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2020

社会责任报告

Social Responsibility Report



报告说明

Remarks on This Report

中国航空器材集团有限公司于 2012 年发布了《2002 年-2011 年社会责任报告》，此后均为每年度发布社会责任报告。2020 年度集团选送履责案例分别入编《中央企业社会责任蓝皮书（2020）》《中央企业抗击新冠肺炎疫情案例集》。

In 2012, China Aviation Supplies Holding Company ("CAS") released the 2002-2011 Corporate Social Responsibility Report ("CSR Report"). Since then, the CSR Report is released annually. In 2020, the responsibility performance cases of CAS were included in the Bluebook on Corporate Social Responsibilities of Central Enterprises (2020) and Case Collection of Fight Against COVID-19 of Central Enterprises.



时间范围



Time Range

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January 1, 2020 to December 31, 2020.

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 (2010)*, by International Standardization Organization (ISO); *Guidelines on Social Responsibility for Chinese Industrial Enterprises and Industrial Associations*, published by China Federation of Industrial Economics (CFIE).

称谓说明



References to China Aviation Supplies Holding Company

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

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

获取方式



Access to This Report

可通过中国航材外部网站获取历年社会责任报告电子版，或通过以下方式进行联系。

You may visit our website to access the electronic version of the Corporate Social Responsibility Report over the years, or contact us with the following information.

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领导致辞

Words from the Top Management

2020 年是极不平凡的一年，是在以习近平同志为核心的党中央坚强领导下，全面打赢脱贫攻坚战实现小康社会百年梦想的决胜之年，是“十三五”规划圆满收官、为“十四五”发展谋篇布局之年，更是中国航材成立四十周年、全面推进改革发展的关键之年。

“十三五”期间，中国航材党委深入学习贯彻党的十九大和十九届二中、三中、四中全会精神，以习近平新时代中国特色社会主义思想 and 习近平总书记重要批示指示精神为指导，坚持“1234”总体工作思路，建设一流民航服务提供商和幸福航材，做到“两个维护”，紧扣“两个依托”，担当“三个责任”，构建“四大支持体系”，各项改革不断深化，管理水平持续提升，干部人才队伍更具活力，“一优四强”战略得以落实，集团公司转型发展取得显著成效。

2020 年，中国航材积极应对新冠肺炎疫情带给民航业的严重冲击，集团党委成立社会责任专班，将社会责任全面融入改革发展、生产经营和管理的各项实际工作中。集团上下同舟共济、众志成城，紧盯责任目标，在把握大势和抢抓机遇中开拓创新，在应对挑战和抵御风险中担当作为，快速复工复产、稳固拓展业务、严控压减费用、促进提质增效，认真落实“四个不摘”和“稳就业”等要求，顺利完成了国资委下达的“两个力争”任务目标，助力定点帮扶县实现脱贫摘帽，经受住了新冠肺炎疫情带来的挑战与考验，以实干实效庆祝中国航材成立 40 周年，为民航业疫情防控和经济社会发展贡献航材力量。

2021 年，将迎来中国共产党百年华诞，同时也是开启“十四五”规划和全面建设社会主义现代化国家新征程的第一年。中国航材将继续发挥先锋模范作用，改革创新，锐意进取，全面贯彻新发展理念，持续推进航材高质量发展；关爱员工健康、维护员工利益，持续推进“幸福航材”建设，团结广大干部职工，同心戮力，在迈进新征程的道路上踏出更为坚实的步伐、创造出更加优异的成绩！

The year 2020 was by no means an ordinary year. It was a year marking decisive victory in the fight against poverty and achievement of one centennial dream to become a moderately prosperous society under the strong leadership of the Party Central Committee with Comrade Xi Jinping at the core. It was a year symbolizing the fulfillment of the 13th Five-Year Plan while the planning for the 14th Five-Year Plan. It was also a year celebrating the 40th anniversary for the founding of CAS and promoting reform and development in all respects.

During the "13th Five-Year Plan" period, CAS Party Committee thoroughly studied and implemented the spirits of the 19th National Congress of the Communist Party of China and the 2nd, 3rd, 4th, and 5th Plenary Sessions of the 19th CPC Central Committee, followed the guidance of the Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and important instructions of President Xi, adhered to the overall work idea of "1234", built a first-class civil aviation service provider and happy CAS, resolutely upheld General Secretary Xi Jinping's core position on the Party Central Committee and in the Party as a whole, and resolutely upheld the Party Central Committee's authority and its centralized, unified leadership, closely stuck to the "two strivings", shouldered "three responsibilities", constructed "four support systems", with the aim to continuously deepen reform, improve management level, inspire vitality of the cadre and talent team, and carry out the "One Advantageous Platform and Four Strong Sub-platforms" strategy. As a result, transformation and development has achieved remarkable results.

In 2020, facing the severe impact caused by COVID-19 to the civil aviation industry, CAS took active measures. The Party Committee set up a special social responsibility team to fully integrate social responsibilities into specific tasks of reform and development, production, operation and management. All members of CAS were united in a concerted effort, focused on responsibility goals, made innovations while keeping track of the trend and seizing opportunities, shouldered responsibilities bravely in face of challenges and risks, quickly resumed work and production, steadily expanded businesses, strictly controlled and reduced costs, improved quality and efficiency, earnestly implemented the requirements of "shaking off poverty doesn't mean the end of responsibilities, policies, support or supervision" and "stabilizing employment", successfully fulfilled the "striving to achieve sustained and rapid growth in the benefits of most central enterprises, and striving to realize positive growth of all central enterprises as a whole" tasks assigned by SASAC, and helped the designated counties to eradicate poverty. We had withstood the challenges and tests of the epidemic and were honored to celebrate the 40th anniversary of CAS. In the past year, we had contributed our part to epidemic control of the civil aviation industry and the economic and social development.

The year 2021 will usher in the 100th anniversary of the founding of the Communist Party of China and will also kick off the 14th Five-year Plan and the new journey of building a modern socialist country in all respects. CAS will continue to play a pioneering and exemplary role, make reforms and innovation, forge ahead, thoroughly implement the new development concepts, and continue to promote the high-quality development. We will continue to care for the health of employees, safeguard their interests, make sustained efforts to promote the construction of "A Happy CAS". We will stand together with cadres and employees and take an even firmer step on the new journey. We are confident that a more prosperous future will be in store for us.

航材 40 年

40 years of aviation materials

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。2020 年 10 月，中国航材迎来了 40 周年华诞。

中国航材，因改革开放而生。“民航一定要走企业化道路！”1980 年 10 月，经国家进出口管理委员会批准，中国航空器材公司在民航总局航材处的基础上成立，执行国家统筹购机任务，为国内各大航空公司提供保障服务，缓和航空运输紧张，推动民航快速发展。

中国航材，因转型发展而立。1996 年 9 月，中国航空器材公司更名为“中国航空器材进出口总公司”，2002 年 10 月，中国航空器材进出口集团公司经国务院批复正式组建，成为国务院国资委管理的中央企业。中国航材顺应市场经济发展规律，逐步向对外贸易合作实体转型发展，积极推动和拓展航空器材贸易，分销及租赁，航空器材制造、维修与相关技术服务、物流服务，以及航空租赁、航空培训等业务，成为促进中国民航机群现代化、推动民航快速稳定发展的重要力量。

中国航材，因开拓进取而飞。中国航材加快体制机制改革步伐，由全民所有制企业改制为国有独资公司，确立以董事会为核心的公司治理体系，2017 年更名为中国航空器材集团有限公司。中国航材坚持贯彻新发展理念，深化改革创新发展，提出并推动“一优四强”战略落地落实，提升航材保障服务专业能力，提质增效，加速推动向创新驱动数字型企业转变。积极响应和服务“一带一路”“整机批量采购”“应急救援体系建设”等国家战略，勇担社会责任，正在努力成为全球一流的民航服务提供商，努力成长为“民航强国”建设的重要力量。

四十岁，正青春，再出发！中国航材在习近平新时代中国特色社会主义思想伟大旗帜指引下，将始终牢记初心使命，致力于“建设新型航材、助力两翼齐飞”，不断提升中国特色社会主义现代化企业治理体系和治理能力，加快建设数字航材、智慧航材、绿色航材、人文航材，为实现“两个一百年”奋斗目标和中华民族伟大复兴的中国梦贡献“航材力量”！

CAS, a state-owned key enterprise managed by SASAC, is specialized in aircraft purchase and aviation supplies support, and embraced its 40th anniversary in October, 2020.

CAS came into existence under the background of reform and opening up. "Civil aviation must be operated by enterprises!" In October 1980, China Aviation Supplies Company (CASC) was founded with the approval of the State Import and Export Regulatory Commission on the basis of CAAC Aviation Supplies Office, to perform the national overall planning of aircraft purchase tasks, provide support services for major airlines in China, ease the tension of air transportation and promote the rapid development of civil aviation.

CAS gained a firm foothold thanks to transformation and development. In September 1996, CASC's full name was changed to China Aviation Supplies Imp. & Exp. Corporation. In October 2002, China Aviation Supplies Imp. & Exp. Group Company was formally established with the approval of the State Council and became a central enterprise managed by the SASAC. Complying with the laws of the market economy, CAS gradually transformed into a foreign trade cooperation entity, actively promoted and expanded aviation supplies trade, distribution and leasing, aviation supplies manufacturing, MRO and related technical services, logistics services, aviation leasing and aviation training. It has become an important force in promoting the modernization of China's civil aviation fleet and ensuring the rapid and stable development of civil aviation.

CAS thrived because of pioneering and enterprising. CAS accelerated the pace of institutional reforms, restructured from an enterprise owned by the whole people to a wholly state-owned company, established a corporate governance system with the board of directors as the core, and changed its name to China Aviation Supplies Holding Company in 2017. CAS adhered to the implementation of the new development concept, deepened reform and innovation development, proposed and promoted the implementation of the "One Advantageous Platform and Four Strong Sub-platforms" strategy, enhanced the professional capabilities of aviation supplies support services, improved quality and efficiency, and accelerated the transformation to an innovation-driven digital enterprise. We actively responded to and served national strategies such as "Belt and Road Initiative", "Package Purchase of Aircraft" and "Emergency Rescue System Construction", bravely shouldered social responsibilities, and strived to become a world-class civil aviation service provider, and grow into an important force in building China into "Civil Aviation Power".

The 40-year-old CAS is still young and always ready to start a new journey! Under the guidance of the great banner of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, we will keep in mind our original mission and commit to "building a new-type CAS and developing both transport aviation and general aviation", continuously improve our governance systems and governance capabilities of modern enterprises with Chinese characteristics, quicken the pace of building a digital CAS, smart CAS, green CAS and humanistic CAS, to contribute our part to the Two Centenary Goals and the Chinese dream of the great rejuvenation of the Chinese nation!

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。

CAS aims to become the largest, the most advantageous, and most influential comprehensive service provider focusing on civil aviation support through conducting intensive operations taking the new-type civil aviation support services as the core and covering four business segments including aircraft services, aviation supplies support, technical equipment and airport business support, general aviation development and support services.

业务板块 Business Segments

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
Component Leasing
- 发动机业务
Engine Business
- AOG 互援及信息系统管理
AOG Mutual Assistance and Information System Management
- 机务 IT 解决方案
Maintenance IT Solutions
- 整体机轮综合保障服务
Aircraft Wheel Support Service
- 飞机刹车销售
Sales of Aircraft Brake Pad
- 周转件共享
Pooling of Rotables
- 航材分销寄售
Aviation Supplies Distribution and Consignment
- 富裕航材处置
Disposal of Obsolete Parts
- 航材云平台
Aviation Supplies Cloud
- 航空维修
Aviation MRO
- 航空地毯和航化产品制造
Manufacturing of Aviation Carpet and Aviation Chemicals

地面保障服务 Ground Support Service

- 展会业务
Exhibition Business

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

- 公务机服务
Business Jet Service

通航制造 General Aviation Manufacturing

- 通航保障
General Aviation Support

招标业务 Bidding Business

- 导航数据业务
Navigation Data Business

助航业务 Navigation Aid Business

- 信息化保障业务
Information Support Business

- 咨询业务
Consultation Business

通航运营 General Aviation Operation

- 通航应急救援
Aviation Emergency Rescue

技术装备及机场保障服务板块 Technical Equipment and Airport Support Service

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

成为全球一流的民航服务提供商。
To become a world-leading civil aviation service provider.

