

# 2017 社会责任报告

# SOCIAL RESPONSIBILITY REPORT



# ABOUT THIS REPORT

## 关于本报告



### 时间范围

2017年1月1日至2017年12月31日。

Jan. 1, 2017 to Dec. 31, 2017.

### 发布周期

本报告为年度报告。

This Report is released annually.

### 涵盖内容

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

This Report releases CAS's implementation of social responsibilities related to economy, safety, environment, employees, and corporate citizenship.

### 编写依据

报告按照国务院国资委《关于中央企业履行社会责任的指导意见》，参照全球报告倡议组织 GRI《可持续发展报告指南》（G4）、中国社会科学院《中国企业社会责任报告编写指南（CASS-CSR3.0）》、国际标准化组织《ISO 26000：社会责任指南（2010）》和中国工业经济联合会《中国工业企业及工业协会社会责任指南》编写。

Guidelines on the Fulfillment of Social Responsibilities by State-owned Enterprises under the Central Government, released by SASAC; Guidelines on Sustainable Development (G4), published by Global Reporting Initiative; Compilation Guidelines on Social Responsibility Report of Chinese Enterprises (CASS-CSR3.0), published by Chinese Academy of Social Science; ISO 26000 Guidelines on Social Responsibility, by International Standardization Organization; Guidelines on Social Responsibility for Chinese Industrial Enterprises and Industrial Associations, published by China Federation of Industrial Economics.

### 称谓说明

为表述方便，报告中“中国航材”、“集团公司”、“集团”均指中国航空器材集团有限公司。

For the convenience of expression, CAS, the Holding Company and the Company all refer to China Aviation Supplies Holding Company.

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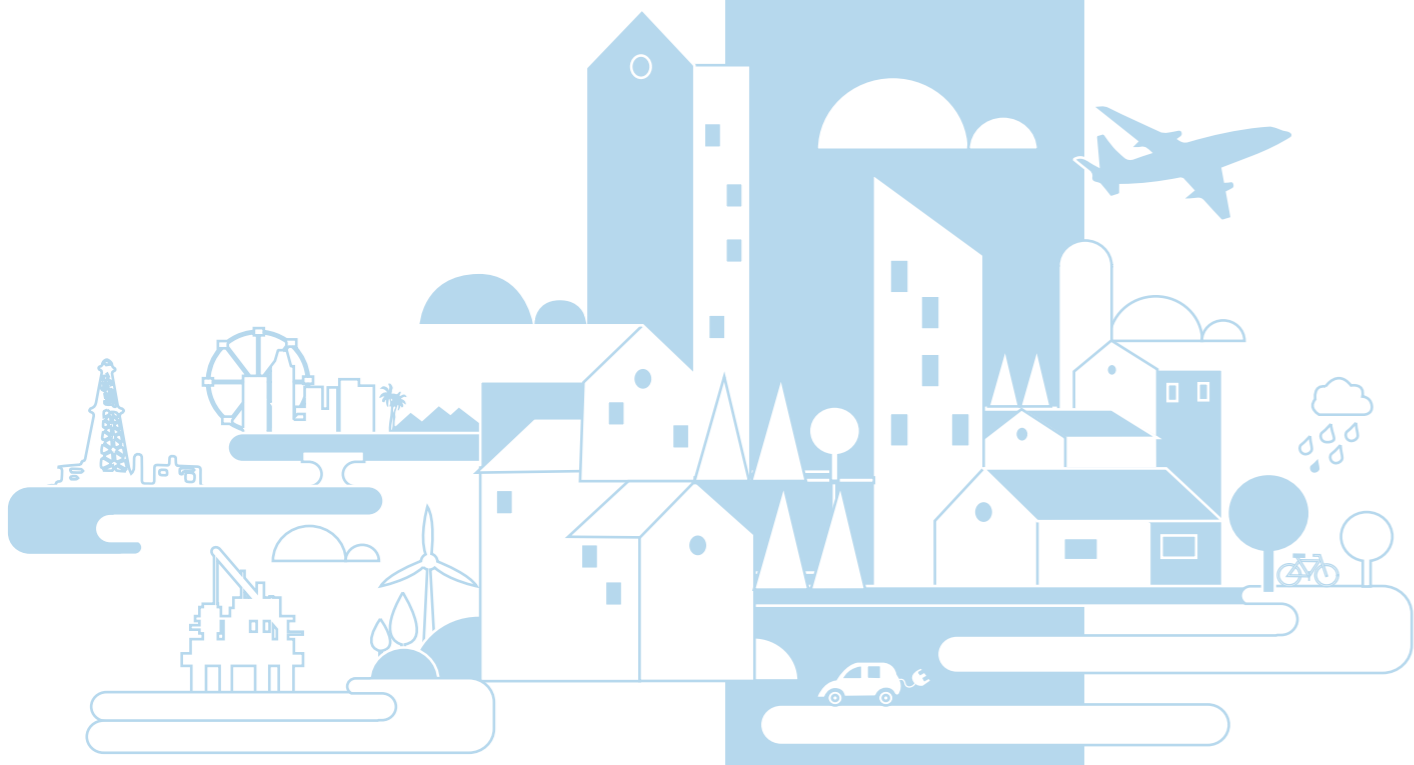
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### 经济发展责任

RESPONSIBILITY FOR ECONOMIC DEVELOPMENT

——战略转型 全面升级

Comprehensive upgrading of strategic transformation

生产经营 稳中有进

Progress In Production And Business Stability

发展战略 不断优化

Optimize Group Development Strategy

管理架构 逐步完善

Optimize Business Management Architecture

### 安全环保责任

RESPONSIBILITY GOVERNANCE SYSTEM

——安全环保 重于泰山

Safety and environmental protection is more than Mount Tai

贯彻安全生产

Carry Out Safety Production

推进节能减排

Promote Energy Saving And Emission Reduction

### 员工发展责任

NURTURE EMPLOYEE DEVELOPMENT

——员工培育 人才强企

Staff cultivating talent strong enterprise

维护员工权益

Protection Of Basic Rights And Interests

注重员工培养

Focus On Employee Training

优化薪酬体系

Optimize Salary Management

关爱员工生活

Caring For Employees' Lives

### 企业公民责任

IMPROVE CORPORATE GOVERNANCE

——完善治理 增强内力

Improving the management and strengthening the internal force

全面从严治党

Optimize Salary Management

依法合规经营

Compliance Management According To Law

### 担当社区责任

SINCERELY GIVING BACK TO SOCIETY

——责任在肩 大爱无疆

Responsibility is great in the shoulder

打造品牌公益

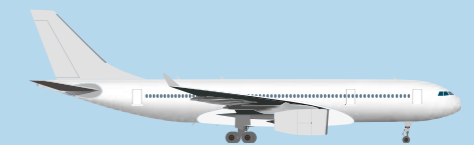
Build Brand Public Welfare

开展精准扶贫

Poverty Relief Assistance

### 展望未来

LOOKING TO THE FUTURE



# THE LEADERSHIP SPEECH

## 领导致辞



中国航空器材集团有限公司（以下简称“中国航材”）作为国资委监管下的中央企业，三十余年来，以“成为航空业界不可替代的、以新型民航保障服务为主业的综合服务提供商”为愿景，发扬“诚信、进取、创新、共赢”的公司精神，不断完善、优化发展战略，坚持探索中国航材的可持续发展之路。

中国航材紧紧围绕新的战略方向，主动适应新的市场形势，着力提升新的发展能力，攻坚克难、开拓进取，2017年较好地完成了国资委的主要考核指标，实现了国有资产保值增值，保证了中国航材的健康持续发展。

中国航材以“做优做强做大航材，让广大职工有真切获得感”为理念，把实现员工自我价值与中国航材事业发展紧密结合，使广大职工的获得感、幸福感、安全感更加充实、更有保障、更可持续，事业上有发展、经济上有改善、精神上更充实。同时，中国航材多年来积极履行央企的社会责任，将社会责任理念融入管理运营中去，牢记使命，热心公益，注重回馈社会，扶贫济困。

China Aviation Equipment Group Co., Ltd. (hereinafter referred to as "China Aviation Materials") is a central enterprise under the supervision of the SASAC. For more than 30 years, it has become an irreplaceable and comprehensive service based on new civil aviation support services for the aviation industry. "Provider" is the vision, and carries forward the company spirit of "integrity, progress, innovation, and win-win". It constantly improves and optimizes its development strategy and persists in exploring the sustainable development of China Aviation Materials.

China Aviation Materials Co., Ltd. closely focused on the new strategic direction, took the initiative to adapt to the new market situation, and strived to enhance new development capabilities. It was difficult to forge ahead and forge ahead. In 2017, it successfully completed the main assessment indicators of the SASAC and realized state-owned assets. Preserving and increasing value ensured the healthy development of China Aviation Materials.

With the concept of "giving advantages and strength, making aviation materials bigger and bigger, and giving employees a real sense of achievement", China Aviation Materials combines the achievement of employee self-worthiness with the development of aviation materials in China and enables employees to feel better, feel better, and be safe. The feeling is more fulfilling, more secure, more sustainable, there are developments in the business, there are improvements in the economy, and the spirit is more fulfilling. At the same time, China Aerospace Materials Co., Ltd. has actively fulfilled the social responsibilities of the central SOEs for many years, integrated the concept of social responsibility into management operations, kept in mind the mission, was enthusiastic about public welfare, paid attention to giving back to the society and helping the poor.

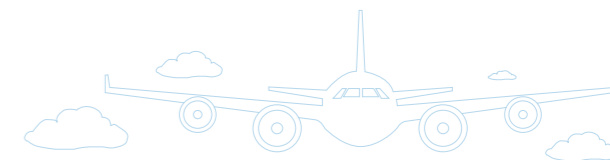
2017年是全面落实“十三五”规划的关键一年，在国资委、民航局的领导和大力支持下，在监事会的监督和帮助下，中国航材基于当下、立足长远，准确定位、科学谋划，大力推进战略实施，从“四强两精”到“一优四强”，明确四大业务板块发展方向。通过实施重大战略重组，大力推进转方式、调结构、补短板，解决多年来制约公司发展的能力缺陷。通过兼并重组、快速提升能力，实现从贸易公司到实体公司的转变。

在“十三五”的关键时期，中国航材的整体生产经营稳中有进，取得了积极进展，这些成绩的取得，离不开全体员工的共同努力！我们将紧紧抓住企业转型升级的历史机遇，以更加坚定的信心，为实现中国航材持续稳定健康的发展而努力！为建设民航强国做出更大的贡献！

2017 is a crucial year for the full implementation of the "Thirteenth Five-Year Plan". With the leadership and strong support from the SASAC and the Civil Aviation Administration, with the supervision and help of the board of supervisors, China Aerospace Materials Co., Ltd. is based on the current, long-term, accurate positioning and science. Planning, vigorously promote the implementation of the strategy, from the "six strong and two fine" to "one excellent and four strong", the development direction of the four business segments. Through the implementation of major strategic reorganization, we will vigorously promote the transfer of methods, structural adjustments, and short-cutting boards to solve the defects in the ability to control the company's development over the years. Through mergers and reorganizations, we will quickly increase our ability to realize the transition from trading companies to physical companies.

In the critical period of the "Thirteenth Five-Year Plan", China's aviation materials industry has made steady progress in its overall production and operation, and has made positive progress. The achievement of these achievements cannot be separated from the joint efforts of all employees! We will firmly grasp the historical opportunities for the transformation and upgrading of enterprises, and work with greater confidence to achieve sustained and stable development of aviation materials in China! Make greater contribution to building a civil aviation power!

# ABOUT US 关于我们



## 发展历程

### Development Path

中国航空器材集团有限公司是专门从事飞机采购及航空器材保障业务的专业公司，是国务院国有资产监督管理委员会管理的中央企业。

China Aviation Equipment Group Co., Ltd. is a professional company specializing in aircraft procurement and aviation equipment support business. It is a central company managed by the State-owned Assets Supervision and Administration Commission of the State Council.



1980年10月

公司的前身是中国航空器材公司，1980年10月经国家进出口管理委员会批准成立，是中国民航系统成立的第一家公司。

The company's predecessor, China Aviation Equipment Corporation, was approved by the National Import and Export Management Committee in October 1980 and is the first company established by the Civil Aviation System of China.

1996年03月

1996年3月更名为中国航空器材进出口总公司。

In March 1996, it was renamed China Aviation Equipment Import & Export Corporation.

2002年10月

2002年10月，民航运输及服务保障企业联合重组，成立了三家航空运输集团公司和三家航空服务保障集团公司，中国航空器材进出口集团公司作为三家航空保障集团公司之一，经国务院批复正式组建。

In October 2002, civil aviation transportation and service support companies reorganized and established three air transport group companies and three aviation service protection group companies. China Aviation Equipment Import and Export Corporation is one of the three aviation security group companies and was formally approved by the State Council.

2017年11月

2017年，完成公司制改制，建立现代企业制度下的董事会管理体系，更名为中国航空器材集团有限公司。

In 2017, we completed the reform of the company system and established a board management system under the modern enterprise system and changed its name to China Aviation Equipment Group Co., Ltd.

2007年12月

2007年12月，更名为中国航空器材集团公司。

In December 2007, it was renamed China Aviation Equipment Group Corporation.



## 业务板块 Business Segments



### 航空器整机保障服务板块

#### Aircraft Protection Service

- 飞机批量采购
- 飞机租赁
- 工业合作
- 航空培训
- Aircraft bulk purchase
- Aviation lease
- Industrial cooperation
- Aviation training



### 航空器材保障服务板块

#### Aviation Equipment Support Services

- 富余航材处置
- 航材采购与销售
- 周转件服务保障
- 发动机租赁
- 航空维修
- 刹车片销售
- 航化产品生产
- Engine leasing
- Large parts business
- Aircraft sales
- Aviation Maintenance
- Aviation Products Production
- Brake pad sales
- Brake pad sales



### 技术装备和机场保障服务板块

#### Aircraft Protection Service

- 地面保障
- 导航技术
- 咨询规划
- 民航展会
- 空港建设
- 航空地毯制造
- 能源管理
- Exhibition business
- Airport construction
- Aviation carpet manufacturing
- Energy management
- Airport construction
- Aviation carpet manufacturing
- Energy management



### 通用航空发展及保障服务板块

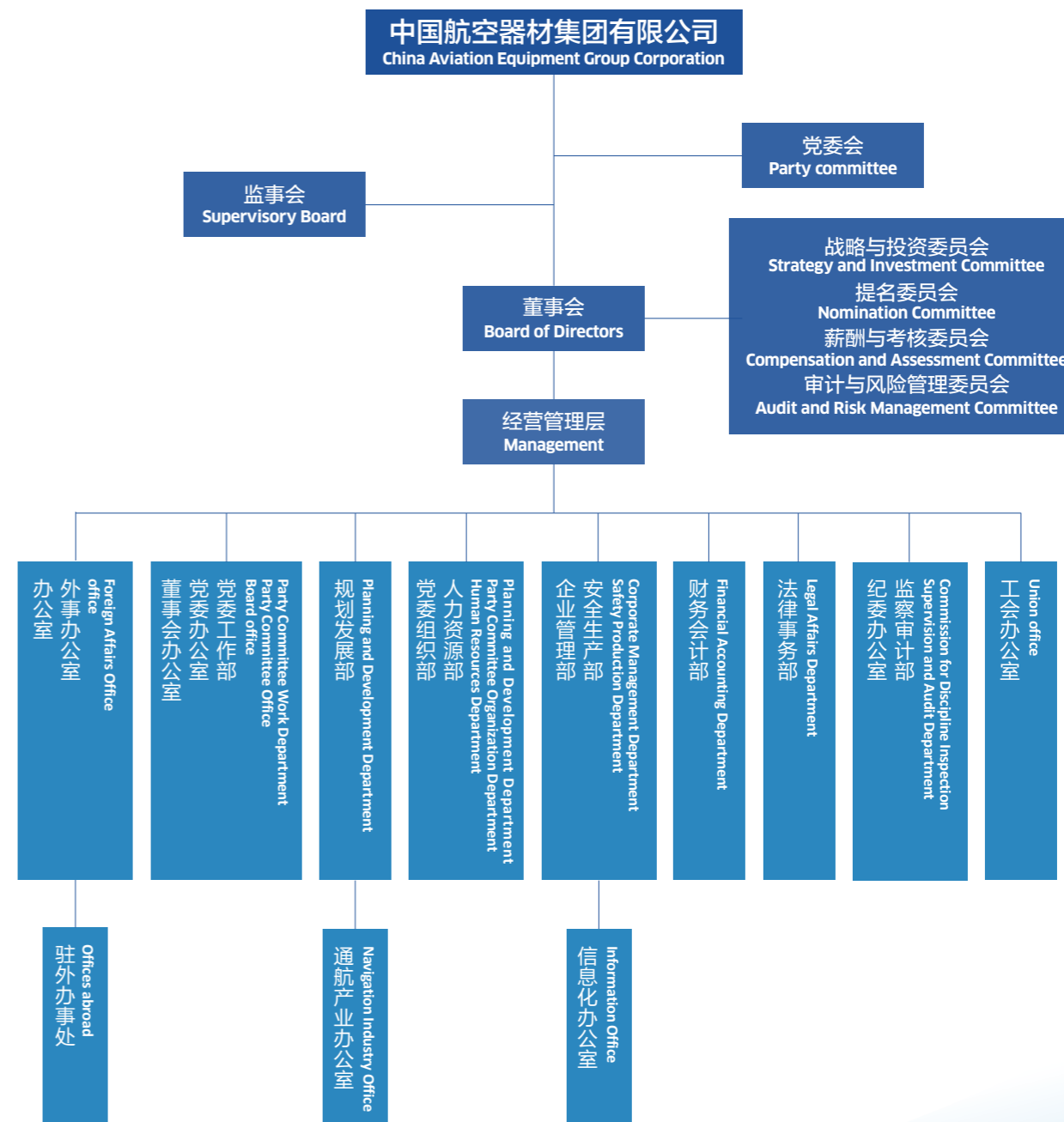
#### Aviation Equipment Support Services

