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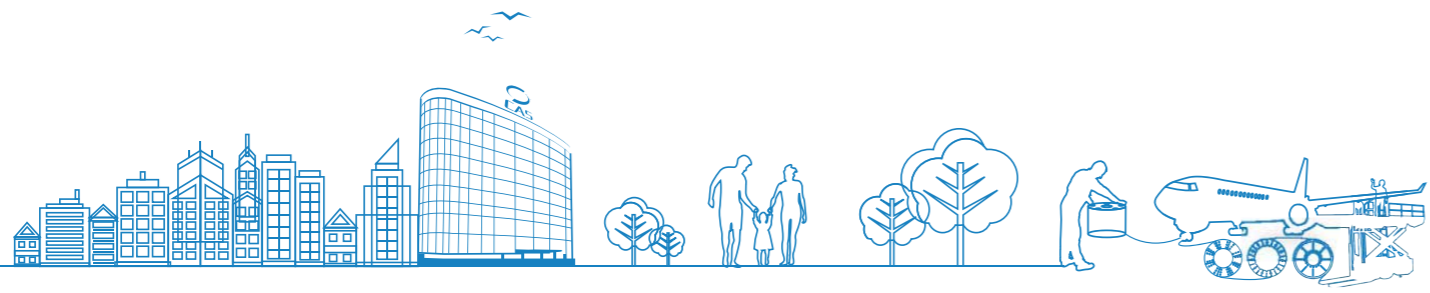
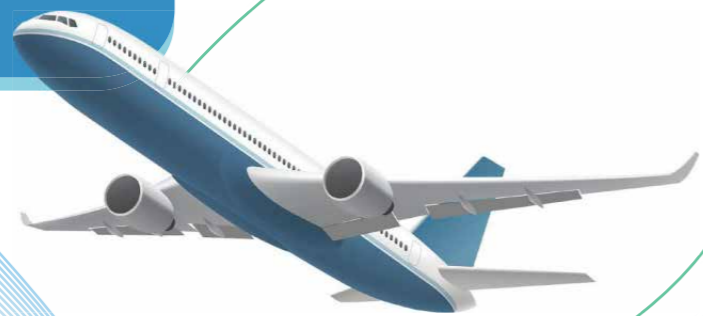
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# 2019 社会责任报告

## Social Responsibility Report

## 报告说明

# Report Notes



### 时间范围



### Time Range

2019年1月1日至2019年12月31日。

January 1, 2019 to December 31, 2019.

### 发布周期



### Release Cycle

本报告为年度报告。

This Report is released annually.

### 涵盖内容



### Main Contents

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

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

### 编写依据



### References for Compilation

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

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

### 称谓说明



### References to China Aviation Supplies Holding Company

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

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

### 获取方式



### Access to This Report

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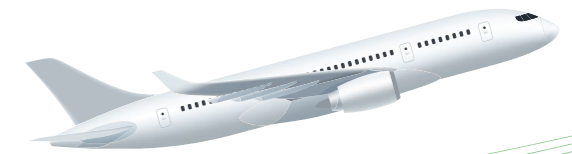
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# 目录

## Contents

报告说明 Report Notes	01	<b>经济发展责任</b> Responsibility in Economic Development	<b>01</b>	<b>安全环保责任</b> Responsibilities in Safety and Environment Protection	<b>02</b>	<b>企业公民责任</b> Corporate Citizenship Responsibilities	<b>04</b>
领导致辞 Words from the Top Management	04	多措并举，发展质量和效益稳中有进 Take Multiple Measures to Ensure Steady and Progressing Development Quality and Benefits	20	落实安全生产 Implement Safety Production	38	加强党的建设 Strengthen Party Building	56
关于我们 About Us	06	深化改革，内生活力和动力持续激发 Deepen Reforms to Further Stimulate Internal Vitalities and Motivations	30	推进节能减排 Promote Energy Conservation and Emission Reduction	43	严格依法合规 Strictly Manage and Operate the Company in Accordance with Law	60
发展历程 Development Path	06	守正出新，集团市场竞争力进一步提升 Base on the Tradition and Make Innovations to Further Enhance Market Competitiveness of the Holding Company	32	<b>员工发展责任</b> Responsibilities for Employee Growth	<b>03</b>	<b>企业社会责任</b> Corporate Social Responsibilities	<b>05</b>
公司战略 Company strategy	08	责任担当，国家重大战略任务主动作为 Shoulder Responsibilities to Take the Initiative to Implement Major National Strategic Tasks	33	保障员工权益 Safeguard Employees' Basic Interests	46	精准脱贫攻坚 Targeted Poverty Alleviation	64
业务板块 Business Segments	08	开放合作，品牌价值和影响力不断提升 Uphold Openness and Cooperation to Continuously Elevate Brand Value and Influence	34	注重素质培养 Highlight Quality Cultivation	46	高效应急救援 Efficient Emergency Rescue	73
企业文化 Corporate Culture	10			强化激励保障 Intensify incentive support	49		
组织机构 Organizational Structure	11			关爱身心健康 Care about Employee's Physical and Mental Health	50		
公司治理 Corporate Governance	14						
履责绩效 Performances	16						
展望未来 Our Way Forward	74						





## 领导致辞

Words from the Top Management

2019年是“十三五”收官、“十四五”谋篇之年，是中国航材发展战略业务结构调整的重要变局之年，是实现可持续发展高质量发展的起步之年。作为全球民航市场的深度参与者，面对国际国内复杂严峻的形势，中国航材以新时代新思想为指引，提出以“新发展理念推进高质量发展”的总体工作思路，着力构建立足长远的全新发展格局。

我们认真落实改革发展和经营管理各项工作任务，积极应对中美经贸摩擦的影响，深入研究“国家队”的内涵和担当，勇于面对市场竞争的严峻考验。全体员工不畏艰难，攻坚克难，以前所未有的毅力、智慧、韧劲一个个破解难题，全面完成了国资委下达的各项指标，各项工作取得了新的进展和新的成效。

一年来，中国航材贯彻新发展理念，积极推进深化改革，加强风险防控，围绕民航产业链不断开拓创新，发展质量和效益稳中有进，集团市场竞争力、品牌价值和影响力进一步提升。同时，中国航材时刻牢记中央企业肩负的政治使命与政治责任，在民航强国责任中担当奉献，全力支持ARJ21国产机队建设，努力开展应急救援航空体系建设；坚持精准扶贫，为坚决打赢脱贫攻坚战助力定点县脱贫摘帽贡献力量；坚持以人为本，关切职工之关切，不断改善职工工作生活环境，解职工燃眉之急；真实了解航材青年所思所盼，凝聚智慧力量，与职工群众心连心，“幸福航材”建设取得了激励人心的阶段性成果。

道阻且长，行则将至。面对未来越来越复杂的考验，我们将团结一致，保持战略定力，万众一心加油干，越是艰险越向前，用我们的智慧和力量，奋力推动企业高质量发展，积极履行社会责任，为助力民用航空事业发展做出新的贡献。

The year 2019 marked the end of the "13th Five-Year Plan" and started planning for the "14th Five-Year Plan". It is a year witnessing important changes in structural adjustment in development strategic businesses and takeoff of sustainable and high-quality development of CAS. As an active player engaged in the global civil aviation market, CAS, in face of the complex and severe situations both at home and abroad, has put forward the overall work idea of "promoting high-quality development with new development concepts" under the guidance of new thoughts in the new era, striving to build a new development pattern with a long-term perspective.

We have conscientiously implemented tasks concerning reform, development, operation and management, actively responded to the impacts from Sino-US economic and trade frictions, thoroughly studied the connotation and responsibilities of the "national team", and bravely faced the fierce market competitions. Our employees have overcome difficulties one by one with unprecedented perseverance, wisdom, and tenacity, fulfilled indicators set by SASAC, and achieved new progress and new results in various tasks.

Over the past year, CAS has practiced the new development concept, actively deepened reforms, strengthened risk prevention and control, and made continuous exploration and innovation in the civil aviation industry chain, to steadily raise development quality and efficiency and elevate its market competitiveness, brand value and influence. At the same time, CAS has never forgotten its political mission and political responsibilities as a central enterprise, made contributions to building a civil aviation power, fully supported the construction of the ARJ21 national fleet, and strived to develop the emergency rescue aviation system; insisted on targeted poverty alleviation to resolutely win the battle against poverty to help designated counties to get rid of poverty; adhered to the people-first principle, heard the voices of employees to continuously improve their working and living environments, alleviate their urgent needs; and truly understood the thoughts and expectations of the young employees, to gather their wisdom and strength and connect with the them, thus producing encouraging stage results in the construction of "a happy CAS".

"Road ahead is long and hard. As long as one persists, success is in card." In the face of increasingly complex challenges, we will unite as one, maintain strategic determination, work together harder, move forward with our wisdom and strength, strive to promote high-quality development, and actively fulfill social responsibilities, to make new contributions to the development of the civil aviation industry.

## 关于我们

About us

## 发展历程 Development history

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

CAS, a state-owned key enterprise managed by SASAC, is specialized in aircraft purchase and aviation supplies support.

### 1980年10月 October 1980

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。

Its predecessor, China Aviation Supplies Company (CASC), was founded with the approval of the State Import and Export Regulatory Commission in October, 1980. It was the first incorporated company in China civil aviation industry.

### 1996年3月 March 1996

更名为中国航空器材进出口总公司。

It was renamed China Aviation Supplies Imp. & Exp. Corporation.

### 2002年10月 October 2002

民航运输及服务保障企业联合重组，成立了三家航空运输集团公司和三家航空服务保障集团公司，中国航材集团作为三家航空保障集团公司之一，经国务院批复正式组建。

The air transportation companies and supporting companies underwent merger and restructuring, to set up three airlines and three aviation service support companies. China Aviation Supplies Import & Export Group Company, as one of the three aviation supporting group companies, was officially established with the approval of the State Council.

### 2017年 2017

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。

We completed the restructuring of the company and establish a board management system under the modern enterprise system, renamed China Aviation Equipment Group Co., Ltd.



## 公司战略

### Corporate strategy

以新型民航保障服务为核心，以航空器整机保障服务、航空器材保障服务、技术装备及机场业务保障服务、通用航空发展及保障服务为主业的四大业务发展方向，集约化经营，将集团公司打造成为国内规模最大、最具优势、最具影响力的以民航保障为主业的综合服务提供商。

With the new civil aviation support service as the core, focusing on the four business sectors including Aircraft Services; Aviation Material Services; Technology, Equipment, and Airport-related Services; and General Aviation Development and Supporting Services, CAS has conducted intensive operation, with the aim to become the largest integrated service provider focusing on civil aviation support and boasting of the most advantages and the greatest influence in China.

## 业务板块

### Business segment

#### 航空器整机保障服务板块 Aircraft Services

- 飞机批量采购  
Package Purchase of Aircraft
- 飞机租赁  
Aircraft Leasing
- 工业合作  
Industrial Cooperation
- 航空培训  
Aviation Training

#### 航空器材保障服务板块 Aviation Supplies Support

- 大部件租赁  
Leasing of Components
- 发动机业务  
Engine Business
- AOG 互援  
AOG mutual aid
- 机务 IT 解决方案  
Aircraft IT Solutions
- 航空维修  
Aviation maintenance
- 刹车片销售  
Sales of Brake Pad
- 周转件共享  
Pooling of Rotables
- 航材分销寄售  
Distribution and Commission Sales of Aviation Supplies
- 富裕航材处置  
Disposal of obsolete parts
- 航材云平台  
Aviation Supplies Cloud Platform
- 整体机轮管理平台  
Aircraft Wheel and Brake Management Platform
- 航化产品生产  
Production of Aviation Chemicals

#### 机场地面保障服务 Ground Equipment and Engineering Support

- 民航展会  
Civil Aviation Exhibition
- 导航技术  
Navigation Technology
- 登机（船）桥制造与维修  
In terms of boarding bridge manufacturing and MRO service

#### 技术装备和机场保障服务板块 Technical Equipment and Airport Support Service

- 招标业务  
In terms of bidding
- 公务机服务  
In terms of business jet business
- 机场建设  
Airport Construction
- 航空地毯制造  
Aviation Carpet Manufacturing

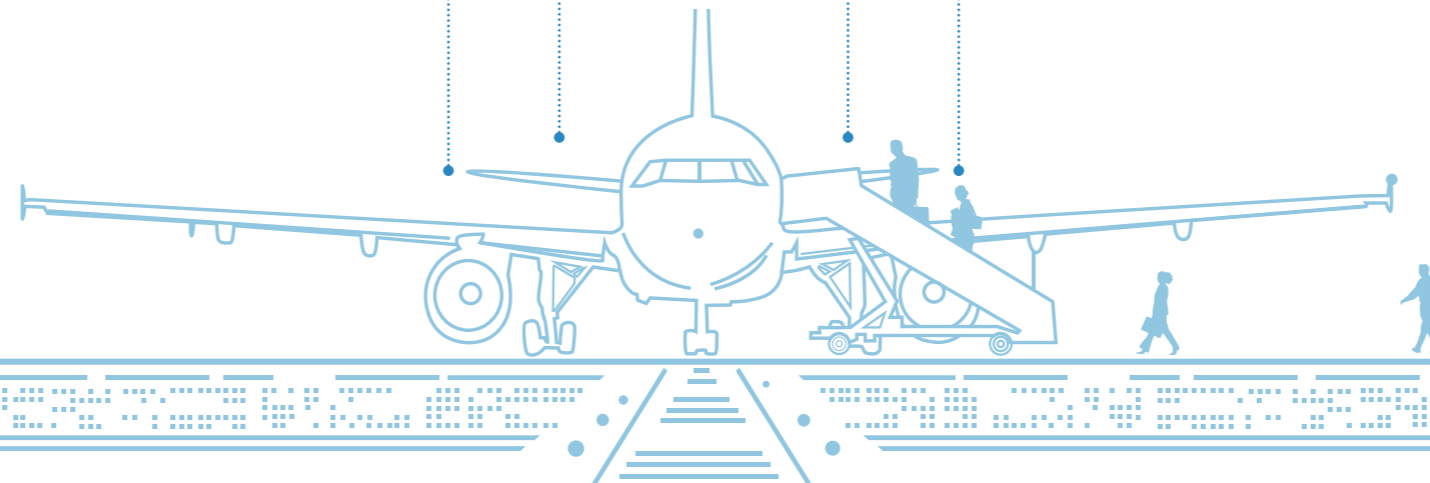
#### 通航制造 General Aviation Operation

- 通航保障  
General Aviation Manufacturing

#### 通航运营 General Aviation Support

- 通航应急救援  
Navigation emergency rescue

#### 通用航空发展及保障服务板块 General Aviation Development and Support Service



## 企业文化 Corporate Culture

### 公司愿景 Corporate Vision

成为具有全球竞争力的世界一流民航综合保障服务提供商。

To become an irreplaceable and comprehensive service provider for new types of supporting services in the civil aviation industry.

### 公司使命 Corporate Mission

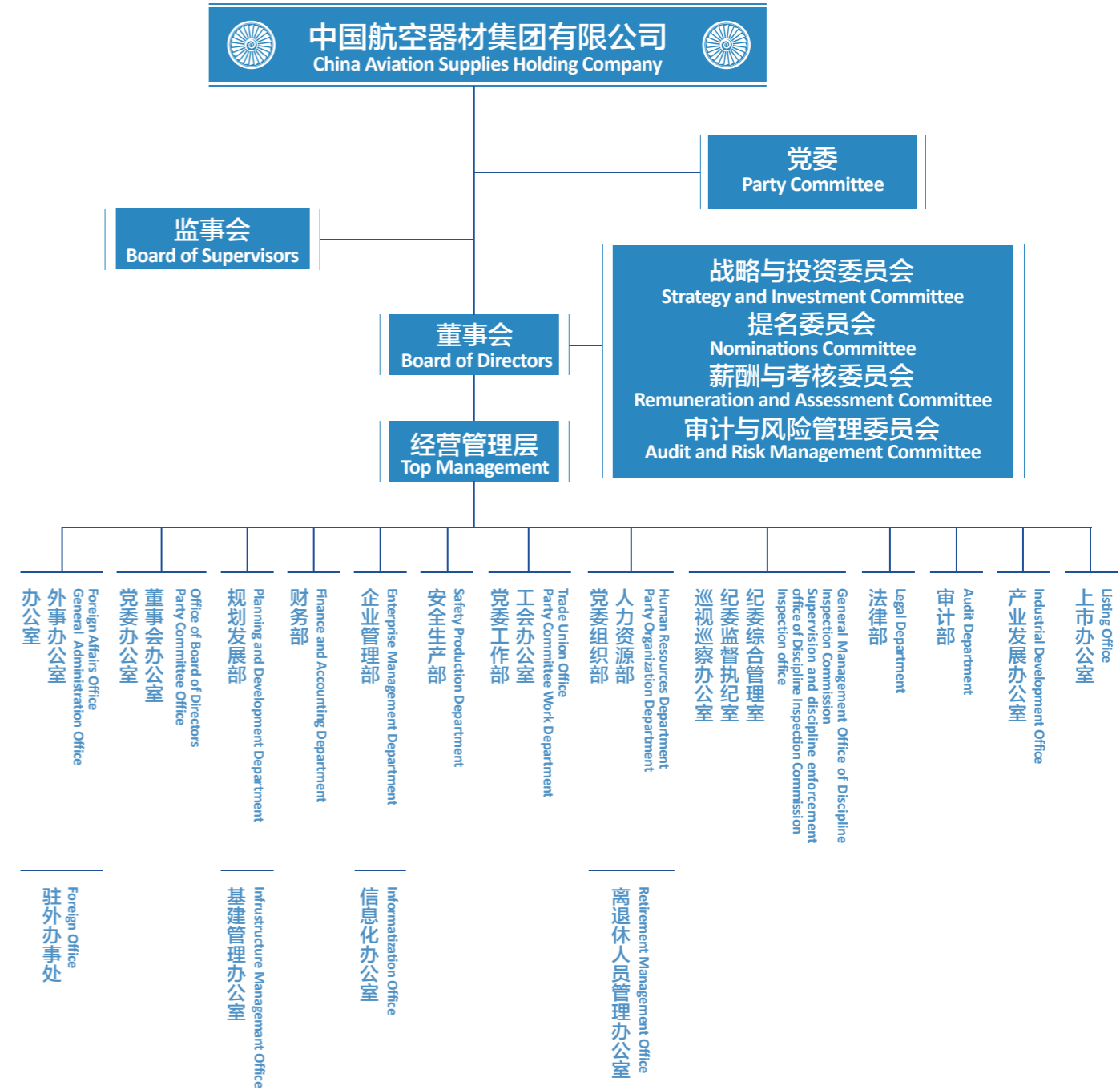
做航空业界有重要价值的新型民航保障服务提供商，成为建设民航强国的重要的、特殊的力量。

To become a service provider with great value for new types of aviation supplies in the industry, and become an important and special force in the construction of a strong country in civil aviation industry.

