递市场大提速。
2300 units of JAC K7 were officially delivered to ZTO Express, which helped speed up the express market;



2020年
6月中旬
On June

江汽集团与深圳支氏环保首批51台新能源商用车交付仪式圆满完成，为美丽滨海城区再添一抹“蔚蓝”底色。
The delivery ceremony of 51 units new energy commercial vehicle to Shenzhen Zhishi Environmental Protection as the 1st batch was held successfully, adding a "blue" background color to the beautiful coastal city;



2020年
10月22日
On October 22

江汽集团哈萨克斯坦合资公司开始向哈萨克斯坦卫生系统交付高标准JAC星锐救护车。
JAC Group Kazakhstan joint venture began to deliver high standard JAC Sunray Ambulance to health system in Kazakhstan;



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产品市场突出表现

OUTSTANDING MARKET PERFORMANCE OF THE PRODUCT

2020年
11月11日
On November 11

在首都北京，江汽集团与韵达快递首批100台新能源商用车帅铃i5交付仪式圆满完成。
The delivery ceremony of 100 units new energy commercial vehicle (Shuailing i5) to Yunda Express as the 1st batch was held successfully in Beijing;



2020年
11月中旬
On November

顺丰采购1000辆江淮轻卡大单完成交货，助力双十一。
The delivery of 1000 unit of JAC light trucks to SF Express was completed, to help the "Double Eleven";



2020年
11月25日
On November 25

安庆市警用新能源公务用车交车仪式在皖江广场举行，百台思皓新能源汽车正式交付至安庆市公安系统。
Delivery ceremony of new energy vehicles to police system in Anqing city was held in Wanjiang Square, 100 units of Sehol new energy vehicles were officially delivered to the Anqing City public security system.



INTERNATIONAL MARKET POSITION BE FURTHER CONSOLIDATED

国际市场地位进一步巩固



国际业务表现
International
business
performance

公司积极践行国家“走出去”战略和“一带一路”倡议，持续加大开拓力度，从国内市场向国际化市场转型。2020年，虽然受全球疫情影响，但公司部分车型出口表现亮眼，T8皮卡出口规模增长迅速，累计导入40个国家，出口超过3400台；VAN出口超过1600台，同比增长52%；乘用车积极促进营销转型，全面开展线上推广，在南美、非洲、中东市场均取得良好成效，非洲埃及市场全年订单1000台，同比增长405%，位居中资品牌整车出口第二位。

We actively practice the national "Going out" strategy and "Belt and Road" initiative, continue to increase efforts to open up, perform transformation from the domestic market to the international markets. In 2020, despite of the impact of global pandemic, some models from JAC Group has made outstanding performance in export. Among them, T8 pickup grew rapidly in export scale, with more than 3400 units and a coverage of 40 countries. Van products reached an export volume of more than 1600 units, up 52% YoY, and passenger car has actively promoted marketing transformation with all-round online promotion. South America, Africa, the Middle East markets have achieved good results. In Egypt, the annual order of 1000 units reaches a increasing rate of 405% YoY, ranking the 2nd in Chinese brands.

江汽集团在全球多个市场保持着领先地位,并实现突破。

During the report period, JAC GROUP maintained its leading position in many markets around the world and achieved breakthroughs.

报告期间，江汽集团狠抓重点项目和结构调整，保证业务健康、可持续发展：轻型商用车坚持以轻卡为核心业务，皮卡为战略业务，VAN为新兴业务。N721轻卡出口超过8千台，较去年同期小幅增长，占轻卡整体出口比重近90%，高端动力占比超过85%；皮卡出口达到6300台，行业排名第三位。

During the reporting period, JAC Group paid close attention to key projects and structural adjustment to ensure business health and sustainable development. For light commercial vehicles, we adhere to light trucks as the core business, pickup as a strategic business, Van as an emerging business. N721 light truck exports exceeded 8,000 units, a slight increase over the same period last year, accounting for nearly 90% of the total export of light trucks, and the high-end power accounted for more than 85%. The export of pickup was expected to reach 6,300 units, ranking the 3rd in the industry.

中重型商用车集中资源，坚持“5+5”市场策略。南美智利、秘鲁市场通过视频会议等形式加强与经销商的互动，推动提升市场运营质量和水平，墨西哥市场实现样车发运，为批量进入市场奠定了基础。

Medium and heavy-duty commercial vehicles concentrate on resources, adhere to the "5 + 5" market strategy. For South America markets like Chile and Peru, through video conference and other forms of communication, we strengthened the interaction with local distributors, improved the quality and level of market operations. Sample trucks were successfully delivered to Mexico market, a foundation for batch orders.

乘用车积极促进营销转型，全面开展线上推广，在南美、非洲、中东市场均取得良好成效。JAC掀背式轿跑J7在墨西哥成功上市，与现有SUV产品形成强有力的黄金产品组合，进一步提升了公司在国际市场的品牌形象和竞争力。Passenger cars actively promote marketing transformation with all-round online promotion. South America, Africa, the Middle East markets have achieved good results. J7 hatchback coupe was successfully launched in Mexico, forming a strong product portfolio with existing SUV products, further enhancing JAC brand image and competitiveness in the international market.