公司使命 Corporate Mission

建设新型航材 助力两翼齐飞。
Develop New Types of Aviation Materials, Support Both Transport Aviation and General Aviation

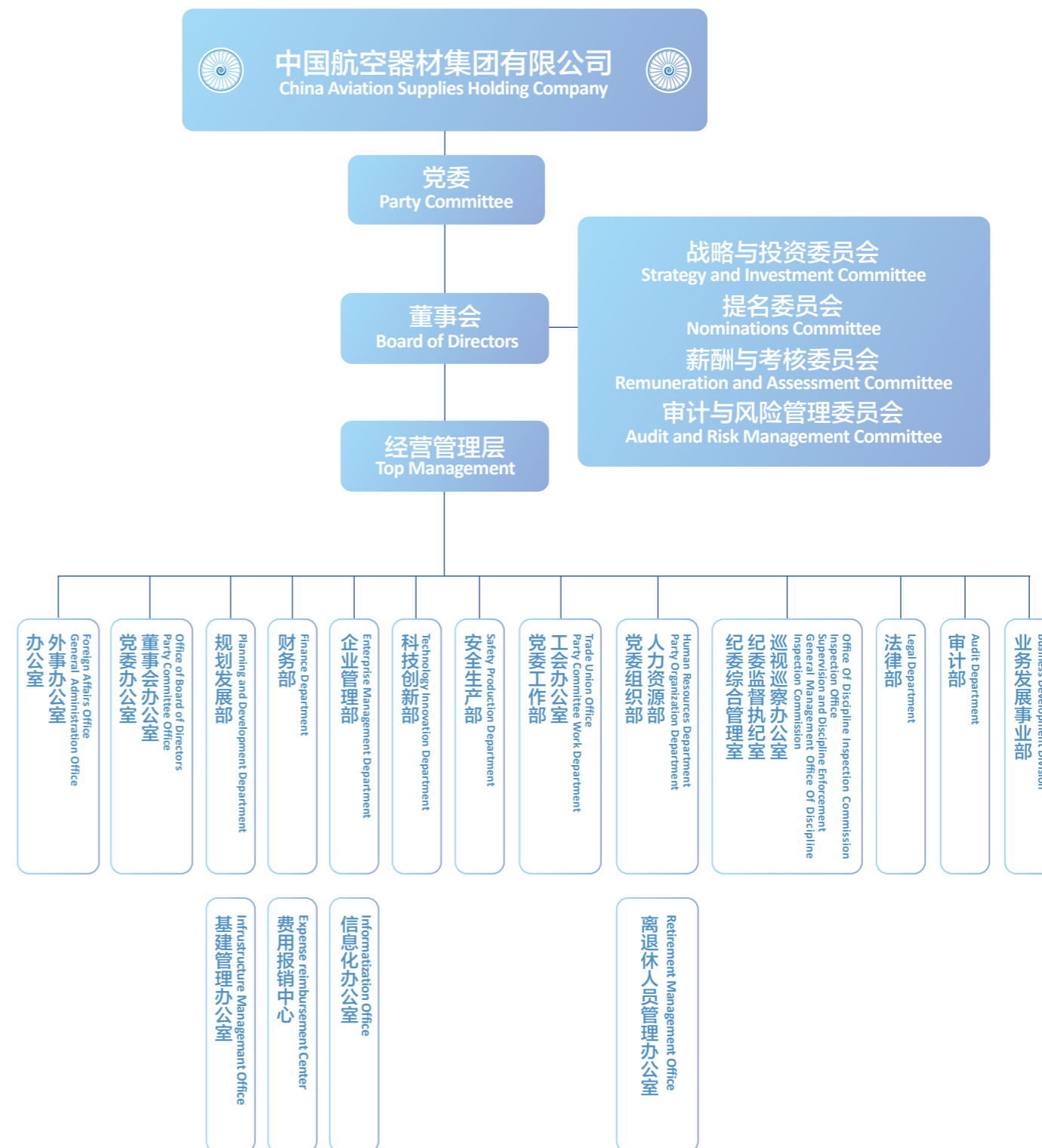
公司口号 Corporate Slogan

让飞行更顺畅。
For better and safer flight.

公司价值观 Corporate Values



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

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
华欧航空培训有限公司	中航材集团(香港)有限公司
华欧航空支援有限公司	中国航空器材集团欧洲有限公司
华普航空发动机培训中心有限公司	中国南方航空器材(肯尼亚)有限公司
美洲办事处	美国太平洋有限公司
莫斯科办事处	欧洲办事处

航空器材保障服务板块

中国航空器材有限责任公司	香港亚太有限责任公司
中国航空器材有限责任公司北京分公司	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沈阳分公司	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广州分公司	北京凯兰航空技术有限公司
中国航空器材西南有限公司	北京凯兰航空技术有限公司上海分公司
成都环宇航运代理有限公司	北京凯兰航空技术有限公司航空维修服务中心
中国航空器材集团西北有限责任公司	北京三元飞机刹车技术有限责任公司
中航材(北京)物流有限公司	中航材航空新材料有限公司
西安凯龙航空技术有限公司	北京凯兰飞机维修工程有限公司
中国航空器材华东有限公司	北京航空工艺地毯有限公司

技术装备及机场保障服务板块

中国民航技术装备有限责任公司	中国航材集团北京华诺航空服务有限公司
中航材国际招标有限公司	中航材华贸(北京)国际贸易有限公司
中国航空器材新疆有限责任公司	北京华翼助航技术开发有限公司
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
中航材华德宝空港设备(昆山)有限公司	

通用航空发展及保障服务板块

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

其他

中国航空器材集团资产管理有限公司

Main Members of Each Segment

Aircraft Services

Aerdragon Aviation Partners, Ltd.	China Aviation Supplies Science & Technology Development (Xi'an) Corporation
HuaOu Aviation Training Company Limited	China Aviation Supplies Imp. &Exp. Group (Hongkong) Company Limited
HuaOu Aviation Support Company Limited	China Aviation Supplies (Europe) Co., Ltd.
Huapu Aviation Engine Training Centre Co., Ltd.	China Southern Aviation Supplies (Kenya) Limited
American Office	American Pacific Ltd.
Moscow Office	European Office

Aviation Supplies Support

China Aviation Supplies Co., Ltd.	APL (Hong Kong) Limited
China Aviation Supplies (Beijing) Co., Ltd.	China Aviation Supplies Bireturn Aviation Technology Co., Ltd.
China Aviation Supplies (Shenyang) Co., Ltd.	CASC Willis Lease Finance Company Limited
China Aviation Supplies (Guangzhou) Co., Ltd.	Beijing Kailan Aviation Technology Co., Ltd.
China Aviation Supplies Southwest Corporation	Beijing Kailan Aviation Technology Shanghai Branch
Chengdu Huanyu Aviation Forwarding Co., Ltd.	Beijing Kailan Aviation Technology Co., Ltd. Aviation Maintenance Service Center
China Aviation Supplies Northwest Corporation	Beijing Sanyuan Aircraft Brake Technology Co., Ltd.
Krauss (China) Aviation Technologies Co., Ltd.	China Aviation Supplies New Material Co., Ltd.
China Aviation Supplies East Corporation	Beijing Kailan Aircraft Maintenance Engineering Co., Ltd.
China Aviation Supplies (Beijing) Logistics Co., Ltd.	Beijing Aircraft Carpet Co., Ltd.

Technical Equipment & Airport Support Service

China Civil Aviation Technology & Equipment Co., Ltd.	CAS Beijing Haner Aviation Service Co., Ltd.
China Aviation Supplies International Tendering Co., Ltd.	China Aviation Supplies Huamao International Trade Company Limited
China Aviation Supplies Xinjiang Corporation	Beijing AviWing Airfield Lighting Technology Co., Ltd.
China Aviation Navigation Data Co., Ltd.	Beijing Sino-Aero Construction Engineering Co., Ltd.
CAS&VATAPLE Airport Equipment (Kun Shan) Co., Ltd.	

General Aviation Development & Support Service

China General Aviation Co., Ltd.	Qingdao United General Aviation Co., Ltd.
Eastern General Aerophotography Co., Ltd.	China General Aviation Service Co., Ltd.
Tianjin Bohai Aviation Supplies Imp. &Exp. Corp. Ltd.	China Aviation Rescue & Emergency Co., Ltd.
Beijing Aviation Emergency Rescue Co., Ltd.	

Other

China Aviation Supplies 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 7 名，其中外部董事 4 名。董事会下设战略与投资委员会、提名委员会、薪酬与考核委员会、审计与风险管理委员会四个专门委员会，各专门委员会认真执行议事规则和规章制度，围绕董事会的重要决议事项，充分履行职责，提高了董事会的决议质量和效率。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、组织监督和监督检查、责任追究等内容，有效规范了各项决策流程、决策行为和决策执行。

CAS is a wholly state-owned company, with SASAC performing the duties of the investor on behalf of the State Council. It has established the rules and regulations of the Board of Directors, to ensure the standardization of the work and improve the scientific decision-making 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. Its “three-major and one-large (namely major decision-making, appointment and dismissal of major personnel, arrangement of major projects and operation of large-amount funds)” decision-making system and the decision-making conference system have clearly stipulated the decision-making authority, decision-making procedures, organization implementation, supervision and inspection, and accountability of the Party committee, the Board of Directors, 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”理念，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. For that end, CAS has taken the following initiatives to: first, 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, 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, fully carry out its social responsibility in protecting environment, alleviating poverty and conforming to laws and regulations during business operation while actively safeguarding the political and economic benefits of the country, optimizing the resource configuration of the industry, and transforming the way of economic growth; and fourth, care about the development of employees, set up a platform encouraging employees to stand out, and expand the paths for career development. Focusing on Value-adding CAS, we do our best 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	相关方的期望目标 Expectations of stakeholders
国资委 SASAC	<ul style="list-style-type: none"> 政策法规和规章制度 工作会议 定期汇报 业绩考核 	<ul style="list-style-type: none"> 国有资产保值增值 依法依规经营 提升管理 防范经营风险 做优做强主业
民航局 CAAC	<ul style="list-style-type: none"> 政策法规和规章制度 工作会议 定期汇报 文件、通知、报告 	<ul style="list-style-type: none"> 建设民航强国 安全保障 增强保障能力 坚持节能环保
地方政府 Local government	<ul style="list-style-type: none"> 政策法规 统计报表 信息报送 高层会晤 	<ul style="list-style-type: none"> 遵章守法 税收 节能减排 扩大就业
战略合作伙伴 Strategic cooperation partners	<ul style="list-style-type: none"> 战略合作协议 定期会晤 	<ul style="list-style-type: none"> 优势互补 合作共赢
客户 Customer	<ul style="list-style-type: none"> 合同、协议 互相沟通 访谈 信息反馈 	<ul style="list-style-type: none"> 提供规范高效服务 满足客户要求
员工 Employee	<ul style="list-style-type: none"> 职代会、座谈 培训 建议及反馈 工作沟通 微博网站交流 	<ul style="list-style-type: none"> 权益保障 职业发展 教育培训 薪酬福利 健康安全
供应商 Supplier	<ul style="list-style-type: none"> 合同、协议 日常业务交流 	<ul style="list-style-type: none"> 诚信守法 平等合作、互利共赢 长期合作关系
非政府组织 NGO	<ul style="list-style-type: none"> 参与会议、活动 提供必要支持 	<ul style="list-style-type: none"> 参与支持社团活动 遵守章程
社会公众 Social public	<ul style="list-style-type: none"> 信息披露 新闻发布 履行中央企业责任 公益慈善 员工志愿者 	<ul style="list-style-type: none"> 灾害救援 积极参与公益活动 环境保护



“十三五”发展回顾

Milestones in Development during the “13th Five-year Plan” Period

“十三五”期间，中国航材不断加强党的领导和党的建设，深入贯彻新发展理念，坚持“1234”总体工作思路，提出“一优四强”发展战略，持续推进布局优化业务调整，深化改革激发内生动力，加快推进治理体系和治理能力现代化，各项经济指标全面完成，服务国家战略和重大任务取得积极成效。各项工作取得的成绩，为“十四五”时期的规划发展奠定了坚实基础，创造了良好条件，也积累了宝贵经验。

During the “13th Five-Year Plan” period, CAS continued to strengthen Party leadership and Party building, thoroughly implemented the new development philosophy, adhered to the overall work idea of “1234”, proposed the “One Advantageous Platform and Four Strong Sub-platforms” strategy, further advanced the layout optimization and business adjustment, deepened reforms to stimulate the endogenous motivation, and accelerated the modernization of governance systems and governance capabilities. Thanks to all these initiatives, we fulfilled all economic indicators and achieved positive effect in serving the national strategy and major tasks, which laid a solid foundation for the planning and development, created an environment and accumulated valuable experience for the upcoming “14th Five-Year Plan” period.

——聚焦主业优化布局，四大板块业务体系基本形成

——Focus on the Main Business to Optimize the Layout and Basically Form Four Business Sectors

“十三五”期间，集团公司加快推动由单一贸易商向民航综合保障实体企业的转型，重新确定了“一优四强”整体发展战略，形成集航空器整机保障服务、航空器材保障服务、技术装备与机场保障服务、通航发展与保障服务于一体的业务体系，新旧动能稳步转换，产业布局更加优化。

During the “13th Five-Year Plan” period, CAS accelerated the transformation from a single trader to a comprehensive civil aviation support entity and redefined its overall development strategy of “One Advantageous Platform and Four Strong Sub-platforms”, to form a business system integrating Aircraft Services, Aviation Supplies Support, Technical Equipment and Airport Support Service and General Aviation Development and Support Service, indicating the stable transformation from the outdated dynamics to the new ones and creating a more optimized industry layout.

——实现国有资产保值增值，全面完成各项经济指标

——Maintain and Increase the Value of State-owned Assets and Complete All Economic Indicators in All Respects

“十三五”期间与“十二五”同比运行更稳、实力更强，集团公司营业收入、利润总额、国有权益及上缴国有资本收益累计均超过“十二五”时期水平。

In contrast with the “12th Five-year Plan” period, during the “13th Five-Year Plan” period, CAS witnessed more stable and more powerful operation performance, and higher operating income, gross profit, state-owned equity and the accumulative earnings from the state-owned assets handed over to the government.