### 公司精神 Corporate Spirits



## 组织机构 Organizational Structure



## 板块主要成员单位

### 航空器整机保障服务板块

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

### 航空器材保障服务板块

中国航空器材有限责任公司	中航材利顿航空科技有限公司
中国航空器材有限责任公司北京分公司	中航材威利斯发动机租赁有限公司
中国航空器材有限责任公司沈阳分公司	北京凯兰航空技术有限公司
中国航空器材有限责任公司广州分公司	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	北京凯兰飞机维修工程有限公司
中国航空器材集团西北有限责任公司	中航材航空新材料有限公司
中航材（北京）物流有限公司	北京航空工艺地毯有限公司
中国航空器材华东有限公司	北京三元飞机刹车技术有限责任公司
香港亚太有限责任公司	西安凯龙航空技术有限公司

### 技术装备及机场业务保障服务板块

中国民航技术装备有限责任公司	中航材华德宝空港设备（昆山）有限公司
中航材国际招标有限公司	中国航材集团北京华诺航空服务有限公司
中国航空器材新疆有限责任公司	中国航空器材集团能源管理有限责任公司
中航材导航技术（北京）有限公司	北京中航空港建设工程有限公司

### 通航发展及保障服务板块

中国通用航空有限责任公司	天津渤海航空器材进出口有限公司
东方通用航空摄影有限公司	青岛联合通用航空有限公司
中国航材集团通用航空服务有限公司	中航材航空救援股份有限公司
北京航材航空应急救援有限公司	

### 其它

中国航空器材集团资产管理有限公司
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## Main Members of Each Segment

### Aircraft Services

Business Development Unit	Huaou Aviation Training Centre
American Pacific Ltd	Huaou Aviation Support Centre
China Aviation Supplies (Kenya) Co., Ltd.	Huapu Aero-Engine Training Centre Co., Ltd.
China Aviation Supplies (Europe) Co., Ltd.	Aviation Engine MRO Training Center
China Aviation Supplies (Hong Kong) Co., Ltd.	Aerdragon Aviation Partners, Ltd.
China Aviation Supplies Science & Technology Development (Xi'an) Corporation	

### Aviation equipment support service sector

China Aviation Supplies Co., Ltd	AVIC material Leton Aviation Technology Co., Ltd
China Aviation Supplies (Beijing) Co., Ltd	CASC Willis Aero Engine Leasing Co., Ltd.
China Aviation Supplies (Shenyang) Co., Ltd	Beijing Kailan Aviation Technology Co., Ltd.
China Aviation Supplies (Guangzhou) Co., Ltd	Beijing Kailan Aviation Technology Repair Service Center
China Aviation Supplies Southwest Corporation	Beijing Kailan Aviation Technology Shanghai Branch
Chengdu Huanyu Aviation Forwarding Co., Ltd.	Beijing Kailan Aircraft Maintenance Engineering Co., Ltd
China Aviation Supplies Northwest Corporation	China Aviation Supplies New Material Co., Ltd.
Krauss (China) Aviation Technologies Co., Ltd	Beijing aviation craft carpet Co., Ltd
China aviation equipment East China Co., Ltd	Beijing Sanyuan Aircraft Brake Technology Co., Ltd.
APL (Hong Kong) Limited	China Aviation Supplies East Corporation

### Technical equipment and airport business support services

China Civil Aviation Technology & Equipment Co., Ltd.	China Aviation Materials Huadebao Airport Equipment (Kunshan) Co., Ltd.
China Aviation Supplies International Tendering Co., Ltd.	AVIC Beijing Huanuo Aviation Service Co., Ltd
China Aviation Supplies Xinjiang Corporation	China Aviation Energy & Emission Solutions
AVIC navigation technology (Beijing) Co., Ltd	Beijing AVIC Airport Construction Engineering Co., Ltd

### Navigation development and support services

China General Aviation Co., Ltd.	Tianjin Bohai aviation equipment import and Export Co., Ltd
Dongfang general aviation photography Co., Ltd	Qingdao United General Aviation Co., Ltd
China General Aviation Service Co., Ltd.	China Aviation Materials Aviation Rescue Co., Ltd.
Beijing aviation material aviation emergency rescue Co., Ltd	

### Other

CAS Asset Management Co., Ltd
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## 公司治理

### Corporate Governance

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

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

China Aviation Supplies Holding Company (CAS) is a state-owned enterprise, with State-owned Assets Supervision and Administration Commission (SASAC) of the State Council serving as a funder on behalf of the State Council. CAS has formulated rules and regulations of the Board of Directors and relevant working instructions to ensure standardization of the work and improve the scientificity of decisions of the Board of Directors. CAS Party Committee resolutely exercised the Party Committee research and discussion as a prepositive procedure in operation and decision making of major issues of the enterprise, gave full play to its leadership role of "direction setting, overall supervision and guaranteed management". The Party Committee would study and discuss the company's reform and development, major operation and management issues and major aspects involving the immediate interests of employees. The Board of Directors, the Party Committee, and the top management formed a corporate governance structure with clear division of labor, clear responsibilities, mutual restraint, and coordinated operation.

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

## 责任治理

### Responsibility Governance

中国航材秉持“价值航材”理念，立足民航行业和企业实际，努力探索用科学的社会责任观引导企业自身价值的实现。一是在企业规模和经济效益方面，实现较快增长，符合国资委对中央企业的要求。二是在行业地位方面，重点业务获得较好发展，具有重要的行业影响力，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、扶贫公益、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。

Sticking to the concept of "Value-adding CAS" and on the basis of realities in the civil aviation industry and company development, CAS has tried hard to explore the utilization of scientific thinking on social responsibility to guide the realization of corporate value. First, CAS tries to realize fast increase in terms of enterprise scale and economic benefits, and comply with the requirements from SASAC on state-owned key enterprises. Second, regarding its position in the industry, CAS tries to achieve satisfactory development for key businesses, possess important influence in the industry, and play an important role in the sustainable and healthy development of the civil aviation industry. Third, while actively contributing to safeguarding the political and economic benefits of the country, optimizing the resource configuration of the industry, and transforming the way of economic growth, CAS also fully carries out its social responsibility in protecting environment and conforming to laws and regulations during business operation. Fourth, CAS cares about the development of employees, sets up a platform encouraging employees to make their mark, and expands the paths for career development. Focusing on Value-adding CAS, the company tries hard to realize a harmonious unity among company development, social development, environment safety, and employee development.

## 社会利益相关方





### Social stakeholders

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

## 履责绩效 Performances

### 经济指标 Economic Indicators

单位 /Unit: 万元 /10k RMB

项目	年份	2015 年 / year	2016 年 / year	2017 年 / year	2018 年 / year	2019 年 / year
 资产总额 Total Assets		1,291,299.04	1,263,331.51	1,296,308.55	1,392,190.43	1,459,325.02
 所有者权益 Owner's Equity		538,165.62	584,254.01	617,660.31	654,470.15	680,487.54
 营业收入 Operation Revenue		186,783.18	215,282.35	246,539.34	311,581.31	352,805.92
 实际纳税总额 Total Tax Amount		16,372.45	13,932.10	14,580.02	18,453.76	17,278.55

#### 资产总额 Total Assets

1,291,299.04 1,263,331.5 11,296,308.5 51,392,190.43 1,459,325.02



2015 2016 2017 2018 2019  
年 / year

#### 营业收入 Operation Revenue

186,783.18 215,282.35 246,539.34 311,581.31 352,805.92



2015 2016 2017 2018 2019  
年 / year

#### 所有者权益 Owner's Equity

538,165.62 584,254.01 617,660.31 654,470.15 680,487.54



2015 2016 2017 2018 2019  
年 / year

#### 实际纳税总额 Total Tax Amount

16,372.45 13,932.10 14,580.02 18,453.76 17,278.55



2015 2016 2017 2018 2019  
年 / year



# 01

## 经济发展责任

Responsibility in  
Economic  
Development



开拓创新，激发企业活力  
担当有为，彰显航材品质



STIMULATE THE VITALITY OF CAS WITH THE PIONEERING  
AND INNOVATIVE SPIRIT; SHOWCASE THE ESSENCE OF CAS  
THROUGH SHOULDERING RESPONSIBILITIES

## 多措并举，发展质量和效益稳中有进

Take Multiple Measures to Ensure Steady and Progressing Development Quality and Benefits

2019年，中国航材作为全球民航市场的深度参与者，面对国内宏观经济增长下行压力、国际复杂局势、B737MAX 停飞、全球航空租赁业竞争加剧等复杂形势和诸多困难，时刻牢记中央企业肩负的使命，以国有资产保值增值为己任，在瞬息万变的市场环境中提前研判，抢抓机遇，开拓创新，积极勇敢地面对各方面严峻考验，各业务板块经营业绩均实现了一定增长，圆满完成国资委下达的各项年度考核指标。

In 2019, as an active player in the global civil aviation market, CAS, in face of the downward pressure of macroeconomy in China, Sino-US trade friction, B737MAX grounding, and intensified competition in the global aviation leasing industry, and other complex situations and difficulties, always kept in mind the mission of a central enterprise, maintained and increased the value of state-owned assets. Facing the ever-changing market environment, CAS made prospective studies and judgments, seized opportunities, made innovations, and actively and bravely faced the severe tests in all aspects, to achieve growth in all business segments and fulfill annual assessment indicators set by SASAC.

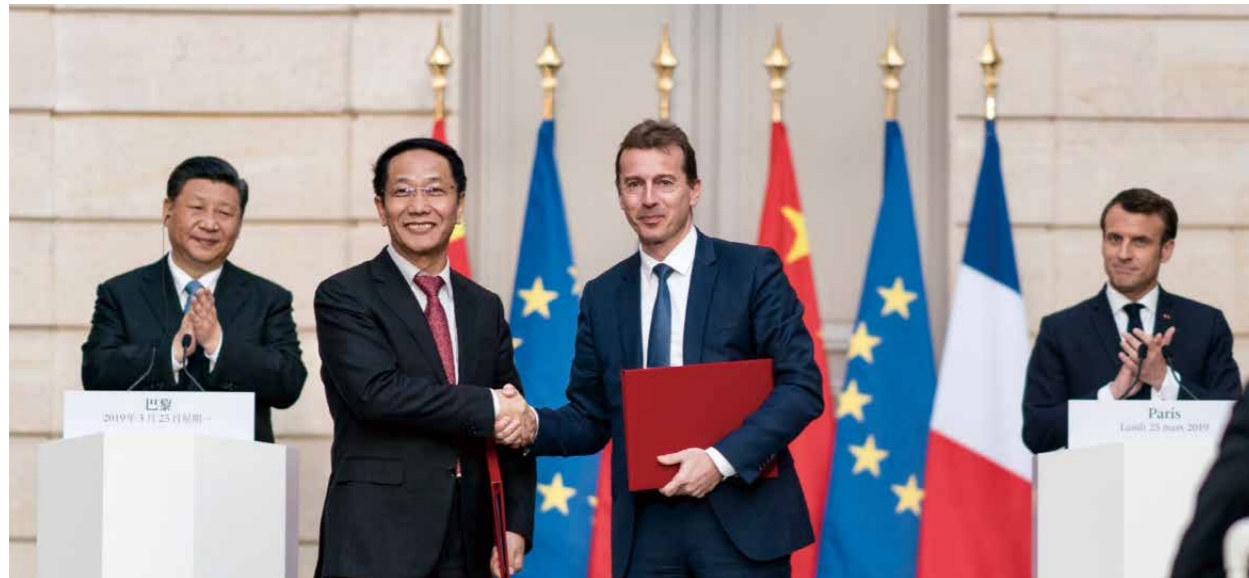
## 航空器整机保障服务

Aircraft Services

### 飞机批量采购 Package Purchase of Aircraft

中国航材与政府主管部门、飞机制造商加强沟通协调，顺畅飞机批量采购框架协议执行通道，积极履行服务国家外交外贸活动的政治责任，2019年与国际航空制造企业签署了飞机批量采购协议。

CAS strengthened communication and coordination with government authorities and aircraft makers, smoothed implementation channels of the framework agreement on aircraft package purchases, and actively fulfilled its political responsibility for serving China's foreign trade activities. In 2019, it totally delivered 115 aircraft. On March 25, it signed a batch purchase agreement on 300 Airbus aircraft with Airbus in Paris, France, an event witnessed by President Xi Jinping, who was then on a state visit to France, and French President Macron.



中国航材与空客公司签署飞机批量采购协议  
CAS and Airbus signing an aircraft package purchase agreement

## 航空租赁 Aviation Leasing

中国航材所属爱尔兰奇龙航空租赁有限公司把握市场机会，积极参与飞机租赁项目竞标，拓展融资渠道，控制公司风险，不断完善自身的管理能力。目前，拥有并管理的飞机分别租至国内外 10 余家航空公司运营。

Aerdragon Aviation Partners, Ltd., a subsidiary of CAS, grasped market opportunities and actively participated in bidding for aircraft leasing projects, expanded financing channels, controlled company risks, and continuously improved its management capabilities. Currently, it owns and manages 29 aircraft, which are leased to more than 10 airlines both at home and abroad.

## 工业合作 Industrial Cooperation

中国航材努力开展工业合作项目，固有业务持续稳步开展；积极推进并获得了 AS9120 质量管理体系证书，工业合作业务质量和管理水平进一步提升。加强与国内外航空制造企业的深度合作，着力探索发动机、富余航材、通航直升机以及非航类产品的合作，为拓展工业合作新业务奠定基础。

CAS made great efforts to carry out industrial cooperation projects and saw continuous and steady development of existing businesses including Boeing B737 vertical tails, Airbus 3D printing, SAFRAN engine disks; actively advanced and obtained the AS9120 quality management system certificate to bring the quality of industrial cooperation and its management to a new level; strengthened in-depth cooperation with aviation manufacturers both at home and abroad, focused on exploring cooperation on engines, obsolete parts, general aviation helicopters and non-aviation products, to lay the foundation for expanding new businesses in industrial cooperation.

## 航空培训 Aviation Training

中国航材通过引入国际合作，建立的华普航空发动机培训中心有限公司和集培训和客户支援设施为一体的华欧航空培训/支援有限公司，培养航空专业人才。2019年完成全年飞行和机务培训共计 2 万余小时、发动机维修及发动机管理等课程 7000 余学院天。2019年 11 月 20 日，航空发动机维修培训中心举行 LEAP 发动机培训项目启动仪式，正式开展 LEAP 系列发动机相关培训业务。同时，以此为契机推动业务协同，通过培训合作平台，搭建与发动机制造商的航材保障与服务合作桥梁，助推航材共享业务开展。

CAS has been engaged in international cooperation to cultivate aviation professionals through joining hands with Airbus to establish Huaou Aviation Training Centre & Huaou Aviation Support Centre that has integrated training and customer support facilities, and working together with HP to set up Huapu Aero-Engine Training Centre Co., Ltd. In the year 2019, CAS totally completed more than 20K hours' training on flight and maintenance and more than 7,000 academic days for HP engine MRO and engine management courses. On November 20, 2019, Aviation Engine MRO Training Center held the launching ceremony of LEAP engine training project, and officially kicked off the LEAP series engine related training business. At the same time, CAS took the opportunity to promote business synergy, and built a bridge between CAS and the engine manufacturers in fields of aviation supplies support and service cooperation through the training cooperation platforms, to ultimately booster development of pooling of aviation supplies.



华欧航空培训有限公司在北京举行仪式庆祝首台 A350XWB 全自动模拟机投入使用  
Huaou Aviation Training Centre held a celebration ceremony in Beijing for the first A350XWB



航空发动机维修培训中心 LEAP 发动机培训项目启动仪式  
The launching ceremony of LEAP engine training program of Aviation Engine MRO Training Center

## 航空器材保障服务

Aviation Supplies Support

### 航材共享 Pooling of Aviation Supplies

中国航材所属中国航空器材有限责任公司（以下简称中航材有限公司）坚持航材共享的发展理念，不断推进共享平台建设。公司拥有专业的服务保障经验以及优秀专业人员，已建立较为成熟的航材保障渠道，形成了消耗器材集中采购、PBH 和大部件租赁等多种业务模式的综合服务保障体系，进一步扩大服务保障支援的覆盖范围，与众多国内外厂商、航空维修单位保持广泛的业务联系和密切合作，为航空公司不同航材保障需求提供相应解决方案和优质服务。

China Aviation Supplies Co., Ltd. (hereinafter referred to as "CAS Co., Ltd."), affiliated to CAS, has continuously promoted the construction of the pooling platform in accordance with the development concept of the aviation supplies pooling. It boasts of professional service support experience and outstanding professionals, has established a relatively mature aviation supplies guarantee channel, formed a full-featured service support system with multiple business models such as centralized purchase of consumables, RPFH, and component leasing, and further expanded service guarantee support. It also maintains extensive business contacts and close cooperation with many domestic and foreign manufacturers and aviation MRO companies, to provide solutions and high-quality services to meet different needs for aviation supplies from airlines.

### 富余航材处置 Disposal of Obsolete Parts

2019 年，中航材有限公司经过夜以继日的努力，基本完成全国 62 个站点、约 700 万件航材清点验收工作；通过获取市场需求数据情况，完善富余航材清单分析，并与国内货运航空公司、MRO、二手销售商积极接触，全方位了解航材市场价值，制定具体航材销售方案，初步搭建销售网络，培育拓展海外销售渠道，优化销售流程，富余航材处置的能力和效率得到提升。

In 2019, CAS Co., Ltd., after working day and night, basically checked and accepted about 7 million pieces of aviation supplies at 62 sites across the country. It obtained market demand data to consummate the inventory analysis of obsolete aviation supplies, and actively contacted domestic cargo airlines, MRO, and second-hand distributors to learn about the market value of aviation supplies in an all-round way and make specific aviation supplies sales plans, thus to initially establish a sales network, cultivate and expand overseas sales channels, optimize the sales process, and ultimately improve the ability and efficiency of disposing obsolete aviation supplies.

### 周转件 PBH 共享保障 Rotables PBH Pooling Support

与海关总署和北京海关共同推动“以保税物流供应链为监管单元”的保税监管政策落地，先后在多地建立保税分拨库，带动 PBH 和保税业务效率不断提升。同时，以数字化信息为手段推动航空公司维修和航材供应系统优化，服务网络得到拓展，为未来加快推进国产民机周转件共享项目落地奠定了基础。

Working with General Administration of Customs and Beijing Customs, CAS Co., Ltd. promoted the implementation of the bonded supervision policy of "taking the bonded logistics supply chain as the monitoring unit", and successively established bonded distribution warehouses in many places, thus driving the continuous rise in efficiency of PBH and bonded business. At the same time, with the aid of digital information, it quickened the optimization of MRO and aviation supplies system for airlines, expanded the service network, thereby to lay the foundation for the accelerated implementation of the domestic civil aircraft rotables sharing project in the future.

### 大部件共享 Component Pooling

完成起落架和发动机等固定资产处置，进行相关政策研究调整，有效降低租赁到期后的资产处置难度；进一步拓宽融资渠道，加速扩大资产和业务规模；建立业务管理体系及手册，初步完成大件租赁业务的标准化工作。

CAS Co., Ltd. completed the disposal of fixed assets such as landing gears and engines, and adjusted the depreciation policy on landing gears based on market conditions to effectively reduce the difficulty of disposing assets after their lease expires; further broadened financing channels and accelerated the expansion of assets and business scale; and established a business management system and manual, to initially standardize the component leasing business.

### 集中采购 Centralized Purchase

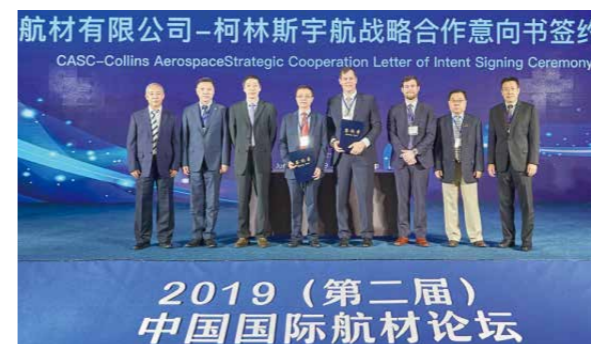
通过与国外供应商签署升级改造独家合作协议、分销产品扩展补充协议等合作形式，不断优化采购渠道，丰富业务保障模式。同时，通过持续推进香港 APL 集采能力和分销渠道建设，为航空公司提供全方位的保障服务。

Through the signing of exclusive cooperation agreements for upgrading and refitting with foreign suppliers, and supplementary agreements for the expansion of distribution products, CAS Co., Ltd. continued to optimize purchase channels and enrich the business support pattern. At the same time, by continuing to promote the construction of Hong Kong APL centralized purchase capabilities and distribution channels, it was capable of providing a full range of support services for airlines.