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SHARING DEVELOPMENT
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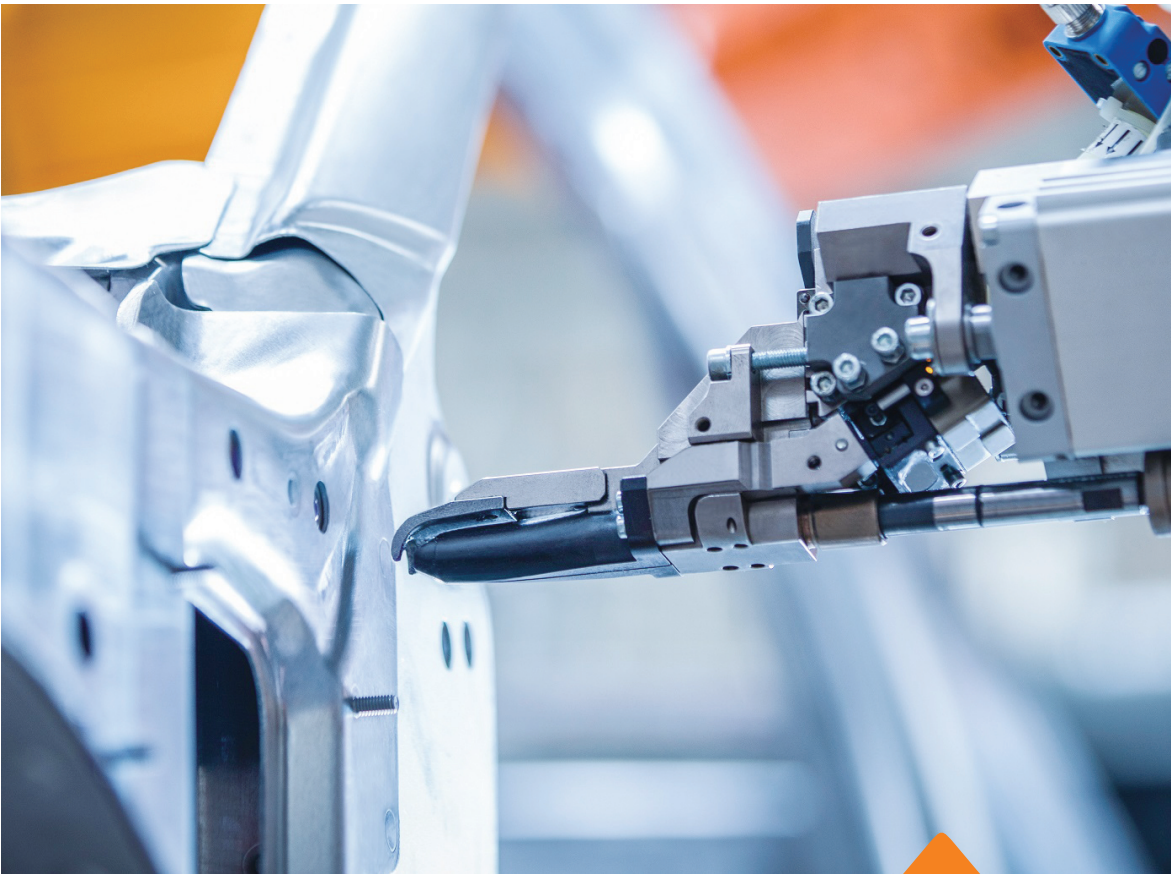
BELT AND ROAD
“一带一路”建设



作为第一批走出国门的中国汽车企业，公司积极践行国家“走出去”战略和“一带一路”倡议，持续加大开拓力度，从国内市场向国际化市场转型。借助国家政策的东风，江汽集团在“一带一路”沿线国家市场取得了快速的增长，截止2020年底，公司已累计出口量近70万辆，对“一带一路”沿线国家出口量占比超过80%；建立了19家海外KD组装工厂，15家分布在“一带一路”沿线；其中，哈萨克斯坦项目系统稳步推进，独联体地区业务继续保持高速增长，哈萨克斯坦合资工厂对俄罗斯、乌兹别克斯坦等周边国家的辐射能力稳步提高。以公司为代表的中国汽车业，已从产品输出升级为技术、资本、管理的全面输出，国际化转型加快步伐。

2020年，公司顺利向哈萨克斯坦卫生部交付300多台救护车，在一定程度上加强哈萨克斯坦卫生服务体系建设，改善当地卫生医疗设备状况，为全球疫情防控贡献企业力量；公司哈萨克斯坦工厂产能稳步提升，在中哈双方共同努力下，工厂第10万台整车成功下线。

As one of the first Chinese automobile enterprises to go abroad, JAC Group actively practices the national "Going out" strategy and "Belt and Road" initiative, continues to increase efforts to open up, perform transformation from the domestic market to the international markets. With the help of national policies, JAC Group has achieved rapid growth in the markets of countries along the "Belt and Road". By the end of 2020, JAC Group has exported nearly 700,000 vehicles, accounting for more than 80% of the total exports to countries along the "Belt and Road". 19 overseas KD assembly plants have been established, 15 of which are located along the "Belt and Road". Among them, Kazakhstan project system is steadily advanced, the business in the CIS region continues to maintain rapid growth, and the radiation capacity of Kazakhstan JV factory to Russia, Uzbekistan and other neighboring countries has been steadily improved. China's automobile industry, represented by JAC Group, has upgraded from product export to comprehensive export of technology, capital and management, and accelerated the internationalization.