——落实国家战略部署坚决有力，核心竞争力明显提升

——Resolutely and Powerfully Implement the National Strategic Deployment and Witness Significant Rise in Core Competitiveness

牵头建立覆盖全民航的飞机批量采购联合体工作机制，启动MPG新模式并落地实施，积极推进中外航空工业合作，加快国内航空制造业水平的提升。初步建立起中央企业高原应急救援、森林救火重载通航机队能力，成为首家进藏救援的企业。航材共享平台承担了国内多家航空公司机队的运营保障，并与相关企业合作共建国产民机的航材保障体系。以智慧民航创新为突破口，打造机务维修保障领域最大的IT系统供应商和航材互援保障提供商，为超过3000架飞机提供保障，成功开发并自主研发航空飞行方面的国产软件，为国产化替代做贡献。

CAS took the lead in establishing the working mechanism of the aircraft package purchase consortium covering the entire civil aviation industry, launched and implemented the new MPG model, actively promoted the industrial cooperation between the Chinese and foreign airlines, and improved the aviation manufacturing level in China. We initially developed the central enterprise's high-plateau emergency rescue and forest fire-fighting heavy-load general aviation fleet capabilities, becoming the first to undertake rescue in Tibet. The Aviation Supplies Pooling Platform provided operation support for the fleets of many domestic airlines, and cooperated with related enterprises to build an aviation supplies support system for homemade civil aircraft. Starting from smart civil aviation innovation, CAS aimed to become the largest IT system supplier and aviation supplies mutual support provider in the maintenance support field, to provide support for more than 3,000 aircraft, and independently developed domestic software for aviation flight to contribute to localization.

——深化改革激发活力，市场化运营机制逐步健全

——Deepen Reforms to Stimulate Vitality, and Gradually Improve the Market-oriented Operation System

深化总部改革，优化管控模式。以“强化部门核心职能、避免多头管理、管运职责分开、平行合署精干、培养复合型管理人才”为原则，全面推进总部机构改革，提高职能效率。明确二级单位管控模式，基本形成了权责分明、界限清晰、分权有道、集权有度的管控体系。开展提质增效、对标世界一流等专项行动，通过多种改革举措推进瘦身健体，严格管控三项费用。大力推进改革重组，打造发展新动力。努力打造航材共享平台，推动航空租赁业务发展，入股科技公司，合资成立专业公司，打造数字化、研发制造、机场服务等创新业务，迈出转型发展的坚实步伐。发挥“双百行动”“科改示范行动”等专项行动示范作用。所属导航公司完成员工持股；利顿公司上市筹备工作稳妥推进，被国资委评为“双百行动”三项制度改革专项A级企业。深化三项制度改革，激发内生活力，建立“以岗定薪，按绩取酬，岗变薪变”的内部分配制度。打破“终身制”“铁交椅”，实行企业负责人任期制和契约化管理并探索推行职业经理人制度，圆满完成退休人员社会化管理工作。集团公司领军人才、中坚人才、骨干人才的人才梯队基本成型。通过大力推进改革三年行动，不断将各项重点改革举措引向深入。

Deepening the reform of the headquarters and optimizing the management and control model; based on the principles of “strengthening the core functions of the department, avoiding overlapping management, separating management and operation responsibilities, making a highly capable office combination of parallel departments, and cultivating interdisciplinary management talents”, we comprehensively promoted the structural reform of the headquarters and improved the efficiency of functions; clarified the management and control mode of secondary units, and basically formed a management and control system with clear powers and responsibilities, clear boundaries, rational decentralization, and proper centralization; carried out special actions such as improving quality and efficiency, benchmarking against world-class standards, and adopted multiple reform measures to strictly control the overhead cost, manufacturing cost and the operating costs. Vigorously promoting reform and reorganization to create a new driving force for development; CAS made great efforts to build the Aviation Supplies Pooling Platform to promote the development of aviation leasing business; invested in technology companies to set up a professional JV, to carry out innovative businesses like digitization, R&D and manufacturing and airport services and hence take a solid step in transformation and development. Giving full play to the demonstration role of special actions such as the “Two-hundred Initiative” and “Demonstration Action of Reform of Technical Enterprises”; the navigation company affiliated to CAS completed employee shareholding. Bireturn steadily pushed forward its preparations for IPO and was ratified to be the class-A enterprise among the “Two-hundred Enterprises” after assessing the three systems as part of the “Two-hundred Initiative”. Bringing forward the reform of three systems, to further stimulate the vitality; we established an internal distribution system of “determining salary by post, getting paid according to performance, and adjusting remuneration with the change of post”, to end the system of life tenure while exercising the tenure system and contractual management of enterprise leaders and exploring the implementation of the professional manager system, and fulfilled the socialized management of retirees. Major reform measures were carried forward even more through vigorously advancing the three-year reform actions.

——党的领导不断加强，党建质量不断提升

——Continuously Strengthen Leadership of the Party and Improve Quality of Party Building

“十三五”期间，集团公司党委坚决落实全国国企党建重点工作要求，坚决执行中央企业党建质量提升等专项行动，建立“第一议题”制度，全面夯实“三基建设”，推动党建实现“强根固本、质量提升、巩固深化”三上台阶。突出中国特色现代企业制度建设，2017年完成公司制改制、建立董事会以来，逐步构建起“以党建引领企业改革发展的一体化格局和体系化运行机制”，党委领导体系、董事会决策体系、经理层保障体系和干部人才队伍支撑体系“四大支持体系”基本确立；党委、经理层、董事会治理职责和权责边界日益清晰。加强党的领导与完善公司治理不断深化融合，深入党建经营“六个融合”，为改革发展营造了良好氛围，为高质量发展提供坚强保障。

During the “13th Five-Year Plan” period, the CAS Party Committee resolutely implemented the key work requirements of Party building in state-owned enterprises nationwide, firmly took special actions such as improving the quality of Party building of central enterprises, established a “first topic” system, and comprehensively consolidated the construction of “Three Basics” (the basic organization, basic team, and basic system) to promote Party building by three stages of “strengthening the foundation, improving quality, and consolidating and deepening the achievements”. We highlighted the construction of a modern enterprise system with Chinese characteristics. Since the completion of the corporate system reform and the establishment of the board of directors in 2017, we have gradually set up “an integrated pattern and systematic operation mechanism with Party building to lead enterprise reform and development” and basically established the “four support systems”, namely the leadership system of the Party committee, the decision-making system of the board of directors, and the support system of the top management and the support system of the cadre and talent team, with more clearly defined governance responsibilities and boundaries of the Party committee, the top management and the board of director. More than that, we strengthened integration between the leadership of the Party and consummation of the corporate governance and deepened the “Six Integrations” in Party building, to create a good atmosphere for reform and development, and provide a strong guarantee for high-quality development.

01 担当作为

稳固落实经济发展责任

RESPONSIBILITY
STEADILY IMPLEMENTED
THE RESPONSIBILITY OF
ECONOMIC DEVELOPMENT



加强联防联控，为复工复产提供坚实保障

Strengthen Joint Prevention and Control to Guarantee Work Resumption

2020年，面对突如其来的新冠肺炎疫情，中国航材坚决贯彻落实党中央、国务院的指示精神，严格执行国家有关部门和所在地方人民政府的疫情防控要求，始终把广大员工的生命安全和身体健康放在首位，及时成立应对新冠肺炎疫情和复工复产领导工作机构，认真研究部署防控措施，配合属地政府做好联防联控，及时收集数据信息，全面了解掌握员工出行及健康状况，多渠道关怀异地员工并进行心理疏导，合理配备发放日常防护用品，切实履行属地、部门、单位、个人“四方责任”，保障疫情防控工作安全高效、规范有序。集团上下团结一心，从北京总部园区到各地分子公司，从国内外坚守岗位的一线员工到国外执行培训任务的通航机组，坚决落实疫情防控要求，全力做好防控工作，全体员工和家属未发生一例新冠肺炎确诊或疑似病例，全面取得疫情防控阶段性胜利，为复工复产和确保生产经营稳定有序提供了最坚实的保障。

In 2020, in the face of the sudden outbreak of COVID-19, CAS resolutely implemented the instructions from the Party Central Committee and the State Council, strictly carried out the epidemic prevention and control requirements of relevant state departments and local people's governments, and always put the lives and health of employees in the first place. For that end, we set up a leading working organization to respond to the epidemic and work resumption, carefully study and deploy prevention and control measures, cooperate with local governments in joint prevention and control, collect data and information in a timely manner, and fully grasp the travel and health records of employees, care for nonlocal employees and conduct psychological counseling for them, reasonably allocate and distribute daily protective supplies, and earnestly shoulder the responsibilities of the regions, departments, companies and individuals, ultimately to ensure safe, efficient, standardized and orderly epidemic prevention and control work. All CAS members, from those in Beijing headquarters to those in branch companies, from the front-line employees at home and abroad sticking to their posts to the general aviation crews performing training tasks abroad, were united to resolutely enforce the requirements and make their best efforts for epidemic prevention and control. Thanks to their hard work, no confirmed or suspected case occurred, marking a phased victory in epidemic prevention and control and hence providing the most solid guarantee for work resumption and stable and orderly production and operation.



应对新冠肺炎疫情应急演练
Emergency drill in response to COVID-19



疫情防控
Epidemic prevention and control

发挥专业特点，主动担当航空基础保障急难任务

Give Full Play to Expertise and Actively Take on the Urgent and Difficult Tasks of Basic Aviation Support

中国航材党委成立了社会责任专班，统筹部署新冠肺炎疫情期间的各项重点任务目标和企业提质增效专项行动内容。所属各分子公司坚持问题导向、目标导向、结果导向，制订切实可行的工作方案，因时因势调整工作着力点和应对举措，同步落实好疫情防控和企业经济发展责任，充分发挥自身业务特点，为中国民航打赢抗击疫情保卫战提供专业的航空基础保障。

The CAS Party Committee set up a special social responsibility team to deploy key tasks and targets during the outbreak of COVID-19 and the special actions taken for quality and efficiency improvement. Branch companies of CAS adhered to the principles of being problem-oriented, goal-oriented, and result-oriented, formulated practical work plans, adjusted work priorities and countermeasures based on the specific conditions, implemented epidemic prevention and control and corporate economic development responsibilities at the same time and give full play to their expertise, so as to offer professional aviation basic guarantee for the civil aviation industry in China to win the battle against the epidemic.

中国航空器材有限责任公司发挥航材保障专业能力，周密组织航材保障，业务团队7x24小时快速响应处理各种航材保障需求，全年完成上百次AOG支援、上千次保障器材交换和修理服务，确保航空公司疫情期间“不断粮”。

China Aviation Supplies Co., Ltd made the best use of its expertise in aviation supplies support and carefully organized aviation supplies support, with its business team responding to aviation supplies support needs 7x24. It has fulfilled hundreds of AOG supports and thousands of times of exchange and repair of supplies, to guarantee aviation supplies for airlines during the epidemic.

北京凯兰航空技术有限公司所属机轮维修车间、凯龙公司、航毯公司迅速复产，为国内航空公司的抗疫航班提供万余次整体机轮起降保障，为国内航班顺利安全运营保驾护航。

The wheel maintenance workshop of Beijing Kailan Aviation Technology Co., Ltd., Kailong, and the Carpet Company quickly resumed production and were capable of providing more than 10,000 overall aircraft take-offs and landings for anti-epidemic flights in China, to ensure the smooth and safe operation of domestic airlines.

中国航材集团北京华诺航空服务有限公司广大员工放弃春节休假，拼搏在民航保障一线，在疫情最为紧张的2-4月，作为唯一场内作业团队，迎难而上，采用科学精准消杀措施，为往返武汉运送防疫物资以及往来境外航班提供客舱清洁、消毒杀菌服务从未中断，获评“中央企业抗击新冠肺炎疫情先进集体”荣誉称号。

In CAS Beijing Haner Aviation Ground Service Co., Ltd., a great many employees ended their Spring Festival holidays earlier and returned to the frontline during February and April when the epidemic raged, making the only on-site operation team to directly fight against difficulties. They adopted the scientific and precise disinfection measures to transport epidemic prevention supplies to Wuhan and provide cleaning and disinfection services to overseas flights and were awarded the honorary title of "Advanced Collective of Central Enterprises in Fighting COVID-19".



北京华诺公司疫情期间消毒杀菌保障
Disinfection actions during the epidemic in Beijing Haner

中国通用航空有限责任公司不畏风险，持续执行海油保障、海事空巡、警航飞行任务。作为国内唯一具备执管AC313机型的通航公司，运营AC313执行江西航空应急救援及护林任务，并与相关单位积极开展机型研发、改进等工作。迅速完成首2架Mi-171直升机引进及能力搭建，为成为能打硬仗的航空救援关键力量做准备。

China General Aviation Co., Ltd. bravely encountered the risks and continued to perform offshore oil support, maritime air patrol, and police flight tasks. It is the only airline in China capable of operating AC313 and as such, flew AC313 to perform aviation emergency rescue and forest protection tasks in Jiangxi, and actively developed and improved models with units concerned. It quickly introduced the first two Mi-171 helicopters to reserve the key force in aviation rescue in face of harsh conditions.