### IT 业务 IT Business

中航材有限公司所属中航材利顿航空科技有限公司（以下简称利顿公司）坚持创新驱动管理，启动了航材 AOG 移动端系统与 SAP 业务系统管理数据打通及系统增强，提高了业务效能及精准度。IT 项目涉及多家航空企业的机务平台建设及飞机维修与航材管理系统搭建；通过大数据技术深入应用，为航空公司综合效益评价体系建设打下重要基础，为机场经营决策分析提供支持，从而助力智慧机场建设。

CAS Bireturn Aviation Technology Co., Ltd. (hereinafter referred to as "Bireturn"), affiliated to CAS, continued to drive management with innovation, thus having expanded its business and standardized management. In 2019, it kicked off the data connection and system enhancement for aviation supplies AOG mobile system and SAP business system, thereby to raise business efficiency and accuracy and reduce management cost. Its ongoing external IT projects involved in aircraft maintenance platform construction and aircraft MRO and aviation supplies management system building. With the in-depth application of big data technologies, it has laid a solid foundation for consulting solutions for overall performance assessment systems of airlines, provided support for decision making of airports, and contributed its part to construction of smart airports.



中航材有限公司与柯林斯宇航签署战略合作意向书  
CAS Co., Ltd. and Collins Aerospace signing a letter of intent for strategic cooperation



中航材有限公司向北京飞机维修工程有限公司交付 B777-300ER 起落架  
CAS Co., Ltd. delivered B777-300ER landing gear to Ameco

## 航空维修与制造 Aviation MRO 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）坚持高质量发展，以供给侧结构性改革为主线，以国内民航维修与服务保障细分市场主导者为目标，不断探索与创新，实现了由传统的民航维修企业向深度参与航空公司保障运营的服务型企业转型。

Beijing Kailan Aviation Technology Co., Ltd. (hereinafter referred to as "Beijing Kailan"), affiliated to CAS, adhered to high-quality development, took supply-side structural reform as the main line, aimed to become the leader in the domestic civil aviation MRO and service support segment market, and continued to make exploration and innovation, to realize the transition from a traditional civil aviation MRO company to an active service provider that guarantees operation of airlines.

### 整体机轮保障 Aircraft Wheel Support

加强信息化建设，健全客户支援保障系统，整合业务流程，构建机轮刹车综合保障平台。为国内 18 家航空公司的多个主力机型提供整体机轮保障服务，服务机队数量超过数百架，年保障近 65 万次航班的正常起降，保障航线覆盖了全国主要机场。

It strengthened the information-based construction, improved the customer support system, integrated business processes, and built a wheel brake integrated support platform. So far, it has provided aircraft wheel support services for multiple main aircraft types of 18 domestic airlines, serving more than 400 fleets and guaranteeing the normal operation of nearly 650,000 flights annually, in major airports nationwide.

### 机轮刹车零部件销售 Sales of Wheel Brake Parts

北京凯兰所属三元公司积极拓展机轮刹车 OEM 零部件市场，探索实施综合零部件销售业务新模式，实现机轮刹车零部件销售业务结构转型，成为国航、东航、南航和海航四大航的合格供应商，企业效益得到明显提升。

### 航空地毯制造 Aviation Carpet Manufacturing

积极响应国家政策，开拓海外市场，与柬埔寨、尼泊尔、泰国和蒙古航空等沿线国家航空公司合作；创新开展航空公司客舱纺织用品整包服务，签订飞机地毯采购、清洗和更换安装等服务合同，充分发挥航空内饰等产品的最大附加值，促使业务量不断增加。

To implement the "Belt and Road" Initiative of China, it actively expanded overseas markets and established cooperation relationships with airlines from countries along the "Belt and Road" such as Cambodia, Nepal, Thailand and Mongolia; innovatively developed package services for airline cabin textile supplies, and signed service contracts on purchase, cleaning, replacing and installing aircraft carpets, to give full play to the maximum added value of products such as aviation interiors and thus continuously enlarge its business volume.

### 航空维修保障 Aviation MRO Support

积极响应新机场建设号召，筹建北京凯兰飞机维修工程有限公司，建立北京大兴国际机场的属地化保障能力。加强企业管理和合作，形成以自建能力为主的东部沿海维修主线布局，通过完善质量管理体系、优化生产管理，维修保障服务能力不断提升。

In response to the call for the construction of the new airport, Beijing Kailan made active preparations for the establishment of Beijing Kailan Aircraft MRO Engineering Co., Ltd., and developed the localized support capability of Beijing Daxing International Airport. Through strengthening enterprise management and cooperation, it developed the coastal MRO mainline with self-built capabilities in East China. As a result of the improvement of the quality management system and the optimization of production management, its MRO support service capabilities have been elevated continuously.

Beijing Sanyuan Aircraft Brake Technology Co., Ltd., affiliated to Beijing Kailan, actively expanded the wheel brake OEM parts market, explored and implemented a new sales model of integrated parts, and realized the structural transformation of its wheel brake parts sales business. It has become a qualified supplier of Air China, China Eastern Airlines, China Southern Airlines, and Hainan Airlines, thereby to significantly raise its profitability.



北京凯兰与华夏航空战略合作签约仪式

The signing ceremony of strategic cooperation between Beijing Kailan and China Express

## 技术装备及机场业务保障服务

### Technical Equipment and Airport Business Support

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）按照技术装备及机场业务保障服务板块“十三五”规划确定的战略目标及“双百行动”综合改革实施方案的改革路径，继续通过专业化重组整合，拓展相关产业链，招标造价咨询、导航数据服务、设备制造销售、机场服务保障等四方面业务核心能力逐步提升。通过合资设立公司，进入机场助航灯光监控系统市场领域，推动高级地面引导和泊位引导新技术在机场行业应用，奠定技术装备公司在“未来机场”建设领域的先行地位，加速技术装备公司业务转型全面开展。

China Civil Aviation Technology & Equipment Co., Ltd. (hereinafter referred to as "Technology & Equipment Company") affiliated to CAS, in accordance with the strategic goals set by the "13th Five-year Plan" for the technology & equipment and airport business support service segment and the reform path of the "Two-hundred Initiative" (an initiative that about 100 subsidiaries of the central enterprises and about 100 local state-owned backbone enterprises are selected as the targets of comprehensive reform) comprehensive reform implementation plan, continued to expand the relevant industry chain through professional reorganization and gradually elevated capabilities in four core businesses including the bidding cost consulting, navigation data services, equipment manufacturing and sales, and airport service support. It entered the airport navigation lighting monitoring system market through a JV, and promoted the application of advanced ground guidance and berth guidance new technologies in the airport industry, thus to establish its leading position in "future airport" construction, and accelerate its overall business transformation.

### 招标咨询 Bidding Consultancy

技术装备公司所属中航材国际招标有限公司市场布局持续完善，成功入围多家企业供应商库，市场占有率不断提高。

重大项目招投标业务稳中有进，多个国内机场新建、改扩建项目以及直升机、支线客机采购项目的招投标工作有序推进，专业化水平获得业主的充分肯定。

潜心打造咨询业务能力，承担了民航空管专业工程概论、预算编制办法及费用定额等修编工作；完成飞机处置论证项目和票务服务平台搭建项目的咨询服务工作；参与特种车辆运行效能提升方法及配置优化项目投标工作，为进一步拓展咨询业务市场积累经验、奠定基础。

China Aviation Supplies International Tendering Co., Ltd., affiliated to the Technology & Equipment Company, completed 558 bidding projects in 2019, and newly signed 151 bidding agency agreements and 16 purchase agency agreements. It has set up 5 bidding regional business departments and continued to improve market layout. In addition, it has been selected on the list of suppliers of many enterprises and seen continuous rise in market share.

It steadily carried forward bidding business for major projects and for a number of domestic airport construction, renovation and expansion projects, as well as helicopter and regional passenger aircraft purchase projects in an orderly manner, with its professionalism fully recognized by the clients.

It focused on building consulting business capabilities and revised and prepared the introduction to civil aviation management engineering, budget preparation methods and cost quotas; completed consulting services for aircraft disposal demonstration projects and ticket service platform construction project; participated in the bidding on special vehicle efficiency improvement methods and configuration optimization project, to accumulate experience in and lay a foundation for further expanding the consulting business market.

### 导航数据 Navigation Data

技术装备公司所属中航材导航技术（北京）有限公司稳步扩展市场，导航技术逐步从空管向航空公司拓展，集中力量保障了民用航空相关业务系统等重点项目的有序推进，情报数据和服务数据质量大幅提升。

China Aviation Supplies Navigation (Beijing) Co., Ltd., affiliated to the Technology & Equipment Company, steadily expanded the market, gradually stretched the navigation technology from air traffic control to airlines, and gathered efforts to ensure the orderly progress of major projects like the AIM project of the Information Service Center of the Air Traffic Management Bureau of the Civil Aviation Administration, Air China's performance information system, SF Express's automatic dispatch and release system, and EFBs of many domestic airlines, and greatly improved the quality of intelligence data and service data.

## 航空展会 Aviation Exhibition

技术装备公司努力打造专业会展品牌，为行业发展搭建专业化交流平台，自主办展能力同步得到提升，行业影响力不断提高。2019年，继续成功举办了第八届澳门公务航空展，在首届举办的民航技术装备及服务展上，以“智汇、智立、智成——新技术智领四型机场发展”为主题，汇集70余家国内外知名机场、空管技术设备及服务企业，展会论坛同期举行，重点围绕民航空管和机场两大领域，聚焦民航发展热点难点问题，促进新理念、新技术、新设备的研讨与运用，助力中国民航空管和机场技术向前迈进。

The Technology & Equipment Company strived to shape a professional exhibition brand and build a professional communication platform for the industry development, to gradually elevate its ability to organize exhibitions and increase its industry influence. In 2019, it again successfully held the 8th Macau Business Aviation Exhibition. At the first civil aviation technology and equipment and service exhibition, themed as "Gathering Wisdom, Building Wisdom, Developing Wisdom-Leading Development of the Safe, Green, Intelligent and Humanistic Airports with New Technologies", more than 70 well-known domestic and foreign airports and air traffic control technology equipment and service companies attended. The exhibition forum was held at the same time, focusing on the two major areas of civil aviation management and airport, highlighting the hot and difficult issues facing civil aviation development, promoting the research and application of new concepts, new technologies, and new equipment, and bringing forward China's civil aviation management and airport technologies.



第八届澳门公务机航空展  
The 8<sup>th</sup> Macau Business Aviation Exhibition

2019 民航技术装备及服务展  
Civil Aviation Technology Equipment and Service Exposition 2019



## 登机（船）桥制造与维修服务 Boarding Bridge Manufacturing and MRO Service

持续巩固传统销售业务优势，2019年与国内多个民用机场签订特种车辆和设备的采购合同，各类设备如期交付，集中力量确保了大兴国际机场等机场的顺利投运，为保障民用航空飞行安全贡献力量。技术装备公司所属中航材华德宝公司努力打造制造能力，从生产环节介入，对合同全过程进行把控，确保乌鲁木齐机场和大理机场的登机桥试运行平稳，积累登机桥制造领域经验，为后续发展打下坚实基础。



中航材华德宝公司登机桥首次在乌鲁木齐交付使用  
Boarding bridges of CAS Huadebao delivered and in operation for the first time in Urumqi

It continued to consolidate its strength in traditional sales business. In 2019, it signed purchase contracts for special vehicles and equipment with many domestic civil airports, and concentrated our efforts to ensure the smooth operation of Daxing International Airport and the delivery of equipment on schedule, which effectively guaranteed the smooth construction of Beijing Daxing International Airport and contributed to the safety of civil aviation flight. CAS Huadebao, a subsidiary of the Technology & Equipment Company, strived to build manufacturing capabilities, started from the production process to control the entire contract process, ensured the smooth operation of boarding bridges at Urumqi Airport and Dali Airport, and accumulated experience in manufacturing of boarding bridges, to lay a solid foundation for future development.

## 公务机服务 Jet business

技术装备公司所属华诺公司创新开展公务机清洁业务，通过与各地FBO建立深入合作成为指定清洁供应商的经营模式，树立了行业服务标杆，成功化解了原公务机清洁市场无序竞争的局面，统一市场定价，进一步提高了市场占有率和业务盈利水平。同时，拓展了与公务机相关的航材采购、报关、仓储、运输、退件、人员场内摆渡、工具设备配送、机库租借、试车位租借、飞机拖曳、飞机放行等延伸服务，不断增强客户黏性和忠诚度。

Huanuo, a subsidiary of the Technology & Equipment Company, carried out the business jet cleaning business in an innovative manner. Through in-depth cooperation with FBOs in various places, it became their designated cleaning provider and thus set up an example for the industry, successfully ended the disorderly competition in the original business jet cleaning market, set a unified market price, to further increase its market share and business profitability. At the same time, it extended services related to business jets such as aviation supplies purchase, customs declaration, warehousing, transportation, return, personnel ferrying, tool and equipment distribution, hangar leasing, test parking leasing, aircraft towing, and aircraft release, to continuously enhance the customer stickiness and loyalty.



公务机清洁  
Business jet cleaning

## 通用航空发展及保障服务

### General Aviation Development and Support Service

中国航材所属中国通用航空有限责任公司（以下简称中国通航）坚持以“建设名副其实的通航运营国家队”战略目标为指引，以担当和重振为主题，努力保障海陆石油、航空护林、航空摄影、海事空巡等传统项目的持续、稳定、健康发展，不断开拓新的业务市场，强化安全责任落实，全年实现安全飞行数千小时，起降数万架次。未发生飞行事故、航空维修事故、地面安全事故及通用航空事故症候，实现 2019 安全年，保持 34 年行业安全生产飞行纪录。

China General Aviation Co., Ltd. (hereinafter referred to as "CGAC"), affiliated to CAS, adhered to the strategic goal of "building a veritable general aviation operation national team", and took responsibility and revitalization as the theme, and strived to ensure continuous, stable and healthy development of traditional projects such as the onshore/offshore oil, aviation forest protection, aviation photography, and maritime air patrol, constantly explored new business markets, strengthened the implementation of safety responsibilities, and achieved 7,005 hours of safe flight throughout the year, having 23,634 takeoffs and landings. No flight accident, aviation maintenance accident, ground safety accident or general aviation accident happened, thus to successfully complete the safety work targets for the year 2019, make the year 2019 a safe year and safeguard the industry safety production and flight record for 34 years.

#### 打造航空应急救援“国家队” Create a "National Team" for Aviation Emergency Rescue

中国通航积极响应国家航空应急救援能力建设，全面启动米 171 直升机引进工作，通过经营性租赁方式分批引进组建机队投入航空应急救援市场，重新确立在该机型上的技术和经验优势，为切实打造航空应急救援“国家队”奠定基础。

CGAC actively responded to the construction of the national aviation emergency rescue capabilities, fully introduced the M171 helicopters, introduced and organized fleets in batches by means of operative leasing to the aviation emergency rescue market, and re-established its technical and experience advantages in this aircraft, to lay the foundation for creating a "national team" for aviation emergency rescue.

#### 培养航空医疗救援专业能力 Cultivate Professional Capabilities in Aviation Medical Rescue

立足运营资质建设，积极开展航空医疗救援能力和专业队伍能力培养，为达到“强身健体”，恢复和优化米 171 专业技术队伍能力，建立 H135、AC313 和国王 350 机队能力；加强专业队伍针对性能力培养，为拓展航空医疗救援相关业务做好优势能力储备。

Based on the construction of operational qualifications, CGAC actively cultivated the aviation medical rescue capabilities and professional team capabilities. For that end, it restored and optimized the capabilities of the M171 professional technical team, established the capabilities of the H135, AC313 and King Air 350 aircraft; strengthened cultivation of pertinent capabilities of the professional team, to reserve strength and capabilities for expanding the aviation medical rescue related businesses.

#### 探索飞行服务站建设 Explore the Construction of Flight Service Stations

响应国家低空飞行服务保障体系建设号召，借助运控队伍技术能力，积极探索华北地区 A 类飞行服务站建设，实现技术能力的向外输出。

In response to the call for the construction of the national low-altitude flight service support system and with the help of the technical capabilities of the operation control team, CGAC actively explored the construction of class-A flight service stations in North China to export its technical capabilities.

#### 探索进入公务机托管市场 Explore to Enter the Business Jet Custody Market

依托中国通航的品牌优势，与民营企业合作开展公务机托管服务，积极探索相关地面服务业务。公务机有望成为公司 2020 年新的利润增长点。

Relying on its brand advantage, CGAC cooperated with private enterprises to develop business jet custody services and actively explored related ground service businesses. As a result, business jets are expected to become the company's new profit growth point in 2020.

#### 做优通航服务保障业务 Optimize the General Aviation Service Support Business

中国通航所属中国航材集团通用航空服务有限公司完成了通航航材共享平台建设，实现重点机型、重要航材常态化共享，国内规模前十的国资通航公司已加入平台。首次利用东疆自贸区税收减免政策，稳步推进俄制飞机引进，开启了米 171 直升机自营和代理业务，代理 L410 飞机在用户开发上取得实质性突破。

Its affiliate China General Aviation Service Co., Ltd. completed the construction of the Pooling Platform Company for Aviation Supplies, to realize the normal pooling of key models and important aviation supplies. CGAC, one of the Top10 companies in China, has joined the platform. For the first time, it made use of the tax reduction and exemption policy of the Dongjiang Free Trade Zone, to steadily promote the introduction of Russian-made aircraft, and started the self-operated and agency business of M171 helicopters, and made substantial breakthroughs in the user development of the L410 aircraft.



中航材通航服务公司成功交付两架米 171 直升机  
CGAC successfully delivered two M171 helicopters

“中国航材通用航空器材共享平台”正式上线  
Official launching of "CAS General Aviation Supplies Pooling Platform"



中国航材所属中航材航空救援股份有限公司（以下简称中航材航空救援公司）立足于国家应急管理需求，以搭建全国航空应急救援资源调度信息平台为主体，梳理收录了包括应急重点场站、航空器及起降场信息、航空公司、作业资源点、服务保障单位和其他救援单位在内的上万个航空应急相关资源项、近 10 万条属性信息，有效支撑航空应急救援体系建设。

China Aviation Materials Aviation Rescue Co., Ltd. (hereinafter referred to as "CAS Aviation Rescue Company"), started from the national emergency management needs and built a national aviation emergency rescue resource scheduling information platform, which integrated and collected more than 9,500 aviation emergency-related resources and nearly 100,000 pieces of attribute information covering major emergency stations, aircraft and landing site information, airlines, operational resource sites, service support units and other rescue units, to effectively support the construction of the aviation emergency rescue system.



## 深化改革，内生活力和动力持续激发

Deepen Reforms to Further Stimulate Internal Vitalities and Motivations

2019 年是国企改革攻坚年，中国航材高度重视国资委关于国企改革发展的工作部署，坚持把党的领导和完善公司治理统一起来，不断增强集团内生活力和发展动力。坚持以供给侧改革为主线，坚持“一企一策”，推进“双百行动”，积极推进混合所有制改革，建立健全约束机制，切实将改革作为企业高质量发展的驱动力。

The year 2019 is a crucial year for the reform of state-owned enterprises. CAS attached great importance to the work deployment of SASAC on the reform and development of state-owned enterprises, insisted on unifying the Party's leadership and corporate governance improvement, and continuously enhanced the vitalities and development motivations of the Group. It adhered to the supply-side reform as the main line, upheld the "enterprise-specific measures", promoted the "Two-hundred Initiative", actively advanced the reform of mixed ownership, established a sound restraint mechanism, and earnestly make reform a driving force for the high-quality development.