共享发展
创建幸福美好家园

SHARING DEVELOPMENT
ACHIEVEMENTS
Creating A Happy Home



CONTRIBUTION TO LOCAL ECONOMIC DEVELOPMENT 贡献当地经济发展

2020年，公司继续发挥地方经济发展的推动作用，并拉动了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。

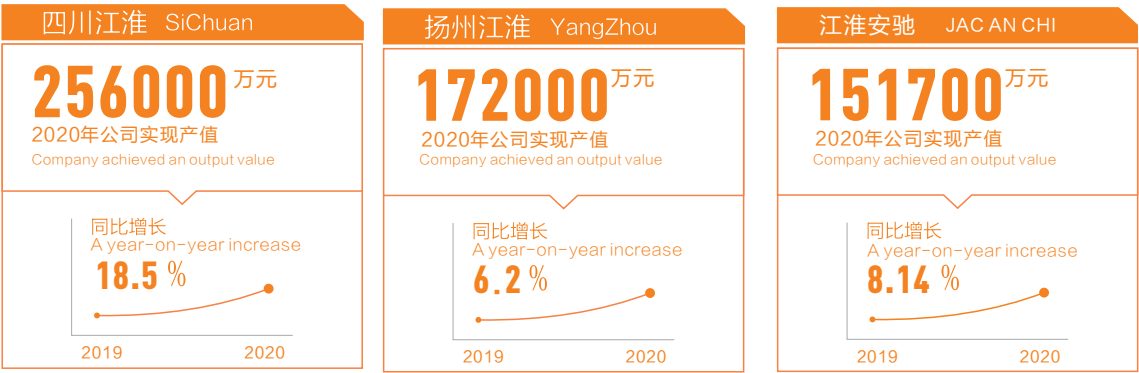
在合肥本部，形成了一个集制造、资本、品牌、物流和市场网络为一体的产业基地，配套零部件厂商数百家，带动周边就业人口10万多人。

In 2020, the company continued to play a role in promoting local economic development, and promoted the development of talents and related industries in the region, contributing to the local sustainable development.

In Hefei headquarters, an industrial base integrating manufacturing, capital, brand, logistics and market networks has been formed, with hundreds of supporting parts manufacturers, providing jobs for more than 100,000 people for surrounding employment.

10 万多人
ten thousands
persons

带动周边就业
Boost peripheral
employment



国内外投资建设情况 DOMESTIC AND FOREIGN INVESTMENT AND CONSTRUCTION

目前，江汽集团在国内共有全资或控股子公司74户，其中，安徽省内52户，安徽省外22户，投资建设区域分布在国内外10余个省（直辖市），涉足行业遍及汽车制造主业及上下游相关产业链。在海外，江汽集团目前在哈萨克斯坦、俄罗斯、越南、肯尼亚分别设立有合资或独资企业，并在日本和意大利建有海外技术研发中心。这些海外布局举措不仅提高了江汽集团在国际市场的知名度，还积极促进了所在国的经济发展。

At present, JAC has 74 wholly-owned or controlled equity subsidiaries in China, including 52 in Anhui Province and 22 outside Anhui Province. The investment and construction areas are distributed in more than 10 domestic provinces (municipalities), covering the main industry of automobile manufacturing and upstream and downstream related industrial chains. For overseas market, JAC currently has joint ventures or wholly-owned enterprises in Kazakhstan, Russia, Vietnam, Kenya, and the Netherlands overseas technology research and development centers in Japan and Italy. These overseas layout has not only improved JAC's reputation in the international market, but also actively promoted the economic development of the host country.

近年来，江汽集团与大众汽车集团、蔚来汽车、康明斯发动机等国内外知名企业建立了紧密的合资合作关系，有效带动了江汽集团的品牌提升与产品技术质量的改进，促进了相关行业和领域的创新式发展。

In recent years, JAC GROUP has established close joint venture partnerships with well-known domestic and foreign companies such as Volkswagen Group, NIO, Cummins Engine, etc., which have effectively promoted the brand promotion of JAC GROUP and the improvement of product technical quality, and promoted related innovative development of industries and fields.

MAINTENANCE OF SHAREHOLDERS' INTERESTS 股东利益维护

2020年，公司共召开4次股东大会，对定期报告、关联交易、对外担保及合资合作等事项进行审议，充分发挥股东大会的决策作用，保证股东的合法权益。

In 2020, the company held 4 general meeting of shareholders to review matters such as periodic reports, related party transactions, external guarantees and joint ventures, and give full play to the decision-making role of the shareholders' meeting to ensure the legitimate rights and interests of shareholders.