坚持精准施策，奋力实现稳增长任务目标

Adhere to Pertinent Policies and Strive for Stable Growth

2020年，面对疫情对民航业带来的冲击，在集团党委的坚强领导下，所属各公司积极行动、迅速研判，统筹推进疫情防控和生产经营工作，坚持开拓创新、精准施策，在应对危机中逆势打造新的利润增长点。同时，牢固树立“过紧日子”的思想，集团总部及各分子公司严格压控成本费用支出，拿出硬招实招降本增效。集团上下共同努力，实现了较好的经营效益，完成国资委下达的“两个力争”稳增长任务目标，推动企业经营发展稳中提质，为民用航空安全顺畅飞行提供可靠的专业服务与保障。

In 2020, facing the impact of COVID-19 on the civil aviation industry, under the strong leadership of CAS Party Committee, all affiliates of CAS took active actions to make quick study and judgment, coordinated and promoted epidemic prevention and control and production and operation, insisted on innovation and pertinent measures, and finally create the new profit growth points despite of the crisis. At the same time, firmly holding to the idea of "tightening the belt", the headquarters and all branch companies strictly controlled costs and expenses, and adopted harsh measures to reduce costs while raising efficiency. All CAS members worked together to achieve a satisfactory operation performance, successfully fulfilled the "striving to achieve sustained and rapid growth in the benefits of most central enterprises, and striving to realize positive growth of all central enterprises as a whole" tasks assigned by SASAC, promoted the steady development and quality improvement of the enterprise, to provide reliable professional services and guarantees for the safe and smooth flights.

航空器整机保障服务 Aircraft Services

飞机批量采购 Package Purchase of Aircraft

中国航材积极应对，及时了解相关信息，针对影响飞机交付期的各类情况进行量化分析，制订动态工作方案，抓牢关键节点保障飞机批量采购收益落实。同时，对飞机批量采购新模式进行专项研究，协助开展行业协调工作，提供飞机采购咨询，努力提升服务水平，推动与航空公司及国际航空制造企业合作共赢。2020年，飞机批量采购、工业合作和航空培训业务稳住基本面，实现业务利润稳步增长。

CAS took active actions, learned relevant information in a timely manner, conducted quantitative analysis on situations affecting the delivery period of aircraft, prepared dynamic work plans, and grasped key aspects to ensure the benefits of package purchase of aircraft. At the same time, CAS conducted special research on the new model of aircraft package procurement, assisted in industry coordination, provided aircraft procurement consulting, strived to raise service levels, and thereby promoted win-win cooperation with airlines and international aviation manufacturers. In 2020, package purchase of aircraft, industrial cooperation and aviation training maintained their stability and enjoyed steady growth in profits.

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（以下简称“奇龙公司”）目前拥有飞机数十架，客户遍及国内外多家航空公司。在疫情期间多国国境关闭的情况下，通过缜密的“远程交付”过程管理，拓展新的租赁市场。研究扩展新的融资方式，并通过完善制度、建立相关信息系统进一步强化内部管理，控制运营风险，促进公司效益不断提升，为集团公司完成全年任务提供重要支撑。

Aerdragon Aviation Partners, Ltd. (hereinafter referred to as "Aerdragon") affiliated to CAS currently owns dozens of aircraft to serve many domestic and foreign airlines. After outbreak of the epidemic, despite the borders of many countries were closed, Aerdragon expanded the new leasing markets through careful management of the "remote delivery" process. More than that, it studied and expanded new financing methods and further strengthened internal management by improving systems and establishing relevant information systems, controlled operational risks, continuously elevated benefits, to provide important support for CAS to fulfill its annual tasks.

工业合作 Industrial Cooperation

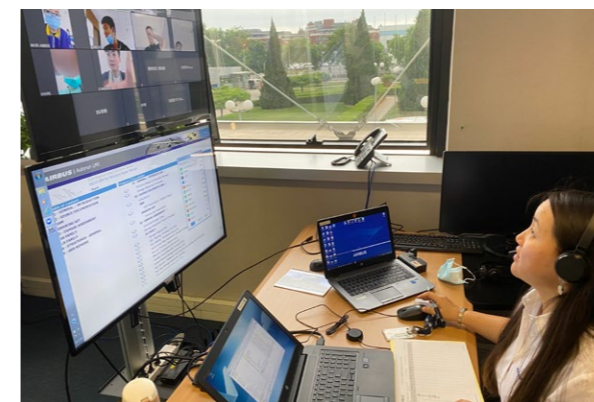
中国航材面对风险挑战，坚持底线思维，研判形势、开拓创新，充分发挥敬业与专业优势，积极协调国外厂商，研究制订解决方案，帮助国内客户有效解决订单量、现金流压力等实际问题，保障了固有工作合作项目继续取得良好效益。同时，积极开展创新转型，推进新的工业合作业务，将更多国产航材推向国际市场，为推动民族工业发展贡献力量。

In face of risks and challenges, CAS adhered to the bottom-line thinking, studied the situation, made innovation, gave full play to its strength in dedication and expertise, actively coordinated foreign manufacturers, studied and formulated solutions, and helped domestic customers effectively solve practical problems such as order volume and cash flow pressure, which enabled the existing cooperation projects to maintain satisfactory benefits. Meanwhile, we actively carried out innovation and transformation, boosted new industrial cooperation businesses, and launched more homemade aviation supplies to the international market to drive the development of the national industry.

航空培训 Aviation Training

中国航材所属航空培训企业努力降低疫情影响，进一步加强内部管理，努力降低成本，开发响应客户需求的崭新课程，同时创新媒介技术手段，采取远程授课方式，取得良好成效。2020年华欧航空培训有限公司全年完成飞行和机务培训达3万小时；华普航空发动机培训中心有限公司全年共开设发动机基础、机型及工程类标准课程22门，并在标准课程之外，还针对多家航空公司开设了部分特殊课程；航空发动机维修培训中心所有人员均获得民航有关专业教员认证，努力为航空公司提供更加专业的服务。

The aviation training companies affiliated to CAS made great efforts to reduce the impact of the epidemic, further strengthened internal management, strived to reduce costs, developed new courses based on customer needs, and applied remote teaching, which was ratified by customers. In 2020, HuaOu Aviation Training Company Limited provided 30,000h flight and maintenance training throughout the year. Huapu Aviation Engine Training Centre Co., Ltd. launched 22 standard courses on engine basics, aircraft types and engineering, in addition to some special courses for many airlines. All personnel of the Aviation Engine Maintenance Training Center were certified civil aviation professional instructors, who strive to provide airlines with more professional services.



航空培训远程教学
Remote teaching of the aviation training



航空培训
Aviation training

航空器材保障服务 Aviation Supplies Support

航材共享 Pooling of Aviation Supplies

2020年,中国航空器材有限责任公司(以下简称“中航材有限公司”)坚持以提质增效各项工作目标为总牵引和总要求,面对国内外严峻复杂形势迅速研判、精准施策,完善内部管理,提升航材保障专业能力,积极开拓业务,强化资金管理和风险管控,促进企业持续稳步发展。

In 2020, China Aviation Supplies Co., Ltd (hereinafter referred to as "CASC") treated the work objectives of improving quality and efficiency as the overall guide and general requirements, and made quick research and judgment and adopted pertinent measures in face of severe and complicated situations both at home and abroad, consummated internal management, enhanced the professional capabilities of aviation supplies support, actively developed businesses, tightened capital management and risk control, and safeguarded its continuous and steady development.

着力打基础、增优势。加强基础能力建设,努力提升航材保障服务专业性,积极争取进口航材免关税政策、成为 FAA 认可的航材供应商,为拓展海外销售渠道提供有力支持;聘请外部专业机构开展人力资源体系优化咨询项目,系统诊断公司发展中的难点痛点,提升业务管理精细化水平;注重数据分析,提升库存动态管理的精准性;推进物流体系建设,探索以保税供应链监管方式开展分销业务,开展富余航材仓库数字化试点工作,完善物流基础设施建设,明确服务标准与考核要求,优化存储空间,提高出入库效率,启动管理创新项目,梳理标准化操作流程,强化风险管控,为推动企业经营发展稳中提质提供基础保障。

Laying the foundation and enhancing advantages; CASC strengthened its basic capacity building, strived to improve the professionalism of aviation supplies support services, actively strived for the duty-free policy of imported aviation supplies, became an FAA-approved aviation supplies provider, to give strong support for expanding overseas sales channels. It employed external professional institutions to optimize human resources systems, systematically dig out the difficulties and pain points of its development and increase the level of precision management. CASC highlighted data analysis to elevate the accuracy of dynamic inventory management; promoted the construction of logistics systems, explored the way of carrying out its distribution business through the bonded supply chain supervision, carried out the digital pilot work of disposing obsolete aviation supplies warehouses, optimized storage space, improved warehouse access efficiency, initiated management innovation projects, sorted out standardized operation procedures, intensified risk management and control, to provide basic guarantee for promoting the steady development and increase quality.

大力推进信息化建设。数字化平台建设、内控体系建设、业财一体化等重点工作的取得丰硕成果。中航材有限公司业财一体化项目正式上线运营,初步实现业务与财务双系统互联互通;组织信息化需求调研和筛选,进行分类排期开发;做好既有业务系统的维护与开发,实现在管器材种类、数量同比增长 40% 以上。同时,持续推进制度建设与流程优化,梳理完善规章制度和业务流程文件,促进企业能效不断提升。

Vigorously promoting informatization construction; CASC achieved fruitful results in key tasks such as digital platform construction, internal control system construction, and business-finance integration. Its business-finance integration project was officially launched, initially realizing the interconnection of the business and financial systems; organized the research and screening of informatization requirements, to conduct classification and scheduling development; maintained and developed the existing business system to witness the types and quantity of supplies under management growing by more than 40%. At the same time, CASC continuously promoted system construction and process optimization, streamlined and improved the rules and regulations and business process documents, to constantly improve efficiency of the company.

进一步提升航材共享保障能力。加速推进富余航材处置,累计处置 80% 首批富余航材,完成了国资委下达的专项任务;加强项目顶层设计,积极扩展寄售业务,推动与国内外厂商长期稳定合作;全力做好周转件保障业务,积极配合开展国产民机服务保障,研究完成周转件保障合作共建的模式模型;大部件共享业务稳中有有序推进;以“微管理、微创新”的工作理念,集中采购业务取得系列突破。

Further enhancing the ability of pooling aviation supplies; CASC accelerated the disposal of obsolete aviation supplies, having disposed 80% of the first batch of obsolete aviation supplies accumulatively and thus completed the special tasks assigned by SASAC; strengthened the top-level design of the project, actively expanded the consignment business, and drove long-term and stable cooperation with domestic and foreign manufacturers; made great efforts to guarantee supply of rotables, actively cooperated with domestic civil aircraft service support, researched and completed the model of joint construction of rotables support; orderly advanced the component pooling business; embraced breakthroughs in centralized purchase business under the guidance of the working concept of "micro-management and micro-innovation".



中国航材有限公司与北京飞机维修工程有限公司签署 A320 附件小时包修协议
China Aviation Supplies Co., Ltd. and Aircraft Maintenance & Engineering Corporation (Ameco) signed an hourly warranty agreement on A320 accessories

IT 业务 IT Business

中航材利顿航空科技有限公司(以下简称“利顿公司”)时刻牢记以国有资产保值增值、以提高企业价值与股东利益为己任,克服疫情对人才资源流动、流失的影响,2020年IT业务外部在建项目百余个;积极组织力量研发项目,累计拥有软件著作权 40 余项,为航空公司综合效益评价体系建设及机场经营决策分析提供支持与服务。

China Aviation Supplies Bireturn Aviation Technology Co., Ltd. (hereinafter referred to as "Bireturn") always kept in mind that it was its responsibility to maintain and increase the value of state-owned assets and increase corporate value and shareholder interests and had overcome the impact of the epidemic on the flow and drain of human resources. In 2020, it had more than 100 IT projects under construction; actively organized R&D projects, to produce more than 40 software copyrights, which had provided support and services for the construction of the airlines' overall performance assessment system and the analysis on airport management decisions.

航空维修与制造 Aviation MRO and Manufacturing

北京凯兰航空技术有限公司（以下简称“北京凯兰”）统筹推进疫情防控和企业改革发展，以成为国内民航维修与服务保障细分市场主导者为目标，以构建机轮刹车综合保障服务体系为抓手，优化维修网络布局，实现产品业务结构转型升级，持续加强现金流及成本费用控制，加大微利企业治理及投资企业管控力度，不断提升管理水平和发展质量，较上年同期净利润相比大幅增长。

Beijing Kailan Aviation Technology Co., Ltd. (hereinafter referred to as "Beijing Kailan") planned the epidemic prevention and control and enterprise reform and development as a whole, aimed to be the leader in the domestic civil aviation MRO and service support market, focused on building a comprehensive wheel brake guarantee service system, optimized the layout of the MRO network, realized the transformation and upgrade of the product business structure, continued to tighten the control of cash flow and cost expenses, strengthened the management and control of low-profit enterprises and investment enterprises, and continuously raised the management level and development quality, to ultimately realize a leap in net profit against the previous year.

加强自身能力建设，大力推广整体机轮保障模式。

进一步推动整体机轮保障业务，提升机队保障数量，为国内多家航空公司提供整体机轮保障服务；健全保障网络，保障航线覆盖全国主要机场。

Strengthen competence building and vigorously promote the wheel support model.

Beijing Kailan further promoted the wheel support business, enlarged the number of fleets, and provided wheel support services for many domestic airlines. It also consummated the support network to enable routes to cover major airports across the country.