- 通航制造
- 通航运营
- 通航保障
- 通航培训
- Exhibition business
- Airport construction
- Aviation carpet manufacturing
- Energy management

## 组织机构 Organization

### 内部组织机构图

#### Internal Organization Chart



## 板块成员单位

### Plate Member Units

#### 航空器整机保障服务板块

集团总部业务发展事业部	中航材航空科技发展（西安）有限责任公司
爱尔兰奇龙航空租赁有限公司	中航材集团（香港）有限公司
华欧航空培训有限公司	中国航空器材集团欧洲有限公司
华欧航空支援有限公司	中国航空器材（肯尼亚）有限公司
华普航空发动机培训中心有限公司	美国太平洋有限公司
航空发动机维修培训中心	

#### 航空器材保障服务板块

北京凯兰航空技术有限公司	中国航空器材西南有限公司
北京凯兰航空技术有限公司上海分公司	成都环宇航运代理有限公司
北京凯兰航空技术有限公司航空维修服务中心	中国航空器材集团西北有限责任公司
北京三元飞机刹车技术有限责任公司	西安凯龙航空技术有限公司
中航材航空新材料有限公司	中国航空器材华东有限公司
中国航空器材有限责任公司	北京华材航空客货服务有限公司
中国航空器材有限责任公司北京分公司	香港亚太有限责任公司
中国航空器材有限责任公司沈阳分公司	昆明立顿人通信息服务有限公司
中国航空器材有限责任公司广州分公司	中航材威利斯发动机租赁有限公司

#### 技术装备和机场保障服务板块

中国民航技术装备有限责任公司	北京航材泰科通信技术有限公司
中航材国际招标有限公司	北京中航空港建设工程有限公司
中国航空器材新疆有限责任公司	北京航空工艺地毯有限公司
中航材导航技术（北京）有限公司	中国航空器材集团能源管理有限责任公司

#### 通用航空发展及保障服务板块

东方通用航空有限责任公司	东方通用航空有限责任公司蓬莱分公司
东方通用航空摄影有限公司	中国航材集团通用航空服务有限公司
东方通用航空有限责任公司加格达分公司	

#### 其它

中国航空器材集团资产管理有限公司
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## 企业文化 Corporate Culture

### 公司愿景

#### Company Vision

成为航空业界不可替代的、以新型民航保障服务为主业的综合服务提供商。

It has become an irreplaceable and comprehensive service provider for aviation equipment protection.

### 公司使命

#### Company Mission

做航空业界有重要价值的新型民航保障服务提供商，成为建设民航强国的重要的、特殊的力量。

It is an important and special force for the construction of a civil aviation powerhouse to become an aviation material security comprehensive service provider with significant value in the aviation industry.

### 公司精神

#### Company Spirit

#### 诚信 Integrity

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

At first, from the "confidential and trustworthy" requirements of Confucianism, Confucianism believes that those who are virtuous must have the quality of "respect and trust." For modern enterprises, reputation is not only a moral requirement, but also an important way and method to obtain benefits. A good reputation can bring loyal customers and employees. China Aerospace has to develop well in the industry and it must adhere to integrity. Each employee should recognize that maintaining the integrity of the company is its own sacred responsibility, and its own behavior will affect the reputation and business of the company. Each move directly affects the overall image of the company and directly affects the interests of the company and employees.

#### 进取 Enterprising

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

At one time, China Aerospace Materials Co., Ltd. saw a shrinking market and unclear direction of development. However, the more we were in a difficult situation, the more we needed to carry forward the enterprising spirit. We must be more prosperous, hard-working, and harder to overcome new challenges and create new glories.

#### 创新 Innovation

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

The idea of innovation can be traced back to Confucius's words: "Gentlemen are different but different." It can be explained as that we can maintain a harmonious and harmonious relationship with people around us, but we must have our own unique views on everything we do. It is also an earlier and simple idea of innovation in China. For modern enterprises, innovation is the soul of a company with infinite vitality.

#### 共赢 Win-win

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

The "single-win" era has long passed. In the value chain of aviation material services, China Aerospace Materials must grasp the balance of benefits between the upstream and downstream stakeholders and explore new business models. The solutions acceptable to all parties allow all parties to cooperate extensively on the basis of "win-win".

## 公司治理 Corporate Governance

### 公司制改制

#### Business Segment Organization

根据党中央、国务院关于公司制改制的有关部署和工作要求，中国航材由全民所有制企业改制为国有独资公司，改制后公司名称为中国航空器材集团有限公司，由国务院国有资产监督管理委员会代表国务院履行出资人职责。将党建工作总体要求纳入公司章程，把加强党的领导和完善公司治理统一起来，明确了党组织在公司法人治理结构中的法定地位。

CNAC upholds the concept of "value aviation materials", based on the civil aviation industry and the actual development of the enterprise, and strives to explore the use of scientific social responsibility to guide the realization of the company's own value. First, in terms of enterprise scale and economic efficiency, it achieved rapid growth and met the requirements of the SASAC for central enterprises. Second, in terms of industry status, key businesses have achieved better development, have important industry influence, and have played an important role in the sustained and healthy development of civil aviation. Third, while making active contributions to safeguarding the political and economic interests of the country, optimizing resource allocation in the industry, and transforming the mode of economic growth, it also fulfilled social responsibilities such as good environmental protection and legal operation. The fourth is to focus on the growth of employees and establish a platform for talents to emerge from talents and broaden their career development channels. CNA strives to achieve harmony and harmony between corporate development and social development, environmental safety, and employee growth around its value materials.

### 治理结构

#### Business Segment Organization

中国航材按照《中华人民共和国公司法》、《中华人民共和国企业国有资产法》、《企业国有资产监督管理暂行条例》、《国务院办公厅关于进一步完善国有企业法人治理结构的指导意见》等修订了公司章程，并制定了董事会议事规则和有关工作细则等规章制度，保证了董事会工作规范性，提高了董事会决策的科学性；集团党委坚决落实把党委研究讨论作为企业经营决策重大问题前置程序的要求，充分发挥“把方向、管大局、保落实”的领导作用，党委研究讨论公司改革发展稳定、重大经营管理事项和涉及职工切身利益的重大问题。董事会、党委会、经理层形成了分工明确、职责清晰、互相制约、运转协调的公司治理结构。

In accordance with the People's Republic of China company law, the state assets law of the People's Republic of China enterprises, the Interim Regulations on the supervision and management of state-owned assets of the enterprises, and the guidance of the office of the State Council on the further improvement of the corporate governance structure of state owned enterprises, the articles of association of the company have been revised and the board of directors has been formulated. Rules and regulations such as rules of procedure and relevant rules and regulations guarantee the standardization of the work of the board of directors and the scientific nature of the decision of the board of directors; the Party committee of the group resolutely implements the requirements of the leading role of the Party committee's research and discussion as a major issue of the major issues of business management and decision-making, and gives full play to the leadership role of "the direction, the overall situation and the guarantee of the implementation". The Party committee discussed and discussed the major issues of reform, development and stability, major management and management, and vital interests of workers. The board of directors, the Party committee and the managers have formed a corporate governance structure with clear division of labor, clear responsibilities, mutual restriction and coordinated operation.

### 规范运作

#### Business Segment Organization

中国航材董事会现有董事 7 名，其中外部董事 4 名。董事会下设战略与投资委员会、提名委员会、薪酬与考核委员会、审计与风险管理委员会四个专门委员会，各专门委员会认真执行议事规则和规章制度，围绕董事会的重要决议事项，充分履行职责，提高了董事会的决议质量和效率。中国航材董事会自 2017 年 9 月成立以来，共召开正式会议 3 次，审议议案 8 个，听取有关情况汇报 1 项。重新修订了“三重一大”决策制度和决策会议制度，新修订的决策制度明确规定了党委会、董事会和总经理办公会的决策权限、决策程序、组织监督和监督检查、责任追究等内容，有效规范了各项决策流程、决策行为和决策执行。

Chinese airmaterial board has 7 directors, including outside directors 4. The board of directors has the strategy and Investment Committee, the nomination committee, the salary and assessment committee, the four special committees of the audit and risk management committee, and the specialized committees conscientiously implement the rules and regulations of the protocol, fully perform their duties and responsibilities around the important resolutions of the board, and improve the quality of the board's resolution and the quality of its resolutions. Efficiency. Chinese aviation board since its establishment in September 2017, has convened 3 times, to consider the motion of 8, listen to the report 1. Revise the "three heavy and one big" decision-making system and the decision meeting system. The newly revised decision-making system clearly stipulates the decision-making authority, decision-making procedure, organization implementation, supervision and inspection, responsibility investigation and other contents of the Party committee, the board of directors and the general manager office, and effectively standardizes the decision-making process, decision-making behavior and decision making.

## 责任治理 Social Responsibility Concept

### 社会责任理念

#### Social Responsibility Concept

中国航材秉持“价值航材”理念，立足民航行业和企业实际，努力探索用科学的社会责任观引导企业自身价值的实现。一是在企业规模 and 经济效益方面，实现较快增长，符合国资委对中央企业的要求。二是在行业地位方面，重点业务获得较好发展，具有重要的行业影响力，对民航持续、健康发展发挥重要的作用。三是在为维护国家政治经济利益、优化行业资源配置、转变经济增长方式作出积极贡献的同时，履行好环境保护、依法经营等社会责任。四是注重员工成长，为员工建立人才脱颖而出的平台，拓宽职业发展的通道。中国航材围绕价值航材，努力实现企业发展与社会发展、环境安全、员工成长的和谐统一。

CNAC upholds the concept of "value aviation materials", based on the civil aviation industry and the actual development of the enterprise, and strives to explore the use of scientific social responsibility to guide the realization of the company's own value. First, in terms of enterprise scale and economic efficiency, it achieved rapid growth and met the requirements of the SASAC for central enterprises. Second, in terms of industry status, key businesses have achieved better development, have important industry influence, and have played an important role in the sustained and healthy development of civil aviation. Third, while making active contributions to safeguarding the political and economic interests of the country, optimizing resource allocation in the industry, and transforming the mode of economic growth, it also fulfilled social responsibilities such as good environmental protection and legal operation. The fourth is to focus on the growth of employees and establish a platform for talents to emerge from talents and broaden their career development channels. CNA strives to achieve harmony and harmony between corporate development and social development, environmental safety, and employee growth around its value materials.





## 社会利益相关方

### Business Segment Organization







相关方名称 Name Of Stakeholders	沟通机制与方式 Communication Mechanism And Method	相关方的期望目标 Target Expectations Of Related Parties
<b>国资委</b> SASAC	<ul style="list-style-type: none"> <li>政策法规和规章制度</li> <li>工作会议</li> <li>定期汇报</li> <li>业绩考核</li> </ul>	<ul style="list-style-type: none"> <li>国有资产保值增值</li> <li>依法依规经营</li> <li>提升管理</li> <li>防范经营风险</li> <li>做优做强主业</li> </ul>
<b>民航局</b> Civil Aviation Authority	<ul style="list-style-type: none"> <li>政策法规和规章制度</li> <li>工作会议</li> <li>定期汇报</li> <li>文件、通知、报告</li> </ul>	<ul style="list-style-type: none"> <li>建设民航强国</li> <li>安全保障</li> <li>增强保障能力</li> <li>坚持节能环保</li> </ul>
<b>地方政府</b> Local Government	<ul style="list-style-type: none"> <li>政策法规</li> <li>统计报表</li> <li>信息报送</li> <li>高层会晤</li> </ul>	<ul style="list-style-type: none"> <li>遵章守法</li> <li>税收</li> <li>节能减排</li> <li>扩大就业</li> </ul>
<b>战略合作伙伴</b> Strategic Partners	<ul style="list-style-type: none"> <li>战略合作协议</li> <li>定期会晤</li> </ul>	<ul style="list-style-type: none"> <li>优势互补</li> <li>合作共赢</li> </ul>
<b>客户</b> Client	<ul style="list-style-type: none"> <li>合同、协议</li> <li>互相沟通</li> <li>访谈</li> <li>信息反馈</li> </ul>	<ul style="list-style-type: none"> <li>提供规范高效服务</li> <li>满足客户要求</li> </ul>
<b>员工</b> Employee	<ul style="list-style-type: none"> <li>职代会、座谈</li> <li>培训</li> <li>建议及反馈</li> <li>工作沟通</li> <li>微博网站交流</li> </ul>	<ul style="list-style-type: none"> <li>权益保障</li> <li>职业发展</li> <li>教育培训</li> <li>薪酬福利</li> <li>健康安全</li> </ul>
<b>供应商</b> Supplier	<ul style="list-style-type: none"> <li>合同、协议</li> <li>日常业务交流</li> </ul>	<ul style="list-style-type: none"> <li>诚信守法</li> <li>平等合作、互利共赢</li> <li>长期合作关系</li> </ul>
<b>非政府组织</b> Non-Governmental Organizations	<ul style="list-style-type: none"> <li>参与会议、活动</li> <li>提供必要支持</li> </ul>	<ul style="list-style-type: none"> <li>参与支持社团活动</li> <li>遵守章程</li> </ul>
<b>社会公众</b> Society	<ul style="list-style-type: none"> <li>信息披露</li> <li>新闻发布</li> <li>履行中央企业责任</li> <li>公益慈善</li> <li>员工志愿者</li> </ul>	<ul style="list-style-type: none"> <li>灾害救援</li> <li>积极参与公益活动</li> <li>环境保护</li> </ul>

## 履责绩效 Main Performance Performance

### 经济指标

Economic Indicators

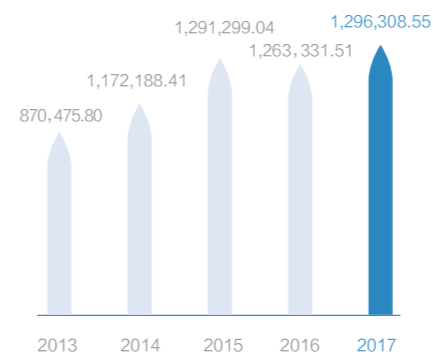
单位 /Unit: 万元 /Ten thousand yuan

	2013年 year	2104年 year	2015年 year	2016年 year	2017年 year
 资产总额 Total assets	870,475.80	1,172,188.41	1,291,299.04	1,263,331.51	1,296,308.55
 所有者权益 Owners' equity	370,771.16	482,010.21	538,165.62	584,254.01	617,660.31
 营业收入 Operating income	106,933.91	135,676.46	186,783.18	215,282.35	246,539.34
 利润总额 The total profit	44,789.55	45,642.07	51,148.20	47,338.22	46,243.43
 归属母公司净利润 Net profit attributable to parent company	30,198.17	29,789.21	31,592.29	24,067.85	17,150.28
 纳税总额 Total tax	5,327.27	12,113.02	16,372.45	13,932.10	14,580.02

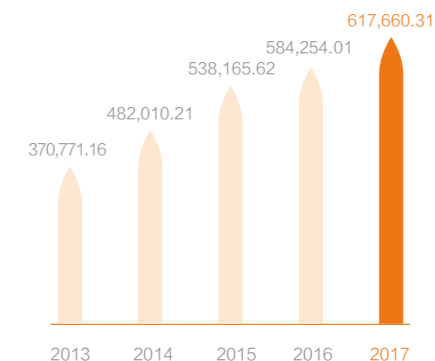
单位 /Unit: %

	2013年 year	2104年 year	2015年 year	2016年 year	2017年 year
 国有资本保值增值率 State-owned capital preservation and appreciation rate	114.27	108.54	109.55	107.55	101.68
 主营业务收入(增长率) Main business income (growth rate)	7.12	26.74	37.63	16.35	14.94
 净资产收益率 (不含少数股东) Return on net assets (excluding minority shareholders)	11.81	8.97	8.03	7.04	5.91
 资产负债率 Assets and liabilities	57.41	58.88	58.32	53.75	52.35

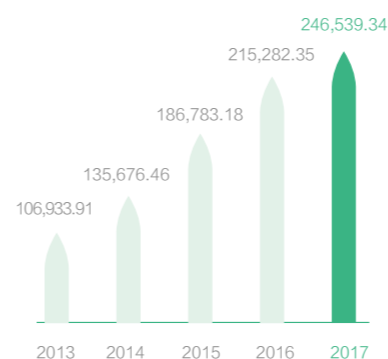
资产总额 (单位: 万元)  
Total Asset Value( Unit:10K RMB )