投资者关系维护 INVESTOR RELATIONS MAINTENANCE

2020年公司安排投资者参观公司世界制造工厂-江淮蔚来先进制造基地与轻卡新港基地；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。

Maintenance of investor relations: in 2020, JAC Group invited the investors to visit the world manufacturing plant - JAC NIO Base and light truck Xingang Base; The disclosure of periodic reports, monthly production and sales bulletins and other temporary announcements enable the investors timely, comprehensive, in-depth and objective understanding of the company's production and operation.

“三会一层”及独立董事 “THREE MEETINGS ONE LEVEL” AND INDEPENDENT DIRECTORS

公司设立了“三会一层”及审计、战略、薪酬与考核、提名、风险管理五大专业委员会，建立起完善的法人治理结构。公司董事会中共有12位成员，其中独立董事5人，从而保障了董事会决策的科学性和相对独立性。

The company has established “Three Meetings One Level” and five professional committees of auditing, strategy, remuneration and assessment, nomination and risk management, and established a sound corporate governance structure. The company's board of directors has 12 members, including 5 independent directors, thus ensuring the scientific and relative independence of the board of directors.

公司稳定成长 THE STABLE GROWTH OF JAC

2020年公司销售各类汽车及底盘45.34万辆。

In 2020, the company sold 453,400 units vehicles and chassis of various types.

45.34 万辆
thousand
units
vehicles



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OPENLY DEVELOPMENT
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SHARING DEVELOPMENT
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CREATE A HARMONIOUS COMMUNITY ENVIRONMENT 营造和谐社区环境

公司积极结合周边社区搭建互动促进平台，组织各级党组织开展党员进社区活动，解决人民问题，服务广大群众。公司老年大学主动与所属社区研讨老年教育的崭新模式，组建老年大学健身队、合唱团及书画研究会等社会团体。多次应邀参加省、市政府及包河区举办的书画摄影展、广场文化节、社区文艺汇演等一系列活动。既彰显了公司的良好形象，又点缀着社区文化的绚烂篇章，构建了健康向上的和谐氛围。

The company actively cooperates with surrounding communities to build an interactive promotion platform, organizes party organizations at all levels to carry out party members' community activities, solve people's problems, and serve the masses. The senior colleges subordinate to the company actively discussed new models of senior education with their communities, and formed social organizations such as senior college fitness teams, choirs, and calligraphy and painting research associations, who had been invited to participate in a series of activities such as painting, calligraphy and photography exhibitions, square cultural festivals community art performances held by the provincial and municipal governments and Baohe District for many times. It not only highlighted the good image of the company, but also embellished the splendid chapters of community culture, and built a healthy and upward harmonious atmosphere.



SHARE THE RESPONSIBILITY OF THE TIME AGAINST THE PANDEMIC 抗击疫情共担时代责任

2020年面对新冠肺炎疫情，公司累计捐赠1500万元现金及医疗物资驰援疫情防控工作，全力组织抗疫所需生产，快速生产救护专用车支持抗疫救援行动，物流运输、工程作业等车型积极参与各类防疫救护工作；面对疫情的全球蔓延，公司在确保自身海外业务连续开展和员工身体健康的同时，捐赠防护物资驰援海外战役，用实际行动为构建人类命运共同体贡献企业力量。

凭借抗击疫情期间的出色表现和积极贡献，“安徽江淮汽车控股有限公司援鄂蔬菜应急车队”被中共安徽省委、安徽省人民政府授予“安徽省抗击新冠肺炎疫情先进集体”。在行业权威媒体主办的中国汽车企业社会责任暨中国汽车战“疫”英雄谱颁奖典礼上荣获优秀战“疫”担当企业称号、江淮轻卡公益车队荣获项目优秀战“疫”项目名称。

In the face of COVID-19, JAC Group has donated a total of 15 million Yuan in cash and medical supplies to help with the epidemic prevention and control work, and has made every effort to organize the production required for fighting the pandemic, such as rapidly producing ambulances to support the anti-epidemic rescue operations, and vehicles for logistics, transportation and engineering operations to actively participate in all kinds of epidemic prevention and rescue work. In the face of the global spread of the pandemic, JAC Group not only ensures its overseas business continuity and the health of employees, but also donates protective materials to help overseas campaigns and contributes its strength to the building of a community with a shared future for mankind with concrete actions.

With outstanding performance and positive contributions in the fighting against the pandemic, the "Anhui Jianghuai Automobile Group Holding Co., Ltd. emergency team for vegetable transportation to Hubei Province" was awarded the "Anhui Provincial Advanced Collective in Fighting COVID-19 Pandemic" by Anhui Provincial Committee of the Communist Party of China and the People's Government of Anhui Province. In the China automobile enterprise social responsibility and China's automobile pandemic



DEVOTED TO PUBLIC WELFARE 热心公益事业

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“关爱弱势群体”为主线开展公益活动，并倡导企业全价值链共同参与。

The company regards participation in social welfare activities as an important part of fulfilling social responsibilities, insists on carrying out public welfare activities with "care for vulnerable groups" as the main line, and advocates the participation of all value chains of enterprises.