完善维修保障体系，提升维修能力。

筹建北京凯兰飞机维修工程公司大兴厂区，建立绿色环保、高自动化水平的机轮修理生产线，为大兴国际机场的航空公司提供属地化维修服务；进一步夯实维修保障基础，全面保障在京航空企业需求，加强精益化管理；完善上海分公司质量管理体系，做强东部沿海维修能力主线。

Improve the MRO support system and elevate MRO capabilities.

Beijing Kailan sponsored to build the Daxing Plant of Beijing Kailan Aircraft Maintenance Engineering Co., Ltd., where a green, environmentally friendly and highly automated wheel repair production line would be built to provide localized maintenance services for airlines at Daxing International Airport. It further consolidated the maintenance support foundation to meet the needs of airlines in Beijing and strengthened lean management. In addition, Beijing Kailan consummated the quality management system of its Shanghai Branch, and increased its MRO capabilities in the eastern coastal area.



调整产品结构，深耕机轮刹车零部件销售市场。

努力寻求市场突破，不断扩大 OEM 机轮刹车零备件销售份额，取得多家 MRO 企业的供应商资质，成为国内最大的第三方机轮刹车零备件销售商。

Adjust the product portfolio and deepen the sales market for wheel brake parts.

Beijing Kailan worked hard to seek market breakthroughs, continued to expand the sales share of OEM wheel brake parts, became suppliers of many MRO enterprises and thus has become the largest third-party wheel brake parts distributor in China.

推进有序经营，提升航毯公司盈利能力。

进一步拓展航空内饰国内外市场，创新商业模式，为客户提供基于航空地毯产品的全寿命保障服务。完善公司治理，加强制度建设，提高管理水平，完成“高新技术企业”和“职业健康安全管理体系”“环境管理体系”的认证工作。

Promote orderly operation and increase the profitability of the aviation carpet company.

Beijing Kailan moved forward in expanding the domestic and foreign aviation interiors markets and made innovation in business models to provide customers with life-cycle support services based on aviation carpet products. It improved corporate governance, strengthened system construction, and improved management level through passing the High-tech Enterprise, OHSAS and EMS certifications.



技术装备及机场业务保障服务

Technical Equipment and Airport Business Support

中国民航技术装备有限责任公司（以下简称“技术装备公司”）紧抓“十三五”规划收官重任，深入研究“十四五”规划谋篇布局，在巩固传统优势业务的基础上，持续优化管理机制，深挖发展潜力；以市场化改革为方向，继续落实“双百行动”，推动“科改示范行动”，激发发展动力，在完成年初预算指标的基础上，同比增长 60%，实现当年投资当年盈利。

China Civil Aviation Technology & Equipment Co., Ltd. (hereinafter referred to as "Technology & Equipment Company") closely followed the important task for wrapping up the 13th Five-Year Plan, deeply studied the layout of the 14th Five-Year Plan, to continuously optimize the management mechanism and dig out development potential on the precondition of consolidating traditional business advantages. Guided by the market-oriented reform, it pushed forward carrying out 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), advanced the "Demonstration Action of Reform of Technical Enterprises", and stimulated development momentum. As a result, it realized a year-on-year growth of 60% besides fulfilling the budget target at the year beginning.

招标咨询 Bidding Consultancy

积极应对疫情防控新形势，建设上线全流程电子化招投标交易平台，实现招标项目异地、分散开标评标创新实践，打通电子招标“最后一公里”。充分发挥各地业务部门地缘优势，多地招标业务取得突破性进展。加强能力建设，成功取得“工程造价咨询企业资质证书（乙级暂定级）”，拓展咨询业务，开辟新的市场和利润增长点，夯实向工程全过程咨询业务转型的基础。

Technology & Equipment Company actively responded to the new situation of epidemic prevention and control, constructed and launched the full-process electronic bidding and trading platform, realized the innovative practice of remote and decentralized bid opening and bid assessment, to cover the "last 100 meters" of electronic bidding; gave full play to the geographical advantages of business departments in different regions and made breakthroughs in bidding operations; strengthened capacity building, successfully obtained the "Project Cost Consulting Enterprise Qualification Certificate (Temporarily Grade B)", expanded the consulting business, opened up new markets and profit growth points, to lay a solid foundation for the transformation to the overall project process consulting business.

导航数据 Navigation Data

导航技术开发稳中提质，利用数字化远程办公替代传统办公模式，不断提升产品研发能力，按照国际标准自主研发的航空情报管理系统项目完成验收；完成新一代运控系统项目全部模块的开发和上线运行，成为国内民航数字化签派发行的首个实施应用项目；航行通告可视化项目成功应用于国内部分机场，有效提升机场管制系统安全水平和运行效率；数据服务稳中有进，为国内及国际相关机场定期提供更新和维护服务。

The development of navigation technologies was stable, with improved quality. The digital remote office replaced the traditional on-site office model and the product R&D capabilities were improved continuously. The aviation information management system project independently developed according to the international standard was completed and accepted. All modules for the new-generation operation and control system project were launched, to become the first digital application project having gained the green light in the civil aviation industry. The navigation notice visualization project was successfully applied to some domestic airports, effectively improving the safety level and operation efficiency of the airport control system. Besides, data services were progressing steadily to provide regular update and maintenance services for domestic and international airports.

设备制造与销售 Equipment Manufacturing and Sales

围绕参与智慧机场建设、实现公司业务转型的战略目标，以研发核心产品、把握市场话语权为重点攻克目标，2020 年自主研发的助航灯光监控系统顺利完成取证工作，同时完成泊位引导系统开发以及单灯监控系统的研发和制造工作。

Focusing on the strategic goals of participating in the construction of smart airports and realizing business transformation and prioritizing the development of core products and grasping the say in the market, in 2020, the self-developed navigational lighting monitoring system successfully completed obtaining of evidence and the berth guidance system and single-lamp monitoring system were developed and manufactured.

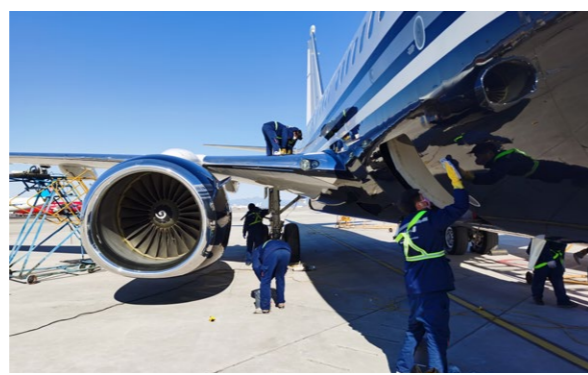
机场服务保障 Airport Service Support

技术装备公司所属北京华诺公司克服困难、坚守岗位，努力做好疫情期间公务机及支援武汉航班的客舱消杀工作；通过自身业务优势，成功协助澳门公务机开展飞机招展工作；开拓思想提能力，深入挖掘客户需求，成功取得由中国民用航空局颁发的“CCAR-145 部民用航空器维修许可证”，以及由中国民用航空维修协会颁发的“航材分销商证书”。积极建立合作关系，先后获得航电微能源及智能空港设备等产品销售授权；加强维修团队建设，成功获得美国相关厂家颁发的“维修保养 JBT 暴风雪除冰车”授权证书，为提升机场服务保障能力，进一步拓展相关业务奠定坚实基础。

Beijing Haner Aviation Service Co., Ltd., a subsidiary of China Civil Aviation Technology & Equipment Co., Ltd., overcame difficulties and stuck to its post, making great efforts in disinfection of the business jets and the passenger cabins of flights supporting Wuhan during the epidemic period. Leveraging its strength in business, Haner successfully assisted Macau Business Aviation Exhibition to carry out aircraft recruitment work. It was open to new ideas and improved its competence, to deeply explore the customer needs, and had obtained the "CCAR-145 Civil Aircraft Maintenance License" issued by the Civil Aviation Administration of China, and the "Aviation Suppliers Distributor Certificate" issued by Civil Aviation Maintenance Association of China (CAMAC). It actively established cooperative relations and was authorized to sell aviation electrical micro energy and smart airport equipment. More than that, it strengthened the construction of the maintenance team and was issued with the authorization certificate of "Maintaining and Repairing JBT Tempest Deicer", to lay a solid foundation for elevating the airport service support capacity and expanding relevant businesses.



澳门公务机航空展
Macau Business Aviation Exhibition



北京华诺公司疫情期间消毒杀菌保障
Disinfection activities in Beijing Haner Aviation Service Co., Ltd.



通用航空发展及保障服务

General Aviation Development and Support Service

中国通用航空有限责任公司（以下简称中国通航）坚持以集团公司通航板块发展战略为指引，进一步探索、明晰发展战略方向，持续保持行业安全生产飞行纪录、稳固既有市场，在新兴市场、新兴业态上建立能力优势和竞争优势，打造专业化通航运营团队，加速企业成长步伐。

China General Aviation Co., Ltd. (hereinafter referred to as "CGAC"), guided by the development strategy for the general aviation sector set by CAS, further explored and clarified the strategic direction of development, continued to maintain the industry's safety production flight record, stabilized the existing markets while shaping its strength in competence and competition in the emerging markets and emerging industries, to build a professional general aviation operation team and speed up growth of the company.

坚持精耕细作，稳固通航传统业务市场。

Insist on Digging Deep in General Aviation to Solidify the Traditional Business Market.

深度拓展挖潜增效空间，多措并举提质增效，通过合理调配运力、科学组织生产，圆满完成陆上石油新疆巡线任务，搭建信息化服务平台，成功使用无人机进行西气东输管道航拍及巡检作业，得到用户高度认可；航空护林业务稳步发展，AC313 型直升机作业情况良好。此外，海上石油、航空摄影、航空护林、海事空巡等传统业务保持总体运行平稳。

CGAC deeply expanded and dug out the potential for raising efficiency, took measures to improve quality and efficiency, rationally deployed transportation capacity and scientifically organized production, to successfully complete the onshore oil patrolling tasks in Xinjiang. It built an information service platform and applied the drones for aviation photographing and patrolling inspection of the West-East Gas Pipeline, which was highly ratified by customers. The aviation forest protection business was developed steadily, and the AC313 helicopter operated in good condition. In addition, traditional businesses such as offshore oil, aviation photography, aviation forest protection, and maritime aviation patrol enjoyed stable operation on the whole.

服务国家战略，打造应急救援专业化团队。

Serve the National Strategy and Build a Professional Emergency Rescue Team.

积极响应国家号召，成立中国通航应急救援有限公司，全面启动航空应急救援业务，加强救援能力建设，全力做好 MI-171 直升机引进工作，开展配套机组成员培训，并完成 1 架 MI-171 直升机调机西藏林芝，填补了西藏地区高原航空应急救援的空白。

In response to the call of the state, China General Aviation Emergency Rescue Co., Ltd. was established, to roll out the aviation emergency rescue business, strengthen the construction of rescue capacity, make great efforts to introduce MI-171 helicopter, and carry out trainings on crews. It successfully allocated MI-171 helicopter to Linzhi, Tibet, so that Tibet had the high-plateau aviation emergency rescue for the first time.

加强能力建设，航摄业务实现显著增长。

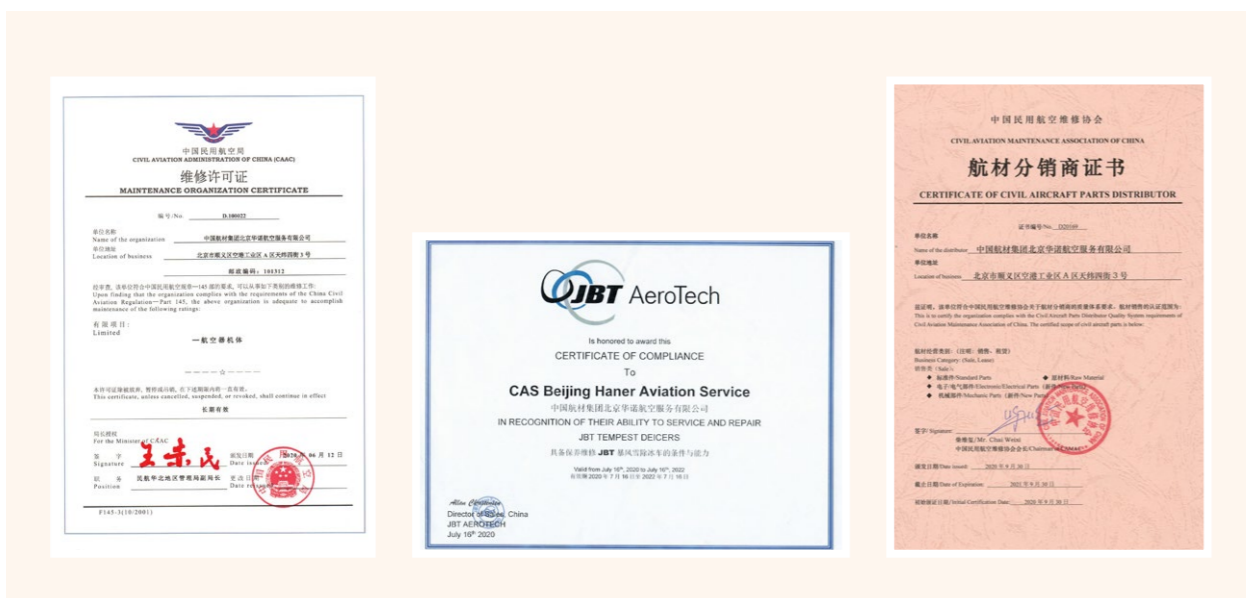
Strengthen Competence Construction and Embrace Significant Growth in Aviation Photography.