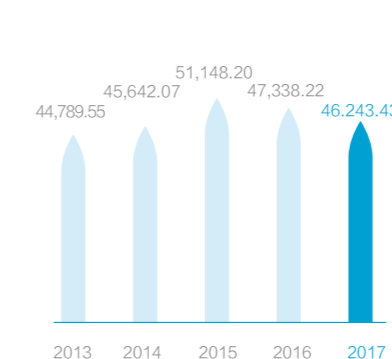
所有者权益 (单位: 万元)  
Owner's Equity( Unit:10K RMB )



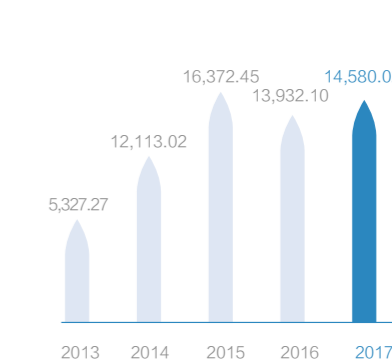
营业收入 (单位: 万元)  
Operation Revenue( Unit:10K RMB )



利润总额 (单位: 万元)  
Total Profit( Unit:10K RMB )



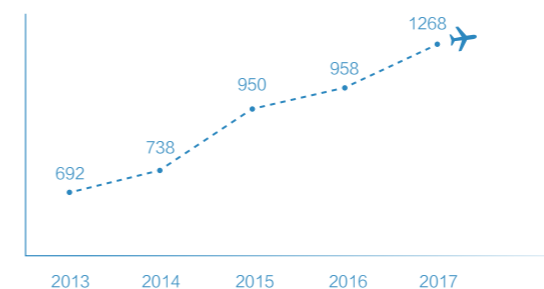
纳税总额 (单位: 万元)  
Total Tax Amount( Unit:10K RMB )



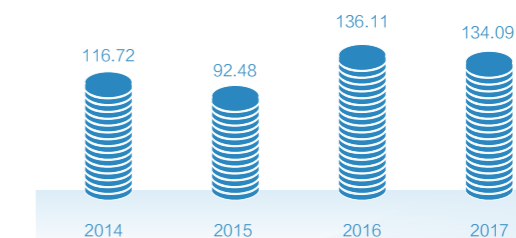
### 社会指标

Social Indicators

年末在岗职工总人数 (单位: 人)  
Year-end Number of Employees (Unit: capita)



扶贫捐赠 (单位: 万元)  
Poverty relief donation (Unit: Ten thousand yuan)



# CASC

Comprehensive upgrading  
of strategic transformation

战略转型全面升级

## 经济发展责任

RESPONSIBILITY FOR  
ECONOMIC DEVELOPMENT

## 生产经营 稳中有进 Progress In Production And Business Stability

2017年，在党的十九大精神和习近平新时代中国特色社会主义思想的引领下，中国航材整体生产经营稳中有进，较好地完成了各项经营指标。全年完成营业收入24.7亿元，利润4.6亿元，实现了国有资产保值增值。

In 2017, under the guidance of the party's Nineteenth National Congress and the socialist ideology of Chinese characteristics with a new era of Xi Jinping, the overall production and operation of China Aerospace Materials steadily progressed and completed various business indicators. The annual operating income was 24.7 billion yuan and the profit was 4.6 billion yuan, which realized the maintenance and appreciation of state-owned assets.

### 航空器整机保障服务板块 Aircraft Protection Service

#### 飞机批量采购

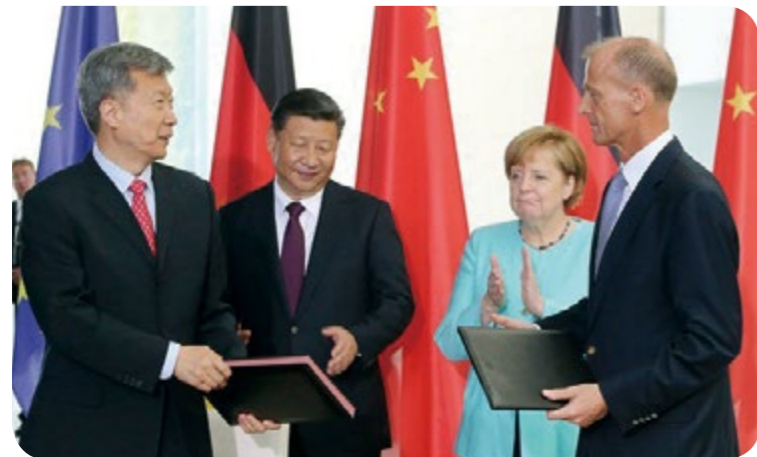
#### Plane Bulk Procurement

2017年，继续巩固飞机批量采购的优势地位，与政府主管部门、航空公司和飞机制造商建立长期沟通联络机制，继续做好批量采购框架协议的落实，积极推进新的飞机批量采购协议洽谈。

7月5日，中国航材与空客公司签署了140架空客飞机批量采购协议，其中包括100架A320系列和40架A350系列飞机，总价值约228亿美元。

In 2017, we continued to consolidate the dominant position of bulk procurement of aircraft, established long-term communication and liaison mechanisms with government authorities, airlines and aircraft manufacturers, continued to implement the bulk procurement framework agreement, and actively promoted negotiations for new bulk purchase agreements.

On July 5, China Aerospace Materials and Airbus signed 140 bulk purchase agreements for Airbus aircraft, including 100 A320 series and 40 A350 series aircraft with a total value of approximately US\$22.8 billion. President Xi Jinping, who is on a state visit to Germany, and German Chancellor Angela Merkel witnessed the signing of the agreement.



中国航材与空客公司签署飞机批量采购协议，正在德国进行国事访问的国家主席习近平和德国总理默克尔共同见证了协议的签署

China Aerospace Materials and Airbus signed 140 bulk purchase agreements for Airbus aircraft, including 100 A320 series and 40 A350 series aircraft with a total value of approximately



11月9日，中国航材与波音公司在北京签署了300架波音飞机的批量采购协议，其中包括260架B737系列、40架B787系列和B777系列飞机，总价值超过370亿美元。充分彰显了中国航材服务于国家外交外贸政策的特殊价值和在国家行业的特殊地位，树立了良好的企业品牌形象。

On November 9, China Aerospace Materials and Boeing signed a bulk purchase agreement for 300 Boeing aircraft in Beijing, including 260 B737 series, 40 B787 series and B777 series aircraft, with a total value of more than 37 billion US dollars. It fully demonstrates the special value of China Aviation Materials in serving the country's foreign trade policy, its special status in the country and industry, and establishing a good corporate brand image.



中国航材与波音公司签署飞机批量采购协议，国家主席习近平和正在中国进行访问的美国总统特朗普共同见证了协议的签署

China Aerospace Materials and Airbus signed 140 bulk purchase agreements for Airbus aircraft, including 100 A320 series and 40 A350 series aircraft with a total value of approximately

#### 飞机租赁

#### Aviation lease

中国航材所属爱尔兰奇龙航空租赁有限公司（以下简称“奇龙公司”）继续优化自身业务结构和商业模式，并积极为拓展市场加强调研，谋划未来新发展。

2017年，奇龙公司继续坚持国际化标准模式运营。一方面积极与飞机制造商联系，开展飞机采购工作；另一方面继续积极开拓国内外市场，密切联系走访三大航及其他航空公司，关注其需求，参与竞标二十余次；成功完成了曼谷航空一架飞机的续租；就2019年到期的二架飞机的续租开展谈判；关注香港最新租赁税制优惠法案，寻求业务模式的创新；积极配合股东推进引入战略投资人。

Qilong, a subsidiary of China Aerospace Materials, continues to optimize its own business structure and business model, and actively expands its market research to plan for future development.

In 2017, Qilong continued to adhere to the international standard operating model. On the one hand, it actively contacted aircraft manufacturers to carry out aircraft procurement work. On the other hand, it continued to actively explore domestic and foreign markets, and closely linked with visiting Big Three Airlines and other airlines, paying attention to their needs and participating in bidding more than 20 times; and successfully completing Bangkok. Renewing the lease of an aircraft; negotiating the renewal of two aircraft that expired in 2019; paying attention to Hong Kong's latest lease tax incentives to seek innovation in business models; and actively assisting shareholders in promoting the introduction of strategic investors.

## 工业合作

### Industrial Cooperation

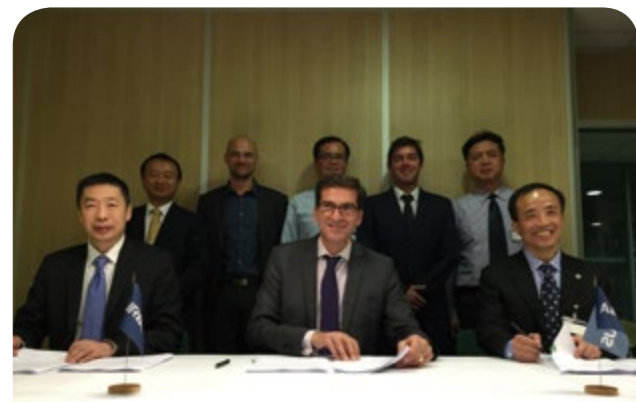
2017年，工业合作业务在协议签署、新项目开发方面取得了积极进展，签署了一批新合作协议，并更新了部分协议。加强了与空客公司、赛峰公司的沟通，有效推动了航空锻件项目、3D打印项目及发动机扇形段项目新零件包的获取。与中航飞机、中航动力、西航莱特、陕西宏远、西安铂力特等公司加强了沟通协调，增进合作关系，保证了各项目顺利执行。

In 2017, industrial cooperation business made positive progress in the signing of agreements and the development of new projects. A number of new cooperation agreements were signed and some agreements were updated. Strengthened communication with Airbus and Safran and effectively promoted the acquisition of new parts packages for aerospace forging projects, 3D printing projects and engine fan segment projects. The company has strengthened communication and coordination with AVIC Aircraft, AVIC Power, West Wright, Shaanxi Hongyuan and Xi'an Platinum and other companies to enhance cooperation and ensure smooth implementation of projects.



2017年3月，中国航材、空中客车公司及陕西宏远公司空客 A350 及 A321 新锻件项目的启动及签约标志着三方在工业合作业务上的合作又迈上了一个新的台阶，其中 A350 吊挂锻件包项目是中国航材联合陕西宏远公司第一次获得的宽体机锻件项目，具有里程碑意义。

In March 2017, the start-up and signing of Airbus A350 and A321 new forging projects by China Aerospace Materials, Airbus and Shaanxi Hongyuan Aviation Forging Co., Ltd. marked the cooperation between the three parties in the industrial cooperation business and entered a new phase. The steps, including the A350 hanging and forging package project, are the first wide body machine forgings project obtained by China Aerospace Materials Co., Ltd. in collaboration with Shaanxi Hongyuan Company and are of landmark significance.



8月，与西航莱特共同获得了几个型号发动机的扇形段转包生产项目，在盘件项目之外获得新的突破；

11月，与西安铂力特和空客签署 3D 打印协议，为下一阶段获取具体零件包准备了先决条件。

In August, Westamples Wright jointly obtained fan-shaped subcontracting production projects for several types of engines, and achieved new breakthroughs beyond the disk project;

In November, it signed a 3D printing agreement with Xi'an Plitter and Airbus to prepare preconditions for obtaining specific parts packages in the next phase.



## 航空器材保障服务板块

### Aviation Equipment Support Services

## 航材共享

### Air Material Sharing

2016年10月18日，以中国航材所属中国航空器材进出口有限责任公司为基础，由南航集团、中航集团、东航集团、中国航材及中国国新共同改组设立的中国航空器材有限责任公司（以下简称“航材共享平台”）正式挂牌，宣告成立。航材共享平台作为国务院领导批准、国资委推动的政治任务，国资委持续增大关注力度和各方面要求。

2017年，航材共享平台公司按照航材共享的发展理念，在富余航材、消耗器材集采、新机型小机队保障及 AOG 航材互援等业务领域取得了不同程度的突破，行业影响力不断加强。

Aviation materials sharing platform As a political task approved by the State Council leadership and promoted by the SASAC, the SASAC has continuously increased its attention and requirements. On October 18, 2016, the aircraft material sharing platform company held an unveiling ceremony and officially announced its establishment.

In 2017, the aviation materials sharing platform company achieved breakthroughs in different levels in the areas of spare fuel materials, consumable equipment gathering, new aircraft fleet protection, and AOG aviation materials assistance in accordance with the development concept of aviation materials sharing. The influence continues to increase.

### 富余航材处置方面

通过市场化方式对富余航材进行处置，对航空公司及时盘活现有航材资源，提质增效意义重大，不仅可以解决历史遗留问题，还能为未来处理建立常态化的处置优化机制，解决客户资产处置瓶颈问题。

With regard to the disposal of surplus aviation materials, the disposal of surplus aviation materials through marketization means that it is of great importance for the airlines to revitalize existing aviation materials resources in a timely manner. This will not only solve the problems left over by history, but also establish normalization for future processing. The disposal optimization mechanism solves the bottleneck problem of customer asset disposal.

### 新机型小机队保障方面

按照国资委确定的周转件共享保障先易后难的原则，从新机型、小机队开始，对价值较高的周转件进行共享，以 B777、B787、A350 的周转件包修服务（PBH/TCS）为代表重点推进，通过建立国内机队航线周转件共享库存及基地库，为客户提供一站式的航材包修服务，实现降本增效，建立共享节约型经济结构。

With regard to the protection of new aircraft fleets, the SASAC has determined that the share of working capital sharing protection is easy to use. After starting with the new aircrafts and small aircraft fleets, it will share the higher-value turnover parts with B777, B787, and A350. The PBH/TCS service is represented by the Group's focus. It has established a one-stop air cargo repair service for customers through the establishment of a domestic fleet routing share sharing inventory and a base warehouse, to achieve cost reduction and efficiency increase, and to establish Shared economical structure.

### 消耗件集中采购方面

业务保持稳定增长，优化消耗件集中采购的合作模式，积极向客户提供具有价格优势的器材。

For the centralized procurement of consumables, the business maintains stable growth, optimizes the cooperation model of centralized purchasing of consumable parts, and actively provides customers with equipment with price advantages.

### AOG 航材支援方面

积极推进北美地区、欧洲地区 AOG 支援项目，均取得阶段性进展。

With regard to AOG's aviation materials support, we have made active progress in AOG support projects in North America and Europe.

## 航空维修与制造

### Aviation Maintenance and Manufacturing

中国航材所属北京凯兰航空技术有限公司(以下简称“北京凯兰”)作为中国航材的航空维修与制造业务的发展平台,为化解刹车产品技术升级带来的冲击,加速从传统维修向整体机轮保障服务的转型升级,取得较好成效,呈现良好发展趋势。

Beijing Kailan, a subsidiary of China Aviation Materials, as a development platform for the aviation maintenance and manufacturing business of China Aviation Materials, has accelerated the transformation from the traditional maintenance to the overall service support and has achieved better results in order to resolve the impact of brake product upgrades, showing a good development trend.

2017年,维修业务方面,北京凯兰虽受海航机轮刹车送修策略的影响,海航维修业务量下滑,但通过与陕西蓝太合作共同为顺丰、邮航等货运公司 B757 机队提供国产 PMA 碳刹车包修业务,确保国内最大的第三方机轮刹车维修企业的领先地位。

In terms of maintenance business, in 2017, Beijing Kailan was affected by the strategy of repairing and repairing the brakes of Hainan Airlines, and HNA's maintenance business volume declined. However, through cooperation with Shaanxi Lantai, it jointly provided homebred PMA for the B757 fleet of Shunfeng, Postage and Air Transport. Carbon brake repair business to ensure that the country's largest third-party wheel brake maintenance company's leading position.

整体机轮保障业务方面,深耕飞机机轮保障细分市场,持续加强整体机轮综合保障服务的推广,吸引更多的客户加入;加强与国内维修、制造企业以及机轮刹车 OEM 厂家的业务合作和股权合作,建立机轮刹车维修保障平台,健全优化机轮刹车维修保障网络。

As for the overall aircraft protection business, the Group will deepen its support for market segments, continue to strengthen the overall promotion of integrated service support, and attract more customers; it will strengthen cooperation with domestic maintenance, manufacturing companies and wheel brake OEM manufacturers. And equity cooperation, the establishment of the wheel brake maintenance platform, a sound optimization of wheel brake maintenance network.

PMA 刹车销售业务方面,力拓南航、山航等航空公司 PMA 钢刹车市场;完善 PMA 刹车品种,拓宽采购渠道;积极推广 OEM 机轮刹车零部件寄售业务,逐步改善现有单一供应商、单一产品的商业模式,不断提高市场占有率;密切关注刹车产品更新换代趋势,积极与国内碳刹车生产厂家或研发机构开展合作。

PMA brake sales business, Rio Pilot China Southern Airlines, Air China and other airlines PMA steel brake market; improve PMA brake varieties, broaden the procurement channels; actively promote the OEM wheel brakes spare parts consignment business, and gradually improve the existing single supplier, single product The business model will continue to increase market share; it will pay close attention to the trend of replacement of brake products and actively cooperate with domestic carbon brake manufacturers or R&D institutions.