瑞风行动 REFINE ACTION

2020年，由江汽集团与安徽广播电视台联手策划的大型公益活动第八季“牵手·瑞风行动”再次起航，采用全新的融媒体形式开办广播线上栏目“牵手”，持续关注农村地区留守儿童的生活、学习情况，号召全社会共同关注留守儿童。

In 2020, JAC Group and Anhui Broadcasting and Television Station jointly planned the 8th season of "Hand in Hand - Let the Children Not Be Alone" set off again, using a new form of convergence media to open a radio online program "Hand in Hand", continue to pay attention to the rural areas leftover children's lives, learning, and call on the whole society to pay attention to the leftover children.



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“联合行动·江淮平安行”活动 "JOINT ACTION · JIANGHUAI SAFE JOURNEY"

2020年，江汽集团联合安徽省交警总队、文明办等单位发起“联合行动·江淮平安行”第五季活动，继续秉承“安全驾驶、文明出行”的理念，制作系列文明安全交通短视频，开展线上全媒体矩阵传播，将驾驶安全理念传递给受众，提高中国商用车行业安全素养，从而提升参与者的社会道德意识。

In 2020, JAC Group jointly launched the "Joint Action · Jianghuai Safe Journey Season 5" activities with Anhui Traffic Police Corps and Provincial Civilization Office, continued to uphold the idea of "safe driving, civilized travel". We also made a series of short video for civilized and safe traffic, carried out online media matrix propagation, passed the concept of safety to the audience, improved China's commercial vehicle industry safety, and enhanced the participants' awareness of social morality.



对口帮扶 COUNTERPART SUPPORT

2020年，公司牢牢把握精准扶贫基本方略，持续压实攻坚责任，深入推进精准扶贫，年度各项目标任务圆满完成。全年向定点帮扶单位潜山市龙潭乡龙湾村直接投入帮扶资金62万元，实施项目5个；帮助贫困户实现劳务就业20余人，免费招收近20名贫困户子女进入企业大学就学，购买当地和贫困地区滞销农产品640余万元；落实“一对一”“一对多”包户机制，87名包户党员领导干部入村入户和电话慰问近350人次，帮助解决贫困户困难近200件。经过7年持续奋斗，公司定点帮扶目标任务全面完成，168户570名贫困人口实现稳步脱贫，村集体经济收入2020年底达21.43万元，比2014年增长7倍，收入及增速在龙潭乡排名第一，成为经济强村，荣获潜山市“村级综合目标考核脱贫攻坚第一名”。贫困村生产生活条件极大改善，村容村貌焕然一新，贫困群体“一安全两不愁三保障”全部实现，生活水平大幅提高，村民获得感、幸福感、安全感显著增强。

In 2020, JAC GROUP firmly grasps the basic strategy of precise poverty alleviation, continuously compromised its responsibility to advance precise poverty alleviation and successfully accomplish its annual goals. Throughout the year, the Longwan Village of Longxiang Xiangshan City, dive-hill, directly invested 600,000 yuan in support of targeted assistance units and implemented five projects; helping poor households achieve labour employment, recruit more than 20 children of poor households free of charge to enrol in enterprises universities, purchase more than 6.4 million yuan in agricultural products in local and poor areas; and implementing the "one-to-one" system, and 87 members of the contractors lead their way into villages and telephone sympathy and help solve the difficulties of the poor households. After seven years of sustained struggle, the company has achieved a steady lift out of poverty, with 168 households living in poverty reaching 1.08 million poor people reaching 214.3 million yuan by the end of 2020, an increase of seven times compared with 2014, and income and growth were ranked first in Longbao township, making it a strong economic village and gaining the first place in the "comprehensive village-level goals" to be examined and eliminated poverty. The living conditions of poor villages have greatly improved, the appearance of villages has become new, and the poor groups have achieved "one security, two security and three guarantees" and their living standards have been significantly improved, and the villagers have greatly increased their feelings of attainment, happiness and security.



CULTIVATE PROFESSIONAL VOLUNTEER TEAM 培育专业化志愿者队伍

为规范志愿者队伍建设，围绕企业和社会的双重需求，公司坚持“管理工作规范化、服务工作特色化”的工作目标，全面推广“志愿汇”APP，构建公司、二级团委、基层支部3层次青年志愿服务体系。2020年，公司围绕公司生产经营，持续开展宣传普及防控知识、厂区防疫防护全覆盖、无偿献血等志愿服务活动，践行“服务员工、服务企业、回报社会”志愿服务宗旨。

In order to standardize the construction of volunteer teams and focus on the dual needs of the enterprise and society, JAC GROUP adheres to the goal of "standardized management work and distinctive service work", comprehensively promotes the "Volunteer Hui" APP, and builds the company, secondary league committees, and grassroots branches. 3-level youth volunteer service system. In 2020, JAC GROUP will continue to carry out voluntary service activities such as the promotion and popularization of prevention and control knowledge, full coverage of epidemic prevention and protection in the plant, and free blood donation around the company's production and operation, and practice the voluntary service tenet of "serving employees, serving enterprises, and repaying society".