中国通航所属东方通用航空摄影有限公司明确了向地理信息产业链企业转型的改革方向，加强能力建设，完成高新技术企业认证、测绘相关资质升级工作；取得相关业务专利及多个计算机软件著作权证书；进行相关设备、技术更新，充实企业软实力，促使公司的市场竞争能力得到快速提升。



引进 Mi-171 直升机
Introduction of MI-171 helicopter

Eastern General Aerophotography Co., Ltd., a subsidiary of CAS, identified the reform direction of transforming to the geographic information industry chain, strengthened capacity building, completed high-tech enterprise certification and surveying and mapping-related qualification upgrades, obtained related business patents and multiple computer software work certificates, renovated related equipment and technologies, enriched its soft power, and rapidly improved its market competitiveness.



攻坚克难，国企改革不断向纵深推进

Overcome Difficulties and Continue to Advance Reform of State-owned Enterprises

2020年是国企改革关键之年。中国航材党委将学习中央办公厅、国务院办公厅印发的国企改革三年行动方案与学习习近平新时代中国特色社会主义思想相结合，与学习习近平总书记关于国有企业改革发展和党的建设的重要论述相结合，把握好“加强党的领导和完善公司治理相统一”这“一个抓手”和“提高效率、狠抓创新、化解风险、规范核算”这“四个切口”，以“两利四率”指标体系为导向，明确改革三年行动方向，全面压实工作责任，不折不扣抓好落实。

The year 2020 was critical for the reform of state-owned enterprises. The CAS Party Committee combined the study of the three-year reform action plan for state-owned enterprises issued by the General Office of the Central Committee and the General Office of the State Council with the study of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and also with the study of the important arguments on reform and development of state-owned enterprises and the Party building, grasped the channel of "strengthening the leadership of the Party and consummating corporate governance" and "improving efficiency, focusing on innovation, resolving risks, and standardizing accounting", took the "Two Profits, Four Ratios" ("Two Profits" refer to the net profit and gross profit; "Four Ratios" refer to the operating income profit rate, asset-liability ratio, research and development intensity, and overall labor productivity) indicator system as the guidance, clarified the direction of the three-year reform action, fully consolidated work responsibilities and carried out such responsibilities without compromise.



加强组织领导

Reinforce Organizational Leadership

集团党委第一时间成立了改革三年行动领导小组，统领各项改革工作。启动专门工作机制，开展重点工作专题调研，设立重点任务专班，建立定期会议机制，组织制定《中国航材集团改革三年行动实施方案（2020-2022年）》，按照“分类分层推进、抓好专项工作、全面对标落实”原则，突出抓好完善中国特色现代企业制度、深化混合所有制改革、健全市场化经营机制等六个方面重点任务、28条改革举措、66项具体工作，以上率下明确责任单位、细化分解任务。2020年的13项改革任务已经全部完成。

The CAS Party Committee immediately set up a three-year reform action leading group to command reform actions. It launched a special work mechanism, conducted research on key tasks, set up a special team for key tasks, formed a regular meeting mechanism, organized to formulate the *Three-Year Reform Action Plan of CAS (2020-2022)*, which states that according to principles of "promoting reform by category and hierarchy, paying adequate attention to special work and implementing based on forms", highlighted the six priorities such as improving the modern enterprise system with Chinese characteristics, deepening the reform of mixed ownerships, and consummating the market-oriented operating mechanism, 28 reform measures, and 66 specific tasks. From the upper level to the lower, the responsible units would be defined and tasks broken down. In 2020, all of the 13 reform tasks were completed.



重点示范工程有序推进

Orderly Progress Key Demonstration Projects

技术装备公司持续深化“双百行动”，下属中航材导航技术（北京）有限公司入选“科改示范行动”，以深化市场化改革、提升自主创新能力为目标，制定了改革工作计划台账，2020年完成了员工持股、工资总额单列管理两项重点工作，“科改示范行动”有效推进。集团公司以推动中航材利顿航空科技有限公司上市为契机，探索国企改革深化之路，与国内一流保荐机构通力协作，制定上市方案和员工股权激励方案，中航材利顿公司改革历程成功入选国资委《改革样本——国企改革“双百行动”案例集》，其三项制度改革思路和实践入选“双百企业”三项制度改革专项评估A级企业名单。

China Civil Aviation Technology & Equipment Co., Ltd. continued to deepen the "Two-hundred Initiative". Its affiliate China Aviation Navigation Data Co., Ltd. was selected as part of the "Demonstration Action of Reform of Technical Enterprises", aiming to deepen market-oriented reform and enhance independent innovation capabilities and formulated a reform work plan for that end. In 2020, it completed two key tasks of employee stock ownership and total payroll management, an effective move of the "Demonstration Action of Reform of Technical Enterprises". CAS, taking the opportunity of preparing IPO of China Aviation Supplies Bireturn Aviation Technology Co., Ltd., explored the deepening of the reform of state-owned enterprises, and cooperated with domestic first-class sponsors to produce a listing plan and employee equity incentive plan. The reform path of Bireturn was included in the *Reform Samples --- Collection of State-owned Enterprise Reform "Two-hundred Initiative" Cases*. Bireturn was on the list of class-A enterprises among the "Two-hundred Enterprises" after assessing the three systems in terms of reform thinking and practice.



加强考核监督

Strengthen Assessment and Supervision

中国航材将改革三年任务完成情况与企业经营业绩、党建责任制落实情况一并作为企业领导班子考核评估的重要指标。改革领导小组办公室细化改革任务到月，具体问题由专项会议集中协调，重大情况按程序及时报告领导小组，确保改革任务目标逐月落实、销项管理。

In CAS, such are important performance assessment indicators for the company's leadership team as the completion of the three-year reform tasks, the company's operating performance, and the implementation of the Party building responsibility system. The Office of the Reform Leading Team broke down the reform tasks to each month, with specific issues centrally coordinated by special meetings, and major issues reported to the leading team in a timely manner to ensure the monthly implementation of the reform tasks and objectives and the management of project termination.

敢于担当，重大战略项目取得关键进展

Shoulder Responsibilities Bravely and Witness Great Progress in Strategic Projects



航材共享平台建设进入新征程

A New Journey of the Construction of the Aviation Supplies Pooling Platform

航材共享平台是国资委推动的一项重点工作，是开展央企专业化整合、优化行业资源配置、稳国民航产业链供应链的重要举措。中国航材深入贯彻落实国资委对航材共享“在确保稳妥安全的前提下，加快构建国产民机保障体系，大力推进航材数据共享互援平台建设，建立健全富余航材常态化处置机制，稳步提高航材共享水平和质量”的建设思路要求，2020年航材共享平台建设进入新征程。

The Aviation Supplies Pooling Platform is a key project promoted by the SASAC, and also an important measure to carry out the professional integration of central enterprises, optimize the allocation of industry resources, and stabilize the supply chain and industry chain of the civil aviation industry. CAS thoroughly implemented SASAC's construction thinking of "under the premise of ensuring safety, speeding up the construction of a domestic civil aircraft support system, vigorously advancing the construction of aviation supplies data sharing and mutual assistance platforms, and establishing and improving a normalized disposal mechanism for obsolete aviation supplies, and steadily elevating the sharing level and quality of aviation supplies" and brought the construction of the Aviation Supplies Pooling Platform to a new stage in 2020.



航材共享平台建设协调推进专题会议
Special meeting on coordinating and promoting construction of the Aviation Supplies Pooling Platform



中国航材与中国商飞签署战略合作协议
CAS and COMAC signed a strategic cooperation agreement

support of the rotables, to quicken the pace of joint construction of the homemade civil aircraft aviation supplies support system. Based on the existing aviation supplies emergency support and mutual assistance system of Bireturn, CAS expanded and upgraded the aviation supplies modules, integrated data related to aviation supplies support and continued to optimize resource supply, to complete the basic construction of the information sharing platform (e-aviation supplies). Through promoting capabilities internally and expanding markets externally, CAS is gradually developing into an influential overall service support provider of aviation supplies.

围绕“构建一个国产民机与现在役主流机型航材保障有机融合的体系，搭建一个全流程航材保障信息化平台”的总体建设目标，与中国商飞合作，以周转件保障为切入点加快共建国产民机航材保障体系。在利顿公司原有航材紧急保障互援系统的基础上，扩展升级航材模块，整合航材保障相关数据，不断优化资源供给，完成信息化共享平台（e-航材）基本建设。通过内提能力、外拓市场，中国航材正在逐步成长为拥有重要影响力的航材综合服务保障提供商。

Focusing on the overall construction goal of "building a system integrating the support of aviation supplies for homemade civil aircraft and mainstream aircraft, and building a full-process aviation supplies support information platform", CAS cooperated with COMAC and started from



航空应急救援体系建设取得新进展

New Progress of Construction of the Aviation Emergency Rescue System

中国航材牢记习总书记“人民至上、生命至上”发展理念，积极投入建设国家应急救援关键力量、搭建航空救援体系平台。所属中国通航在国内先期引进新型高原型米-171直升机，主动靠前布局，于2020年10月完成1架米-171直升机调机西藏林芝，成功实现国内通航首次在世界海拔第二的昌都邦达机场4334米高度开车及起降，成为首家执飞民用大型直升机进藏的通航企业。所属中国航空应急救援股份有限公司牵头开发的航空救援信息资源整合平台完成上线测试，正在逐步成为航空救援专业领域供需双方可依赖的第三方综合平台。

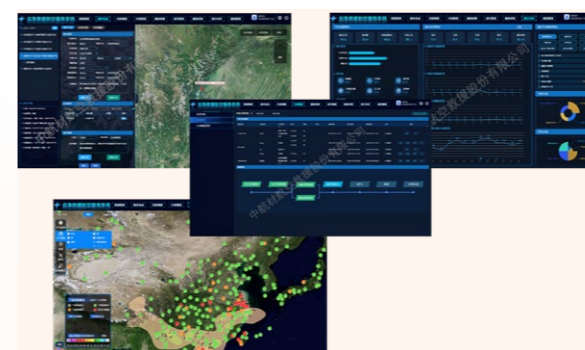
Keeping in mind the development philosophy of "people first and life first" proposed by General Secretary Xi, CAS was actively engaged in the construction of key national emergency rescue forces and the establishment of an aviation rescue system platform. Its subsidiary, China General Aviation, made advance preparation and introduced Mi-171 helicopter, which was commissioned in Linzhi, Tibet in October, 2020, the first of its kind in the general aviation in terms of start/off and takeoff/landing at the 4334m height at Qamdo Bangda Airport, with the second highest altitude in the world, and making China General Aviation the first airline to operate the large civil helicopter in Tibet. In addition, the aviation rescue information resource integration platform developed by China Aviation Emergency Rescue Co., Ltd., a CAS affiliate, has finished the online test and is gradually becoming a reliable third-party comprehensive platform for both the suppliers and the buyers in the aviation rescue field.



中国通航 Mi-171 直升机进驻西藏林芝
China General Aviation's Mi-171 helicopter stationed in Linzhi, Tibet



中国通航 Mi-171 直升机首批进藏机组
The first batch of crews of China General Aviation's Mi-171 helicopter to Tibet



航空救援信息资源整合平台系统上线
The aviation rescue information resource integration platform system was launched



与中国宏泰发展签署战略合作协议
Signed a strategic cooperation agreement with China VAST Industrial Urban Development Company Limited

02 筑牢防线

严格落实安全环保责任

Build a Strong Line of Defense
Strictly Perform Safety and
Environmental Protection
Responsibilities



严格安全管理

Tighten Safety Management



落实安全生产责任

Assign Safety Production Responsibilities

2020年，中国航材聘请专业机构继续开展安全管理体系建设咨询，完成了安全责任、考核和应急管理三大体系的构建；各二级公司主动作为，查漏补缺，完善制度建设；各级安委会充分发挥职能作用，及时发现、研究解决各自层面的安全问题，各级安全生产监管部门积极落实安全监管责任，持续加大安全生产监管力度，为提升集团安全管理水平奠定基础。

In 2020, CAS appointed professional organizations to provide consultation on safety management system construction, and completed the construction of safety responsibility, assessment and emergency management system. All secondary companies actively checked for omissions and improved system construction. Safety Committees at all levels gave full play to their functions and promptly discovered, studied and solved safety problems of different aspects, and the safety production supervision departments at all levels actively implemented safety supervision responsibilities and continued to strengthen safety production supervision, to lay a solid foundation for increasing the safety management level of CAS.

中国航材认真贯彻落实习近平总书记关于安全生产工作的重要指示批示精神和党中央、国务院对安全生产工作的重要部署，牢固树立安全发展理念，坚持“安全第一、预防为主、综合治理”的安全生产方针，严格依法做好安全生产工作，进一步健全制度体系，扎实落实安全生产主体责任，2020年全集团未发生安全生产事故，安全生产形势持续向好。

2020年全年安全飞行5620.99小时，17862架次。未发生安全生产事故及事件，严重差错万架次率为0，一般差错万架次率为0.61，均大幅低于年初制定的安全指标，顺利实现第35个安全生产年。

CAS earnestly carried out instructions of General Secretary Xi Jinping on safe production and the important deployment of the Party Central Committee and the State Council on safe production, firmly held the concept of safe development, and adhered to "safety first, prevention first, and comprehensive management", conducted safety production strictly in accordance with the laws and regulations, further improved the systems and implemented the entity responsibilities of safety production. As a result, in 2020, no accident happened and safety production presented a good momentum.