A320 系列炭刹车装机试用  
A320 series carbon brake installed trial



## 技术装备及机场业务保障服务板块

### Technical Equipment And Airport Business Security Service Sector

中国航材紧紧抓住民航行业快速发展带来的难得机遇,充分发挥机场建设和机场服务两个经济增长点的带动作用,利用技术创新、管理创新和商业模式创新,着力发展空港建设、机场咨询规划、机场服务、信息技术和装备制造四大重点业务领域,致力于打造中国民航空港产业(集团)公司,成为空港产业中具有重要地位和影响力的企业。

CNA firmly grasps the rare opportunity brought by the rapid development of the civil aviation industry, gives full play to the leading role of the two economic growth points of airport construction and airport services, and makes use of technological innovation, management innovation, and business model innovation to focus on the development of airport construction and airports. Consulting and planning, airport services, information technology and equipment manufacturing are the four key business areas. They are dedicated to building the China National Aviation Industry Corporation (Group) Company and have become an important and influential enterprise in the airport industry.

## 机场地面服务保障

### Airport Ground Service Guarantee

中国航材所属中国民航技术装备有限责任公司(以下简称“技术装备公司”)经营范围涵盖与民航专用设备及工程有关的各项业务。2017年,技术装备公司各项经营业务都在稳步增长,市场网络布局逐步铺开,产品种类和业务范围不断拓展。

The business scope of the technical equipment company of China Aerospace Materials Co., Ltd. covers various businesses related to civil aviation special equipment and engineering. In 2017, various operating businesses of technology and equipment companies are steadily growing. The market network layout is gradually spreading, and product categories and business scope are continuously expanding.

### 招标业务方面 Bidding business

2017年,完成535个招标项目,新签署招标代理协议387份、进口合同27份,进口合同额3385万美元,同时进一步完善招标业务市场网络布局,持续拓展招标业务范围。

In respect of the tendering business, in 2017, 535 tendering projects were completed, 387 tendering agency agreements were newly signed, 27 import contracts were signed, and the import contract volume was 33.85 million U.S. dollars. At the same time, the bidding business market network layout was further improved and the scope of the tendering business was continuously expanded.



销售业务方面 Sales business

加大市场开发力度，不断拓展销售产品种类。2017年7月，与机场协会在大连成功举办全国民航冬季除冰雪业务交流会，共邀请到30余个大型、小型机场，国内外5家机场除冰雪设备制造商，共100余人参加，为机场用户与机场除冰雪设备的制造商提供交流的平台。

In terms of sales operations, efforts are made to increase market development and continue to expand the sales of product categories. In July 2017, the Airport Association successfully hosted the National Civil Aviation Winter Ice and Snow Business Exchange Conference in Dalian. A total of more than 30 large and small airports, 5 domestic and foreign airport snow and ice equipment manufacturers were invited, and more than 100 people attended the airport. Users and the airport's snow and ice equipment manufacturers provide a platform for communication.



会展业务方面 Exhibition business



继续承办第六届澳门公务航空展，参展飞机达到12架，涵盖当今世界主流公务机品牌的主流机型。澳门公务航空展已基本形成当地会展业的一个品牌，影响力正在形成。

In terms of exhibition business, it continues to host the 6th Macau Business Aviation Exhibition with 12 aircraft participating in the exhibition, covering mainstream models of mainstream business jet brands in the world today. The Macau Business Aviation Exhibition has basically formed a brand for the local convention and exhibition industry and its influence is being formed.

导航业务方面 Navigation business

研发能力逐步提升，市场开拓持续加强，中标航空情报系统，极大地提升了在民航行业地面服务领域中的地位和影响力。

In terms of navigation services, R&D capabilities have been gradually improved, market development has continued to be strengthened, and the successful bid for the aeronautical information system has greatly enhanced the position and influence in the field of civil aviation industry ground services.

机场建设

Airport Construction

中国航材所属北京中航空港建设工程有限公司（以下简称“中航建设”）是专业从事机场建设工程的施工企业，施工领域涉及机场目视助航灯光工程、机电工程；民航空管工程及机场弱电系统工程；机场场道工程及相对应的海外工程等。

The affiliated China Airport is a construction enterprise specializing in airport construction projects. The construction involves the visual assistance and lighting of airports, electrical and mechanical engineering, civil aviation engineering and airport weak current system engineering, airport field engineering and corresponding overseas projects.

2017年，中航建设遵循“立足民航、面向社会”的发展方针，在努力经营管理，创造良好业绩的同时，安全、卓越地完成每一个机场建设施工项目。公司在建和收尾的工程项目包括北京新机场、青岛新机场、首都机场及江北、巫山、十堰、当阳、黄花、义乌、哈尔滨等24个机场，完成工程项目12个。新签业主合同20个，合同金额2.3亿元；新中标项目14个，累计中标金额7.3亿元。

In 2017, China Aviation Port Corporation adhered to the development policy of "based on civil aviation and facing the society". While striving for business management and creating good performance, it also completed each airport construction and construction project safely and prominently. The projects under construction and ending of the company include Beijing New Airport, Qingdao New Airport, Capital Airport and Jiangbei, Wushan, Shiyan, Dangyang, Huanghua, Yiwu, Harbin and other 24 airports, completing 12 projects. There were 20 new owners' contracts signed, with a contractual amount of 230 million yuan; 14 new successful bid projects, with a total amount of 730 million yuan.



北京新机场项目效果图

Beijing new airport project renderings



场道工程 - 沥青混凝土摊铺

Beijing new airport project renderings

航空节能服务

Aviation Energy Saving Service

中国航材所属中国航空器材集团能源管理有限责任公司（以下简称“能源公司”）致力于以专业的角度为民航业内单位提供综合节能减排方案。

2017年，能源公司对合同能源管理模式进行了轻资产化，在合肥机场和西部集团机场成功实践，开辟了对航空公司的高端能源审计业务，深航及北京西城区相关企业多个审计项目被评为优秀。

China Aerospace Energy Corporation is committed to providing integrated energy conservation and emission reduction programs for civil aviation companies from a professional perspective.

In 2017, energy companies made light assets in the contract energy management model. They successfully practiced at Hefei Airport and Western Group Airport and opened up an airline's high-end energy auditing business. Shenzhen Airlines and Beijing Xicheng District related companies have been audited. Excellent.



## 通用航空发展及保障服务板块

### General Aviation Development And Security Service Sector

通用航空作为国家战略新兴产业，涉及范围广，前景广阔，发展空间巨大，是培育发展新动能、获取未来竞争新优势的关键。中国航材通过这几年来改革探索与实践，明确了全新的战略发展思路，已经开始在通航全产业链实施战略布局，以顶层设计、战略指引，实施强强联合。围绕制造、运营、机场全产业链服务，以运营为重要推手和重要支撑，聚焦通航新兴业务领域，力求形成行业主导地位，为实现通航产业发展打好基础。

As a new industry of national strategy, general aviation has a wide range, broad prospects and huge space for development. It is the key to cultivate new kinetic energy and gain new competitive advantages in the future. Through the reform exploration and practice of these years, China air materials have made clear the new strategy of strategic development, and have begun to implement strategic layout in the whole industry chain of navigation, with the top level design, strategic guidance and the implementation of strong and strong union. Around the manufacturing, operation and airport industry chain service, operation is an important push and important support, focusing on the new business area of navigation, striving to form the leading position of the industry, and laying a good foundation for the development of the navigation industry.

### 实施战略重组，打造通航运营“国家队”

#### Aviation Energy Saving Service

2017年12月，为更好优化资源配置，推动产业发展，东方通用航空有限责任公司（以下简称“东方通航”）由东航集团划转到中国航材，成为中国航材旗下全资通用航空运营企业。东方通航将擎起“中国通用航空公司”这杆大旗，服务国家战略，服务国民经济重要领域，服务国家重要任务，推进国家供给侧改革，打造通航运营“国家队”。

In December 2017, in order to better optimize the allocation of resources and promote industrial development, Dongfang navigation was transferred from Donghang group to China air material, and became a wholly owned aviation operation enterprise under the flag of China aviation material. The eastern navigation will bring up the banner of "China General aviation Corporation", serve the national strategy, serve the important areas of the national economy, serve the important task of the country, promote the state supply side reform and build the "national team" of the navigation operation.



中国航材与东航集团在天津举行东方通航战略重组交接仪式，共同签署《共同推进东方通航发展合作备忘录》

China Airlines Group General Manager Ma Xulun transfers the helicopter model symbolizing Dongfang General Aviation to Yang Xiaoming, General Manager of CNOOC

此次战略重组是推动供给侧结构性改革，积极响应国务院大力发展我国通用航空产业号召，促进我国航空事业“两翼齐飞”的重大决策；是全面深化国有企业改革，在做强做优做大中履行央企责任，优化资源配置、推进专业化整合，实现适量变革、效率变革、动力变革的重大举措；更是中央企业敢于担当、响应号召，推动通航产业发展的大胆尝试。

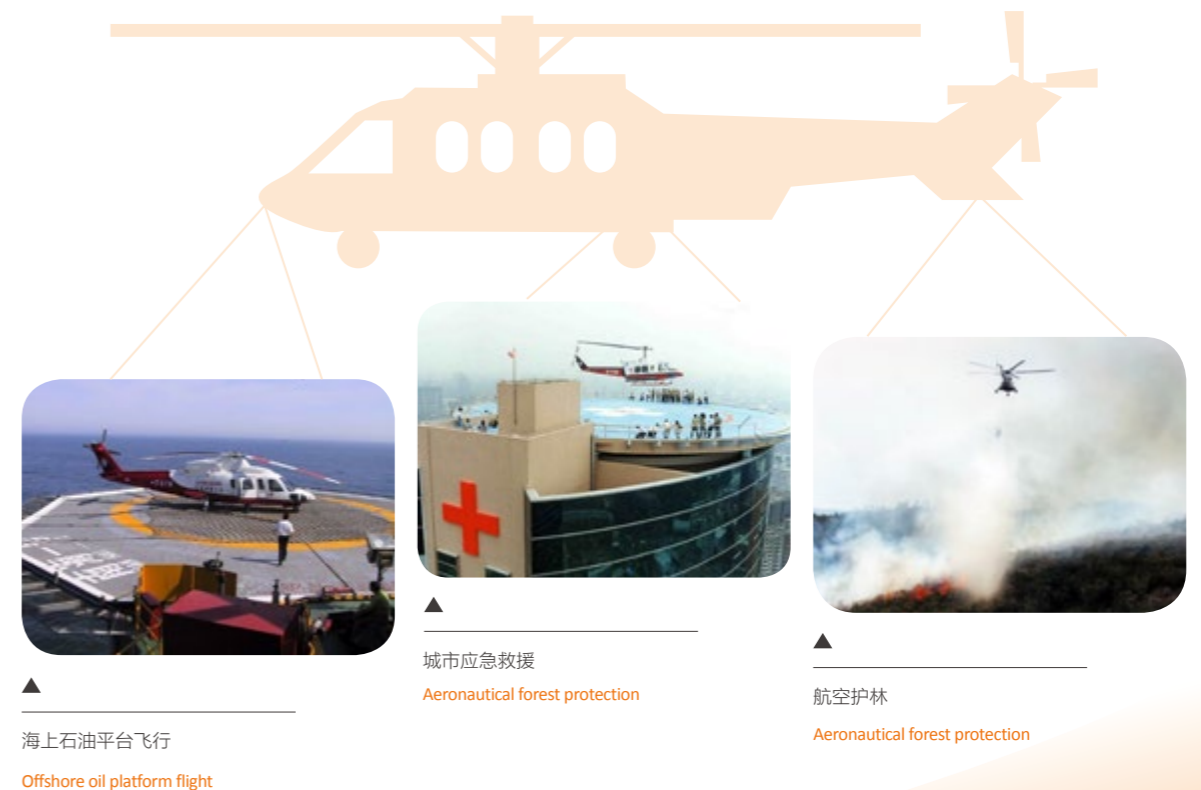
The strategic restructuring is to promote the structural reform of the supply side, actively respond to the State Council's major development of our general aviation industry call, and promote the "two wings" of China's aviation industry to make a major decision. It is to deepen the reform of the state-owned enterprises in an all-round way, to fulfill the responsibility of the central enterprises, optimize the allocation of resources and promote the specialization of the state-owned enterprises. In addition, it is a bold attempt by the central enterprises to take on, respond to the call and promote the development of the navigation industry.

未来，中国航材将以东方通航作为打造通用航空产业链的核心环节和重要抓手，“在继承中前进，在创新中发展”，进一步提高传统业务的市场竞争力，稳妥进入新兴业务领域，与产业链中的制造、保障环节互为支持、互相促进，通过促进供给创新，引领需求升级，实现产业集聚，支持人才兴业，坚持开放融合等举措打造中国通航“国家队”，促进国家通用航空产业加快发展，为“民航强国”做出新的更大贡献。

In the future, the Chinese aviation material will take the eastern navigation material as the core and important grasp of the general aviation industry chain, "advance in the succession, develop in the innovation", further improve the market competitiveness of the traditional business, enter the emerging business field, and support and promote mutual support and mutual support in the manufacturing and guarantee links in the industrial chain. By promoting the supply innovation, leading the upgrading of the demand, realizing the industrial agglomeration, supporting the talent industry, insisting on the opening and integration and so on, the China Navigation "national team" will be created to accelerate the development of the national general aviation industry and make a new and greater contribution to the "civil aviation power".

目前，东方通航公司在重组各个阶段都保证了生产相对稳定和飞机安全运营。截至2017年底，实现连续32年安全飞行，为国内通用航空业最长的安全记录。

As a national strategic emerging industry, general aviation has a wide range, broad prospects, and huge development space. It is the key to nurturing and developing new kinetic energy and gaining new competitive advantages in the future.



海上石油平台飞行  
Offshore oil platform flight

城市应急救援  
Aeronautical forest protection

航空护林  
Aeronautical forest protection

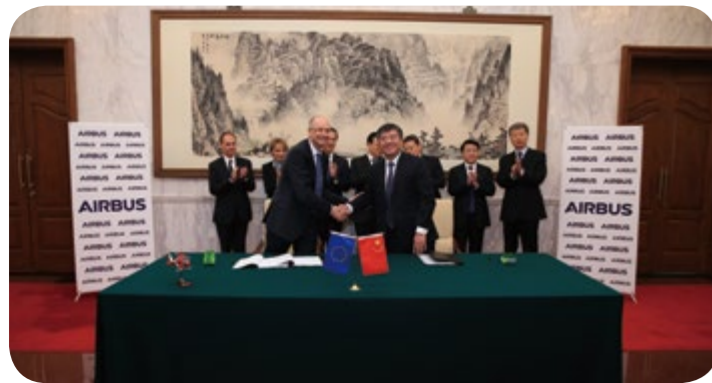


## 引入国际先进机型，为中国供给侧改革提供优质产品及服务

Airport Construction

2017年4月，与空中客车直升机公司合作，引入适合中国通用航空发展的 H135 型直升机，由中国航材所出资的合资公司青岛联合通用航空有限公司与空客直升机公司在北京签署合资协议，并在山东省青岛市建立一条 H135 型直升机总装生产线。

In April 2017, in cooperation with Airbus helicopter company, the H135 helicopter suitable for the development of China general aviation was introduced. The joint venture company, Qingdao Joint General Aviation Co., Ltd., funded by China air materials, signed a joint venture agreement with Airbus helicopter company in Beijing, and established a H135 helicopter General Assembly in Qingdao, Shandong. Production line.



中国航材投资的青岛联合通用航空有限公司与空客直升机 H135 总装线项目签约  
Beijing newChina United Aviation Materials Investment Qingdao General Aviation Co., Ltd. Signed Contract with Airbus Helicopter H135 Final Assembly Line Project airport project renderings

5月，H135 直升机总装线破土动工。该总装线不仅是空中客车直升机，也是西方直升机工业在中国的第一条总装线。H135 总装线将在进一步促进中国通航产业发展中扮演重要角色，将主要运营于紧急医疗救助（EMS）、搜救、警务执法、消防和旅游等多个任务领域。我们期待首架由中国总装的空中客车直升机可以早日翱翔蓝天。

In May, the H135 helicopter assembly line broke ground. The assembly line is not only the Airbus helicopter, but also the first assembly line of the Western helicopter industry in China. The H135 assembly line will play an important role in further promoting the development of China's navigation industry, and will mainly operate in many tasks, such as emergency medical assistance (EMS), search and rescue, police law enforcement, fire fighting and tourism. We hope that the first Airbus helicopter assembled by China will soon be able to soar in the sky.



空客 H135 直升机总装线破土动工  
Airbus H135 helicopter assembly line broke ground

## 发挥传统优势，提供优质通航保障服务

Aviation Energy Saving Service

中国航材所属中国航材集团通用航空服务有限公司专业从事通用航空保障服务，依托东疆航空租赁政策优势，实现通用航空产业的航材集中采购、集中仓储、集中管理，并为用户提供个性化方案。2017 年顺利交付第二架米-171 飞机，公司整机自营业务能力得到进一步提高。在各大航空展会大力推介 L410 飞机，积极与民航局和 EASA 保持沟通和联系。完成三架 ATR 支线飞机代理引进，业务范围得到进一步拓展。

China Aviation Materials' affiliated general aviation service company specializes in general aviation support services. It relies on the advantage of Dongjiang Aviation's leasing policy to achieve centralized aviation materials procurement, centralized warehousing and centralized management, and provides users with personalized solutions. In 2017, the second Mi-171 aircraft was successfully delivered, and the company's self-operating business capability was further improved. The L410 aircraft was strongly promoted at major aviation fairs and actively maintained communication and contact with the Civil Aviation Administration and EASA. Completed the introduction of three ATR regional aircraft agents, and the business scope has been further expanded.