REPORT PREFACE
报告前言



SYSTEM GUARANTEE
体系保障



INNOVATIVE DEVELOPMENT
创新发展



COORDINATED DEVELOPMENT
协调发展



GREEN DEVELOPMENT
绿色发展



OPENLY DEVELOPMENT
开放发展



SHARING DEVELOPMENT
共享发展

KEY PERFORMANCE LIST

关键绩效表

市场绩效指标 Market performance indicators	2020年 Year of 2020	2019年 Year of 2019	2018年 Year of 2018
营业收入（万元） Business income (ten thousand yuan)	4283076.81	4728604.37	5009174.75
资产负债率（%） Assets and liabilities(%)	66.96	68.75	71.10
研发投入（万元） R&D investment (ten thousand yuan)	167669.12	160406.77	213107.60
合同履约率（%） Contract performance rate (%)	100%	100%	100%
社会绩效指标 Social performance indicators	2020年 Year of 2020	2019年 Year of 2019	2018年 Year of 2018
纳税额（万元） Tax amount (ten thousand yuan)	100355.12	110752.10	148600
员工总人数（人） Total number of employees (person)	14401	25464	29877
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） Ratio of female managers (female: male)	1:7.12	1:5.77	1:6.74
残疾人雇佣率（%） Employment rate of disabled persons (%)	0.60%	0.62%	0.44%
员工体检覆盖率（%） Staff medical coverage (%)	100%	100%	100%
职业病发生率（%） Occupational disease incidence (%)	0%	0%	0%

员工培训总投入（万元） Total staff training input (ten thousand yuan)	579	647	1198
员工培训覆盖率（%） Staff Training Coverage (%)	100%	100%	100%
人均培训时间（学时） Per capita training time (class hour)	80.2	80.1	80.4
员工满意度（分） Employee satisfaction (points)	85.99	78.7	81.2
员工敬业度（分） Employee dedication (points)	86.99	79.6	83.65
员工流失率（%） Turn over rates (%)	8.4%	14.33%	11.2%
公益捐赠（万元） Public welfare donation (ten thousand yuan)	1592	1060	1164
志愿者人数（人） Number of volunteers (persons)	1038	1038	1038
环境绩效指标 Environmental Performance Indicators	2020年 Year of 2020	2019年 Year of 2019	2018年 Year of 2018
环保总投资（万元） Total investment in environmental protection (ten thousand yuan)	2612.12	2127.83	2812.17
单位产值水耗（吨水/万元） Water consumption of per unit output (tons of water/ten thousand yuan)	0.25	0.31	0.32
COD排放量（吨） COD emissions (tons)	65.96	36.76	43.8
工业固废综合利用率（%） Comprehensive utilization of industrial solid waste (%)	89	89	89
工业用水重复利用率（%） Industrial water reuse (%)	89.75	89.64	86.67

2021 OUTLOOK

展望 2021

2021年,公司将以习近平新时代中国特色社会主义思想为指导,牢牢把握高质量发展的要求,继续深入践行“敬客经营、质量为本、求真务实”的核心价值观,强化社会责任管理体系建设,矢志追求为全球客户制造更好的产品,创建世界知名汽车品牌。

In 2021, the company will take Xi Jinping's "new era of socialism with Chinese characteristics" as the guide, firmly grasp the requirements of high-quality development, and continue to deeply practice the core values of "customer-oriented management, quality-oriented policy, truth-seeking and pragmatic" and strengthen social responsibility. The management system is built to pursue the creation of better products for customers around the world and to create world-renowned car brands.

责任指标 Responsibility indicator	展望2021 2021 Outlook
社会责任管理体系建设 Social responsibility management system construction	<ul style="list-style-type: none">健全和完善公司社会责任管理体系, 合理制定2021年社会责任年度绩效指标 Improve and complete the corporate social responsibility management system and reasonably formulate the 2020 social responsibility annual performance indicators落实企业社会责任, 强化社会责任工作规划, 系统开展社会责任管理活动 Implement corporate social responsibility, strengthen social responsibility work plan, and systematically carry out social responsibility management activities进一步强化社会责任工作与公司品牌建设工作的融合 Further intensify the integration of social responsibility and brand building继续完善企业与利益相关方的沟通机制 Continue to improve the communication mechanism between enterprises and stakeholders继续完善社会责任报告指标体系 Continue to improve the social responsibility report indicator system定期开展社会责任培训工作 Conduct social responsibility training regularly