### 进一步完善现代企业体制机制

Further Improve the Modern Enterprise System and Mechanism

中国航材全面贯彻落实两个“一以贯之”，明确党组织在公司法人治理结构中的法定地位，把党的领导融入公司治理各个环节，全面完成将党建工作要求纳入公司章程工作，形成党委领导、董事会决策、纪委监督、党办/董办和行政办主抓主办、纪检和法律等职能部门协同的有效工作体系。集团公司董事会不断健全完善工作体系、规范运作程序，充分履行“定方向、决大事、控风险”职能。

中国航材所属企业 37 户（不含参股企业），其中，混合所有制企业 5 户，包括 2 家科技型企业。通过与非国有方合资新设和投资入股非国有企业等形式推动混合所有制改革，实现了国有资本与非公经济优势互补，各取所长，共同发展。

CAS fully implemented "ensuring Party's leadership in state-owned enterprises and establishing the modern enterprise system", clarified the legal status of the Party in the corporate governance structure, integrated Party leadership into all aspects of corporate governance, and fully brought the Party building work under the Company's articles of association, to form an effective work system featuring the leadership of the Party committee, decision-making by the board of directors, supervision by the disciplinary committee, heading by the Party Office/ Office of Board of Directors/Administrative Office, and coordinated by functional departments like the disciplinary inspection, and legal departments. The board of directors of the Holding Company continued to improve its work system, standardize operating procedures, and fully perform the functions of "setting directions, determining major issues, and controlling risks".

CAS has 37 affiliates (excluding shareholding companies), of which 5 have the mixed ownership, including 2 technical companies. It promoted reform of the mixed ownership through the establishment of JV with and injecting investment in the private parties, to realize the complementary advantages of state-owned capitals and the private economy.

### 稳妥推进三项制度改革

Steadily Boost Reform of "Three Systems"

三项制度改革既是中国航材深化改革，促进企业瘦身健体、提质增效的重要抓手，更是增强公司发展活力、提高竞争力的迫切需要。中国航材高度重视、精心组织，成立三项制度改革领导小组和工作小组，制定《中国航材深化三项制度改革方案》，对标中央企业改革先进典型，先后通过企业负责人任期制改革、干部层级改革、薪酬结构优化改革、企业年金方案；将集团总部和“双百行动”企业作为试点单位，先行先试，针对干部培养、人才梯队建设、人员选聘、市场化分配机制等方面积极稳妥推进，力度不断加大，成效初步显现。

Reform of "Three Systems" is not only an important starting point for CAS to deepen its reforms, promote streamlining and elevate quality and efficiency, but also an urgent need to enhance its vitality and competitiveness. For that end, CAS has attached great importance and made meticulous organization, set up a leading group and working group for the reform of the Three Systems, formulated the Program for Deepening the Reform of the Three Systems, taken models of central SOEs in reform as the standard, and successively passed the reform of the tenure system of corporate leaders, the reform of the cadre hierarchy, the optimization of the salary structure and the plans for enterprise annuities; taken the Group headquarters and the "Double-hundred Initiative" enterprises as pilots to carry out trials, and actively and steadily promoted reform measures in terms of cadre cultivation, talent echelon construction, personnel selection and employment, and market-based distribution mechanisms. Through continuously increased efforts, CAS has witnessed primary achievements in the reform.

### 积极推进“双百行动”企业改革

Actively Promote "Two-hundred Initiative" Enterprise Reform

中国航材所属技术装备公司和利顿公司两家“双百行动”企业制定完善综合改革方案，分别在员工持股、股权激励、超额利润分配、负责人任期制等措施，以及稳妥推进业务整合和上市计划等重点任务上深入推进，不断健全市场化经营机制。为加快推进以利顿公司为题材的航材共享平台整体上市，有效利用资本市场助推企业做优做强做大，集团层面成立上市工作领导小组，全面指导集团有关上市工作，最大限度整合资源，加快改革进程。

The Technology & Equipment Company and Bireturn, both the affiliates of CAS and under the "Two-hundred Initiative", formulated and improved comprehensive reform plans, further advanced measures related to employee stock ownership, equity incentives, excess profit distribution and the tenure system for responsible persons, and major tasks like business integration and listing, and continuously perfected market-oriented operating mechanisms. In order to accelerate the overall listing of the aviation supplies pooling platform with Bireturn as the theme and effectively use the capital market to help CAS become better, stronger and larger, the Holding Company set up a leading group for listing to provide overall guidance for listing works, maximize integration of resources and accelerate the reform process.

### 不断深化供给侧结构性改革

Continue to Deepen Supply-side Structural Reform

中国航材聚焦做强做优主业，在巩固传统飞机批量采购和航材保障业务的同时，大力发展战略性新兴产业，预先布局通用航空产业，开展通用航空国有企业整合行业研究工作，中国通航航材共享平台正式上线并投入运营。

CAS focused on strengthening and optimizing its main business. While consolidating traditional aircraft centralized purchase and aviation supplies support business, it vigorously developed strategic emerging industries, made prospective layout for the general aviation industry, and conducted industry research work on the integration of general aviation state-owned enterprises. CAS Aviation Supplies Pooling Platform was officially launched and put into operation.

### 扎实做好“总部机关化”专项整改

Solidly Conduct Special Rectification of "Headquarters Institutionalization"

中国航材将做好“总部机关化”专项整改作为当前及今后一段时期的重要任务，紧紧围绕国资委立行立改九个方面成立专项工作组，制定专项整改方案，明确整改时限和责任部门，标本兼治、立行立改与建立长效机制相结合，进一步明晰总部职能定位，优化更为科学的机构和岗位设置，建立更加合理的组织体系，在部门数量和人员数量上进行严控；精简审批事项、加大授权放权，严格限定运营管控事项和范围；优化工作流程、提升决策效率，改进文风会风、规范检查调研，转变工作方式，强化服务意识；打造高素质人才队伍、培育优秀企业文化，切实消除总部机关化弊病、提高总部治理效率取得阶段性成果。

CAS would conduct special rectification and reform of "headquarters institutionalization" as an important task at present and for a period of time in the future. It has set up a special working group targeting at the nine aspects to be immediately addressed as set by SASAC, formulated a special rectification plan, clarified the rectification time limit and responsible department, sought both temporary and permanent solutions, combined the immediately rectification with long-term mechanism, further defined the functional positioning of the headquarters, optimized setting of institutions and posts in a more scientific manner, established a more reasonable organizational system, and strictly controlled the number of departments and personnel; streamlined examination and approval matters, increased authorization and decentralization, strictly limited operation control matters and scope; improved work flow, raised decision-making efficiency, refined the writing and meeting styles, standardized inspection and research, changed work methods, and intensified service awareness; built a high-quality talent team and cultivated an excellent corporate culture, eradicated drawbacks of headquarters institutionalization and achieved phased outcomes in improvement of headquarters' governance efficiency.

## 守正出新，集团市场竞争力进一步提升

Base on the Tradition and Make Innovations to Further Enhance Market Competitiveness

### 签署航空租赁再融资协议

Sign the Aviation Leasing Refinancing Agreement

中国航材所属奇龙公司增强全球飞机租赁市场和财务分析能力，根据机队现状对老龄飞机加以研究，成功完成多架到期飞机的再营销再租赁，签署多架飞机资产包的再融资协议，团队管理能力再上新台阶。有效降低了公司资金成本，增加公司资产运作的灵活性，释放出更多的现金流以应对未来市场中的商业机会。

Aerdragon, a subsidiary of CAS, strengthened its global aircraft leasing market and financial analysis capabilities, studied the midlife aircraft based on the status of the fleet, successfully completed the remarketing and re-leasing of multiple expired aircraft, and signed the refinancing agreement on multiple aircraft asset packages, bringing its team management ability to a new level. It effectively reduced the its capital cost, increased flexibility of asset operation, and released more cash flow to respond to business opportunities in the future market.



奇龙公司向 IndiGo 交付的第一架 A320Neo 飞机  
The first A320Neo plane delivered by Aerdragon to IndiGo

### 推动智慧机场建设

Promote the Construction of Smart Airports



助航灯光和助航灯光单灯监控系统  
Navigation lighting and the navigation lighting single-light monitoring system

中国航材所属技术装备公司积极参与中国民航“四型机场”建设，推进新技术在行业的应用，为北京大兴国际机场引进助航灯光监控系统，为机场运营提供助航灯光智能化管理方案，助力北京大兴国际机场，实现高级地面引导系统四级标准，达到全球领先水平，为推动民航实现高质量发展目标贡献力量。

The Technology & Equipment Company actively participated in the construction of safe, green, intelligent and humanistic airports in China civil aviation, promoted the application of new technologies in the industry, introduced a navigation lighting monitoring system for Beijing Daxing International Airport, and provided intelligent management solutions for navigation lighting for the airport operations. In this way, it assisted Beijing Daxing International Airport to achieve the Level-4 standard for advanced ground guidance system and reach the world's leading level, thus contributing to the high-quality development goals of civil aviation.

## 责任担当，国家重大战略任务主动作为

Shoulder Responsibilities to Take the Initiative to Implement Major National Strategic Tasks

### 全力支持国产飞机发展

Fully Support the Development of Domestic Aircraft

支持国产民机发展是推动新时代民航强国的重要任务。2019年，中国航材所属中航材有限公司进一步深化与中国商飞等企业的合作，助力民族航空工业走出去，全力支持 ARJ21 全国产机队建设，借鉴现有平台经验，制定了符合国产飞机，含集中采购、小时付费和大部件租赁等多种业务的新型航材保障服务模式。

Supporting the development of domestic civil aviation aircraft is an important task to build a strong civil aviation country in the new era. In 2019, CAS Co., Ltd., a subsidiary of CAS, further deepened cooperation with AVIC and COMAC, helped the national aviation industry to go global, fully supported the construction of ARJ21 national production fleet, learned from the experience of the existing platform, and formulated a new aviation supplies support service pattern applicable to the domestic aircraft and integrating multiple businesses such as centralized purchase, RPFH and component leasing.



中国航材杨晓明总经理赴中国商飞公司交流座谈  
Yang Xiaoming, GM of CAS, present at COMAC for exchange and discussions

### 积极促进应急救援航空体系建设

Actively Promote the Construction of Emergency Rescue Aviation System

2019年，习近平总书记在中央政治局第十九次集体学习时指示“要加强航空应急救援能力建设，完善应急救援空域保障机制”，明确了航空应急救援在国家应急管理体系和能力建设中的工作方向。中国航材所属中航材航空救援公司以搭建全国航空应急救援资源调度信息平台为主体，立足国家应急管理需求，依托强大的资源整合实力，实现全天候对全域应急救援航空力量“看得见、叫得到、控得住”的服务目标，用实际行动践行央企的使命与担当。

In 2019, at the 19th collective learning of the Political Bureau of the Central Committee, General Secretary Xi Jinping instructed “to strengthen the construction of aviation emergency rescue capabilities and improve the emergency rescue airspace support mechanism”, to set the working direction of the aviation emergency rescue in the national emergency management system and capability building. Focusing on building a national aviation emergency rescue resource scheduling information platform and starting from the national emergency management needs, CAS Aviation Rescue Company, affiliated to CAS, relied on its strong resource integration capabilities to realize the “visible, accessible and controllable” all-weather emergency rescue aviation forces in the whole region and fulfill the mission and responsibility of the central enterprise with practical actions.



全国航空应急救援资源调度信息系统示意图  
Schematic diagram of the national aviation emergency rescue resource scheduling information system

## 开放合作，品牌价值和影响力不断提升

Uphold Openness and Cooperation to Continuously Elevate Brand Value and Influence

中国航材充分利用国际国内两个市场，在民航对外开放合作的历程中，引进国外优质产品和技术，立足服务民用航空产业发展，坚持协同合作、互利共赢，在拓展对外开放中不断提升技术创新能力、品牌价值和行业影响力，为助力民族航空产业走向世界，进一步完善我国航空产业体系做出不懈努力。

CAS made full use of both domestic and international markets. In the course of opening up and cooperation, it introduced high-quality foreign products and technologies, based on serving the development of the civil aviation industry, insisted on collaborative cooperation and mutual benefit, and has continuously improved its technical innovation capability, brand value and industry influence in the opening-up process, to make unremitting efforts to help the national aviation industry go global and further consummate China's aviation industry system.

## 进一步扩大对外合作交流

Further Expand Foreign Cooperation and Exchanges

中国航材积极践行“走出去”战略，拜访国家部委、各省市地方政府、国际行业组织和监管部门，与中国能建、中国信科、南光集团等一流中央企业座谈交流，密切走访中国商飞、波音、空客等国内外行业合作伙伴，交流行业动态和集团发展，对标优秀央企的先进经验，融入世界航空产业，聚焦区域经济发展，探讨扩大高水平的开放合作空间。

CAS actively implemented the "going global" strategy, visited national ministries and commissions, provincial and municipal local governments, international industry organizations and regulatory agencies, and held discussions with leading central enterprises such as CASC, CEEC, CICT and Nam Kwong, closely contacted AVIC, COMAC, Boeing, Airbus and other domestic and foreign industry partners to exchange industry dynamics and group development, learned from the advanced experience of outstanding central enterprises, integrated into the world aviation industry, focused on regional economic development, and explored and expanded the high-level open cooperation space.



中国通用航空有限责任公司在天津滨海新区塘沽直升机场开展海上应急救援演练。国家应急管理部副部长孙华山、应急管理部森林消防局副局长闫鹏现场观看演练，并对中国通航公司塘沽直升机场进行了实地调研。

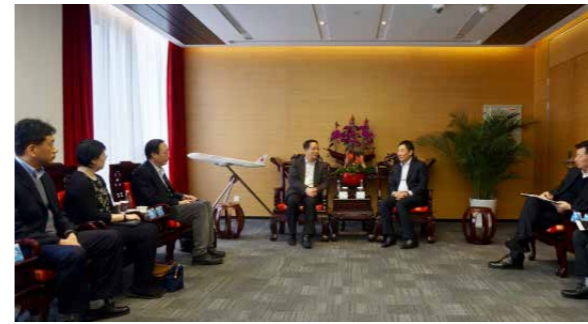
China General Aviation Co., Ltd. conducted emergency rescue drill at Tangu Heliport in Tianjin Binhai New Area. Sun Huashan, Deputy Minister of the Ministry of Emergency Management, and Yan Peng, Deputy Commander of the Forest Fire Bureau of the Ministry of Emergency Management, watched the drill on-site and conducted field investigations on Tangu Heliport of China General Aviation Company.



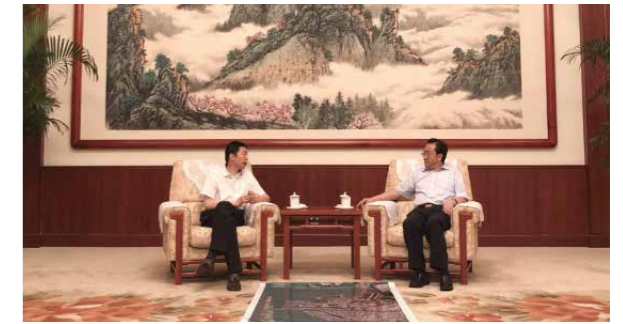
贾宝军董事长拜会海南省省长沈晓明  
Chairman Jia Baojun calls on Shen Xiaoming, governor of Hainan Province



北京市副市长王红调研中国航材集团公司  
Wang Hong, Deputy Mayor of Beijing, investigated CAS



贾宝军董事长会见东航集团总经理李养民  
Jia Baojun, Chairman of CAS, went to AVIC Hafei Company for research and exchange



杨晓明总经理会见天津市委常委、常务副市长马顺清  
Yang Xiaoming, GM of CAS, met with Ma Shunqing, member of the Standing Committee and Executive Deputy Mayor of Tianjin

## 积极参与行业展会和论坛

Actively Participate in Industry Exhibitions and Forums

中国航材先后举办了第二届中国国际航材论坛、2019年民航技术装备及服务展、第八届澳门公务航空展、第24届民航飞机航线维修暨航材互援年会，参加了民航发展论坛、第五届天津直博会、两航起义70周年座谈会、第二届中国国际进口博览会，通过签约、论坛、飞行表演等多种形式，向外界展现了中国航材作为专业民航保障服务商的形象，行业品牌影响力进一步提升。

CAS successively held the 2019 International Forum on China Aviation Materials, the 1st China Civil Aviation Technology Equipment and Service Exposition 2019, the 8th Business Aviation Exhibition, and the Twenty-fourth Maintenance and Spare Support Meeting, attended China Civil Aviation Development Forum, the 5th China Tianjin International Helicopter Expo, the 70th Anniversary Symposium of the Uprising of the Two Airlines and the 2nd China International Import Expo, demonstrated to the world the image of CAS as a professional civil aviation supplies service provider in forms of signing agreements, forums, and flight performances, and hence further raised its industry brand influence.



民航发展论坛上中国航材与中国民航管理干部学院举行战略合作签约仪式  
Signing ceremony for strategic cooperation between CAS and Civil Aviation Management Institute of China



2019 民航技术装备及服务展  
The 1st China Civil Aviation Technology Equipment and Service Exposition 2019



第八届澳门公务航空展  
The 8<sup>th</sup> Business Aviation Exhibition

# 02

## 安全环保责任

Responsibilities  
in Safety and  
Environment  
Protection



安全生产，筑牢铜墙铁壁  
节能减排，守护绿水青山

CONDUCT SAFE PRODUCTION TO LEAVE NO CHANCE TO  
ACCIDENTS; SAVE ENERGY AND REDUCE EMISSIONS TO  
PROTECT GREEN WATERS AND MOUNTAINS



## 落实安全生产

Implement Safety Production

中国航材牢固树立安全发展理念，全面贯彻落实现代民航局对安全工作的各项部署要求，按照年初确定的工作思路和计划，转变安全管理理念，抓好安全队伍建设，严守民航安全底线，以作风建设为导向，以隐患排查治理为抓手，努力提升综合安全保障能力，继续保持全年安全生产无事故的良好局面。

CAS firmly upheld the concept of safety development, fully implemented the deployment requirements of SASAC and CAAC, updated the safety management concept in accordance with the work thinking and plans set at the beginning of the year, built the safety team, safeguarded the safety bottom line of civil aviation, took the working style construction as guidance and started from the investigation and management of hidden dangers to improve the comprehensive safety guarantee capability, and continue to maintain the good situation of zero accident thought the year.

## 健全安全管理体系

Improve the Safety Management System

### 完善安全管理组织机构

Consummate the Safety Management Organization Structure

2019年，中国航材及时调整了总部安全生产内部组织机构，补充管理人员、明确岗位职责与分工、加强对全集团的安全业务管理。中国航材和各二级公司均建立安全生产委员会，实行安全例会制度。

In 2019, CAS timely adjusted the internal organization of safety production at the headquarters, supplemented management personnel, clarified job responsibilities and division of labor, and strengthened the safety business management of the entire Group. CAS and its secondary companies have established safety production committees and exercised a regular safety meeting system.



安全生产委员会会议  
Safety Production Committee meeting

### 加强安全管理体系建设

Strengthen the Construction of Safety Management System

为使安全管理工作更加制度化、规范化，中国航材聘请专业的安全管理咨询公司在全集团安全生产管理工作开展为期三年的全面咨询规范工作，对制度体系、组织体系、考核体系进行全面梳理优化细化，初步构建起安全责任体系、安全考核体系、安全应急管理体系等基础体系。为进一步深入开展全面安全体系建设工作，提升集团安全管理水平奠定坚实基础。

In order to make the safety management work more institutionalized and standardized, CAS hired a professional safety management consulting company to conduct a three-year comprehensive consulting and standardization work on safety production management of the Holding Company, comprehensively sort out, optimize and detail the institutional system, organizational system, and assessment system, preliminarily establish basic systems such as the safety responsibility system, safety assessment system, and safety emergency management system, thereby to lay a solid foundation for further in-depth development of a comprehensive safety system and improvement of its safety management level.