米-171 航材验收并协助安装  
M-171 aviation material acceptance and assist in installation



通航公司为捷克产 L-410 飞机中国独家代理权商

Aeronautical forest protection

## 发展战略 不断优化 Optimize Group Development Strategy

### 优化总体战略、实施战略重组，实现贸易公司到实体公司的转变

Aviation Energy Saving Service

中国航材以供给侧改革为主线、从顶层设计层面深入研究、全面剖析，2017年9月，召开战略研讨会，首次从集团层面全面对各大业务板块的发展战略进行综合分析，探讨当前市场环境，科学评估自身优势和劣势，研究未来发展路径，进一步优化调整了总体战略，确立了航空器整机保障服务、航空器材保障服务、技术装备和机场保障服务、通用航空发展及保障服务为主业的四大发展方向，同时积极开展战略推进相关工作。

In September 2017, China aviation material is the main line of the supply side reform, from the top level design level. In September 2017, a strategic seminar was held to comprehensively analyze the development strategy of the major business sectors from the group level for the first time, to explore the current market environment, to evaluate its own advantages and disadvantages, and to study the future development path. The overall strategy is further optimized, and the four major development directions of the aircraft, such as the whole aircraft support service, the aviation equipment support service, the technical equipment and the airport support service, the general aviation development and the support service, are established. At the same time, the relevant work of the strategic promotion is actively carried out.

通过实施重大战略重组项目，中国航材大力推进转方式、调结构、补短板，解决多年来制约发展的能力缺陷，2016年-2017年，中航空港建设、东方通航和航空地毯公司三大战略重组项目落地实施，集团公司自此拥有了产值过亿的大型机场跑道建设能力、通航飞行运营能力和飞机零部件生产制造能力。通过兼并重组、快速提升能力，实现从贸易公司到实体公司的转变，助力中国航材跨越式的发展，为集团实现整体战略布局和跨越式发展提供强有力的支撑。

Through the implementation of the major strategic restructuring project, China Aviation Materials vigorously promote the transfer mode, structure, and supplement the short board to solve the shortcomings of the ability to restrict development for many years. In -2017 2016, the three strategic restructuring projects of China Airlines Airport construction, Eastern navigation and aviation carpet company were implemented. Large airport runway construction capability, navigable flight operation capability and aircraft parts manufacturing capability. Through the merger and reorganization, the rapid upgrading of the ability to achieve the change from the trade companies to the real company, helping the development of China aviation material leapfrog, for the group to achieve the overall strategic layout and a strong support for leapfrog development.

### 加强对外沟通交流，拓展战略合作

Aviation Energy Saving Service

2017年，通过积极建立、拓展战略合作关系，中国航材主动出击，开展全方位、多层次的对外沟通交流，宣传中国航材的新理念、新定位、新战略，整合优质资源，拓宽融资渠道，促进业务合作，谋求互利共赢。

In 2017, through the active establishment and expansion of strategic cooperation relations, China Aviation Materials actively launched the attack, carried out all-round and multi-level foreign communication and communication, publicizing the new concept, new positioning and new strategy of China aviation material, integrating high quality resources, widening financing channels, promoting business cooperation and seeking mutual benefit and win-win results.



12月21日，杨晓明总经理会见南航集团总经理谭万庚。双方就共同关心的话题，以及未来进一步深化合作交换了意见，并就与南航集团通力合作、共同推进航材共享平台可持续发展等议题进行了深入探讨。

In December 21st, general manager Yang Xiaoming met with general manager of China Southern Airlines Group, Tan Wangeng. The two sides exchanged views on the topic of common concern and further cooperation in the future, and discussed the issues of cooperation with the South Airlines Group and the joint promotion of the sustainable development of the air material sharing platform.

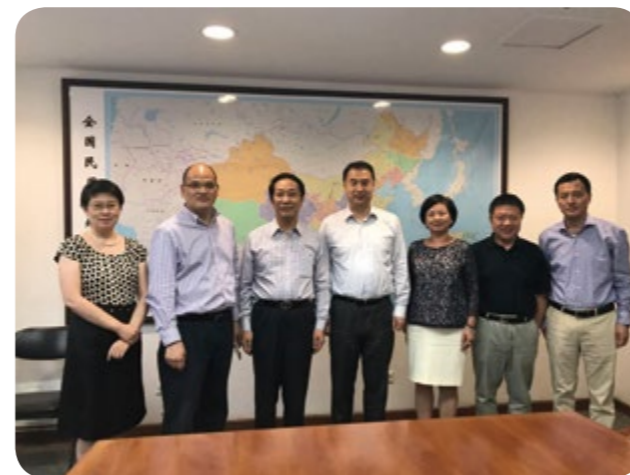


9月1日，贾宝军董事长在京会见波音全球服务集团公司（BGS）高层。双方会将此次会谈取得的合作共识进一步探讨、细化，并制定具体的合作方案和实施路径，以求能有更多层面、更高效的合作。

In September 1st, chairman Jia Baojun met with senior BGS of Boeing global service group. The two sides will further discuss and refine the consensus on the cooperation, and formulate specific cooperation programmes and Implementation Paths in order to have more level and more efficient cooperation.

9月7日，贾宝军董事长一行拜会中国民用航空局副局长董志毅。贾宝军董事长详细介绍了中国航材最新确立的战略发展规划，以及总部业务、飞机租赁等业务发展情况。董志毅局长表示中国航材在航材共享、通用航空、机场服务方面担当了历史的责任和未来发展的重任，体现了中国航材作为中央企业的社会责任感和担当精神。民航局将给予中国航材高度的关注和有力的支持，希望双方为实现从民航大国向民航强国而共同努力。

On September 7th, chairman Jia Baojun and his delegation visited Dong Zhiyi, deputy director of the Civil Aviation Administration of China. Chairman Jia Baojun introduced in detail the strategic development plan of China's aviation materials, and the business development of headquarters and aircraft leasing. Director Dong Zhiyi expressed the historical responsibility and future development of China air material in air material sharing, general aviation and airport services, reflecting the sense of social responsibility and the spirit of China's aviation material as a central enterprise. The Civil Aviation Administration will give high attention to and support from China's aviation materials, and hope that both sides will make joint efforts to achieve the goal from a large civil aviation country to a powerful civil aviation.



**2017** 年，集团公司主要滚动规划目标完成情况较好，其中：  
In 2017 the Group's major rolling planning objectives were completed better, including:

01

完成营业收入 **239,040** 万元  
Completion of operating income of  
239,040 Ten thousand RMB

同比增长 **11%**  
Increase of 11% over the  
same period of last year

三年滚动规划目标  
完成率达到  
The completion rate of the  
three-year rolling planning  
target reached

**85%**

02

实现利润总额 **45,898** 万元  
Achieve a total profit of 45,898 Ten thousand  
RMB

三年滚动规划目标  
完成率达到  
The completion rate of the  
three-year rolling planning  
target reached

**103%**

03

资产总额 **124** 亿元  
Total assets of 124 billion yuan

规划完成率达到  
Planning completion rate

**77%**

## 管理架构 逐步完善 Optimize Business Management Architecture

### 完善公司治理结构，健全党组织议事决策机制

Unify the strengthening of the party's leadership with the improvement of the corporate governance structure, and improve the party's organizational decision-making mechanism.

根据党中央、国务院关于公司制改制的部署和工作要求，2017年，中国航材全面完成公司制改制工作，建立了现代企业制度下的董事会管理体系，将党建工作总体要求纳入公司章程工作，把党组织研究讨论作为董事会作出重大决策的前置程序，加强党的领导和完善法人治理结构相统一的制度机制初步形成。

According to the requirements of the Party Central Committee and the State Council regarding the deployment and work requirements of the company's system reform, in 2017 China Aviation Materials fully completed the work of restructuring the company, established a board management system under the modern enterprise system, and incorporated the overall requirements for party building into the company's charter work. The party organizations studied and discussed the preliminary procedures for making major decisions by the board of directors, and the initial formation of a unified system and mechanism for strengthening party leadership and perfecting corporate governance structures.

### 推进机构改革，优化岗位设置

Persist in problem orientation, promote institutional reform and optimization of job positions, and further optimize the management system.

2017年，以“强化部门核心职能、避免多头管理、管运职责分开、平行合署精干、培养复合型管理人才”为原则，全面推进集团总部机构改革。以发展战略为导向，以人员结构为基础，按照“科学评价、因事设岗、一人多岗、一岗多能、定岗定编、动态管理”的岗位管理原则，进一步优化了岗位结构，提高了职能效率。一个权责清晰、分工合理、权责一致、运转高效的组织管理体系正在逐步形成。

In 2017, with the principle of "strengthening the core functions of departments, avoiding multi-headed management, segregating management and transportation responsibilities, coordinating and arranging cadres, and cultivating compound management talents", we will comprehensively promote the reform of the headquarters of the Group. Based on the development strategy and on the basis of the personnel structure, the company has further optimized the post structure according to the post management principles of "scientific evaluation, posts for posts, one person for multiple posts, one post for multiple functions, fixed posts, and dynamic management". Functional efficiency. A clear organizational structure, reasonable division of labor, consistent powers and responsibilities, and efficient operation of the organization and management system are gradually taking shape.

### “瘦身健体”工作初见成效

The work of "slimming and body building" achieved initial success.

中国航材把瘦身健体和“压减”工作作为推动做强做优，促进高质量发展重要抓手，从与未来战略吻合度和业绩末位淘汰两个维度，通盘考虑，制定目标计划，明确了与中国航材发展相适应的、持续开展压减工作的基本原则，落实“压减”工作任务。持续处理好“压减”工作与企业关系，做到既能达到公司的战略规划发展目标，又能达到企业运行高效、管控有力的目的。

China Aerospace Materials Co., Ltd. regards slimming fitness and "pressure reduction" as an important task to promote excellence and promote high-quality development. From the perspective of compatibility with the future strategy and the elimination of performance at the end of the last two dimensions, comprehensive considerations will be made and a target plan will be formulated. The basic principles for continuing to carry out pressure reduction work in line with the development of aviation materials in China are clarified, and the task of "pressure reduction" is implemented. Continuously handle the relationship between "pressure reduction" work and enterprise development, so as to achieve both the company's strategic planning development goals and achieve the goal of efficient operation and strong corporate governance.

# CASC

Safety and environmental  
protection is more than Mount Tai

安全环保 重于泰山

## 安全环保责任

RESPONSIBILITY  
GOVERNANCE SYSTEM

## 贯彻安全生产 Carry Out Safety Production

2017年,在中国航材党委发挥领导核心作用下,中国航材广大干部职工认真贯彻落实党中央、国务院、国资委、安监总局、民航局关于加强安全生产的一系列决策部署和重要指示精神,强化红线意识,落实安全生产重点工作要求,落实各生产经营主体的安全生产责任,建立健全安全生产工作机制,加强隐患排查与治理,堵塞安全管理漏洞,继续保持了全年安全生产无事故的良好局面。

In 2017, under the central role of the Chinese air material Party committee, the staff and workers of China aviation material and material cadres conscientiously carried out a series of decision-making and important instructions on strengthening safety production by the Party Central Committee, the State Council, the State Council, the State Administration of China, the General Administration of security supervision, the Civil Aviation Administration and the Civil Aviation Administration, strengthening the awareness of the red line and implementing the requirements for the key work of safety production. The safety production responsibility of the main body of production and management, the establishment and improvement of the working mechanism of safety production, the strengthening of hidden trouble and control, and the blocking of safety management loopholes, continue to keep the good situation of safety production without accidents in the whole year.

### 强化安全生产理念 General Aviation Development And Security Service Sector

2017年,中国航材各级领导坚持把《中共中央国务院关于推进安全生产领域改革发展的意见》(以下简称《意见》)的贯彻落实摆在重要位置,进一步增强“四个意识”,牢固树立新发展理念,坚持安全发展,坚守“发展决不能以牺牲安全为代价”这条不可逾越的红线,通过带头学、深入学,深刻理解、准确把握了《意见》的精神实质和重要内容,并将《意见》精神转化为完善工作思路、强化工作措施的自觉行动,做到了安全生产工作的协调联动和齐抓共管,切实增强安全防范能力,提升了中国航材安全生产整体水平。

In 2017, the leaders of China Aviation Materials at all levels insisted on the implementation and implementation of the "opinion of the Central Committee of the Communist Party of China on promoting the reform and development of safety production" (hereinafter referred to as "opinion") in an important position, further strengthening the "Four Consciousness", establishing a new concept of development, insisting on safety development, insisting on "no development" The insuperable red line at the expense of the sacrifice of security, through the leading and in-depth study, deeply understands and accurately grasps the spiritual essence and important content of the opinion, and transforms the spirit of the opinion into the self-conscious action of perfecting the work thought and strengthening the work measures, and has done the coordinated linkage of the safety production work. We should take concerted efforts to enhance the safety and defense capabilities and enhance the overall level of China's aviation materials safety production.

### 组织开展安全检查 General Aviation Development And Security Service Sector

自2017年6月起,中国航材集中五个月时间,对各公司深入开展了安全生产大检查活动,实现了检查“全覆盖”。华欧培训公司和支援公司全年各类安全生产检查25次,获得国家安全生产三级标准证书;航材共享平台公司逐个落实安全专家提出的隐患排查整改意见,全面检查整改;北京凯兰安全检查12次,并在顺义区安监局的指导下,辨识企业风险源9个,12个隐患,并全部整改完成。

Since June 2017, China's air materiel has been concentrating for five months, and has carried out extensive inspections of safety production in various companies, thus realizing "full coverage". China and Europe training company and support company all year all kinds of safety production inspection 25 times, obtain national safety production level three standard certificate; air material sharing platform company implement the hidden trouble investigation and rectification opinion put forward by the security experts, check the rectification and rectification in an all-round way; Beijing Kelan safety inspection 12 times, and under the guidance of Shunyi District Security Supervision Bureau, identify There are 9 sources and 12 hidden dangers of enterprise risk, and all of them are completed and rectified.

## 落实安全生产责任 General Aviation Development And Security Service Sector

2017年8月,中国航材设立了安全生产部,进一步强化了安全生产管理。12月22日,将安全管理委员会调整成安全生产委员会,集团党政主要负责人同时担任安委会主任,集团分管领导担任副主任,各职能部门与二级子公司负责人作为成员,切实做到了党政同责、一岗双责、齐抓共管。进一步完善安全生产责任体系,与各公司、各部门及员工层层签订安全生产责任书,明确考核要求和奖惩条款,全面落实了逐级安全生产责任制。

In August 2017, China's aviation materials department set up the Ministry of safety production, and further strengthened the safety production management. In December 22nd, the safety management committee was adjusted to the safety production committee. The main head of the party and government of the group was the director of the security committee. The group led the deputy director, the functional departments and the leaders of the two level subsidiaries were the members. We should further improve the safety production responsibility system, sign the safety production responsibility book with various companies, departments and employees, clear the assessment requirements and rewards and penalties, and fully implement the level of safety production responsibility system.

## 健全完善管理制度 General Aviation Development And Security Service Sector

2017年,中国航材安全基础工作不断加强,安全生产管理水平显著提升。东方通航深化SMS体系建设,全年共发布《安全风险通告》8期,对安全风险进行分析评估,制定防范措施,持续跟踪验证,做到了关口前移,防患于未然。并且利用QAR数据纠正飞行技术偏差,提升飞行品质,2017年共完成译码3604架次,译码率100%。业务发展事业部贯彻集团安全生产各项要求,明确部门安全主管,设立了兼职安全员,建立健全安全生产责任制;北京凯兰公司编制了《维修服务中心安全生产管理规定》和《应急救援预案及事故报告》;资产公司建立了防火例会制度、学习培训制度、安全隐患报告制度、消防安全检查制度,推动了安全各项工作有效开展。中航建设健全完善工作机制,制定完善了安全管理的各项规章制度及管理体系文件、应急预案、作业指导书等,明确了安全监管的责任和范围。

In 2017, China's aviation material safety foundation work was continuously strengthened, and the level of safety production management was significantly improved. Dongfang navigation deepened the construction of the SMS system. The 8 phase of the safety risk bulletin was issued throughout the year, the safety risk was analyzed and evaluated, the preventive measures were made, and the verification was kept on. In addition, the QAR data were used to correct the deviation of flight technology and improve the flying quality. In 2017, 3604 sorties were completed and the decoding rate was 100%. The Department of business development carried out the requirements for the safety production of the group, clarifies the Department Safety Supervisor, set up a part-time security officer and set up a sound production responsibility system. Beijing Kelan company has compiled the "Regulations on the safety production management of the maintenance service center" and "emergency rescue plan and report", and the asset company established fire protection. Regular meeting system, learning and training system, hidden danger reporting system and fire safety inspection system have promoted the effective implementation of all safety work. The construction of the airport is perfect and perfect, and the regulations and regulations of the safety management, the documents of the management system, the emergency plan, the work guide, etc. have been formulated, and the responsibility and scope of the safety supervision have been clarified.