经济发展责任 Economic development	<ul style="list-style-type: none">以用户为中心,用求真务实的态度,全面提升企业经营能力 Take the user as the center and adopting the attitude of seeking truth and being pragmatic, fully improve the company's operating capability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 industrial structure and enhance the further transformation of economic growth mode加大巩固产品在国内各细分市场占有率, 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 market share of consolidated products in various domestic market segments, strengthen the leading position of commercial vehicles in overseas markets, and promote the superior position of passenger vehicles in overseas markets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 the surrounding areas, contribute to the local economic development and build a harmonious society.
自主创新责任 Independent innovation	<ul style="list-style-type: none">坚持“节能、安全、环保、智能、网联、舒适”关键技术研发路线 JAC always adheres to the R&D guideline of key technology of "energy saving, environmental protection, safety, intelligence, network connection and comfort"强化NAM流程研发管理, 以市场为基础, 精准把握并控制研发项目的投入产出比 Strengthen the R&D management of NAM process, based on the market, accurately grasp and control the input-output ratio of R&D projects推进DCT技术成果量产运用 Promote the mass production and application of DCT technology achievements推进智能网联和新能源技术 Promote intelligent network connection and new energy technologies
员工成长责任 Employee growth	<ul style="list-style-type: none">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继续完善员工福利保障机制, 提高员工生活质量和幸福指数 Continue to improve employee welfare protection mechanism and provide employees with quality of life and happiness index注重员工职业生涯规划, 完善员工培训体系, 加大培训费用投入, 搭建员工成长平台 Pay attention to employee career planning, improve employee training system, increase investment in training costs, and build a platform for employee growth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 democratic supervision, safeguard the legitimate rights and interests of employees, enrich employees' spiritual life, and create a harmonious corporate atmosphere

节能环保责任 Energy-saving and environmental protection	<ul style="list-style-type: none">• 继续完善环境管理体系，全面实现2021年各项环境能源管理目标 Continue to improve the environmental management system and fully realize all environmental energy management goals in 2021• 深耕企业绿色文化，倡导低碳环保，积极参加环境保护公益活动 Deeply cultivate green corporate culture, advocate low-carbon environmental protection, and actively participate in environmental protection charity activities• 加大环保总投资，继续推广绿色工程建设 Increase the total investment in environmental protection and continue to promote the construction of green projects• 继续实施绿色生产制造，推进能源资源循环利用、环保创新等举措 Continue to implement green production and manufacturing, promote energy resources recycling, environmental protection innovations and other initiatives
精益生产责任 Refining production	<ul style="list-style-type: none">• 继续完善质量管理体系，强化产品质量管控机制，确保产品合格率 Continue to improve the quality management system, strengthen the product quality control mechanism, and ensure product qualification rate• 持续深入打造“品质JAC”，积极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 "quality JAC" and actively encourage employees to carry out quality improvement work and improve the sense of responsibility of all employees• 继续完善安全生产管理体系，健全安全管理网络，以正激励为导向，提升全员安全生产责任意识，圆满完成2021年安全生产责任指标 Continue to improve the safety production management system, improve the safety management network, take the positive incentive as the guide, improve the awareness of safety responsibilities of all employees, and successfully complete the safety production responsibility index for 2021
采购管理责任 Purchasing management	<ul style="list-style-type: none">• 继续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 Continue to improve and optimize the supply system, build learning-oriented supply chains for manufacturers and supporting companies, and ensure competitive advantages• 继续打造绿色供应链，严格鉴别供应商运营资质，督促供应商加强资源节约和环境保护行为 Continue to build a green supply chain, strictly identify supplier operating qualifications, and urge suppliers to strengthen resource conservation and environmental protection• 继续提升本地化采购比例 Continue to increase the proportion of localized purchases

守法合规责任 Law compliance	<ul style="list-style-type: none">• 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 conduct in-depth prevention and control of integrity• 严格遵守合同法及商业规则，坚持诚信经营，加强战略合作，实现与利益相关方共同发展 Strictly abide by the contract law and business rules, adhere to integrity management, strengthen strategic cooperation, and achieve common development with stakeholder• 完善企业内控体系建设，降低企业运营风险 Improve the internal control system of the enterprise and reduce the operational risk• 加强守法合规培训力度，规范企业管理准则 Strengthen law compliance training and standardize corporate management guidelines
用户满意责任 Customer satisfaction	<ul style="list-style-type: none">• 坚持“敬客经营、服务销车”的营销理念，建立健全公司级以用户为中心的营销管理体系 Adhere to the marketing concept of “customer-oriented and service-oriented” and establish and improve the company-level marketing management system that is customer centered• 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 users with satisfactory service• 深耕质量文化建设，积极保持与用户沟通，建立信任的双方关系，提升品牌的忠诚度 Deepen the quality culture construction, actively maintain communication with users, establish trust between the two parties, and increase brand loyalty
社会公益责任 Social Charity	<ul style="list-style-type: none">• 积极参与社区建设，建立良好的企业公民形象 Actively participate in community building and establish a good corporate citizenship• 积极参与重大社会问题的协助与帮困，努力创造就业机会 Actively participate in the assistance of major social issues and strive to create employment opportunities• 以“关爱弱势群体”为公益重点，开展有效的公益特色活动及项目 Taking "Care for vulnerable groups" as the main theme of public welfare activities, carry out effective public welfare activities and projects• 积极打造具有特色的志愿者队伍 Actively create a distinctive volunteer team

SUSTAINABILITY REPORT

GUIDANCE INDEX

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	G4-EN3	不适用
	G4-EN4	不适用
	G4-EN5	不适用
	G4-EN6	不适用
	G4-EN7	不适用
	G4-EN8	不适用
	G4-EN9	不适用