The year 2020, making the 35th safety production year, saw 5620.99h safe flights of 17,862 sorties, zero production safety accident or incident, zero severe error rate per 10,000 sorties, 0.61 ordinary error rate per 10,000 sorties, all significantly lower than the safety indicators set at the beginning of the year.



安全生产委员会（扩大）会议
Safety Production Committee (enlarged) meeting

安全飞行
Safe flights

5620.99 小时

17862 架次

顺利实现安全生产年
Safety Production Year

第35个



开展安全检查治理

Carry out Safety Inspection and Governance

2020年是“安全生产专项整治三年行动”的第一年，中国航材制订了专项方案，组织开展以隐患排查治理、运行风险管控为重点的高频度深层次的安全监督检查，涵盖六家二级单位、十多个部门、五家三级单位、一家运行基地。集团领导亲自领队检查指导，共发现问题39项，整改完成率97.4%。

2020 was the first year of the "Three-year Special Rectification Action of Safety Production". Under the guidance of its leaders, CAS prepared a special plan to organize high-frequency and deep-level safety supervision and inspections focusing on hidden hazards investigation and management, and operational risk management and control, covering six secondary companies, more than 10 departments, five third-level units and one operation base. In the process, 39 problems were discovered and 97.4% of them were rectified.



中国通航成立了由公司领导组成的安全生产专项整治三年行动工作组，制定了安全生产专项整治三年行动方案，明确细化了安全整治内容和要求，协调、督导各运行单位和生产基地开展安全生产专项整治工作。针对隐患排查治理和危险源风险管控提出具体工作要求，形成了公司和运行单位两级管控模式。实施危险源风险动态管控，每月形成公司级安全隐患管控清单、危险源风险管控清单，报送民航天津监管局、集团公司备案。

China General Aviation set up a Three-year Safety Production Special Rectification Action Work Group, formulated a three-year action plan for safety production special rectification, which clarified the content and requirements of safety rectification, and coordinated and supervised operating units and production bases to carry out the safety production special rectification work. Specific working requirements were put forward for hidden hazard investigation and management and the danger source risk management and control through forming the company+ operating unit management and control model. Risks of hazard sources were dynamically managed and controlled, to generate a company-level safety hazard management and control list and hazard risk management and control list every month, which were submitted to and filed with Civil Aviation Tianjin Supervision Bureau and CAS.

北京凯兰制定了《安全生产专项整治三年行动方案》，切实从“安全第一、预防为主”的安全宗旨出发，抓好各项生产管理，并充分利用公告栏、早班会和微信工作群等平台在职工群众中认真传达《中航材集团安全生产专项整治三年行动方案》的要求和精神，争取让每位职工都能做到心中有数，清楚此次安全生产整治工作开展的重要性。同时加强人员培训和危化品使用过程中的隐患排查和风险控制，与第三方公司签订协议，共同推动此项工作。

Beijing Kailan set out the Three-year Safety Production Special Rectification Action Plan, started from the safety tenet of "safety first, prevention first", tightened production management, and made full use of the bulletin board, morning shift meeting and WeChat Workgroups and other platforms to spread requirements and spirits of the Three-year Safety Production Special Rectification Action Plan of CAS, so that each employee could be aware of the importance of this action. At the same time, Beijing Kailan provided more trainings and carried out more strict inspections on hazards during the use of dangerous chemicals and the risk prevention and control through signing agreements with third-party companies for that purpose.



创新安全技能培训

Introduce New Forms of Safety Skills Training

以“消除事故隐患，筑牢安全防线”为主题，全年组织线上线下安全培训、职业卫生知识培训以及安全应急演练等近千人次，提高了员工的安全意识和知识水平。首次开展了集团安全生产示范（先锋）班组评选活动，激励、引导广大职工主动参与安全生产管理，打造安全文化，创造安全生产良好环境。

With the theme of "Eliminating Hidden Hazards While Strengthening Safety Lines", CAS carried out online and offline trainings on safety, occupational health knowledge and safety emergency drills for nearly 1,000 person times, to elevate safety awareness and knowledge level of employees. The safety production demonstration (pioneer) team selection activity was carried out for the first time, with the aim to inspire and guide employees to actively participate in safety production management, cultivate a safety culture and create a safety production environment.



中国通航公司安全作风建设宣教工作部署

Deployment of the safety style construction publicity work of China General Aviation



中国通航公司安全宣讲日

Safety Propaganda Day of China General Aviation

中国通航先后开展应对新冠病毒肺炎疫情专项演练、反恐防爆专项应急演练、夏季防汛应急演练等5次应急演练，应急管理和响应能力有了大幅度的提高。中国航材所属公司均开展或参与了消防应急逃生演练、火情扑灭演练。提升了员工的消防安全意识，锻炼了员工火情处置能力。

China General Aviation successively carried out five emergency drills including the special drill for responding to COVID-19, the special emergency drill for anti-terrorism and anti-explosion, and the emergency drill for summer flood control, which had greatly improved emergency management and response capability. Affiliates of CAS also conducted or participated in fire-control emergency rescue drills and firefighting drills, to elevate employees' awareness of fire safety and strengthen their ability to deal with fire accidents.



中国通航公司 Mi-171 应急演练

Mi-171 emergency drill of China General Aviation



坚持节能减排

Stick to Energy Saving and Emission Reduction

2020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，利用橱窗、电子屏幕、张贴宣传海报等多种形式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。集团上下从自身业务做起，从身边小事做起，节约办公成本，减少资源浪费，积极践行节能减排。

In 2020, guided by Scientific Outlook on Development and green and sustainable development concept, CAS developed the awareness of energy saving and emission reduction, and actively promoted the social and economic significance of energy saving and emission reduction in such forms as the show windows, electronic screens, and posters, thereby to create a good energy-saving and emission-reduction atmosphere. All members, regardless of their positions, started from their own businesses and daily routines to save office costs, reduce waste of resources and actively practiced energy saving and emission reduction.

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。推行低碳绿色消费，倡导绿色生活，减少公车出行，以节电、节水、节油等为重点，确保每年度节能减排约束性目标打下良好基础。

In China General Aviation, the fuel consumed in the general aviation tasks strictly complied with relevant requirements of CAAC and controlled the quality and quantity of fuel used in flight, so as to protect the environment and save energy. It also promoted low-carbon and green consumption, advocated green living, reduced the use of official cars, prioritized power/water/oil saving, to lay a good foundation for achieving the binding targets for energy saving and emission reduction.

北京凯兰改进环保设备，定期检测生产污水、废气排放等情况，检测结果全部达标。监控和改善下属公司厂房工作环境，确保室内通风风系统实现全车间无死角覆盖，达到国家标准。

Beijing Kailan renovated its environmental protection equipment and regularly tested the situation of production sewage and waste gas emissions, to ensure them to meet the standard. It also monitored and improved the working environment in workshops of its affiliates, to ensure the 100% coverage of the indoor ventilation and exhaust system in the workshop in accordance with the national standard.

集团各公司、各部门身体力行，倡导节俭节约，采取电子文件处理、更多使用环保纸、采取双面打印和复印方式，减少纸张浪费。倡导绿色消费、绿色生活，减少公车使用，降低用车耗费，低碳出行；养成日常办公、生活良好习惯，节约每一滴水、每一度电；养成用餐“光盘”习惯，严格执行垃圾分类，为实现每年度节能减排约束性目标打下良好基础。

All companies and departments of CAS advocated and practiced frugality, applied electronic documents, used more environmentally friendly paper and adopted double-sided printing and copying to reduce paper waste. They advocated green consumption and green life, reduced the use of official cars, reduced car expenses for low-carbon travelling; developed good habits in daily office and living through saving every drop of water and every kilowatt of electricity. They also wasted no food and strictly implemented garbage classification to lay a good foundation for achieving the binding targets for energy saving and emission reduction.

03 以人为本

全面落实员工发展责任

People First
Earnestly Perform
Responsibilities for Employee
Development



保障员工权益

Protect the Rights and Interests of Employees

中国航材始终坚持以人为本，积极维护职工合法权益，竭诚为职工群众服务。持续落实企业民主管理要求，维护职工群众参与企业管理的各项权利。组织召开了三届四次职工代表大会，审议通过集团公司2020年度经营发展工作报告，表决通过《中国航空器材集团有限公司基层工会经费收支管理实施办法》。

CAS always put people in the first place, actively protected the legitimate rights and interests of employees, and served them wholeheartedly; continued to implement the requirements of democratic management and ensure the rights of employees to participate in enterprise management; organized and convened the fourth session of the third workers and employees' congress, which reviewed and approved the 2020 Operation and Development Work Report of CAS, and voted on the *Implementation Measures for the Management of Revenue and Expenditure of the Grassroots Trade Union of China Aviation Supplies Holding Company*.



三届四次职工代表大会
The fourth session of the third workers and employees' congress

注重员工发展

Highlight Employee Development

中国航材坚持以习近平新时代中国特色社会主义思想为指导，认真贯彻落实新时代党的组织路线，深入推进集团公司人才强企战略、倾心打造干部人才支撑体系，2020年，持续推进三项制度改革，干部人才队伍活力得到进一步激发，人事体制机制活力得到进一步释放。

Under the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, CAS earnestly carried out the organizational principles of the Party, deeply promoted the strategy of developing the enterprise by talent management, and made great efforts to build a cadre talent support system. In 2020, we brought forward the reform of three systems, to further stimulate the vitality of the cadre talent team and release the potential of the personnel system.

强化激励机制

Intensify the Incentive Mechanism

中国航材结合实际构建市场化激励机制，实行企业负责人任期制契约化管理，打破“铁交椅”，建立与考核评价结果挂钩、与承担风险和责任相匹配的薪酬分配机制。以总部为试点推进薪酬体系改革，创建双通道岗位发展通道，建立晋升标准明晰、管理流程规范的岗位管理体系，拓宽员工职业发展路径，实行员工薪酬与业绩全面挂钩、考核等级强制分布及积分制管理，营造正向激励良好氛围，持续提升企业活力动力。

CAS built a market-based incentive mechanism based on specific conditions, exercised contractual management of the tenure of company leaders to end the system of life tenure, and established a salary distribution mechanism related to the performance assessment results and matching the risks and responsibilities. We started from the headquarters as a pilot to promote the salary system reform, created double channels for development, set up a position management system featuring clearly-defined promotion criteria and standardized management flows, widened the development path for employees, exercised the performance-related salary, mandatory distribution of assessment levels, and a point system, in the hope of shaping a positive and inspiring atmosphere and continuously elevating the vitality of the company.



坚持人岗相宜

Adhere to the Principle of "Fit between People and Post"

对照国有企业领导人员20字标准，统筹运用内部推选、外部交流、公开遴选、竞聘上岗、公开招聘等多种方式，打破职级限制“隐形台阶”，不搞论资排辈、平衡照顾，坚持训用结合，将靠得住、能干事、在状态、善合作的优秀人才选拔到各级领导和关键岗位。

In reference to the criteria of being "loyal to the Party, brave to innovate, resourceful in enterprise management, accomplished in enterprise thriving, honest and incorruptible", CAS adopted methods of internal recommendation, external communication, open selection, competition and open recruitment, eliminated the "hidden barriers" between position levels, strived for balance instead of giving top priority only to seniorities, combined training and inspection, and promoted the reliable, down-to-earth, active and cooperative talents to the leadership and critical posts.



实施榜样引领

Make Use of Influence of Examples

为纪念中国航材成立40周年，展望航材美好未来，集团公司召开表彰大会暨纪念大会，对近年来做出贡献的25个优秀集体和48个先进个人进行表彰，鼓励广大职工以先进为榜样，贯彻“敬业担当、专业高效、创新进取、合作共赢”的企业价值观，共创中国航材幸福美好的明天。

To commemorate the 40th anniversary of the founding of CAS and to vision the bright future, CAS held a commemoration meeting to award 25 outstanding collectives and 48 advanced individuals in token of their contributions over the years, encouraged employees to take them as models and practice the corporate value of "Dedication and Responsibility, Professionalism and Efficiency, Innovation and Enterprising, Cooperation and Win-win", thus to embrace an even happier and more beautiful future of CAS.



中国航材成立40周年表彰大会
The commendation conference for the 40th anniversary of CAS



创新培训形式

Adopt Innovative Training Forms

中国航材积极拓展线上学习覆盖面，加强线下培训针对性，依托中国干部网络学院、“京训钉”等网络学习平台，推出航材“微课堂”系列培训，组织自学中央精神和国企改革、财务管理、国际金融等专业知识；邀请国资委、民航局及先进企业的相关专家讲授改革规划、企业文化建设等政策和知识；强化校企合作，联合行业院校开展新员工入职培训，基本形成了时间节点、能力体系、人员梯次全覆盖，保障集团公司全员素质能力持续提升。

CAS actively expanded the coverage of online learning, enhanced the pertinence of offline training, relied on the online learning platforms like China E-learning Academy for Leadership and Beijing Vocational Skill Improvement Operational Management Platform, launched the "Micro Class" series trainings of CAS, organized employees to independently study professional knowledge on the spirit of the Central Committee, reform of state-owned enterprises, financial management and international finance; invited experts from the SASAC, CAAC and leading enterprises to lecture on policies and knowledge like the reform planning and corporate culture construction; enhanced the university-enterprise cooperation and worked with industry colleges to carry out induction training for new employees, basically covering all timelines, competence systems, and personnel levels, to ensure the continuous improvement of the quality and abilities of all employees.