东方通航全年共发布《安全风险通告》8期  
Eastern Airlines released a total of "security risk notice" 8 issues throughout the year



微型消防站火灾处理流程  
Fire treatment process of mini fire station

## 召开安全生产会议 General Aviation Development And Security Service Sector

2017年，集团公司组织召开安全生产专题会议，对安全生产工作再进行再部署、再安排、再落实，坚持问题导向，坚持规范管理，健全体制机制，努力做好规章制度落实。

In 2017, the group organized a special conference on safety production to redeploy, rearrange and reimplement the safety production, adhere to the problem oriented, adhere to the standard management, improve the institutional mechanism, and try to do a good job in the implementation of the rules and regulations.



9月25日，中国航材召开安全生产工作会

In September 25th, China aviation materials held a work safety meeting.

安全生产工作企业的头等大事，主要负责同志亲力亲为、靠前指挥，确保责任层层落实，上下联动、左右协调、形成合力，为集团公司的改革发展保驾护航。

The work of safety production is the top priority of the enterprise. It is the main responsibility of the comrades of the comrades, and the former command, to ensure the implementation of the responsibility, the coordination of the upper and the lower, the coordination and the formation of the joint force, so as to protect the reform and development of the group.

## 推进节能减排 Promote Energy Saving And Emission Reduction

2017年，中国航材继续加强节能减排的管理，细化措施，狠抓落实，全面落实内部节能减排数据的统计收集工作。同时，积极响应国资委和行业主管部门的号召，认真做好节能减排的宣传工作，从节约一滴水、一度电做起，不断向员工宣传节约资源、节约能源、保护环境的重要意义，树立员工的节能减排意识，提高全体员工对节能减排内涵的理解，广泛推广和使用节能技术和方法，有效地减少了资源浪费现象。

In 2017, China aviation materials continued to strengthen the management of energy conservation and emission reduction, refined measures, and vigorously implemented the implementation, and comprehensively implemented the statistical collection of internal energy saving and emission reduction data. At the same time, actively responding to the call of the SASAC and the industry authorities, conscientiously do a good job of promoting energy conservation and emission reduction, from saving a drop of water and starting with a kilowatt hour, constantly propagate the importance of saving resources, saving energy and protecting the environment, and setting up the awareness of energy saving and emission reduction for employees and improving the energy saving and emission reduction of all employees. Understanding, popularizing and using energy-saving technologies and methods effectively reduce the waste of resources.

中国航材所属北京凯兰和凯龙公司分别从事包括航空维修制造和电镀喷涂业务。2017年，通过更换节能产品、改进生产工艺，强化废水废气处理，均取得一定的节能减排效果。能源管理公司立足民航业内，继续开展业内节能改造项目，助力民航业的绿色发展。

China Aviation Materials Beijing Kelan and Kelon Company respectively engaged in aviation maintenance manufacturing and electroplating spraying business. In 2017, energy saving and emission reduction were achieved through the replacement of energy-saving products, improvement of production technology, and enhancement of wastewater and waste gas treatment. Energy management company based on the aviation industry, continue to carry out energy-saving projects in the industry to help the green development of the civil aviation industry.

中国航材其他企业基本为商贸类企业，企业根据自身实际情况，通过强化用水用电及公务用车管理，维护节能减排设备及优化生产工艺技术和流程等措施，务实开展节能减排工作，取得了良好成效。2017年，中国航材能源消耗总量较上年同期增长3.5%，万元营业收入综合能耗（现价）基本持平，中国航材及所属各公司未发生重大违规和环保事故。

The other enterprises of China air materials are basically trade enterprises. According to their own actual conditions, the enterprises have achieved good results in energy-saving and emission reduction by strengthening the management of water use and public vehicles, maintaining energy saving and reducing emission equipment, optimizing production technology and process and so on. In 2017, the total energy consumption of China air material increased by 3.5% compared with the same period of last year. The comprehensive energy consumption (current price) of the operating income of 10000 yuan was basically flat, and there were no major violations and environmental accidents in China's air material and its companies.

# CASC

Staff cultivating talent strong  
enterprise

员工培育 人才强企

员工发展责任

NURTURE EMPLOYEE  
DEVELOPMENT

## 维护员工权益 Protection Of Basic Rights And Interests

2017年，中国航材进一步推进职代会规范性建设，鼓励职工代表有序参与公司治理，切实维护职工民主政治权利。在中国航材本部层面，先后组织召开集团公司二届五次、六次、七次职工代表大会，审议通过总经理工作报告、选举中国航材职工董事和职工监事等相关事项，积极筹备职代会换届工作。组织召开中国航材总部职工大会，审议通过中国航材公司制改制方案，引导职工了解、支持并参与公司改革发展，维护了广大职工的民主权益，也为中国航材公司制改革工作顺利进行提供了保证。

China Aviation Materials further promotes the normative construction of the Workers' Congress, encourages employees' representatives to participate in corporate governance in an orderly manner, and earnestly safeguards the democratic and political rights of employees. At the China Aerospace Materials Department level, the five-, six-, and seven-time employee congresses of the second group of companies were successively organized to discuss and approve relevant matters concerning the general manager work report, the election of China Aviation Materials employees directors and employee supervisors, and actively preparing for the post Will work for a new term. Organized the China Aviation Materials Headquarters Staff Meeting, reviewed and approved the China Aviation Materials Company Restructuring System, guided employees to understand, support and participate in the company's reform and development, safeguarded the democratic rights and interests of the staff, and provided smooth progress for the China Aviation Materials Company reform work. Guaranteed.



▲  
二届六次职工代表大会  
The seven Congress of the two Congress



▲  
二届七次职工代表大会  
The seven Congress of the two Congress

基层职代会工作不断完善和规范，各单位能够结合自身工作，有序召开职工代表大会，保障了职工民主权利的落实。进一步加强和规范企务公开工作，将增强实效性作为企务公开工作的重点，探索将企务公开和企业文化相融合、业务发展相结合。在做实集团层级企务公开工作的同时，会同有限公司工会对其所属三级单位企务公开工作检查督导，各基层单位的企务公开工作也在不断推进实施中逐步改进提升。

The work of the grassroots Staff Representative Conference has been continuously improved and standardized, and all units are able to combine their own work and orderly convene a staff representative meeting to ensure the implementation of the democratic rights of employees. We will further strengthen and standardize the disclosure of corporate affairs, and increase the effectiveness of the disclosure as the focus of corporate disclosure work, and explore the integration of corporate disclosure with corporate culture and business development. In addition to the disclosure of the Group's corporate affairs at the corporate level, the company's trade unions jointly supervised and oversaw the open work of their respective third-tier companies. The disclosure of the business activities of the grass-roots units has also been gradually improved.

进一步拓宽职工反映诉求的渠道，按照“眼睛向下看，身子往下沉”的要求，利用到基层送温暖慰问、检查指导工作等时机，与基层一线职工沟通交流，了解他们的诉求，并尽力协调解决问题。各基层单位也通过组织职工民主座谈会等形式，畅通职工建言献策的渠道。

To further broaden the channel for employees to reflect their appeals, in accordance with the requirements of "looking down and looking down," and using the opportunity to send warm condolences at the grassroots level to inspect and guide the work, communicate with the front-line workers at the grassroots level to understand their demands and make every effort to do so. Coordinate problem solving. All grass-roots units have also organized channels for employees to provide advice and suggestions through the organization of democratic forums for employees.

## 注重员工培养 Focus On Employee Training

企业的竞争，归根结底就是人才的竞争，人才是企业发展的核心要素。中国航材始终坚持“以人为本”的人才战略，识人才、重人才，通过多种途径提高员工综合素质和专业技能，为员工搭建广阔的发展平台，激发员工的工作热情，增加归属感。

In the final analysis, the competition of enterprises is the competition of talents. Talents are the core elements of enterprise development. China Aviation Materials always adheres to the "people-oriented" talent strategy, talents and talents, through a variety of ways to improve the overall quality of employees and professional skills, build a broad platform for the development of staff, inspire employees' enthusiasm and increase their sense of belonging.

### 创新人才选聘机制 Administering Enterprises According To Law

2017年，中国航材在人才开发上下了更多功夫，不拘一格选贤任能，选聘模式更加多元，面试方法更加科学，选聘效果更加理想。创新选聘模式，突破传统单一的校园招聘模式，将内部挖潜与外部选聘有机结合。一年来，中国航材从内部挖掘出多名优秀人才，通过给予更高的平台和更多的机会，帮助其锻炼成长并发挥更大作用，真正实现“在锻炼中培养、在培养中锻炼”的良性循环；从集团公司外部企事业单位及其他优秀民营企业，选聘一批优秀的基层和中层骨干，很好地充实了人才队伍。

Innovative talent selection mechanism. In 2017, China Aviation Materials Co., Ltd. devoted more efforts to the development of talents, selected talents in an eclectic manner, adopted multiple selection modes, made interviews more scientific, and achieved better results in employment. Innovate the selection mode, break through the traditional single campus recruitment model, and combine internal potential exploration with external selection. Over the past year, China Aviation Materials has excavated a number of outstanding talents from the inside. By giving higher platforms and more opportunities to help them grow and play a greater role, they truly realize "training in training and training in training". The virtuous circle; from outside the company's corporate and other outstanding private enterprises, the selection of a group of outstanding grass-roots and middle-level backbone, well enriched the talent team.

### 创新人才培养模式 Administering Enterprises According To Law

人才培养是企业持续发展的力量源泉，是企业生存和发展的必然需要。中国航材高度重视人才培养工作，通过“请进来、走出去”、“挂职锻炼”、“逆向导师”等培养模式，不断提高人才培养质量。渐渐地，一批涵盖各业务板块、年龄结构合理、数量规模可观的优秀人才队伍逐步建立起来，为集团公司后续发展积蓄了力量。

Innovative talent training model. Talent cultivation is a source of strength for the company's sustainable development and an indispensable requirement for the survival and development of the company. China Aerospace Materials attaches great importance to the training of talents, and continuously improves the quality of personnel training through such training modes as "Please Come In, Go Out", "Take Job Training", and "Reverse Guide". Gradually, a group of outstanding talents covering various business segments, reasonable age structure, and large number of scales were gradually established, which accumulated strength for the Group's subsequent development.



▲  
与波音公司合作并签署协议，选派人员参加波音公司组织的运营领导力开发和精益化管理培训  
Cooperated with Boeing and signed an agreement to select personnel to participate in the development of leadership and lean management training organized by Boeing



▲  
航空租赁行业形势分析与预测培训  
Aviation Leasing Industry Situation Analysis and Forecasting Training



## 重视青年员工成长 Administering enterprises according to law

中国航材高度重视青年工作，积极搭建航材青年交流平台，通过组织召开“五四”青年座谈会、集团团委 2015-2016 年度表彰会、开展“不忘初心勇向前 争当青年铁军”系列主题实践活动总结会等，进一步激发了航材青年热爱企业、勇于奉献使命感和责任感，激发了青年员工创新创效创业的激情和活力。

The development of young employees is highly valued, and young entrepreneurs' employees are fully motivated. China Aerospace Materials attaches great importance to youth work and actively builds aviation materials youth exchange platform, organizes the "May 4th" Youth Forum, the 2015-2016 Commemorative Meeting of the Group Youth League, and launches the "Not forgetting the early heart to fight for the young iron army" series. The seminars and other activities of the thematic activities have further stimulated the young people of Aviation Materials to love their companies, have a sense of commitment and a sense of responsibility, and inspired the passion and vitality of young employees in innovation, innovation, and entrepreneurship.



在以“创新发展·青年担当”为主题的“五四”青年员工座谈会上，贾宝军书记与青年员工亲切谈心，并寄语航材青年：要想干事、能干事、干成事。

At the "May 4th" young employee seminar on the theme of "innovative development and youth responsibility", Jia Baojun secretly talked with the young employees and sent a message to airline youth: To be an officer, capable officer, and successful.



集团团委、各二级党委书记为获得中央企业团工委表彰的先进集体和个人颁奖

The group's Youth League Committee and the second party committee secretaries presented awards to advanced collectives and individuals for commendation by the Central Enterprise Mission Committee.



组织青年员工参观习仲勋纪念馆，开展深刻的爱国主义教育

Organize young employees to visit Xi Zhongxun Memorial Hall and carry out profound patriotic education activities



## 大力弘扬劳模精神

Administering Enterprises According To Law

进一步加强班组建设，强基固本夯实中国航材改革发展基础，引导广大职工在企业改革发展中发挥主力军作用。2017年，以技术装备公司雄鹰班组、华东公司大黄蜂班组为代表的一批优秀班组在提升素质、增强管理、促进效益方面展现明显效果，优秀班组的示范效应逐步发挥。统筹推进先进劳模选树工作，讲好劳模故事、劳动故事，展示新时代新航材的职工风采，汇聚建设航材事业的正能量。一年来，有2个集体、1名个人获得全国民航工人先锋号、全国民航五一巾帼标兵岗、标兵荣誉称号；2个集体、8名个人获得集中国航材先进集体、先进个人荣誉称号。

Carry forward the spirit of model workers and guide the majority of employees to play a leading role in the reform and development of enterprises. Further strengthen the construction of the team and strengthen the foundation of the reform and development of China Aviation Materials. In 2017, a group of outstanding teams represented by the technical and equipment company Eagle Team and the East China Company's Hornet Team showed clear results in improving the quality, enhancing management, and promoting efficiency. The demonstration effect of the excellent team gradually developed. To coordinate the advancement of the advanced labor model selection tree work, make a good presentation of the labor model story and labor story, demonstrate the charisma of the staff in the new era of new aviation materials, and gather positive energy in the construction of aviation materials. In the past year, two collectives and one individual have won the National Civil Aviation Pioneer No.1, the National Civil Aviation 51 First Armor Pole, and the honorable title; 2 collectives and 8 individuals have been awarded the honorary title of China Aviation Materials Advanced Collective and Advanced Individual.



民航工人先锋号、全国民航示范班组、雄鹰班组

Civil Aviation Pioneer, National Civil Aviation Model Team, Eagle Team



全国民航五一巾帼标兵岗、菁英班组

All the civil aviation 51 Yi Jian Pang Kong, elite team



## 推动员工创新发展

Promoting the innovation and development of employees

全力推动职工创新工作室的创建，经过细心培育和精心筹备，资产管理公司职工创新工作室正式挂牌成立，标志着中国航材群众性创新活动开启了新的篇章。

All efforts were made to promote the creation of employee innovation studios. After careful cultivation and careful preparation, the Asset Management Company's employee innovation studio was formally established, marking the beginning of a new chapter in China's aviation material innovation activities.



## 优化薪酬管理 Optimize Salary Management

科学有效的激励机制能够让员工发挥出最佳潜能，为企业创造更大价值。2017年，中国航材将薪酬改革工作作为重中之重，致力于解决旧薪酬体系在社会发展中日益显现的不适应性，多项举措持续推进建设适应中国航材特点的薪酬管理体系。

Scientific and effective incentive mechanisms allow employees to realize their best potential and create greater value for the company. In 2017, China Aerospace Materials Co., Ltd. took remuneration reform as the most important task. It is committed to resolving the incompatibility of the old salaries system that has become increasingly apparent in social development. Many initiatives have continued to promote the construction of a salary management system that suits the characteristics of Chinese aviation materials.

中国航材委托专业咨询服务公司，结合中国航材公司制改制工作新要求，进一步完善人岗匹配，科学调整员工等级结构，促进人力资源优化配置，以中国航材总部及部分分子公司为试点，按照“一人多岗、一岗多能、精简高效”原则，逐步完成岗位评估、定岗定编、岗位层级设计工作，同时也积极鼓励中国航材所属各企业根据自身特点，制定适合自己发展的薪酬管理体系。

China Aerospace Materials entrusts professional consulting service companies with the new requirements of China Aviation Materials Corporation to reform the system, further improve the matching of personnel, scientifically adjust the grade structure of employees, and promote the optimal allocation of human resources. China Aviation Materials Headquarters and some of its subsidiaries are pilot projects. In accordance with the principle of "one person with multiple posts, one post with multiple capabilities, and simplification and high efficiency," the company gradually completed job evaluations, job assignments, and post-level design work. At the same time, it actively encouraged Chinese aviation materials companies to formulate their own salary management according to their own characteristics. system.