GRI		索引 index
	G4-EN9	无此类情况
	G4-EN10	不适用
	G4-EN11	不适用
	G4-EN12	不适用
	G4-EN13	不适用
	G4-EN14	不适用
	G4-EN15	未涉及
	G4-EN16	未涉及
	G4-EN17	未涉及
	G4-EN18	未涉及
	G4-EN19	未涉及
	G4-EN20	未涉及
	G4-EN21	P52 P58
	G4-EN22	P52 P58
	G4-EN23	P52 P58
	G4-EN24	无此类情况
	G4-EN25	无此类情况
	G4-EN26	不适用
	G4-EN27	未涉及
	G4-EN28	未涉及
	G4-EN29	无此类情况
	G4-EN30	P56-P59
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	G4-HR3	无此类情况
	G4-HR4	无此类情况
	G4-HR5	无此类情况
	G4-HR6	无此类情况
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	G4-HR8	无此类情况
	G4-HR9	无此类情况
	G4-HR10	未涉及
	G4-HR11	未涉及
	G4-HR12	无此类情况

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	G4-SO2	无此类情况
	G4-SO3	P35
	G4-SO4	P35
	G4-SO5	无此类情况
	G4-SO6	无此类情况
	G4-SO7	无此类情况
	G4-SO8	无此类情况
	G4-SO9	未涉及
	G4-SO10	无此类情况
	G4-SO11	无此类情况
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	G4-PR3	P10
	G4-PR4	无此类情况
	G4-PR5	P39
	G4-PR6	无此类情况
	G4-PR7	无此类情况
	G4-PR8	无此类情况
	G4-PR9	无此类情况

RELATED PARTY EVALUATION

相关方评价 COMMENTS OF INTERESTED PARTY

《报告》紧密结合江汽集团核心价值观及企业文化阐述企业社会责任追求，全面展示江汽集团在社会 responsibility 履行方面所做出的成绩，详尽披露了江汽集团在经营过程中如何为员工、股东、各界合作伙伴及全社会创造价值，是一份全面、翔实的社会责任报告。

宝山钢铁股份有限公司

With close integration of core values and corporate culture of JAC Group, the “Report” expatiates the pursuit of corporate social responsibility, comprehensively displays the progress made by JAC Group in the fulfillment of social responsibility, makes full disclosure of how JAC Group create value for employees, shareholders, partners and the whole society in the process of operation. The “Report” is a comprehensive and detailed social responsibility report.

Baoshan Iron & Steel Co. Ltd

江汽集团作为国内自主汽车品牌中全面布局电动车、燃油车，且同时拥有自主与合资品牌的车企，近年来的发展令人瞩目。《报告》所体现的社会责任感也体现了江汽集团的担当精神，希望中国汽车行业内能够涌现越来越多像江汽集团这样值得尊敬的自主品牌优秀企业。

江苏龙蟠科技股份有限公司

JAC Group,as one of the independent national automobile brands with comprehensive layout of electric vehicles and ICE vehicles, and with both independent and joint venture brands,has made remarkable development in recent years.The sense of social responsibility reflected in the “Report” also reflects JAC Group's spirit of responsibility. It is hoped that more and more respected independent national brand enterprises like JAC Group will emerge in China's automobile industry.

Jiangsu Lopal Technology Co., Ltd.

OPINION FEEDBACK CHART

意见反馈表

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意见和建议。请您协助完成意见反馈表中的相关问题，并发送到邮箱csr@jac.com.cn

In order to continuously improve the editing job on Anhui Jianghuai Automobile Group Corp.,Ltd. Social Responsibility Work and Social Responsibility Report, we especially hope to listen to your opinions and suggestions. Pls kindly answer the questions in the feedback chart 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 (pls mark “√” in the corresponding places)

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情况？
This report reflects the social responsibility work situation of Anhui Jianghuai Automobile Group Co., Ltd. completely and correctly?

☐ 很好/Well ☐ 较好/Better ☐ 一般/General ☐ 较差/Relatively Poor ☐ 很差/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？
This report answers and reveals the questions that the interest interrelated party concerns?

☐ 很好/Well ☐ 较好/Better ☐ 一般/General ☐ 较差/Relatively Poor ☐ 很差/Poor

3.本报告披露的数据清晰、准确、完整？
The information revealed in the report is clear, correct and complete?

☐ 很好/Well ☐ 较好/Better ☐ 一般/General ☐ 较差/Relatively Poor ☐ 很差/Poor

4.本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计？
This report is readable with its logic mainline, content design, language, and format design?

☐ 很好/Well ☐ 较好/Better ☐ 一般/General ☐ 较差/Relatively Poor ☐ 很差/Poor

开放性问答 Open questions:

1.您认为本报告最让您满意的方面是什么？
What do you think is the most satisfied to you?

2.您认为还有哪些需要了解的信息在本报告中没有反映?
What do you think is not reflected in this report that is necessary to know?

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 social responsibility report releasing?

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

姓名/Name:	机构/Organization:	邮编/Postal Code:	电话/Tel:
职业/Profession:	地址/Address:	E-mail:	传真/Fax:



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