### 安全责任层层落实

Implement Safety Responsibilities at All Levels

2019年，中国航材对所属各单位的安全责任书进行详细审核，使之制度化、系统化，更有针对性、更全面、更便于量化执行。各单位、各部门积极响应，认真落实，逐层签署，保证了安全管控体系的完备性。

In 2019, CAS conducted a detailed review of the safety responsibility documents of its affiliates to make them institutionalized, systematic, more pertinent, more comprehensive, and easier to be quantified and implemented. Such documents were actively responded, earnestly implemented and signed level by level in all affiliates and departments, to ensure the completeness of the safety management and control system.

## 落实安全主体责任

Define Responsibilities of the Safety Subject

中国航材深入学习领会习近平总书记关于安全生产工作的重要指示批示精神，牢固树立以安全生产为中心的思想，正确处理安全与发展、安全与效益的关系，始终把安全作为头等大事来抓。2019年，集团各级安全生产监管部门持续加大对落实安全生产工作的监管力度，狠抓主体责任落实，及时发现并解决安全问题，确保全年安全生产。

CAS thoroughly studied and understood the spirit of General Secretary Xi Jinping's important instructions on production safety, firmly developed the idea of safety production first, correctly handled the relationship between safety and development, and safety and efficiency, and always regarded safety as the top priority. In 2019, the safety production supervision departments at all levels of the Holding Company continued to increase the supervision force on the implementation of safety production work, paid close attention to the implementation of main responsibilities, and timely identified and resolved safety issues to ensure safe production throughout the year.

中国通航在专业队伍资质建设、能力提升上取得显著成效。通过系统培训，一线班组持证上岗人员增加，安全保障能力持续优化。强化以“一强三提”为抓手的内控管理制度，持续开展严格的内外部安全审计和整改落实，全力确保飞行安全，顺利实现第34个安全生产年，被民航华北局评定为2019年度安全考核达标单位。

China General Aviation has achieved remarkable results in the qualification building and capability improvement of professional teams. As a result of systematic training, the number of certified personnel in the front-line teams was increased, to continuously optimize the safety assurance capabilities. It strengthened the internal control and management system with "One Strengthening, Three Improvements" as the starting point, continued to carry out strict internal and external safety audits and implement rectifications to ensure flight safety. In the whole year, it realized a total of 7,005 hours of safe flight and 23,634 flights, free of aviation accident or incident, ground production accident, or safety production incident involving personal injuries. Its rate of serious errors was 0.43 per 10K flights and rate of general errors was 0.43 per 10K flights, both significantly lower than those set at the beginning of the year, to realize the 34th safety production year and as such, was ratified by CAAC North China Regional Administration to be the Company Passing 2019 Safety Assessment.

北京凯兰建立健全安全生产管理组织机构，夯实企业安全生产管理基础工作，强化对所属生产企业的现场监督检查，深化对生产车间、库房等重点部位的隐患排查，选择第三方专业机构进行“消电检”，以问题为导向，实施生产场所环境监控、用电线路安全改造、完善车间安全警示标识等整改措施；组织安全生产培训、安全知识问答等活动，采取多项职业卫生健康防护措施，有效提升全员安全生产意识，推进安全生产管理法制化、标准化、规范化、系统化，企业安全生产管理水平不断提升，实现全年安全生产无事故。

Beijing Kailan established a sound safety production management organization, consolidated the basic work of enterprise safety production management, strengthened on-site supervision and inspection of its affiliates, deepened the investigation of hidden dangers in key parts such as production workshops and warehouses, and selected third-party professional organizations for "inspection of fire control electrical equipment". Guided by problems, it implemented such rectification measures as monitoring the environment of the production sites, renovating power lines, and improving safety warning signs in workshops; organized activities like safety production training and safety knowledge questions and answers, and took a number of occupational health and health protection measures to effectively improve all employees' work safety awareness, promote the legalization, standardization, and systemization of safety production management, continuously improve the level of enterprise safety production management, and achieve zero-accident production over the entire year.

资产公司高度重视日常安全防范工作，采取多种有效措施，防患于未然。对集团办公园区实行消防和供配电网格化管理，规范消防安全设施的维修保养，对应急灯、疏散指示灯系统等进行常态化检查，建立日夜园区巡查登记制度；强化园区车辆及人员出入登记管理制度；注重机动车驾驶员思想建设，提升驾驶员的安全意识和服务意识；严把员工食堂的食品采购、制作、储存关，确保食品安全，为园区整体安全运行提供强有力的保障。

The Asset Company attached great importance to daily safety precautions and adopted effective and proactive measures to prevent problems. It implemented grid management of fire protection and power supply and distribution in the office blocks of the Group, standardized the maintenance of fire safety facilities and equipment, conducted normal inspections of emergency lights and evacuation indicator systems, and established a daytime and night park inspection registration system; strengthened the vehicle and personnel registration management system in the park; highlighted the ideological construction of motor vehicle drivers to enhance their safety awareness and service awareness; strictly controlled the purchase, production and storage of food for the staff canteen to ensure food safety and provide a strong support for the overall safe operation of the park.

## 开展安全技能培训

Provide Training on Safety Skills

中国航材按照年度安全培训计划，开展多形式、有针对性的各类安全知识、安全技能、岗位技能培训。集团总部先后组织了安全知识自学答题、驾校安全驾驶体验、火灾自救现场演示活动，并发放安全教育小册子，进行课堂讲授、外出参训等多种形式的培训，有效提高了员工的安全意识和安全知识水平。

集团所属各公司结合实际情况有针对性的开展消防、交通、应急救护、职业健康防护等培训，有效提高了各级员工的安全防范责任和安全防护能力，企业安全生产的管控能力也普遍得到提升。

In accordance with its annual safety training plan, CAS provided pertinent trainings on safety knowledge, safety skills, and job skills in many forms. The headquarters of the Company organized self-study questions on safety knowledge, safe driving experience in driving schools, and on-site fire self-rescue drills, and distributed safety education brochures, carried out various forms of training such as classroom lectures and out-of-office training, which effectively raised employees' safety awareness and safety knowledge.

The Company's affiliates carried out targeted trainings on fire protection, transportation, emergency care, occupational health protection based on their specific conditions, effectively improving the safety responsibilities and safety prevention capabilities of employees at all levels, and hence generally raising the safety production management and control capability of the company.

组织员工赴驾校进行安全驾驶培训

Employees receiving training on safety driving in the driving school



## 做好专题应急演练

Conduct Themed Emergency Drills

2019年中国航材实施了实景消防应急疏散演练，有效提高了员工消防自救意识，修改完善了消防应急疏散程序，优化了逃生路线，为集团办公场所配备了必要的消防和应急救援用品，增强了企业防灾自救能力。

中国通航建立应急管理部，先后开展直升机应急抢险、S-92直升机地面失火、航空器冲出跑道等多次应急演练，应急管理和响应能力有了大幅度的提高；凯兰公司开展消防综合应急演练，应急逃生、火情扑救演练，提升了员工的消防安全意识，锻炼了员工火情处置能力；航毯公司开展综合应急预案和灭火应急演练，提升了队伍的综合应急响应水平。

In 2019, CAS conducted a live fire emergency evacuation drill, which effectively improved employees' awareness of self-rescue, revised and improved fire emergency evacuation procedures, optimized escape routes, and provided necessary firefighting and emergency rescue supplies for the office premises to enhance the disaster prevention and self-rescue ability of the Company.

China General Aviation set up an emergency management department, and successively carried out 7 emergency drills including helicopter emergency rescue, S-92 helicopter ground fire, and aircraft overshooting the runway, to greatly increase its ability of emergency management and response. Kailan carried out comprehensive fire emergency drills, emergency escape and firefighting drills, to elevate employees' awareness of fire safety and exercised their fire handling capabilities. Beijing Aircraft Carpet Co., Ltd. conducted comprehensive emergency plans and firefighting emergency drills, to raise the team's comprehensive emergency response level.

集团总部“安全生产月”消防应急疏散演练活动

"Safety Production Month" fire emergency evacuation drill at the Company's headquarters



中国通航应急演练

Emergency drill of China General Aviation

## 实施安全生产大检查

### Implement Safety Production Inspection

2019年，正值建国70周年大庆，中国航材坚持隐患防治并举，对所属各公司深入开展了安全生产大检查，持续开展危险源辨识和隐患排查治理，加大专项检查工作力度，提高突击检查次数。针对安全隐患，及时出手、深挖内因，确保安全问题早发现，早解决。先后组织四期安全大检查，涵盖八家二级单位、三家三级单位、十多个部门、一个运行施工基地。集团公司全员参与，集团领导带队检查指导，确保全年安全生产无事故，切实担负起企业的安全责任。

In 2019, marking the 70th Anniversary of the Founding of the People's Republic of China, CAS insisted on the prevention and control of hidden dangers, carried out in-depth safety production inspections of its affiliated companies, continued to carry out hazard identification and hidden danger investigation and management, intensified special inspections, and raised frequency unannounced inspections. In response to potential safety hazards, it promptly took actions and dug deep into internal causes to ensure early detection and early resolution of safety problems. It organized four major safety inspections successively, covering eight secondary units, three third-level units, more than ten departments, and one operation and construction base. All of the Company leaders participated and personally led the inspections and provided guidance, to discover totally 49 problems, complete 43 rectifications and continuously rectified six pending problems, with the rectification completion rate of 88%. It earnestly assumed the safety responsibilities through ensuring no accident over the year.



中国航材对所属生产企业进行安全生产大检查  
Safety production inspection on affiliated production enterprises of CAS

## 推进节能减排

### Promote Energy Conservation and Emission Reduction

2019年，中国航材以科学发展观和绿色可持续发展为兴企理念，树立节能减排意识，积极宣传节能减排工作的社会意义、经济意义，营造良好的节能减排氛围。集团总部和各子分公司从各自业务做起，从身边小事做起，全面落实环保和节能减排各项工作，身体力行，注重细节，节约办公成本，积极践行节能减排，减少资源浪费，有效履行企业对社会的节能减排责任。

In 2019, CAS took the scientific development concept and green and sustainable development as its philosophy, established the awareness of energy conservation and emission reduction, actively promoted the social and economic significance of energy conservation and emission reduction, and created a good energy conservation and emission reduction atmosphere. The headquarters and each subsidiary of CAS started from their respective businesses and minor matters, fully implemented the environmental protection, energy saving and emission reduction work, highlighted details, saved office costs, actively practiced energy saving and emission reduction, and reduced resource waste, to effectively fulfill the corporate social responsibility for energy conservation and emission reduction.

中航材有限公司加强办公用品和低耗用品的采购及管理、推行电子文件编辑处理方式、使用环保纸并采取双面打印、复印方式，减少纸张浪费；倡导自然光照明、低楼层走楼梯，从节约一滴水、一张纸、一度电做起，养成人人节约的良好习惯。

CAS Co., Ltd. strengthened the purchase and management of office supplies and low-consumption supplies, promoted electronic document editing and processing, adopted eco-friendly paper for double-sided printing and copying to reduce paper waste; advocated lighting by natural light and walking instead of taking the elevator at the lower floors, and cultivated good habits from saving each drop of water and each KWH of electricity.

技术装备公司通过日常宣传教育和培养员工的节能意识，自觉关闭不用的耗电设备，及时关闭水龙头，努力减少各种能源消耗和资源浪费。工休时间认真检查，确保空调和照明完全关闭。及时维修更换设施设备，杜绝跑冒滴漏的现象，减少水资源浪费。在各类会议期间自带水杯，不使用一次性水杯。

The Technology and Equipment Company made daily publicity and education to cultivate employees' awareness of energy conservation, so that they would consciously shut down power-consuming equipment not working and turn off the faucet in time to reduce energy consumption and resource waste, check carefully during work breaks to ensure that the air conditioning and lighting are turned off, maintain and replace facilities and equipment in a timely manner to prevent water and thus to reduce water waste. At all meetings, the company leaders took the lead in bringing their own cups instead of using disposable water cups.

北京凯兰高度重视环保工作，通过开展环境保护宣传教育，提高员工环保意识；加强对所属生产单位环保工作的管理与监督，定期进行环保设施的维护检修，认真开展废水、废气等项目的检测工作，检测结果全部达标，全年未发生环保方面的问题。

Beijing Kailan stressed on environmental protection work and elevated employees' awareness of environmental protection through publicity and education on environmental protection; strengthened the management and supervision of environmental protection work of its affiliated production units, regularly conducted maintenance and repair of environmental protection facilities and equipment, and earnestly tested such items as waste water and waste gas, with all testing results meeting the standard and no environmental problem happening throughout the year.

中国通航在通航作业中消耗的航油严格遵照民航局相关要求执行，严格控制飞行用油质量数量，注重环保节能。尽量减少使用公车，降低用车耗费，低碳出行，推行绿色消费，倡导绿色生活，以节电、节水、节油等为重点，为确保完成年度节能减排约束性目标奠定基础。

The General Aviation Company strictly complied with the relevant requirements of CAAC on aviation fuel consumption in general aviation operation and strictly controlled the quality and quantity of fuel used in flight, for the purpose of environmental protection and energy conservation; minimized the use of company cars for business trips and reduced vehicle consumption, advocated low-carbon travel, promoted green consumption, promoted green life, and focused on power, water, and fuel saving, to lay the foundation for ensuring the fulfillment of the annual energy-saving and emission-reduction binding targets.

# 03

## 员工发展责任

Responsibilities for  
Employee Growth



以人为本，促进人才成长  
凝心聚力，建设幸福航材

PUT PEOPLE FIRST TO PROMOTE GROWTH OF TALENTS;  
STRENGTHEN COHESION TO BUILD A HAPPY CAS





## 保障员工权益

Safeguard Employees' Basic Interests

中国航材认真学习贯彻习近平总书记关于工人阶级和工会工作重要论述的丰富内涵，积极维护职工合法权益，竭诚为职工群众服务。坚持落实企业民主管理要求，维护职工群众参与企业管理的各项权利。集团工会召开三届三次职代会，续签集团总部集体合同，进一步强化广大职工的企业主人翁意识，为实现企业持续稳定发展发挥积极作用；召开集团总部职工大会，审议通过企业年金方案及总部年金方案实施细则、总部薪酬管理办法；推动各级工会落实职代会制度，切实保障职工的民主权益。

CAS earnestly studied and implemented the rich connotations of General Secretary Xi Jinping's important expositions on the working class and labor union work, actively safeguarded the legitimate rights and interests of employees, and wholeheartedly served the employees. It persisted in implementing the requirements of enterprise democratic management, and protecting the rights of employees to participate in enterprise management. The Company Trade Union convened the 3rd Session of the 3rd Workers' Congress, renewed the collective contracts of the headquarters, further strengthened the employees' sense of corporate ownership, and played an active role in realizing the sustainable and stable development of the company; convened the general membership meeting to review and approve the corporate annuity plan and the detailed rules for the implementation of the annuity plan and the remuneration management measures for the headquarters; promoted the implementation of the workers' congress system at all levels of trade unions to effectively protect the democratic rights and interests of employees.



集团总部职工大会  
The general membership meeting of the headquarters

## 注重素质培养

Highlight Quality Cultivation

中国航材始终坚持以人为本、人才优先发展战略，2019年，集团党委提出构建素质培养、知事识人、选拔任用、从严管理、正向激励五大干部人才队伍建设体系。修订制定了领导人员选拔任用、交流以及推进干部能上能下等办法；积极推进薪酬改革和“三项制度改革”；通过校企合作、企企合作、国际合作提升培训水平，加速航材干部人才培育，能力和素质不断提升。

CAS has always adhered to the people-oriented and talent-first development strategy. In 2019, the Party Committee of the Company proposed to build five cadre talent team construction systems including quality cultivation, knowledge on matters and people, talent selection and appointment, strict management, and positive incentives. It revised and formulated measures for the selection and appointment of leaders, exchanges, and promotion and demotion of cadres; actively advanced salary reform and reform of "Three Systems"; elevated the training level through school-enterprise cooperation, enterprise-enterprise cooperation, and international cooperation, and accelerated the cultivation of cadres to continuously improve their abilities and quality.



## 召开会议，全面部署干部人才工作

Convene a Meeting to Fully Deploy the Work Related to Cadres and Talents

中国航材召开干部人才工作会议，充分总结了以人才强企战略为引领、“选用育管”有机统一的成功经验，深刻剖析新挑战、新问题，有针对性地作出新的部署，为推进落实发展战略提供人才保障明确了方向，对进一步做好航材干部人才队伍建设工作具有里程碑意义。

CAS, for the first time, held a cadre and talent work conference, which fully summarized the successful experience from taking the strategy of strengthening the company with talents as the guide and organic integration of "selection, appointment, supervision and cultivation", deeply analyzed new challenges and new problems, and hence made pertinent deployment, to clarify the direction of providing talent support for promotion and implementation of the development strategies, which had a milestone significance for further building the cadre talent team.



干部人才工作会议  
Cadre and talent working meeting of 2019

## 加强培养，促进干部人才快速成长

Strengthen Cultivation to Promote Fast Growth of Cadres and Talents

中国航材着眼“政治型、专业型、创新型、国际型、复合型”人才培养目标，充分利用各种培训资源，设置有针对性的培训方案，把理想信念教育、知识结构改善、能力素质提升贯穿干部人才成长全过程，不断增强培训的系统性、持续性和针对性。

CAS focused on the goals of training "political, professional, innovative, international, and versatile" talents, made full use of training resources, set up targeted training programs, and integrated the education on ideals and beliefs, improvement of knowledge structure and elevation of ability and quality into the whole growth process of the cadres and talents, to continuously enhance the systematicness, continuity and pertinency of the training.

### 专业素质培训 Training on Professional Quality

中国航材针对人事档案管理人才不足等问题，依托内训师队伍，组织对13家单位29名档案管理人员进行了培训，内容涵盖干部人事档案分类、整理、收集及专项审核工作要求等。为档案专审工作储备专业人才。

奇龙公司立足现有内训资源，开展飞机租赁及飞机融资等专业知识培训、英语和中文在线一对一培训；组织员工参与航空经济论坛、航空租赁研讨会，进一步提升员工业务水平和综合能力，使员工对市场动向、保税区政策及飞机租赁业务等知识更好地认识和掌握，从而对公司未来发展产生积极的推进作用。

中国通航加大培训投入力度，通过对飞行队伍和各类专业人员进行系统培训、开展航空执照理论考试和技能考核、举办“青安杯”机务岗位技能大赛、面向航空医疗救援运营业务做好专业队伍针对性能力培养等措施，实现了将飞行学员全部转化为公司生产力的培训目标。

In face of such problems as the shortage of management personnel for personnel files, CAS, relying on its internal trainer team, organized the training for 29 file management people from 13 companies, covering the classification, sorting, collection and special review requirements of personnel files of cadres, to pool professional talents for archive review work.

Based on its existing internal training resources, Aerdragon carried out English-Chinese bilingual one-to-one online trainings on professional knowledge regarding aircraft leasing and aircraft financing; organized employees to participate in aviation economic forums and aviation leasing seminars to further improve their business level and overall capabilities and enable them to have a better understanding and mastery of market trends, bonded zone policies and aircraft leasing business knowledge, thereby positively promoting the company's future development.

China General Aviation increased its investment in training, provided systematic trainings to flight teams and professionals, conducted aviation license theory examinations and skill assessments, sponsored the "Qing'an Cup" aircraft maintenance skills contest, and took measures for cultivating specific capabilities of the professional team in terms of aviation medical rescue operation, to achieve the goal of turning all pilots into productivity of the company.