## 关爱员工生活 Caring For Employees' Lives

增强职工关爱，激发职工活力，努力构建和谐劳动关系。切实增强职工关爱，推进建设精准帮扶和普惠制相结合的服务职工体系。坚持以职工需求为导向，通过做好全体职工年春节慰问和日常关爱工作，使广大职工有真实的获得感。

Enhance staff care, stimulate the vitality of workers, and strive to build a harmonious labor relations. We should effectively enhance staff care and promote the construction of a service staff system that combines precise support with the GSP. Adhere to the needs of workers as the guide, through doing all staff annual condolences and daily care work, so that the majority of employees have a sense of real gain. Through the organization to carry out the "winter send warmth,



▲ 杨晓明总经理赴北京凯兰慰问生产一线职工  
Yang Xiaoming, General Manager, Condolences Beijing Kailan



▲ 贾宝军董事长赴华欧航空培训 / 支援公司慰问一线职工  
Jia Baojun Chairman Condolences Hua Hong Company

通过组织开展“冬送温暖、夏送凉爽”活动，将企业的关爱送到广大一线职工的心坎上。通过建立困难职工档案、做实困难职工帮扶以及为大病职工提供切实的帮助等工作，努力实现精准帮扶。

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以活动促活力，精心策划各类文体活动，先后举办“进军 2017”新春联欢活动、“模拟铁人三项”比赛、职工健走暨亲子运动会、职工趣味运动会，协调组织了“航材杯”台球、乒乓球、羽毛球、足球比赛等，激发职工活力，丰富职工文化生活。

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▲ “航材杯”足球赛  
"Aircraft Cup" football match



▲ 2017 模拟铁人三项比赛  
2017 simulated Triathlon competitions



▲ “进军 2017”新春联欢活动  
"Entering 2017" Spring Festival



▲ 2017 职工趣味运动会  
fun games

# CASC

Improving the management and  
strengthening the internal force

完善治理 增强内力



## 企业公民责任

IMPROVE CORPORATE  
GOVERNANCE

## 全面从严治党 Optimize Salary Management

### ★ 党建工作 General Aviation Development And Security Service Sector

2017年，集团党委将党的政治建设摆在首位，全面深入贯彻落实党中央和国资委党委的各项工作部署。突出抓好十九大精神的学习贯彻，牢固树立“四个意识”，坚决维护以习近平同志为核心的党中央权威和集中统一领导。并以习近平新时代中国特色社会主义思想为指引，将推进集团公司战略优化升级，实现更高质量的发展作为履行政治责任的具体体现，充分发挥党组织“把方向、管大局、保落实”的领导作用，解放思想、开拓创新，推动集团公司实现战略转型新突破和经济效益显著改善。

In 2017, the Party committee of the party put the party's political construction in the first place, and thoroughly implemented the work arrangements of the Party committee and the SASAC. We should pay more attention to the study and implementation of the nineteen major spirits, firmly establish the "Four Consciousness", and resolutely safeguard the central authority and centralized and unified leadership at the core of Comrade Xi Jinping. Guided by the ideology of socialism with Chinese characteristics in the new era of Xi Jinping, we will promote the strategy optimization and upgrading of the group company, realize the higher quality development as the concrete embodiment of fulfilling the political responsibility, give full play to the leadership role of the party organization "direction, the overall situation and guarantee", emancipate the mind, develop and innovate, and promote the group. The company achieved new breakthroughs in strategic transformation and significant improvement in economic efficiency.

**把学习宣传贯彻党的十九大精神作为首要政治任务，深入学习习近平新时代中国特色社会主义思想。**党的十九大召开后，集团各党委以中心组学习为龙头，边学习边部署边落实，带动实现学习十九大精神“六个聚焦”和“五个全覆盖”。同时，围绕习近平新时代中国特色社会主义思想全面审视集团发展规划和工作安排，主动与十九大要求对表，围绕“发展建设”主题部署业务工作，深化落实自身治理机构调整，秉承五大发展理念，推动实现集团四大业务同频共振、质量提升的良好发展态势。

After the party's nineteen major convening, the Party committee of the group takes the center group as the leader, while learning and deploying it side by side, leading to the nineteen spirit of learning "six focus" and "five full coverage". At the same time, according to Xi Jinping's new era of socialism with Chinese characteristics, a comprehensive examination of the group development planning and work arrangement, the initiative and the nineteen major requirements, the deployment of business work around the theme "development and construction", the deepening of the implementation of the adjustment of their own governance institutions, adhering to the five ideas of development, and promoting the realization of the four business of the group in the same frequency The good development trend of resonance and quality improvement.



中国航材举办学习贯彻十九大会议精神暨第三届“两委书记”培训大会，邀请中央党校、国务院国资委的专家和领导做专题辅导报告

China air materials held the spirit of nineteen conferences and the training conference of the third "two party committee secretaries", and invited experts and leaders of the Central Party school and the State Council's SASAC to do thematic guidance reports



党委书记贾宝军以十九大精神为主题，结合中国航材改革发展实际讲专题党课

Jia Baojun, chairman and Secretary of the Party committee of China aviation material, talked about nineteen major spiritual learning topics in the course of reform and development of China's aviation materials

**全面落实国企党建工作会精神，推动巡视“回头看”及专项督查整改落实。**集团党委将习近平总书记在国企党建工作会上的重要讲话精神作为推进党建工作的行动指南和根本遵循，着重加强对党建重点任务的部署落实和组织领导，制定了明确的“路线图”和“时间表”。同时，积极配合国资委党委巡视“回头看”及专项督查工作，统一思想、立行立改，研究制定了《整改方案》，明确了责任领导、责任单位、完成时间，并及时在公司内外网对整改落实情况进行公示，接受广大干部职工的监督。截止12月底，集团党委制定的40项整改措施均已完成落实。

The Party committee of the Party committee of the Party committee of the general secretary of Xi Jinping in the party building work in the state-owned enterprises in the spirit of speech as a guide to promote the work of Party construction and basic compliance, emphasis on strengthening the implementation of the key tasks of the party construction and organization and leadership, and formulated a clear "road map" and "timetable". At the same time, we actively cooperate with the Party committee of the SASAC to inspect the "look back" and the special supervision work, unify the thought, stand up and stand up, study and formulate the "rectification scheme", clear the responsibility leadership, the responsibility unit, the completion time, and timely show the rectification implementation situation in the internal and external network of the company, and accept the supervision of the staff and workers. . By the end of December, 40 rectification measures formulated by the Party committee have been implemented.

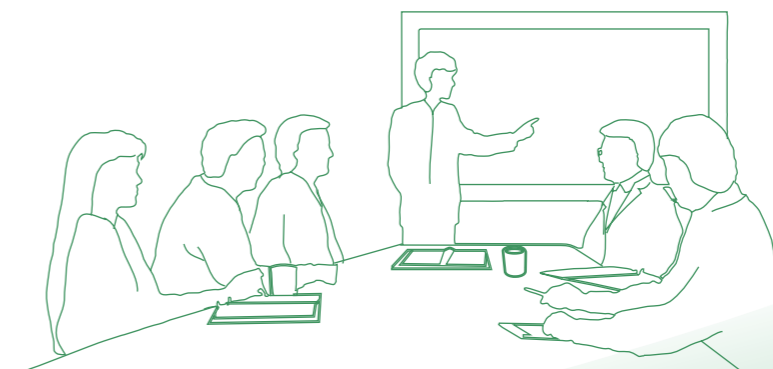


国资委党委第五巡视组进驻中国航材开展巡视“回头看”，并召开动员部署会

The Fifth Inspection Team of the State-owned Assets Supervision and Administration Commission of the Communist Party of China stationed in China to carry out inspections "looks back" and held a mobilization deployment meeting

**持续推进加强党的领导和完善公司治理相统一，健全优化公司决策机制。**2017年，集团公司完成公司制改制工作，集团党委坚持两个“一以贯之”，不断完善加强党的领导和完善公司治理相统一的体制机制。通过将党建工作总体要求纳入公司章程，明确了党组织在公司法人治理结构中的法定地位，并通过修订完善“三重一大”等决策制度，进一步规范了党委研究是公司重大经营决策前置程序的体制机制，厘清了党组织与公司其他治理主体间的权责边界，确保了集团公司重大决策的科学性、合理性。

In 2017, the group company completed the reform of the company system. The Party committee of the group insisted on two "together", constantly improving the party's leadership and improving the unified system mechanism of corporate governance. By incorporating the general requirements of the party building work into the articles of association of the company, the legal status of the party organization in the corporate governance structure of the company is clarified, and the institutional mechanism of the Party committee's research is further standardized by the revision and improvement of the "three heavy and one big" decision-making system, and the party organization and the other companies are clarified. The boundary of power and responsibility between the main bodies ensures the scientificity and rationality of the major decisions of the group company.



**持续改进二级党委书记抓党建述职考评工作，进一步落实党建工作责任制。**2017年，集团党委重点突出围绕企业改革发展实际开展党建工作的导向性，研究制定了《2017年考核实施方案》，以经营成果为底线，围绕素质建设和能力建设，建立了更加科学、完善的考核指标和评分标准，探索将考核结果与各企业经营业绩考核挂钩。2017年已实现所属二级党委书记抓党建述职考核全覆盖。

In 2017, the Party committee of the group focused on the guiding nature of the work of the party building in the reform and development of enterprises. The research and implementation plan of the 2017 was studied and formulated, and a more scientific and perfect evaluation index and scoring standard were set up around the quality construction and capacity building. The performance appraisal of the enterprise is linked. In 2017, the two party committee secretaries were transferred to Party building for full coverage.



中国航材召开二级党委书记抓党建述职会，持续推进党建责任制  
China aviation materials held two party committee secretaries to grasp the party building seminar, and continue to promote party building responsibility system.

**全面推进“两学一做”学习教育常态化制度化，切实抓好党的各项基础建设工作。**2017年，集团党委研究制定《“两学一做”学习教育常态化制度化推进方案》，组织召开学习教育经验交流会，通过多种渠道加强宣传引导，以学习教育新成效推动集团改革发展。同时，按照“四同步”“四对接”要求，配合集团公司战略优化升级和业务板块整合，及时调整优化党组织设置，截至2017年底，集团已实现党的组织建设全覆盖；以信息化建设为抓手，进一步规范党员管理工作，实现对党员发展工作的分类管理要求；严格规范党费收缴和使用管理，通过组织党员学习、走访慰问生活困难党员、群众及下拨专项党费等形式，确保支部活动能够开展得起来、让党员能够感受得到，党费使用更加有效和规范。

In 2017, the Party committee of the group studied and formulated "the institutionalization plan for the normalization of learning and education in two schools", organized the exchange of learning and education experience, strengthened the publicity and guidance through various channels, and promoted the reform and development of the group by learning the new achievements of education. At the same time, according to the requirements of "four synchronization" and "four docking", with the strategic optimization and upgrading of the group company and the integration of the business sector, the party organization should be adjusted and optimized in time. By the end of 2017, the group has realized the full coverage of the Party's organization and construction, with the information construction as the grasp, further standardizing the management of the party members, and realizing the issue of Party members. The classification management requirements of the exhibition work; strictly standardize the administration of the collection and use of party expenses and the use of Party members to study, visit consolation of the party members, the masses and the special party fee to ensure that the activities of the branch can be carried out, the party members can feel it, and the party's fee is more effective and standardized.



中国航材召开“两学一做”学习教育座谈会，通过交流经验促提升，“学”“做”结合促发展  
China aviation materials held a "two learning and one" learning and education symposium, promoting exchanges through experience, and "learning" and "doing" combined development



中国航材 2017 年慰问离退休老党员、召开离退休老干部春节茶话会。

China Aviation Materials 2017 condolences to retired veteran party members, convenes retired Spring Festival tea party meetings, and convenes the 2018 Spring Festival veteran cadres' meeting.

## 反腐倡廉

General Aviation Development And Security Service Sector

2017年，中国航材纪委按照工作部署，扎实落实各项工作，深入组织学习贯彻党的十九大精神和习近平总书记系列重要讲话精神；积极配合国资委党委对集团公司党委开展巡视“回头看”工作；强化监督执纪问责，加强制度建设，着力构建“不能腐”的体制机制；积极推动开展巡察工作；切实强化贯彻落实中央八项规定精神；严格践行监督执纪“四种形态”；严肃执纪坚决问责；持续提高纪检监察干部队伍素质。推动中国航材党风廉政建设和反腐败工作向纵深发展，为国有企业改革和发展提供有力的纪律保证。

In 2017, the China Aviation discipline Commission, according to its work, carried out all kinds of work, deeply organized the nineteen spirit of the party and the spirit of the important speech of general secretary Xi Jinping, and actively cooperate with the Party committee of the SASAC to look back at the Party committee of the group company, strengthen supervision and accountability, and strengthen the construction of the system. We should build up the system mechanism of "not corruption"; actively promote inspection work; earnestly strengthen and implement the spirit of the eight provisions of the Central Committee; strictly practise the "four forms" of supervision and discipline; strict discipline and discipline and resolute accountability; and continue to improve the quality of the cadre team of the discipline inspection and supervision. We will promote the development of China's air material, party conduct, clean government and anti-corruption work, and provide a strong disciplinary guarantee for the reform and development of state-owned enterprises.

## 依法合规经营 Compliance Management According To Law

### 依法治企 Administering Enterprises According To Law

在内部管理上，中国航材严格落实公司的董事会会议制度、党委会议制度、总经理办公会议制度等决策会议制度及法律事务管理规定、合同管理制度等法律审核相关制度，确保公司各项重要决策、各类经济合同均经过法律审核程序；规范公司治理结构，按照公司法、公司章程的规定进一步健全完善公司依法决策、依法经营管理的工作机制。中国航材高度重视规章制度体系建设，通过规范规章制度制定程序和组织开展规章制度梳理及符合性检查工作，大力提高公司制度的质量和执行力，以规章制度建设与执行为主线，结合公司监察审计、全面风险管理等工作，完善公司内部控制机制，切实维护公司国有资产安全，有效促进国有资产保值增值。

In internal management, CNA strictly implements the company's board meeting system, party committee meeting system, general manager office meeting system and other decision-making meeting systems and legal affairs management regulations, contract management systems and other legal review related systems to ensure the company's important decisions. All types of economic contracts have gone through legal review procedures; the corporate governance structure has been standardized, and in accordance with the provisions of the company law and the company's articles of association, the company has further improved and perfected the working mechanism of the company's decision-making in accordance with the law and management and management according to law. China Aerospace Materials attaches great importance to the construction of the rules and regulations system, standardizes the procedures for the formulation of rules and regulations, organizes the organization of rules and regulations and checks for conformity, vigorously improves the quality and execution of the company's system, and takes the construction and implementation of rules and regulations as the main line, combined with company monitoring, audits, comprehensive risk management and other work, improve the company's internal control mechanisms, effectively safeguard the company's state-owned assets, and effectively promote the preservation and appreciation of state-owned assets.

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

Since its inception, China Aerospace Materials has always strictly abide by state laws and regulations, persisted in operating in accordance with the law, and paid taxes according to law as the most basic requirement for fulfilling its social responsibilities and giving back to the society. It has long been strictly observing state tax laws and regulations and paying taxes according to law, actively fulfill its tax obligations.

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

In addition, all legal disputes left over from the company's history have been resolved, and new legal disputes have not been triggered due to its own violations of laws and regulations. This has created a good business environment for the company and promoted the company's legal management.

### 法律体系建设 Deepen the Construction of Legal System

2017年，中国航材在已确定的法律管理工作体系结构下，进一步优化OA合同管理模块的运行、管理，继续强化法律顾问工作职责及法律审核流程的落实，在各子公司业务信息系统业务订单审核模块中加入法律审核，推动全面实现经济合同、规章制度和重要决策的100%法律审核率。在确保法律审核率100%“量”的完成基础上，注重“质”的提升，进一步提高法律审核意见的针对性、专业性和可操作性，加强对法律审核意见采纳和落实情况的跟踪，通过深化管理层次，推动实现法律管理服务与企业经营管理的有效融合。

In 2017, under the established legal management system structure, China aviation material further optimized the operation and management of the OA contract management module, continued to strengthen the duties of the legal advisers and the implementation of the legal review process, and added the legal review to the business information system business order audit module of the subsidiary companies. The 100% legal review rate of economic contracts, rules and regulations and important decisions. On the basis of the completion of the 100% "quantity" of the legal review rate, we should pay more attention to the promotion of "quality", further improve the pertinence, professionalism and maneuverability of the legal review opinions, strengthen the tracking of the adoption and implementation of the legal review opinions, and promote the implementation of the legal management service and enterprise management through the deepening of the management level. Effective fusion.

根据国资委《关于进一步加强中央企业境外法律风险排查处置工作的通知》要求，组织开展境外法律风险全面排查，梳理境外企业的管理制度和法律风险现状，建立健全长效机制实现境外法律风险全面把控，防范国际化经营风险。

According to the notifications of the SASAC "on Further Strengthening the legal risk investigation and disposing of the foreign legal risk of the central enterprises", it is necessary to organize the comprehensive investigation of legal risks abroad, to comb the management system and the present situation of the legal risk of overseas enterprises, to establish and improve the long-term mechanism to realize the comprehensive control of the overseas legal wind insurance, and to prevent the risk of international operation.

### 法制宣传教育 Strengthen the Publicity and Training of Legal System

为进一步增强广大职工的法律意识，提高业务合规水平，宣传公司日常运营管理过程中的法律知识，结合基础法律法规与实际案例开展公司法、合同法等法律知识培训。同时，进一步完善领导干部集中学法制度，结合“关键少数”的工作层次，加强普法的针对性，在集团党委中心组扩大学习中开展专题学法课堂，增强领导干部运用法治思维和法治方式化解矛盾、平衡利益、解决问题的能力。

In order to further strengthen the legal consciousness of the staff and staff, improve the level of business compliance, publicize the legal knowledge of the company's daily operation and management, and train the legal knowledge of the company law and the contract law in combination with the basic laws and regulations and the actual cases. At the same time, we should further improve the centralization law system of the leading cadres, combine the working level of the "key minority", strengthen the pertinence of the law, and carry out the thematic law class in the expanded study of the central group of the group Party committee, and strengthen the ability of leading cadres to use the rule of law thinking and the rule of law to resolve contradictions, balance interests and solve problems.

## 风险控制 Strengthen Internal Risk Control

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

According to the requirements of the "basic regulations on internal control of enterprises" issued by the five ministries and commissions such as the central enterprises' comprehensive risk management guidelines and the Ministry of finance, a comprehensive, unified and standardized framework for comprehensive risk management and internal control system is set up in the group scope.