## 职业素养和行业基础知识培训 Training on Professional Quality and Basic Knowledge of the Industry

依托民航大学优质教学资源，开展校企合作，组织新员工赴中国民航大学进行民航基础知识、民航梦与民航精神、管理与沟通技巧、团队建设与企业文化等培训，帮助新员工尽快完成由一名高校毕业生向企业员工的转变。

Relying on the high-quality teaching resources of the Civil Aviation University of China, CAS promoted school-enterprise cooperation, organized employees to the University to receive trainings on basic civil aviation knowledge, civil aviation dreams and civil aviation spirits, management and communication skills, team building and corporate culture, so as to help new employees shifting their role from college graduates to corporate employees.



新员工培训  
Training on new employees

## 国际化人才培养 Cultivation of Internationalized Talents

中国航材与国际航空制造企业合作，签署了新的人才培养协议，并分类别、分层次选送多名优秀员工赴国外学习培训，对标国际一流企业，加速优秀人才国际化培养。

CAS and Boeing again joined hands to sign a new talent training agreement, sent a number of outstanding employees to Boeing in the United States for study and training by trade and by level, took international first-class companies as the benchmark, and sped up cultivation of the international training of outstanding talents.



选送多名优秀员工赴国外学习培训  
Outstanding employees were sent to Boeing for study and training

## 轮岗交流锻炼 Job Rotation Exchange for Development

结合“总部机关化”专项整改工作要求，进一步加大总部机关与基层员工轮岗交流力度，加强岗位历练，补齐发展短板。同时，通过调研摸底确定优秀年轻骨干人选，为集团公司发展做好人才储备。

In light of the work requirements of “deinstitutionalization of the headquarters”, CAS further increased the job rotation and communication between the headquarters and grassroots employees, enriched employees' job experience, and made up for their development shortcomings. At the same time, through research and investigation, it screened out outstanding young backbone candidates to pool talents for the Holding Company's development.



开展多渠道校园招聘活动  
Campus recruitment through multiple channels

## 强化激励保障

Intensify incentive support

中国航材高度重视人才强企战略，大力推进人事、劳动、分配三项制度改革，建立多元化、制度化人才培养机制，加大对人才的激励和保障，不断加强能力建设，鼓励劳动热情与创造创新，努力营造有利于人才成长的环境，使之成为推动企业各项事业发展的坚强支撑。

CAS highlighted the strategy of strengthening the company with talents, vigorously promoted the reform of the personnel, labor, and distribution systems, established a diversified and institutionalized talent training mechanism, increased the incentives for and protection of talents, and continuously strengthened capacity building, encouraged employees' enthusiasm for labor and innovation, strived to create an environment conducive to the growth of talents, so that it could become a strong support for development of its businesses.

## 坚持问题导向，优化综合管理岗位层级体系

Problem-oriented, Optimize the Hierarchy of Comprehensive Management Posts

根据岗位价值贡献，设计与之相匹配的薪酬等级，初步实现了权责利对等，使得岗位层级体系更加客观公平。

Based the value of the post, CAS designed a corresponding salary level, to reflect the equality among rights, responsibilities and interests and enable the post hierarchy to be more objective and fairer.

整合集团公司职级体系，解决跨单位调整交流体系对接、职业发展通道不畅问题，实现集团公司岗位层级一体化和规范化治理。

It integrated the Holding Company's rank system, smoothed cross-unit adjustment and communication system connection and career development channels, to realize the integrated and standardized management of the post hierarchy in the Holding Company.

理顺管理人员层级对应关系，进一步压实管理责任、畅通晋升通道。

It sorted out the corresponding levels of managers to further consolidate management responsibilities, and clear promotion channels.

## 推行干部任期制，完成系列制度设计

Implement the Cadre Tenure System and Design Corresponding Systems

中国航材旨在建立更加灵活、高效的收入分配机制，充分调动各类人才干事创业的积极性，积极推进经理层任期制契约化管理，加大市场化改革力度，《企业负责人职务任期管理办法》等制度的出台，为职务任期制推行奠定良好基础。

CAS aimed to establish a more flexible and efficient income distribution mechanism, fully mobilize the enthusiasm of talents and officers, actively promote contractual management and the tenure system for managers, and expand market-oriented reforms. It issued a slew of systems including the Administrative Measures for Tenure of Enterprise Leaders, to lay a good foundation for implementing the post tenure system.

## 推进激励机制建设，完善薪酬福利体系

Drive the Construction of Incentive Mechanism and Consummate the Salary and Welfare System

近年来，中国航材将薪酬体系优化作为重点任务，持续推进建设适应集团公司特点的薪酬管理体系，集团总部带头建立健全适应市场竞争要求的薪酬与考核体系；坚持“一企一策”，鼓励所属公司自主制定薪酬改革方案。

In recent years, CAS prioritized the optimization of its salary system, continued to build a salary management system adapted to the characteristics of the Holding Company. The headquarters of the Holding Company took the lead in establishing and improving the salary and assessment system adaptable to market competition requirements; adhered to "enterprise-specific measures" and encouraged its affiliates to develop their own salary reform plans.

建立中长期激励机制，是有效激励员工积极性、创造性，进而推动集团公司战略实现的重要方法和手段。2019年，中国航材积极探索、推动改革，以“双百行动企业”为试点，推动建立股权激励机制，重点激励在自主创新 and 科技成果转化中发挥主要作用的关键核心技术、管理人才，激发人才活力和创造力，促进企业高质量发展。

The establishment of a medium- and long-term incentive mechanism is an important means to effectively motivate employees' enthusiasm and creativity, and thereby to support the realization of the Holding Company's strategy. In 2019, CAS actively explored and promoted reforms, took Two-hundred Initiative enterprises as pilots to promote the establishment of the equity incentive mechanism, focusing on motivating major technical and management personnel that play a major role in independent innovation and the transformation of technical achievements, with a bid to stimulating talent vitality and creativity and thus achieving high-quality development.

## 关爱身心健康

Care about Employee's Physical and Mental Health

### 持续推进“幸福航材”建设，增强员工幸福感和获得感

Continue to Promote the Construction of "Happy CAS" to Enhance Employees' Sense of Happiness and Sense of Gain

中国航材坚持以人为本，提高员工的幸福感、获得感，是中国航材向广大员工发出的庄严承诺。集团公司充分运用国家政策，设身处地为员工解决生活中的困难和难题。

出台《员工及配偶子女进京落户管理暂行规定》，解决员工后顾之忧。完善集团公司薪酬福利制度，建立多层次养老保障体系，企业年金建设迈出实质性步伐；注重关爱员工健康，2019年增加投保团体重大疾病保险，坚持员工定期体检、保健巡诊及健康咨询机制，切实保障员工健康；为女职工设置爱心小屋，继续组织参加民航女职工大病互助金，充分体现对女职工的关心关爱及尊重与保护。

关心关爱困难职工，完成民航工会困难职工帮扶申报，下拨专项资金，指导各级工会建立完善困难职工档案；开展送温暖、送健康、送文化活动，集团领导带队赴基层慰问一线职工、扶贫干部及退休的老党员老干部。

组织开展中国航材“新航材新征程”主题年会、首届职工田径运动会以及“航材达人秀”等“我和我的祖国”主题系列活动。

CAS, adhering to the people-oriented principle, has made a solemn promise to enhance the sense of happiness and sense of gain of employees. The Holding Company made full use of national policies to solve employees' difficulties in life and work.

It promulgated the *Interim Administrative Regulations for Employees and Their Spouse and Children's Settling in Beijing*, to resolve the worries of employees; consummated the salary and welfare system, established a multi-level pension security system, and took substantial steps in the construction of corporate annuities; focused on caring for the health of employees through buying major illness insurance and commercial medical insurance for employees in 2019, and insisted on carrying out the regular physical examination, health visit and health consultation mechanism to effectively protect the health of employees; set up caring huts for female employees, organized the collection of mutual aid funds for serious illnesses of civil aviation female employees, to fully reflect the care, respect and protection for them.

In addition, it cared for employees in need, completed the assistance application for employees in difficulties with the Labor Union, allocated special funds and guided labor unions at all levels to establish and improve the files of employees in difficulties; carried out activities of delivering warmth, health and culture. Leaders of the Holding Company went to the grassroots to visit frontline employees, poverty alleviation cadres and retired Party members and cadres.

It organized the annual meeting themed "New CAS, New Journey", the First Track & Field Meet for Employees and the series "My People, My Country" activities including the "Talent Show of CAS".

集团领导分赴基层慰问一线职工

Leaders of the Holding Company extended best wishes to the frontline employees



弘扬劳模精神，评选表彰“三八红旗手”，展示优秀女职工风采，为企业发展营造积极向上的良好氛围。

Carrying forward the spirit of model workers and selecting and commending the "Women Pace-setter" to showcase the style of outstanding female employees, and create a positive atmosphere for the development of the company.



集团总部春游健步走  
Spring outing of headquarters of the Holding Company



首届职工田径运动会  
The First Track & Field Meet for Employees



首届职工田径运动会  
The First Track & Field Meet for Employees



首届职工田径运动会  
The First Track & Field Meet for Employees

“新航材 新征程” 主题年会  
"New CAS, New Journey" annual meeting



“航材达人秀” 作品  
Works of "Talent Show of CAS"



## 关爱离退休老干部，组织关怀暖人心 Care for Retired Cadres

开展“我看新中国成立 70 周年新成就”主题活动，通过座谈会、微信等不同方式，组织老同志畅谈新中国成立 70 周年来的发展变化，忆往昔、说发展、谈变化、献良策，并组织在驻京离退休老同志开展征文、书法、绘画、摄影等主题文化活动。

2019 年 11 月 8 日，纪念两航起义 70 周年座谈会在北京人民大会堂举行。集团公司党委副书记任宇同志代表集团公司党委，原中国航空器材公司总经理刘远藩代表两航人员，原中国航空器材公司一处处长郑双榕妻子赵淑苗代表两航遗孀受邀参加了此次座谈会。

2019 年 10 月 21 日，集团公司组织驻京离退休老同志参观北京大兴国际机场。大兴国际机场是北京的新地标、勾连世界的新枢纽。作为智慧机场，深受世界瞩目，离退休老同志们作为我国民航事业的开拓者和奉献者，倍感骄傲与自豪。老同志们结合职业生涯中积累的丰富经验，围绕这项世纪工程积极提问、深入讨论，表达对新时代祖国发展的由衷赞叹与美好祝愿。

It carried out the theme activity "New Achievements of the 70th Anniversary of the Founding of the People's Republic of China in My Eyes", organized the retired comrades to talk about achievements of China in the past 70 years, recall the past, list developments and changes and offer good ideas by means of seminars and WeChat.

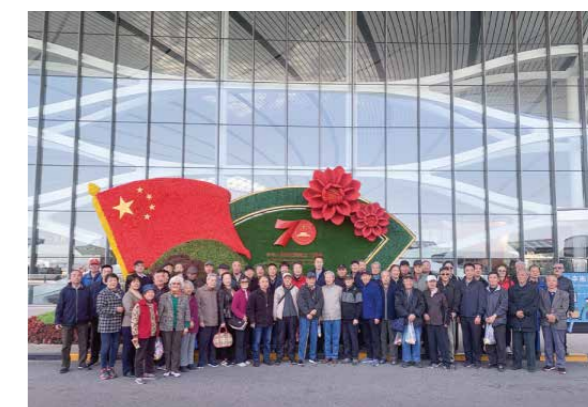
It held the themed cultural activities for retired comrades in Beijing, including themed essays, calligraphy, painting, and photography, to guide the majority of comrades to keep firmly in mind the need to maintain political integrity, think in big-picture terms, follow the leadership core, and keep in alignment, strengthen confidence in the path, theory, system, and culture of socialism with Chinese characteristics, resolutely uphold General Secretary Xi Jinping's core position on the Party Central Committee and in the Party as a whole, and resolutely uphold the Party Central Committee's authority and its centralized, unified leadership.

On November 8, 2019, a symposium to commemorate the 70th anniversary of uprising of the two airlines was held in the Great Hall of the People in Beijing. Ren Yu, Deputy Secretary of the Party Committee, on behalf of the Party Committee of the Holding Company, Liu Yuanfan, the former GM of China Aviation Supplies Holding Company, on behalf of the two airlines, and Zhao Shumiao, wife of Zheng Shuangrong, the former Director of the First Division of China Aviation Supplies Holding Company, on behalf of the widows of staff of the two airlines attended.

On October 21, 2019, the Holding Company organized retired comrades in Beijing to visit Beijing Daxing International Airport, a new landmark in Beijing and a new hub connecting the world. As a smart airport, it has attracted the attention of the world. As the pioneers and contributors of China civil aviation industry, the retired comrades felt proud. They shared their rich experience accumulated in careers, actively asked questions and discussed in-depth about this century project, and expressed their sincere admiration and best wishes for the development of China in the new era.



纪念两航起义 70 周年座谈会  
Symposium on the 70th Anniversary Symposium of the Uprising of the Two Airlines



组织驻京离退休老同志参观北京大兴国际机场  
Retired cadres in Beijing visiting Beijing Daxing International Airport

# 04

## 企业公民责任

Corporate  
Citizenship  
Responsibilities

党企融合，党建引领发展  
依法治企，提升内控管理

COMBINE PARTY BUILDING WITH ENTERPRISE DEVELOPMENT,  
WITH PARTY BUILDING IN A LEADING ROLE; ELEVATE INTERNAL  
CONTROL AND MANAGEMENT WITH LAW-COMPLIANCE  
MANAGEMENT AS THE BASELINE



## 加强党的建设

Strengthen Party Building

### 党建工作

Party Building

2019年，中国航材党委以习近平新时代中国特色社会主义思想为指引，深入学习贯彻党的十九大、十九届四中全会精神，扎实开展“不忘初心 牢记使命”主题教育，坚决贯彻新时代国有企业党的建设总要求，认真落实中央决策部署和国资委各项工作安排，全面提高党建工作水平，围绕推动“一优四强”战略高质量落地、以高质量党建引领高质量发展，进一步推进党建工作与企业生产经营深度融合，为集团公司高质量发展提供了坚强的思想、政治和组织保证。

In 2019, under the guidance of the Thought on Socialism with Chinese Characteristics for a New Era of President Xi Jinping, CAS Party Committee thoroughly studied and implemented the spirit of the 19th National Congress of the Communist Party of China and the Fourth Plenary Session of the 19th Central Committee of the CPC, carried out the education themed "remaining true to our original aspiration and keeping our mission firmly in mind", firmly carried out the general requirements for Party building of state-owned enterprises in the new era, earnestly conducted decisions and deployment of the central government and tasks assigned by SASAC, comprehensively improved the level of Party building, focused on promoting the high-quality implementation of the "One Advantageous Platform and Four Strong Sub-platforms" development strategy, led high-quality development with the high-quality Party building, further promoted the in-depth integration of Party building work with enterprise production and operation, thus to provide a strong ideological, political and organizational guarantee for the high-quality development of the Holding Company.

### 持续强化政治建设

Continue to Strengthen Political Construction

扎实开展“不忘初心，牢记使命”主题教育，筑牢初心使命，职工群众反映集中的一批问题、改革发展进程中面临的重点难点问题得到切实解决。深入开展大学习行动，创新建立“大学习”体系，组织开展学习贯彻习近平新时代中国特色社会主义思想专题培训班，推动集团各级领导干部牢固树立“四个意识”、坚定“四个自信”、坚决做到两个维护；对标先进企业，强化战略思维、拓展全球视野，学习国资国企改革、企业文化、党的建设优秀经验，将理论成果转化为推动集团改革发展的能力和思想动力。

It provided the education themed "remaining true to our original aspiration and keeping our mission firmly in mind", solidified original aspiration and mission, and earnestly solved the key and difficult problems reflected by employees and facing the reform and development process; carried out in-depth great learning actions, innovated to establish a "great learning" system, organized and carried out special training courses on the study and implementation of Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era, and promote leaders at all levels to keep firmly in mind the need to maintain political integrity, think in big-picture terms, follow the leadership core, and keep in alignment, strengthen confidence in the path, theory, system, and culture of socialism with Chinese characteristics, resolutely uphold General Secretary Xi Jinping's core position on the Party Central Committee and in the Party as a whole, and resolutely uphold the Party Central Committee's authority and its centralized, unified leadership; took leading enterprises as the benchmark, strengthened strategic thinking, expanded global vision, learned excellent experience from state-funded and state-owned enterprise reform, corporate culture and Party building, and transformed theoretical results into the ability and ideological dynamics to promote the reform and development of the Holding Company.



以党委中心组学习为抓手，扎实推进集团党的政治建设

Solidly promoting the political construction of the Party in the Holding Company with the learning of the Party Committee Central Group as the starting point

### 以高质量党建引领高质量发展

Lead High-quality Development with High-quality Party Building

中国航材党委持续完善落实“两个一以贯之”新机制，坚定不移加强党的领导推动高质量发展。深入学习贯彻十九届四中全会精神，在推动集团发展中落实13个“坚持和完善”工作要求，不断增强“五力”建设，推进航材治理体系和治理能力现代化；在强化战略引领上加强领导，始终以“打造价值航材，建设民航强国”的责任担当，建设“一流新型民航综合保障服务提供商”的职责使命，聚焦主业创新作为，推动“一优四强”战略高质量落地；在深化改革上加领导，促进所属企业释放潜能，干部职工的活力得到进一步激发。

CAS Party Committee continued to improve and implement the new mechanism of "ensuring Party's leadership in state-owned enterprises and establishing the modern enterprise system", unswervingly strengthened the Party's leadership to promote high-quality development. It thoroughly studied and implemented the spirit of the Fourth Plenary Session of the 19th Party Central Committee, carried out the working requirements on 13 "persistences and improvements" in development of the Holding Company, continuously strengthened the construction of "Five Abilities", promoted the modernization of its governance system and capabilities; strengthened leadership in strengthening strategic guidance, focused on innovation in the main business, and promoted high-quality implementation of the "One Advantageous Platform and Four Strong Sub-platforms" strategy; strengthened leadership in deepening reform, promoted the release of potentials of affiliated enterprises, and further stimulated the vitality of cadres and employees.

### 发挥先锋模范作用

Play a vanguard and exemplary role

加大选树宣传先进典型的力度，评选树立一批优秀党务工作者、优秀共产党员、先进集体、三八红旗手及青年先进典型，以身边的榜样引导激励广大党员干部职工在学先进、赶先进、争先进中坚守初心使命、奋力担当作为。

组织开展基层专兼职党务部门负责人、基层党支部书记交流培训；组织参观伟大历程辉煌成就——庆祝中华人民共和国成立70周年大型成就展，激发基层书记“头雁作用”，支持和选育优秀年轻干部从事基层党务工作。

We will increase efforts to select and publicize advanced models, select and set up a group of outstanding party workers, excellent party members, advanced collectives, red flag bearers and young people's advanced models. We will guide and encourage the party members, cadres and workers to learn from, catch up with, and strive for the advanced, to keep their original mission and work hard.

It organized and carried out the exchange and training for the full-time/part-time heads of the grassroots Party affairs department and secretaries of the grassroots Party branches; organized relevant personnel to attend Great Journey and Splendid Achievements --- Exhibition of Great Achievements to Celebrate the 70th Anniversary of the founding of the People's Republic of China, to inspire the "leading goose role" of the grassroots secretaries, support and select outstanding young cadres to be engaged in grassroots Party affairs.



建党日中国航材集团隆重召开“两优一先”表彰暨“不忘初心、牢记使命”主题教育专题大会

On CPC Founding Day, CAS held a grand commendation of "Excellent Party Workers, Excellent Party Members and Leading Grassroots Party Organizations" and provided the Party class themed "remaining true to our original aspiration and keeping our mission firmly in mind"

## 团建工作 Team building

坚持以党建带团建，不断完善党工团协调机制，将共青团主题实践活动、班组活动融入主题教育，使初心使命在广大职工心中扎根；发挥群团优势，与工会共同举办“建功新时代 建设新航材”主题歌唱大赛、“航材达人秀”、经典朗诵会等活动，组织参加中央企业经典爱国主义歌曲歌咏展演，组织赴纪念馆、烈士陵园、革命遗址开展主题团日活动，与合作单位、兄弟企业开展党团共建。

CAS adhered to the principle of leading the Communist Youth League building through Party building, continuously improved the mechanism of coordinating Party members, labor union members and League members, integrated the theme practice activities and team activities of the Communist Youth League into the theme education, so that the original mission could take root in the hearts of the majority of employees; gave full play to the advantages of the mass organizations, worked together with the Labor Union to hold the "Contribute to the New Era, Construct New CAS" singing contest, "Talent Show of CAS" and classic recitations, organized and participated in performances of the classic patriotic songs of central enterprises, organized visits to memorial venues, martyrs' cemeteries, and revolutionary sites to carry out theme League day activities and joined hands with cooperative units and brother enterprise to carry out League building.

建功新时代建设新航材 - 我和我的祖国  
歌唱比赛

Contribute to the New Era, Construct New CAS  
--- My People, My Country



2019 年青年座谈会  
2019 the youth symposium

不断夯实“三基建设”，建立形成以《共青团和青年工作管理办法》为主的“1+2”制度体系；以学习习近平总书记“五四”重要讲话精神、我为“航材精神”建言、我与航材共成长为主题举办青年座谈会；组织开展航材青年大调研、国旗下的演讲、志愿服务及选树“航材青年榜样”等活动，真实了解航材青年所思所盼，其提供更多更优的展示平台和成长机会，凝聚智慧力量、加强内外交流、强化榜样引领，取得了“补齐短板、固本培元”的阶段性成果。

It continuously consolidated construction of "Three Basics", established a "1+2" system based on *Administrative Measures for the Communist Youth League and Youth Work*; organized the youth symposiums on the themes of learning from General Secretary Xi Jinping's important speeches on "May 4th", my suggestions for the "CAS Spirit", and co-growth between me and CAS; organized such activities as research on CAS youth, speeches under the national flag, voluntary services and selection of "CAS Youth Role Models", to truly understand the thoughts and expectations of the young employees, provide them with more and better platforms and growth opportunities, gather their wisdom and strength, strengthened internal and external exchanges, highlighted the leading role of models and thus achieved staged results of "making up shortcomings and consolidating the foundation".

## 反腐倡廉工作 Fight against Corruption and Uphold Integrity

2019年，中国航材纪委在中央纪委国家监委驻国资委纪检监察组和集团党委的坚强领导下，聚焦主责主业，坚守职责定位，强化党内监督，对集团下属党组织管党治党情况进行监督检查，提出意见建议，开展节假日监督检查，对重点业务进行有效监控，推动下属公司制定规范文件，通过走访、约谈，提高监督的震慑力；加大正风肃纪，一体推进“不敢腐、不能腐、不想腐”建设，强化内控机制建设，对基层纪委工作延伸监督触角，加强对重点企业纪检工作的管控力度；持续加强纪检队伍建设，改进工作作风，提高能力水平，针对各二级纪委不同的工作特点，将集团纪委年度重点工作进行分解，逐一签订纪检工作责任书；坚持集体学习制度，探讨工作中的重难点问题及工作经验体会，锲而不舍做好集团公司党风廉政建设和反腐败工作，确保党的路线方针政策、国资委党委、集团党委决策部署在全集团落实落地。

In 2019, under the strong leadership of the Disciplinary Inspection and Supervision Team resident in SASAC from Central Commission for Discipline Inspection (CCDI) National Supervision Committee, CAS Discipline Inspection Commission focused on its main responsibilities and main business, adhered to its positioning, strengthened inner-party supervision, supervised and inspected the Party's management and self-governance in its affiliated Party organizations, put forward opinions and suggestions, carried out supervision and inspection on holidays, effectively monitored key businesses, promoted the formulation of regulatory documents by affiliated companies, and increased the deterrent of supervision through visits and interviews; intensified the work of correcting the style and strictly enforcing the disciplines, promoted the construction of "dare not corrupt, cannot corrupt and unwilling to corrupt", strengthened the construction of the internal control mechanism, extended the supervision scope for the work of the grassroots discipline inspection committee, and strengthened the control of the discipline inspection work of key enterprises; continued to strengthen the construction of the discipline inspection team, improve the work style, and raise the level of ability; according to the work characteristics of the secondary discipline inspection committees, break down annual priorities of the discipline inspection committees of the Holding Company and signed the disciplinary inspection work responsibility letter; adhered to the collective learning system and discussed key and difficult issues in work and work experience, conducted the Party style and clean government construction and anti-corruption work with perseverance, thereby to ensure that the Party's principles and policies and decisions and deployments of SASAC Party Committee and CAS Party Committee to be implemented.



## 严格依法合规

Strictly Manage and Operate the Company in Accordance with Law

### 依法治企

Manage the Company in Accordance with Law

#### 坚持依法经营 Operate according to Law

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

中国航材紧紧围绕“一优四强”发展战略，形成了涵盖法律事务、合规管理、内控建设、风险管理职能的“大法治”建设格局，加强风险事前预防、事中控制和事后补救，采取多种措施保障公司改革发展。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。

#### 注重普法教育 Highlight Legal Education Work

为进一步增强广大职工的法律意识，提高业务合规水平，以“依法治企、合规经营”为主题，在对公司日常运营管理需要掌握的法律知识组织宣讲的基础上，加强对出口管制、反商业贿赂、反垄断等专项合规知识的学习研究与培训交流。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。

CAS strictly abides by national laws and regulations, industry rules and business ethics, operates in good faith, and strictly performs economic contracts. We focus on establishing good cooperative relations with the government, shareholders, partners, creditors, suppliers and customers, and timely communicate with the stakeholders and the public to develop company information and strive to achieve common development.

Closely following the development strategy of "One Advantageous Platform and Four Strong Sub-platforms", CAS has formed a "big rule of law" construction pattern covering legal affairs, compliance management, internal control construction and risk management functions, to protect the company's reform and development with various measures such as pre-risk prevention, in-risk control and post-risk remediation. The legal disputes left over from history were all resolved, and no new legal disputes were caused by violation of laws and regulations, which created a good business environment.

In order to further enhance the legal awareness of the employees and improve the level of business compliance, CAS, taking the theme of "ruling the enterprise according to law and compliance management", strengthened the learning, research, training and exchanges on special compliance knowledge related to export control, anti-commercial bribery, and anti-monopoly, on the basis of promotion of legal knowledge required in daily operation and management of the company. At the same time, we further improved the centralized law learning system for leading cadres, combined the work level of "key minority", strengthened the pertinence of law promotion, carried out the special law classroom in the Group Party Committee, to enable leaders to apply the thinking and method of rule of law to resolve contradictions, balance interests, and solve problems.

### 风险内控

Risk Internal Control

#### 加强风险管理与内控 Strengthen Risk Management and Internal Control

中国航材深入贯彻落实党的十九大关于打好防范化解重大风险攻坚战的战略部署，以服务集团改革发展、防控重大风险为目标，完善体制机制，创新方式方法，持续加强“三道防线”主体责任，不断夯实公司全面风险管理基础，及时组织研判和应对各类风险，深入开展重大项目专项风险审查和评估，强化重大风险预警和过程管控，不断提升风险防控能力。

坚持规章制度建设与执行为主线，结合公司内部审计、全面风险管理、巡视巡查等工作，完善内控机制，将内部控制融入岗位责任体系中，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能力。2019年，中国航材集团风险管理效果明显，各类风险总体受控，未发生影响集团战略目标与长远发展的重大风险事件。

CAS thoroughly implemented the strategic deployment of the Party's 19th National Congress on tackling and defusing the major risks, with the goal of serving the Group's reform and development and prevention and control of major risks, consummated systems and mechanisms, innovated methods, continued to strengthen the main responsibility of the "three lines of defense", to continuously consolidate its comprehensive risk management foundation; organized research, judgment and response to risks in a timely manner, conducted in-depth special risk review and assessment of major projects, and intensified major risk early warning and process management and control, to elevate risk prevention and control capabilities.

Based on the construction and implementation of rules and regulations, combined with the company's internal audit, comprehensive risk management and patrolling inspection inspections, CAS improved the internal control mechanism through integrating internal control into the post responsibility system. Each control point is assigned to the specific position, realizing participation by all members, in the whole process and from all aspects, to effectively improve resource allocation efficiency and prevent operational risks. In 2019, CAS achieved evident risk management effect, brought all risks under control and had no major risk event that affected the strategic goals and long-term development of the Holding Company.

#### 持续开展内部审计 Continue to Carry out Internal Audit

中国航材紧紧围绕内部审计、审计管理、内控评价、违规经营投资责任追究以及企业年度工作报告等内容开展审计监督工作，加强审计机构和审计队伍建设，五家重要二级子公司设置内部审计岗位，并配备兼职审计人员；开展集团公司年度内部控制自我评价工作，揭示公司经营管理的薄弱环节和内部控制缺陷；开展企业年度工作报告编报工作，为国家部委了解企业经营管理情况提供基础资料。通过盯紧重要企业、关键业务以及国家政策落实等事项，有效发挥内部审计监督服务职能，为促进集团公司依法合规经营和高质量发展提供保障。

CAS conducted audit monitoring work from aspects of internal audit, audit management, internal control assessment, accountability for illegal operations and investment, and corporate annual work reports, strengthened the construction of audit institutions and audit teams, set up the internal audit position in five major secondary subsidiaries, and at the same time recruited part-time auditors; carried out the annual internal control self-assessment work of the Holding Company to reveal the weak sections in operation and management and the internal control deficiencies; compiled the company's annual work report, to provide the state ministries and commissions with its basic information on business operation and management. It finished 10 audits including economic responsibility audit and financial revenue and expenditure audits, found 28 problems, put forward 30 audit suggestions, made timely rectification of problems, consummated 5 related systems, recovered 670,000 RMB improper subsidies and cleared 4.45 million RMB accounts receivable. Through paying close attention to important enterprises, key businesses, and the implementation of national policies and other matters, CAS gave full play to the monitoring and service function of internal audit, to provide support for the promotion of legal and compliance operations and high-quality development of the Holding Company.

#### 全面实施法律监控 Implement Legal Monitoring in Full Swing

中国航材严格落实公司董事会会议制度、党委会议制度、总经理办公会议制度等决策会议制度及法律事务管理规定、合同管理办法等法律审核相关制度，实现规章制度、重要决策、经济合同的100%法律审核率。

CAS strictly implemented a Board of Directors meeting system, Party Committee meeting system, General Manager's office meeting system and other decision-making meeting systems and legal affairs management regulations, contract management methods and other legal review related systems, to achieve legal review on all rules and regulations, important decisions and economic contracts.





# 05

## 企业社会责任

Corporate Social  
Responsibilities



心怀大爱，全力扶贫助困  
发挥优势，投身应急救援

GO ALL OUT FOR POVERTY ALLEVIATION WITH GREAT LOVE;  
ENGAGE IN EMERGENCY RESCUE WITH OUR STRENGTHS



## 精准脱贫攻坚

Targeted Poverty Alleviation

中国航材认真贯彻落实党中央、国务院关于脱贫攻坚的决策部署，扎实履行定点扶贫的政治责任与担当，凝聚集团内外帮助力量，创新多种帮扶举措，持续加大扶贫力度，切实帮助定点县解决实际困难、改善民生、建立造血机能。

经过中国航材多年持续帮扶及社会各界的大力支持与帮助，截止 2019 年末白水县共退出贫困村 43 个，脱贫 15774 户 55079 人，贫困发生率下降至 0.83%，即将实现脱贫摘帽的任务目标。

CAS earnestly implemented the decisions and deployments of the Party Central Committee and the State Council on poverty alleviation, solidly fulfilled its political responsibilities for targeted poverty alleviation, gathered the internal and external forces, innovated in diversified assistance measures, continued to increase poverty alleviation efforts, and effectively helped designated counties solve practical difficulties, improve people's livelihood, and develop "blood-making" abilities.

Thanks to years of continuous assistance from CAS and strong support and assistance from all sectors of the society, as of the end of 2019, in Baishui County, 43 poverty-stricken villages were lifted out of poverty, covering 15,774 households or 55,079 people, to bring the poverty incidence down to 0.83%, meaning the task of poverty alleviation is expected to be accomplished.

417 万元

捐赠帮扶资金

Donated fund for poverty alleviation

77%

比上一年增加

Increase YOY



### 加强组织领导，统筹谋划扶贫任务目标

Strengthen Organization and Leadership, to Plan Poverty Alleviation Tasks and Goals on the Whole

中国航材党委高度重视定点扶贫工作，全年 6 次召开会议，统筹谋划，坚持将定点扶贫工作纳入集团公司三年滚动规划，同安排同部署。召开扶贫工作会议，研究制定 2019 年定点扶贫工作计划，明确“建立产业扶贫长效机制，创新帮扶举措，助力解决‘两不愁三保障’实际问题”的帮扶思路，制定具体扶贫任务目标。

CAS Party Committee stressed on targeted poverty alleviation work, held six meetings throughout the year to make overall plans, insisted on bringing targeted poverty alleviation work into the Holding Company's three-year rolling plan, so that poverty alleviation work could be arranged and deployed together with the Company's plan. It convened a poverty alleviation work conference to study and formulate the 2019 targeted poverty alleviation work plan, clarify the concept of "establishing a long-term industrial poverty alleviation mechanism, innovating in support measures, and helping solve the practical problems of 'worries about food and clothes and guarantees for compulsory education, basic medical treatment and housing safety', and set the specific poverty alleviation tasks and goals.

### 深入扶贫调研，全面督导扶贫责任落实

Make In-depth Poverty Alleviation Research and Supervise Implementation of Poverty Alleviation Responsibilities in an All-round Manner

建立定期扶贫调研机制，2019 年集团公司领导每季度到白水县开展实地调研，通过入户走访、与基层干部座谈、实地检查指导扶贫项目情况、慰问贫困群众等多种措施，确保集团公司扶贫资金及时到位、扶贫项目规范落地实施，并全面督导白水县落实好脱贫攻坚主体责任。

CAS established a regular poverty alleviation research mechanism. In 2019, the leaders of the Holding Company went to Baishui County to conduct field investigations once a quarter, totally four times a year, to produce a total of 6 investigation reports, propose 16 problems and suggestions, took measures of investigations, seminars, field inspections and paid condolences to the poor, to ensure that the Holding Company's poverty alleviation funds were in place in time, poverty alleviation projects were implemented in a standardized manner, and comprehensively supervised Baishui County to implement the main responsibility for poverty alleviation.



党委书记、董事长贾宝军到古槐村贫困群众家中走访慰问  
Jia Baojun, Secretary and Chairman of the Party Committee of CAS, visited the homes of the poor people in Guhuai Village



总经理杨晓明查看白水苹果产业扶贫示范园项目  
Yang Xiaoming, GM of CAS, visiting Baishui Apple Poverty Alleviation Industry Demonstration Park

党委副书记任宇到和家卓村察看中国航材航天育种项目实施情况  
Ren Yu, Deputy Secretary of the Party Committee, went to Hejiazhuo Village to check the implementation progress of the aerospace breeding project of CAS



### 选优派强扶贫干部，支持定点县扶贫脱贫工作

Choose Capable Cadres for Poverty Alleviation, to Lift Designated Counties out of Poverty

为促进定点扶贫工作更加精准、更加深入，全力支持贫困地区脱贫攻坚，中国航材坚持从集团总部选派作风硬、工作能力强的干部到白水县挂职扶贫、开展驻村帮扶工作。选派的挂职干部和驻村第一书记恪尽职守，深入镇村全面融入当地脱贫攻坚，用心用情帮助贫困户解决实际困难，受到当地干部群众一致好评，切实发挥了央企挂职干部的表率作用。



挂职干部和第一书记到贫困户家中走访了解扶贫措施落实情况，帮助贫困群众解决实际困难

The selected cadre and the first secretary visited the homes of the poor to learn about the implementation condition of poverty alleviation measures and help the poor solve practical difficulties

In order to carry out the targeted poverty alleviation work in a more precision and deeper manner, and to fully support poverty alleviation in poverty-stricken areas, CAS insisted on selecting cadres with firm political stand and strong work ability to go to Baishui County to help the poor and carry out work in the village. The selected cadres and the first secretary residing in the village were conscientiously performing their duties, deepening the participation of the towns and villages in the local poverty alleviation, guiding the poor villages to establish the village collective economic cooperation organization, and helping the poor households to solve practical difficulties with their heart and mind, which was highly praised by the local cadres and the masses and truly reflected the exemplary role of the cadres of central enterprises.

## 注重因地制宜，开展扶贫产业长效帮扶

Adjust Measures to Local Conditions, Carry out Long-term Assistance through Poverty Alleviation Industry

2019年，中国航材创新产业长效帮扶思路，围绕“精准、长效、创新”三大原则，贴近定点县实际需求，立足长远，从三个方面入手，集中力量打好产业扶贫“组合拳”。

In 2019, CAS innovated in the long-term assistance with industry, adopted principles of "precision, long-term and innovation", considering the actual needs of designated counties, took a long-term perspective, started from three aspects, and gathered all forces to carry out the industry poverty alleviation work.

### 发展长期产业，促进贫困群众增收 Develop Long-term Industries to Increase the Income of the Poor

苹果种植是白水主导产业，也是当地群众的主要收入来源。2019年，中国航材投入资金流转土地200亩，建成两个白水苹果扶贫产业示范园，通过新品种推广、矮砧绿色有机种植、科学管护技术应用等方面进行示范带动。采取“代管、代储、代销”模式以及提供劳动用工、年底分红等帮扶方式，降低经营风险、解决贫困户劳动力不足问题，切实提高苹果产量和质量，推动定点县苹果种植现代化进程，使之真正成为白水百姓脱贫致富的支柱产业。

Apple planting is the leading industry in Baishui County and the main source of income for the local people. In 2019, CAS invested to buy 200mu (133,333m<sup>2</sup>) to build two Baishui Apple Poverty Alleviation Industry Demonstration Parks, to make demonstrations in terms of the promotion of new varieties, green organic dwarf stock planting, and the application of scientific management and protection technologies. It adopted the model of "entrusted management, storage, and sales" as well as the provision of labor and year-end dividends, to reduce business risks, solve the problem of insufficient labor for poor households, effectively increase the yield and quality of apples, and promote the modernization of apple planting in designated counties, so that the apple industry could become a pillar industry for the people of Baishui to shake off poverty and become prosperous.