2017 年中国航材继续加强全面风险管理工作的落实，形成贴合集团业务转型实际的《2017 年全面风险管理报告》，为公司在内部管理和业务开展中控制风险提供指导。进一步建立健全风险管理组织体系和规章制度，逐步理顺风险管理部门和业务拓展部门职能定位，为建立科学的全面风险管理体系，提升风险控制能力夯实了基础。

In 2017, China aviation materials continued to strengthen the implementation of comprehensive risk management work, forming a comprehensive risk management report of 2017, which is suitable for the transformation of the group business. It provides guidance for the company to control risk in internal management and business development. Further establish and improve the organizational system and rules and regulations of risk management, gradually straighten out the role of risk management departments and business expansion departments, to build a scientific comprehensive risk management system and enhance the risk control ability to consolidate the foundation.

## 内部审计 Internal Audit

中国航材设有独立的内部审计部门，以风险为导向制定内部审计计划。内部审计范围包括财务审计、经济责任审计、子企业重大事项专项审计等。通过运用系统化和规范化的审计程序和方法，对公司各项经营活动和内部控制提出意见和建议并监督执行。

China aviation materials have independent internal audit departments, and risk oriented development of internal audit plans. The scope of internal audit includes financial audit, economic responsibility audit, special audit of major issues of sub enterprises. Through the use of systematic and standardized auditing procedures and methods, suggestions and supervision on various business activities and internal control of the company are put forward.

2017 年完成了内部控制自我评价工作并撰写内控自评报告报送国资委。集团及所属各子企业严格执行内部控制制度，接受内部控制的制衡和约束；将内部控制融入到岗位责任体系中，把每一个控制点落实到具体岗位，形成企业内部全员、全过程、全方位参与的良好局面，有效提升资源配置效率和防范经营风险。

In 2017, the internal control self-evaluation work was completed and the internal control self evaluation report was submitted to the SASAC. The group and its subsidiary enterprises strictly carry out the internal control system, accept the balance and restriction of internal control, integrate the internal control into the post responsibility system, carry out each control point to the specific position, and form a good situation of the whole staff, the whole process and all directions of participation in the enterprise, and effectively improve the efficiency of the allocation of resources and the efficiency of the allocation of resources. Prevent business risk.



# CASC

Responsibility is great in the  
shoulder

责任在肩 大爱无疆

担当社区责任

SINCERELY GIVING BACK  
TO SOCIETY

## 打造品牌公益 Build Brand Public Welfare

关爱留守儿童是阻断贫困代际传递的一项重要举措，2017年，中国航材借助央企自身影响力，引领汇集社会企事业单位、民间公益组织及爱心人士等各方力量，走进边远山区学校，组织开展了“寸草春晖·关爱留守儿童”、“大手拉小手，成长的路上一起走”等系列关爱留守儿童公益活动，为贫困留守儿童送关怀、送温暖。

Caring for the left behind children is an important measure to block the intergenerational transmission of poverty. In 2017, with the help of the central enterprises' own influence, Chinese aviation materials LED together the forces of social enterprises, public welfare organizations and caring people, and entered the remote mountain schools. Hand in hand, grow along the road together, and other series of care for children left behind public welfare activities, for poor children left behind care and warmth.



2017年6月，中国航材青年员工来到集团公司定点扶贫的陕西省白水县，以“大手拉小手，成长的路上一起走”为主题，组织开展关爱留守儿童研学活动。

In June 2017, Chinese air materials young employees came to Baishui County, Shaanxi Province, which was designated to help the poor.

中国航材先后组织开展了“书香传情，放飞希望”书籍捐献、“大手拉小手，共画美好家园”、“穿汉服写汉字，感受传统文化”等丰富多彩的互动交流互动，使孩子的心灵得到安抚，为孩子们建设更加美好的精神家园。

The Chinese aviation material has carried out the rich and colorful interaction and exchange activities such as "Book fragrance and hope" book donation, "big hand pull small hands, a total painting of beautiful home", "wear Chinese characters in Chinese clothes, feel traditional culture" and so on, make the children's mind soothing and build a better spiritual home for the children.



2017年，中国航材员工为白水县贫困留守儿童募集物资，为偏远山区校建立留守儿童“爱心联络室”、购置体育和生活用品、改善学校寄宿条件等，改善了贫困留守儿童生活学习条件，让他们感受到了社会的关爱。

In 2017, the Chinese air material staff raised materials for the poor left behind children in Baishui County, set up a "love liaison room" for the left behind children in the remote mountainous areas, purchased sports and daily necessities, improved the boarding conditions of the school, and improved the living conditions of the poor left behind children, and made them feel the care of the society.



2017年集团公司员工捐资帮扶3名贫困留守儿童

In 2017, the company's employees donated money to help three poor left-behind children

中国航材将“志愿服务”活动作为培育和践行社会主义核心价值观的重要载体，逐步打造自身志愿服务品牌，组织建立了中国航材青年志愿者协会，并启用发布了青年志愿者协会会标，进一步激发了公司上下弘扬志愿服务精神的社会责任感。

China Aerospace Materials takes "volunteer service" activities as an important carrier for cultivating and implementing the core socialist values, gradually builds its own volunteer service brand, organizes the establishment of the China Aviation Materials Youth Volunteers Association, and launches the launch of the Youth Volunteer Association logo. This further stimulated the company's social responsibility to promote volunteerism.



## 开展精准扶贫 Poverty Relief Assistance

中国航材高度重视定点扶贫工作，始终把定点扶贫工作作为重要的政治任务来抓，每年将定点扶贫工作纳入中国航材三年滚动规划，与其他各项业务及管理工作同安排同部署。通过加强基础设施建设、大力发展村集体经济助推产业扶贫以及支持民政救助工作；积极开展社会公益活动等方面多措并举，尽已所能，为助推白水县委脱贫攻坚工作贡献一份力量。

China Aerospace Materials attaches great importance to targeted poverty alleviation work, and always regards targeted poverty alleviation work as an important political task. Each year, fixed-point poverty alleviation work is included in the three-year rolling plan of China Aviation Materials, and it is deployed along with other business and management work. Through strengthening the infrastructure construction, vigorously developing the village collective economy to boost industrial poverty alleviation and supporting civil assistance work; actively carrying out social charity activities and other measures, we have done everything possible to contribute to the promotion of poverty alleviation in Baishui County.

## 扶贫调研 Research on Poverty Alleviation

2017年，中国航材领导两次带队深入乡镇村进行实地调研，定期听取挂职扶贫干部对定点扶贫工作情况的汇报，并给予悉心指导，为精准帮扶、精准施策奠定了基础。

In 2017, the two Chinese aviation leadership led the team to carry out a field investigation into the village and Town Village, and regularly listened to the report on the situation of the poverty alleviation work, and gave the guidance and laid the foundation for the precision and precision.



杨晓明总经理带队深入乡镇村进行实地调研  
Yang Xiaoming, general manager of  
China Aviation Materials led investigation

## 扶贫资金投入 Investment In Poverty Alleviation Funds

中国航材始终坚持从贫困地区实际出发，精准施策，为贫困地区办实事、办好事，使贫困群众切实享受到定点扶贫工作带来的实惠和利益。2017年，中国航材对白水县的扶贫资金投入为130万元（不含捐赠物资等）；直接帮扶建档立卡贫困户279户978人。

The Chinese aviation materials always adhere to the reality of the poor areas, implement the policy accurately, do practical things for the poor areas and do good things, so that the poor people can effectively enjoy the benefits and benefits of the fixed poverty alleviation work. In 2017, China's air materials invested in Baishui County's poverty alleviation fund amounted to 1 million 300 thousand yuan (excluding donation materials), and directly helped the poor families with 279 families and 978 people.

## 基础设施建设 Infrastructure Construction

2017年，中国航材捐资80余万元，修建硬化通村路及巷道2300米，真正实现了打通贫困村最后一公里。村里的生产生活条件得到改善，日常出行、农资运输等更加便捷，特别是苹果成熟季节，大大降低了运输中的损耗，群众的收入直接得到提高，有效促进了村级经济的发展，村容村貌也得到了明显改观。

In 2017, China donated more than 80 yuan of aviation materials to build 2300 meters of hardened Village Road and laneway. The production and living conditions in the village have been improved, the daily travel and the agricultural transportation are more convenient, especially the apple ripening season, which greatly reduces the loss in transportation, the income of the masses is improved directly, and the village level economic development has been effectively promoted, and the village appearance has also been improved clearly.



捐资修建古槐村通村路及巷道建设施工  
Guzi Village is under construction  
via roads and roadways

## 产业扶贫 Poverty Alleviation In Industry

2017年，中国航材派出扶贫干部及第一书记做通干部群众思想工作，改变落后种植观念，建成了120亩连片苹果示范园，联系花椒苗15000株，安装了节水灌溉设施，并成立了“白水县槐孟果蔬合作社”，采用“合作社+村两委+企业+贫困户”的模式，拟吸纳全村的89户贫困户用土地、资金、产品入股加入合作社，积极推进农村“三变”改革，带领全体村民共同实施苹果、花椒等生态种植。

In 2017, Chinese air materials sent to the poor cadres and the first secretary to do the ideological work of the cadres, change the concept of backward planting, built a 120 mu Apple demonstration garden, connected 15000 plants of pepper seedlings, installed water saving irrigation facilities, and set up "Huai Meng fruit and vegetable cooperatives in Baishui County", and adopted "cooperatives + village two committees + enterprises" The model of "industry + poor households" is to attract 89 poor households in the village to join the cooperatives with land, funds and products, actively promote the rural "three changes" reform, and lead the villagers to jointly implement the ecological planting of apple, pepper, and so on.

## 民政救助 Civil Assistance

为支持县里开展“千户帮扶”工程，中国航材出资，与县民政局配合，以先建后补的方式鼓励贫困户开展产业自救，激发贫困群众内生动力和自主脱贫的信心；另为支持县里开展“救急难”工作，出资对因病和因突发事件等导致基本生活困难的贫困户给予资助，解决生活临时困难。

In order to support the "thousands of helping and helping" projects in the county, Chinese aviation materials are funded and coordinated with the County Civil Affairs Bureau to encourage poor households to carry out self rescue, stimulate the impoverished people's internal motivation and self-reliance, and to support the county's "emergency and difficult" work, and contribute to the guidance of illness and emergencies. The needy families who have difficulties in basic living are subsidized to solve temporary difficulties in life.

## 扶贫宣传 Poverty Alleviation Propaganda

为进一步拓展定点扶贫帮扶措施，中国航材结合党团活动，组织青年员工到白水县的贫困村与当地群众同吃同住同劳动，与村干部交流如何加强基层党建，听第一书记讲党课，体验驻村第一书记日常工作，让年青人了解并支持扶贫工作。此外，还将中国航材通讯员培训安排在白水县举办，结合脱贫攻坚宣传工作就“新闻素材选取与写作”开展了一期培训，中国航材和白水县基层通讯宣传员 300 余人共同学习，取得了良好的效果。

In order to further expand the measures of helping the poor to help the poor, the Chinese aviation materials combined with the Party group activities, organized the young employees to live together with the local people in the poor village of Baishui County, and exchange with the village cadres how to strengthen the grass-roots party construction, listen to the first Secretary to lecture the party, experience the daily work of the first secretary in the village, and let the young people understand and support them. Poverty alleviation work. In addition, the training arrangement of China air material correspondents was arranged in Baishui County, and a period of training was carried out on "news material selection and writing" in combination with the propaganda work of poverty alleviation and hard work. More than 300 people of China aviation material and Bai Shui county's grass-roots communication propagandist worked together and achieved good results.

2017 年 6 月，骨干青年代表认真观摩古槐村驻村第一书记陈诚讲党课，深入了解基层群众工作的复杂和艰辛，学习领会“全心全意为人民服务”的精神实质。

In June 2017, the backbone youth representative carefully observed the party lesson of the first Secretary of the village of ancient locust village, Chen Cheng, to understand the complexity and hardship of the work at the grass-roots level, and to learn the spiritual essence of "serving the people wholeheartedly".



6 月 23 日，青年骨干员工在集团公司定点扶贫的陕西省白水县新卓村与当地农民同吃同住同劳动，亲身感受农村生活的艰辛和不易，更亲身体会到“中国航材”定点扶贫工作为当地经济发展带来的巨大变化。

In June 23rd, the backbone staff of young people in the village of Baishui County, Shaanxi Province, where the group fixed the poverty alleviation, shared the same work with the local farmers, and felt the hardship and difficulty of the rural life.



# LOOKING TO THE FUTURE 展望未来



党的十九大精神为航材集团指引了光明的发展方向，深化国有企业改革的新形势为我们带来了新的发展任务，民航强国建设战略进程为我们提供了更加广阔的发展空间。2018年，中国航材将不忘初心、牢记使命，坚持以习近平新时代中国特色社会主义思想为指导，坚持全面加强党的建设，努力推动国有资本做强做优做大，推动集团公司实现更高质量的发展，坚持稳中求进总基调，全力推动企业创新发展，坚持新发展理念，以提高发展质量和效益为中心，深化改革激发活力，全面提升管理水平，生产经营稳中求进，抢抓机遇转型发展，做强做优四大业务板块，新时代打造新航材，为建设一流的新型民航保障服务提供商和幸福航材努力奋斗！

2018年，我们将按照中央和国资委的有关部署，积极开拓业务发展的新思路，顺应供给侧结构性改革精神，落实国资委“提质增效”任务，全力推进共享平台建设；通过对通航业务整合上下联动，以东方通航为抓手，高举通航领域“国家队”大旗，打造“中国通用航空集团”品牌；进一步加大机场服务板块的整合和控制力度，抓住机场飞速发展的战略窗口期，围绕机场服务能力打造综合平台，形成合力。

The spirit of the Nineteenth Party Congress has given the Aviation Materials Group a brighter direction of development. Deepening the new situation in the reform of state-owned enterprises has brought us new development tasks. The process of building a strong civil aviation nation has provided us with a broader space for development. In 2018, China Aerospace Materials will not forget its initial purpose and keep its mission in mind. It will continue to use the socialist ideology with Chinese characteristics in the new era of Xi Jinping as a guide, insist on comprehensively strengthening party building, and strive to promote state-owned capital to become stronger, bigger and better, and promote the realization of group companies. High-quality development, adherence to the principle of stability and progress, strive to promote innovation and development of the enterprise, adhere to the concept of new development, focus on improving the quality and effectiveness of development, deepen the reform and inspire vitality, comprehensively improve the management level, and make steady progress in production and operation. Seize the opportunity to transform and develop, strengthen and optimize the four business segments, create new aviation materials in the new era, and strive to build first-class new civil aviation support service providers and happy aviation materials!

In 2018, we will actively explore new ideas for business development in accordance with the relevant arrangements of the Central Government and the State-owned Assets Supervision and Administration Commission. We will follow the spirit of supply-side structural reforms and implement the SASAC's mission of "improving quality and increasing efficiency" to fully promote the construction of a shared platform; Business integration is linked up and down, with Eastern Airlines as the starting point, holding high the banner of "national team" in the field of navigation and creating the brand of "China General Aviation Group"; further increasing the integration and control of airport service sector and seizing the rapid development strategy of the airport. In the window period, a comprehensive platform will be built around the airport's service capabilities to form a joint force.

2018年，中国航材迎来了新的历史机遇期，新时代要有新气象，更要有新作为。中国航材将继续坚持央企社会责任理念，树立央企良好社会形象，以习近平新时代中国特色社会主义思想为指引，以新时代民航强国建设战略安排为依据，在集团党委的领导下，集团公司将不断提高“中国航材”在新时代民航强国建设中的行业影响力，打造成为国家推动民航业发展的好助手，航空公司发展的好帮手，全球航空制造商与中国民航业合作共赢的好推手。

中国航材将始终坚持以人为本，让企业发展和战略推进的成效，使广大员工有真切的获得感幸福感。“事业上成长、收入上增加、精神上更充实”——这是我们的初心，更是我们的使命。我们要不忘初心，牢记使命，积极实践，发挥中央企业履行社会责任的作用，共同构筑航材精神、航材价值、航材力量！

In 2018, China Aviation Materials ushered in a new period of historical opportunities. In the new era, we must have a new atmosphere and we must also have new achievements. China Aviation Materials will continue to adhere to the concept of social responsibility of the central enterprises, establish a good social image of the central enterprises, and follow the guidance of the socialist economic ideas with Chinese characteristics in the new era of Xi Jinping. Based on the strategic arrangements for building a strong civil aviation industry in the new era, under the leadership of the Party Committee of the Group, the Group will continue to improve the industry influence of China Aviation Materials in the building of a strong civil aviation industry in the new era, build a good assistant to promote the development of civil aviation industry in the country, and a good helper for airline development. The cooperation between global aviation manufacturers and the Chinese civil aviation industry will win-win. Good push hands.

China Aerospace Materials Co., Ltd. will always adhere to the principle of people-centered development and strategic advancement so that all employees will have a sense of well-being. "Growth in business, increase in income, and spiritual enrichment" - this is our initial heart and it is our mission. We must not forget the beginning of the heart, keep in mind the mission, and actively implement the role of the central enterprises in fulfilling their social responsibilities, and jointly build the spirit of aviation materials, the value of aviation materials, and the strength of aviation materials!





**中国航材**

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