2个

项目扶持当地龙头企业  
Project to support local leading enterprises

6个

带动周边贫困村集体合作社  
Stock cooperatives to drive surrounding poverty-stricken villages

57户 216人

直接帮扶建档立卡贫困户  
Directly help recorded poverty-stricken families

3000元

年底每户分红  
Year-end dividend per family



2019年4月，中国航材白水苹果产业扶贫示范园（第一批）100亩落地建成，采用矮砧种植技术，推广种植白水苹果实验站研发的“瑞阳”“瑞雪”新品种

In April 2019, 100mu (66667m<sup>2</sup>) CAS Baishui Apple Poverty Alleviation Industry Demonstration Parks (the first batch) was completed, using dwarf stock planting technology to promote the cultivation of "Ruiyang" and "Ruixue" varieties developed by the Baishui Apple Experimental Station



中国航材白水苹果产业扶贫示范园（第二批）100亩建成，并为果树全部安装了防雹网

100mu (66667m<sup>2</sup>) CAS Baishui Apple Poverty Alleviation Industry Demonstration Parks (the second batch) was completed, with all fruit trees having the anti-hail nets



2019年召开中国航材产业扶贫项目年底分红大会

The year-end dividend meeting of CAS industry poverty alleviation project held in 2019



中国航材通过苹果产业扶贫+消费扶贫帮助白水贫困群众提高收益

CAS helped people in Baishui County increase their income by means of poverty alleviation through apple industry + poverty alleviation through consumption

### 打造短期产业，形成稳固造血机能 Create a Short-term Industry and Develop a Stable Blood-making Ability

为帮助白水优化农业产业结构，建立稳固造血机能，2018年至2019年中国航材投入215万元开展航天育种扶贫项目，帮助建设标准化育苗大棚，安装标准苗床和自动喷淋设施；建立种植示范点，推广扩大种植面积；提供科学种植管理技术培训；指导建立自有品牌，拓展销售渠道，市场价格比当地品种提高30%多。广大种植户热情很高，自发购买航天种苗种植，部分贫困村还成功实现了航天圣女果露天种植，真正起到了带动脱贫致富的作用。

To help Baishui County optimize the agricultural industry structure and develop a stable blood-making ability, CAS invested RMB 2.15 million in aviation breeding poverty alleviation projects from 2018 to 2019, helped build standardized seedling greenhouses, installed standard seedbeds and automatic spray facilities; established planting demonstration sites and expanded the planting area; provided training on scientific planting management techniques; guided the establishment of own brand, expanded sales channels, and increased the market price by more than 30% compared with local varieties. As a result, the growers were enthusiastic and actively purchased the aviation seedlings. Some impoverished villages also successfully planted aviation cherry tomatoes in the open air, to play a key role in driving poverty alleviation and achieving prosperity.



8个

带动村集体经济组织和种植企业

Economic organizations and planting enterprises to drive village collectives

217户

帮助建档立卡贫困户增收

Recorded poverty-stricken families witnessing increase in income

2019年中国航材支持古槐村在苹果幼园中露天套种的航天品种圣女果喜获丰收

In 2019, harvest of aviation cherry tomatoes interplanted in the apple orchard supported by CAS

## 培育特色产业，促进村级经济多元化 Cultivate Featured Industries and Promote Economic Diversification at the Village Level

为帮助定点县贫困村解决扶贫产业单一的问题，2019年中国航材投入资金，帮助和家卓村利用闲置的玻璃大棚开展梅花盆景培育项目，利用其现有销售渠道进行市场化运作，实行种植、管理、销售一体化经营。同时，配合开展航天特色蔬果示范种植、采摘以及当地特色美食，使和家卓村从单一苹果种植产业到多种特色产业发展的转变，贫困村变成周边远近闻名的乡村休闲游好去处。

In order to help poverty-stricken villages in designated counties solve the problem of a single poverty alleviation industry, CAS invested RMB 500,000 in 2019 to help Hejiazhuo Village use idle glass greenhouses to develop plum blossom bonsai cultivation projects and use its existing sales channels for market-oriented operations, integrating planting, management and sales. At the same time, it coordinated with the demonstration planting and picking of aviation special vegetables and fruits and the local delicacies, thus to enable Hejiazhuo Village to be transformed from a single apple planting industry to the development of multiple featured industries, and shifted from an impoverished village to a well-known rural leisure destination.

2↑

项目共带动村集体  
经济组织

Village collective economic organizations driven by the project

134户

423人

以提供就近务工、就业、分红等扶贫方式直接  
帮扶贫困群众

Poverty-stricken people directly helped by means of working local-ly, being employed and dividend



和园花卉盆景培育项目育苗大棚落地建成

The seedling greenhouse completed in Heyuan Flower Bonsai Cultivation Project



中国航材支持建设的和园花卉盆景项目为贫困群众提供  
就近务工机会

The Heyuan Flower Bonsai Cultivation Project supported by CAS provided local employment opportunities for the impoverished people

## 创新帮扶方式，提升医疗健康扶贫成效 Innovate in Assistance Means, Elevate Effectiveness of Poverty Alleviation through Medical Health

Innovate in Assistance Means, Elevate Effectiveness of Poverty Alleviation through Medical Health

中国航材联合中国志愿服务基金会、中国医师协会医师志愿者工作委员会共同开展“中国志愿医生行动·渭南站”活动。通过义诊、医疗知识专题讲座、村医培训、手术演示、带教查房、召开专业座谈交流会等形式，帮助渭南市白水、蒲城及富平三个贫困县的医疗机构查找问题、补短板，并有针对性地提供长期合作帮扶措施，对提高当地医疗服务和管理水平、建立预防“因病致贫、因病返贫”长效机制起到良好的促进作用。

CAS, together with the China Volunteer Service Foundation and the Physician Volunteer Working Committee of the Chinese Medical Doctor Association, jointly launched the "Chinese Volunteer Doctor Action-Weinan Station" activity, to help medical institutions in counties of Baishui, Pucheng and Fuping, Weinan City, find problems and make up for deficiencies through free consultations, special lectures on medical knowledge, village doctor training, surgical demonstrations, teaching rounds of wards, and professional seminars., and provide targeted long-term cooperation and assistance measures, which greatly elevated local medical services and management levels, and advanced the establishment of a long-term mechanism to prevent "poverty caused by illness and poverty-returning caused by illness".



中国航材医疗健康扶贫活动在白水县医院启动

CAS Poverty Alleviation Activity through Medical Health kicked off in Baishui County Hospital



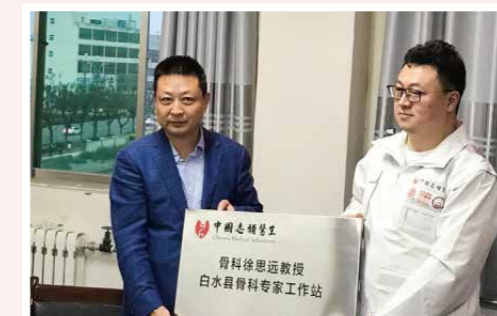
在医疗健康扶贫活动中培训基层医务人员 300 余人

More than 300 grassroots medical staff were trained in the Activity



开展医疗健康扶贫义诊活动千余人次

More than a thousand person times of free consultation activities



结合当地常见病症为白水、蒲城、富平三县设立外科、骨科、眼科等专家工作站 11 个，留下一支“不走的医疗队”

11 expert workstations for surgery, orthopedics, and ophthalmology were set up in the counties of Baishui, Pucheng, and Fuping based on common diseases locally, to build a "resident medical team"

## 坚持救急救难，参与社会救助和公益扶贫

Keep on Emergency Rescue and Participate in Social Assistance and Public Welfare Poverty Alleviation

为助力定点县解决因病致贫、因病返贫问题，中国航材已连续四年结合定点扶贫工作开展“救急救难”活动，2019年继续加大力度，共救助因病、因灾及因突发事件导致生活困难的贫困群众56人。同时，中国航材持续关注白水留守儿童，集团公司打造的“寸草春晖”“关爱留守儿童”品牌公益活动，在第二届华北民航青年志愿服务项目大赛中荣获优秀奖。

In a bid to help designated counties solve poverty caused by illness and poverty-returning caused by illness, CAS has carried out "emergency rescue" activities in conjunction with targeted poverty alleviation for four years consecutively. In 2019, it continued to increase its efforts to provide assistance for 56 impoverished people due to illness, disasters and emergencies. At the same time, CAS paid continuous attention to care about left-behind children in Baishui County. Its "Cuncao Chunhui" Caring for Left-behind Children" brand activities won the Excellence Award in the 2nd North China Civil Aviation Youth Volunteer Service Projects Competition.



“寸草春晖·关爱留守儿童”活动荣获华北民航青年志愿服务项目大赛优秀奖

"Cuncao Chunhui • Caring for Left-behind Children" brand activities won the Excellence Award in the 2nd North China Civil Aviation Youth Volunteer Service Projects Competition

## 坚持多措并举，开展扶志输智工作

Adhere to Multiple Measures and Help with Morale and Knowledge

### 大力开展教育扶贫 Vigorously Develop Education for Poverty Alleviation

为防止贫困循环与返贫现象的发生，中国航材自2019年起大力开展教育扶贫，捐赠资金30万元，对白水高考二本以上贫困生共计56人进行资助，帮助他们顺利入学，鼓励他们刻苦学习，奋发进取，树立回报家乡、回报社会的感恩之心。同时，也较好地带动了当地企业积极参与支持教育的良好社会氛围。

To cut the poverty cycle and prevent poverty returning, CAS has been vigorously carrying out poverty alleviation with education since 2019, through donating RMB 300,000 to support 56 impoverished students accepted by category-II colleges and universities, help them enroll the school, encourage them study hard and develop a grateful heart for returning home and society. At the same time, it has also promoted a good social atmosphere for local enterprises to actively support education.

### 加大扶贫培训力度 Strengthen Training on Poverty Alleviation

2019年共培训白水基层干部、农业技术人员300余人，传输先进的发展、管理理念和思想，对进一步提升白水基层干部扶贫工作能力和水平、促进贫困村扶贫产业发展起到积极作用。

In 2019, it totally trained 306 cadres in villages, towns and counties and 10 agricultural technicians, to transmit leading development and management concepts and thinking, further improve the poverty alleviation ability and level of grassroots cadres in Baishui County and play an active role in the development of poverty alleviation in poor villages.

## 积极开展党建促脱贫活动 Actively Carry out Party Building Activities to Promote Poverty Alleviation

中国航材将集团党团活动与扶贫相结合，将新理念、新气象带到贫困村，村里党员干部的精神面貌也逐步发生转变，基层党组织在脱贫攻坚中的战斗堡垒作用得到有效发挥。

CAS combined its Party and League activities with poverty alleviation, bringing new ideas and new vibes to poor villages, to gradually change the mental outlook of Party members and cadres in the villages, so that they could effectively play their role in fighting poverty.

中国航材集团技术装备公司招标党支部与古槐村党支部共同开展党员学习交流活动  
The Technology and Equipment Company Bidding Party Branch and Guhuai Village Party Branch jointly carried out Party member learning and exchange activities



中国航材集团技术装备公司招标党支部党员与村干部共同看望走访贫困群众  
The Technology and Equipment Company Bidding Party Branch and cadres of the village visited impoverished villagers



中国航材集团基层党支部党员帮助古槐村整理村容村貌  
CAS grassroots Party branch members helped Guhuai Village to clean up the village

中国航材集团基层党支部党员帮助古槐村贫困群众修整菜园  
CAS grassroots Party branch members helped the impoverished villagers in Guhuai Village clear up the vegetable garden



## 强化扶贫资金和项目管理 Intensity Poverty Alleviation Fund and Project Management

中国航材成立阳光关爱公益专项基金，所有扶贫资金使用均按照项目管理的方式进行立项审批。通过基金严格专业的管理，引导贫困县规范项目运作、严格扶贫资金使用管理。此外，所有产业扶贫项目均采用“县农投公司+合作社（农业企业）+贫困户”层层签订协议。集团扶贫部门、中国志愿服务基金会、县扶贫办共同对扶贫资金使用及扶贫项目执行进行监督指导，保障贫困群众利益，确保扶贫资金用足用好。

CAS established the Sunshine Care Fund, with all poverty alleviation funds approved in accordance with project management. Through strict and professional management of the fund, CAS guided the poor counties to standardize project operations and strictly manage the use and management of poverty alleviation funds. In addition, all industrial poverty alleviation projects had agreements signed by "county agricultural investment company + cooperatives (agricultural enterprises) + impoverished households". The poverty alleviation department of the Holding Company, China Volunteer Service Foundation, and County Poverty Alleviation Office jointly supervised and guided the use of poverty alleviation funds and the implementation of poverty alleviation projects to protect the interests of the poor and ensure that the poverty alleviation funds are fully and effectively used.

## 广泛开展扶贫宣传工作 Widely Carry out Poverty Alleviation Publicity Work

中国航材充分利用内部、外部媒体，多种形式讲好航材扶贫故事；注重与白水当地媒体加强联系，宣传定点扶贫，以获得当地干部群众的理解与支持；组织贫困村干部带着当地农产品参展 2019 年全国第七届慈善展，宣传集团定点扶贫项目经验和成果，打开贫困村扶贫产品销路。

CAS made full use of internal and external media to spread its poverty alleviation stories; strengthened contact with local media in Baishui County and promoted targeted poverty alleviation to gain the understanding and support of local cadres and people; organized cadres in the impoverished villages to bring local agricultural products to the 7th National Charity Fair in 2019 to promote experience and achievements in targeted poverty alleviation projects of CAS and thereby open up the market for poverty alleviation products in poor villages.



组织驻村第一书记及贫困村干部参加 2019 年慈善展，推介贫困地区农产品，宣传产业扶贫经验

Organized the first secretary of the village and cadres from the impoverished villages attended the 7th National Charity Fair in 2019 to promote agricultural products and experience in poverty alleviation through industries

## 高效应急救援 Efficient Emergency Rescue

Efficient Emergency Rescue

### 森林火灾抢险救援 Forest Fire Rescue

Forest Fire Rescue

2019 年 4 月 8 日，景德镇市珠山区竟成镇银坑村发生森林火灾，4 月 9 日火情蔓延至枫树山林场范围，过火面积约 20 公顷。由于着火地区地势复杂，山高、坡陡、路窄，大型灭火车辆和装备无法进入，江西省森林防火指挥部和江西省航空护林局，紧急调用中国航材所属中国通用航空有限公司正在南昌执行航空护林任务的 AC313 直升机火速驰援景德镇，同时正在景德镇进行科研试飞的 AC313 也奉命加入洒水灭火任务。2 架 AC313 直升机驾驶员凭借丰富经验和飞行控制能力，将水精准地洒在火线上，下午 13:35 分，大火全部扑灭。整个抢险救援过程共计飞行 4 小时 6 分，吊桶洒水 17 次 50 余吨，为控制火情蔓延、加速灭火进程提供了重要保障。

On April 8, 2019, a forest fire broke out in Yinkeng Village, Jingcheng Town, Zhushan District, Jingdezhen City. On April 9, the fire spread to the Fengshushan Forest Farm, covering about 20 hectares. Due to the complex terrain, high mountains, steep slopes, and narrow roads, making it impossible for large fire-fighting vehicles and equipment to get close, Jiangxi Provincial Forest Fire Prevention Command and the Jiangxi Provincial Aviation Forest Protection Bureau urgently called China General Aviation Co., Ltd. to ask for AC313 helicopter performing the forest protection mission in Nanchang to rush to aid Jingdezhen. At the same time, the AC313, which was conducting scientific research and test flights in Jingdezhen, was also ordered to join the firefighting mission. The two AC313 helicopter pilots utilized their rich experience and flight control capabilities to accurately spill water on the fires, to put out the fire at 13:35. The entire rescue process took 4 hours and 6 minutes, sprinkled water 17 times, consuming more than 50t water, which provided an important guarantee for controlling and extinguishing the fire.



### 应急飞行救助伤员 Emergency flight to rescue the wounded

Emergency flight to rescue the wounded

2019 年 1 月 22 日凌晨，中国通航公司蓬莱基地接到紧急电话，中海油平台有 2 名工作人员突然受伤，情况十分危急，需要立即撤离采油平台送至医院救治。蓬莱基地接到通知后，第一时间组织机组进行航前准备并下达急救飞行指令，基地相关工作人员迅速集合，准备急救。由于公司从未飞过此平台，飞行机长积极联系获取相关飞行资料，按照执行急救任务的相关文件，中国通航应急救援飞机迅速起飞，顺利抵达石油平台并搭载受伤人员及时返回基地送上救护车。由于抢救及时，两名受伤人员均脱离生命危险。此次紧急飞行任务的圆满执行，体现了通航机组的职业素质，充分展现了机组面对突发事件的快速反应能力和水平。

In the early morning of January 22, 2019, China General Aviation Penglai Base received an emergency call, saying that two workers of the CNOOC platform were suddenly injured, in a very critical situation, and needed to be evacuated from the oil production platform and sent to the hospital. After receiving the notification, the Penglai Base immediately organized the crew to make pre-flight preparations and issue first aid flight instructions. The relevant staff of the Base quickly assembled to prepare for first aid. Since this was a new platform for the Base, the flight captain actively contacted relevant parties to obtain flight information. According to the relevant documents for the implementation of emergency missions, the China General Aviation S-76 aircraft quickly took off, arrived at the oil platform and carried the injured back to the Base in time for ambulance. Thanks to the timely rescue, the two injured were out of danger. The successful execution of this emergency flight mission has reflected the professional quality of the general aviation crew and fully showcased the crew's ability and level of rapid response to emergencies.

## 展望未来

## Our Way Forward

2020 年是“十三五”规划和全面建成小康社会的收官之年，是深化国企改革和供给侧结构性改革的攻坚之年，也是集团公司成立 40 周年。站在如此关键的历史交汇点上，中国航材更需固本培元、更需谋定笃行、更需砥砺前行、更需钢铁般的执行力，才能无愧于伟大时代的呼唤，无愧于党和国家的重托。

2020 年，中国航材将以习近平新时代中国特色社会主义思想为指导，深入贯彻落实习近平总书记关于国资国企改革发展和党的建设的重要论述，坚持和加强党的全面领导，坚持新发展理念，深化改革创新，强化提质增效，以高质量党建引领高质量发展，不断增强竞争力、创新力、控制力、影响力、抗风险能力。我们将坚守“建设世界一流航材综合服务商”“在经济领域为党工作”的初心和使命，勠力同心，锐意进取，推进“一优四强”发展战略实现新突破，为建设一流的新型民航综合保障服务提供商和“幸福航材”而奋进，确保“十三五”规划圆满收官。

有志者事竟成，志高者意必远。让我们更加紧密地团结在以习近平同志为核心的党中央周围，在胜利实现第一个百年奋斗目标感召下，在推进中国航材高质量发展的道路上，不惧风雨、不畏险阻、只争朝夕、不负韶华，坚持理想信念，坚定阔步前行，以必胜的信心和斗志，共同创造中国航材的美好未来。

The year 2020 is the last year of the 13th Five-Year Plan, the ending year for building a moderately prosperous society in all respects, also a year for deepening the reform of state-owned enterprises and supply-side structural reforms as well as the 40th anniversary of the founding of the Holding Company. Facing the critical historical intersection, CAS is clearly aware that it needs to consolidate its basis, be more determined to forge ahead, and develop steel-like execution abilities, so that it can answer the call of the great era and fulfill the trust from the Party and the country.

In 2020, CAS will be guided by Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era, thoroughly implement General Secretary Jinping's important expositions on the reform and development of state-owned enterprises and Party building, adhere to and strengthen the Party's overall leadership, uphold the new development concept, deepen reform and innovation, improve quality and raise efficiency, lead high-quality development with high-quality Party building, and continuously enhance its competitiveness, innovative ability, control, influence, and risk resistance capabilities. We will remain true to the original aspiration and mission of "building a world-class comprehensive service provider for aviation supplies" and "working for the Party in the economic field", work hard and forge ahead with determination to make new breakthroughs in promoting the "One Advantageous Platform and Four Strong Sub-platforms" development strategy, bravely push forward to build a first-class new-type civil aviation comprehensive support service provider and "Happy CAS" and ensure successful fulfillment of the "13th Five-Year Plan".

Where there is a will; there is a way. Those having a lofty aspiration will have a long way to go. Let us join hands together to unite more closely around the Party Central Committee with Comrade Xi Jinping as the core. Inspired by the successful realization of the First Centenary Goal, we will fear no danger or difficulty, seize the hour, seize the day, live up to the time, uphold our ideals and beliefs, move forward firmly, and create a bright future for CAS with a winning heart and fighting will.