北京凯兰公司“双向导师”启动部署会
The "two-way tutor" kickoff deployment meeting of Beijing Kailan



中国航材新员工培训
Training on new employees of CAS



做好人才招聘

Carefully Design Recruitment Activities

中国航材积极响应国资委“抗疫稳岗扩就业”专项行动，全力支持湖北地区及贫困地区经济社会发展，精心组织设计招聘职位 30 余个，通过集团公司及外部网站、微信公众号发布招聘信息，走进各大院校设立招聘展位，参加所在地方政府组织的招聘活动，积极参加国资央企“春暖花开 国聘行动”，并面向湖北毕业生、贫困县高校毕业生定向招聘、专场面试，努力彰显国资央企为党分忧、为国尽责的使命担当。

In response to the special action of "fighting against the epidemic, maintaining the existing jobs while providing more jobs" of SASAC, CAS gave full support to the economic and social development of Hubei and poverty-stricken areas through carefully organizing and designing more than 30 positions published. We published the recruitment information on our external website and WeChat account, set up recruitment booths in colleges and universities, participated in recruitment activities organized by the local government, actively took part in the "Recruitment Action of State-owned Enterprises in Spring" launched by the state-owned and central enterprises, and also conducted targeted recruitment and special interviews for graduates from Hubei and impoverished counties, embodying the mission of sharing worries for the Party and shouldering responsibilities as the state-owned and central enterprises.



关爱员工生活

Care for the Life of Employees



加强疫情防控，工作环境更加安心

Strengthen Epidemic Prevention and Control for a Safer Working Environment

2020 年，面对突如其来的“新冠疫情”，集团公司党委高度重视，成立集团公司“应对新型冠状病毒肺炎疫情防控工作领导小组”，认真研究部署落实相关防控措施，组织开展重点地区人员排查、发布疫情防控工作以及复工复产的相关通知、制定应急预案，根据疫情发展变化，及时调整日常办公、因公因私外出、用餐以及宿舍等管理举措，组织全体员工核酸检测，积极为职工发放防护物资，持续对办公区域及公共区域进行消毒、杀菌，为员工提供安全放心的办公环境。

In 2020, in the face of the sudden outbreak of COVID-19, the Party Committee attached great importance and set up a COVID-19 Fight Work Leading Group, carefully studied and deployed prevention and control measures, organized inspections of personnel from key areas, released notices on epidemic prevention and control and work resumption, prepared emergency plans, timely adjusted management measures regarding the daily office, trips due to personal reasons or on business, dining and dormitories, organized nucleic acid testing for all employees, provided protective supplies for employees, sterilized office areas and public areas regularly so that employees would work in a safe environment.



用心用情付出，关心离退休人员

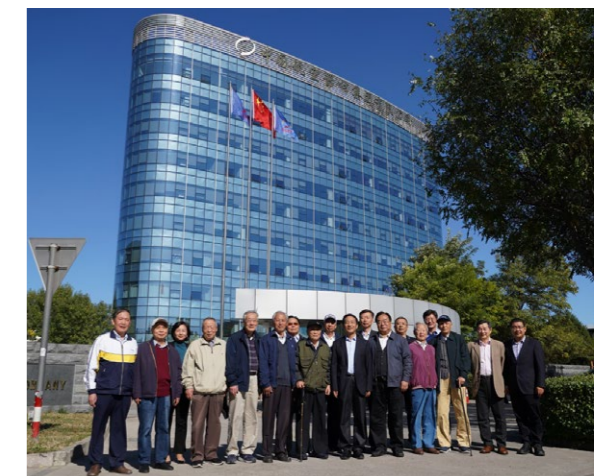
Care for Retirees with Heart and Affection

在集团公司成立四十周年到来之际，集团公司领导与离退休老同志座谈，亲切询问老同志们的健康和生活情况，一起回顾航材公司的发展历程，共同展望中国航材的美好未来，感谢老同志为航材事业作出的巨大贡献，并为老同志送来党组织的关怀和温暖。

认真贯彻落实党中央、国务院的决策部署，用心用情、稳妥开展国有企业退休人员社会化管理工作，专门成立组织机构，建立协调对接和保障机制，做好基础材料完善与移交，耐心细致解答问题，获得广大老同志的理解和支持，圆满完成退休人员社会化移交任务，保障退休人员生活质量得到提升、晚年生活更加安定，为切实维护社会稳定做出应有贡献。

With the advent of the 40th anniversary of the founding of CAS, leaders held discussions with retired comrades, asking them about their health and life, reviewing the history and looking forward to the bright future of CAS. Leaders also thanked the senior comrades for their great contribution to the aviation supplies industry and brought them with the care and warmth of the Party.

CAS conscientiously implemented the decisions and deployments of the Party Central Committee and the State Council, carried out the socialized management of retirees from the state-owned enterprises carefully and steadily, set up a special organization, established a coordination and guarantee mechanism, made great efforts in consummating and delivery of the basic materials, answered their questions patiently and meticulously. In this way, our work gained the understanding and support from senior comrades, to ensure the fulfillment of the socialized transfer task of retirees, guarantee their quality of life and stable life in their later years, and ultimately make due contributions to social stability.





关爱身心健康，集体活动丰富多彩

Diversified Activities for Physical and Mental Health



夏送清凉
A Cool Summer



冬送温暖
A Warm Winter



航材 40 年表彰大会及纪念大会
The commendation and commemorative meeting for the 40th anniversary of CAS



加大先进选树力度，组织参加全国民航五一劳动奖状 / 奖章，工人先锋号评选活动。组织开展中国航材集团模范职工之家 / 小家，优秀工会工作者 / 积极分子评选表彰活动。

Strengthened the efforts to select and set up advanced individuals, attended the National Civil Aviation May 1st Labor Award/Medal and Worker Pioneer; sponsored the selection and commendation activities of CAS model employee homes/small homes and outstanding labor union workers/activists.

参加全国民航第四届职工乒乓球赛，荣获优秀组织奖。

Attended the 4th National Civil Aviation Staff Table Tennis Competition and won the Excellent Organization Award.

三八妇女节“航材战‘疫’我们在行动”的活动，并组织全集团女职工参加“巾帼风采”评选活动，6位女职工获得“巾帼风采”奖。

On March 8th, launched the "We Are Fighting the Epidemic" and organized female workers to sign up for the "Heroines' Photos" selection activity, with 6 female workers having won the award for "Heroines' Photos".



乒乓球赛
Table Tennis Competition



篮球赛
Basketball Game



篮球赛
Basketball Game



冬季健步走
Winter walking



冬季健步走
Winter walking

航材 40 年发现“最美家庭”活动，评选出 8 个“最美家庭”，进行专题宣传报道，并推荐参加民航工会评选。

Carried out the activity of selecting "the Most Beautiful Families" for the 40 years and featured on eight "the Most Beautiful Families", which were recommended to participate in the selection activity conducted by the civil aviation labor union.

04 改革创新

深化落实企业公民责任

Reform and Innovation
Deepen the Implementation
of Corporate Social
Responsibilities



加强党的建设

Strengthen Party Building

“十三五”期间，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和十九届二中、三中、四中、五中全会精神，始终把政治建设摆在首位，坚持两个“一以贯之”，坚持以一流党建引领一流企业建设，推动党的领导和公司治理有机融合，通过“五年三步走”，以“1234”总体工作思路构建起党建引领改革发展一体化格局，打开了企业党建和改革发展“六个融合”新局面。

During the "13th Five-Year Plan" period, guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, CAS thoroughly studied and implemented the spirit of the 19th National Congress of the Party and the 2nd, 3rd, 4th, and 5th Plenary Sessions of the 19th Central Committee, put political construction as the first priority, adhered to the "keeping the Party's leadership in state-owned enterprises and establishing a modern enterprise system in the reform of state-owned enterprises", insisted on leading the construction of the first-class enterprise with the first-class Party building, and promoted the organic integration of Party leadership and corporate governance. Through making the "three steps in 5 years" strategy and guided by the overall work idea of "1234", CAS created an integrated situation that Party construction leads the reform and development, to turn over a new leaf for the "Six Integrations" in enterprise Party building and reform and development.

坚持和加强政治思想建设与战略引领相融合

Integrate Political and Ideological Construction and Strategic Guidance

将“大学习”与改革发展相结合，把习近平新时代中国特色社会主义思想和习近平总书记重要指示批示作为各级党组织学习的第一议题，结合企业中心工作认真研讨交流，将学习习近平总书记新思想成果转化为发展成果，体现到贯彻落实“一优四强”战略落地和攻坚克难的实践中，体现到落实“四个不摘”助力脱贫攻坚的行动中，切实增强“四个意识”、坚定“四个自信”、做到“两个维护”。

CAS combined "big learning" with reform and development, made Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and important instructions of General Secretary Xi Jinping as the first topic for Party organizations at all levels to learn, held discussions earnestly based on the work of the enterprise, made great efforts to transform the new ideas of President Xi into development achievements, and applied such ideas to the implementation of the "One Advantageous Platform and Four Strong Sub-platforms" strategy and the practice of overcoming difficulties and to the actions of "shaking off poverty doesn't mean the end of responsibilities, policies, support or supervision", earnestly elevated the "Four Awareness"(awareness of the need to maintain political integrity, think in big-picture terms, follow the leadership core, and keep in alignment), firmly built Matters of Confident (confidence in path, guiding theories, and political system, and confidence in culture) and resolutely upheld General Secretary Xi Jinping's core position on the Party Central Committee and in the Party as a whole, and resolutely upheld the Party Central Committee's authority and its centralized, unified leadership.



党委中心组学习
The Party Committee Central Group were learning



中国航材 2020 年度党员领导干部培训班
2020 Training Course for Party Member Leaders of CAS

坚持和加强党的领导和完善公司治理相融合

Integrate the Strengthening of the Party's Leadership and Improvement of the Corporate Governance

中国航材党委积极探索建立将党的领导融入公司治理新机制，集团公司的中国特色现代企业制度体系基本形成，党建经营各项制度不断完善、相互融合，“两会一层”相互协调、职能管理相互协同、集团管控清晰有效的机制不断健全，以党建政治优势为引领的“四大支持体系”基本确立，更好地促进了航材转型发展，为持续增强行业战略地位和作用、应对风险挑战、完成重大任务提供有力保障。

The CAS Party Committee actively explored to establish a new mechanism for integrating Party leadership into corporate governance, basically built a modern corporate system with Chinese characteristics, continuously improved and integrated systems for Party building and operation, coordinated the "Board of Directors, Board of Supervisors, Senior Management" and functional management, thus to build a clear and effective mechanism for control and management. We basically shaped the "Four Support Systems" led by the political strength of Party building, to better promote the transformation and development of CAS and provide powerful guarantee for continuously solidifying its strategic status in the industry, encountering risks and challenges and completing major tasks.

坚持和加强干部人才队伍建设与改革创新相融合

Integrate the Strengthening of Cadre Talent Team Building and Reform and Innovation

集团党委落实新时代党的组织路线，倾力打造干部人才支持体系，企业内生动力和发展活力得到进一步激发。强化工效挂钩导向，选准配强干部队伍，突出考核加强班子建设，重点推进“三项制度改革”并向基层延伸，制定《总部岗位设置和编制方案》和二级企业负责人职务任期管理、薪酬管理制度。扎实开展疫情常态化下的培养培训，拓展线上学习覆盖面，加强线下培训针对性，基本形成了人员梯次、时间节点、能力体系“三个全覆盖”培训培养体系。

The CAS Party Committee carried out the organizational principles of the Party in the new era and strived to build a support system for cadres and talents, to further stimulate the endogenous motivation and development vitality of the enterprise. We also intensified the guidance of determining salary with performance, selected and assigned a capable cadre team, highlighted the assessment and strengthening of the team building, prioritized the "reform of three systems" and expanded such systems to the grassroots, prepared the *Position Setting and Establishment Plan of the Headquarters* and the second-level enterprise leaders' tenure management and salary management systems. More than that, we carried out training in face of the normalization of the epidemic, enlarged the coverage of online learning, enhanced pertinence of offline training, to finally build a training and cultivation system covering the personnel at different levels, different timelines and competence systems.

坚持和加强党内监督与内控体系建设相融合

Integrate the Strengthening of Inner-Party Supervision and Internal Control System Construction

集团公司全面落实党风廉政建设党委的主体责任和纪委的监督责任，持之以恒落实中央八项规定，坚决反对“四风”，抓好问题整改，严肃查处违规违纪行为。集团党委围绕统筹推进疫情防控和企业发展强化“三个监督”，推动全面从严治党向纵深发展。一是全面强化从严治党主体责任，持续深化纪检监察体制改革；二是坚持一体推进“三不腐”，扎实抓好专项整治；三是构建综合监督体系，强化对“关键少数”、重点岗位、重点领域的监督。党风廉政建设和反腐败工作水平不断提升，为改革发展营造风清气正的氛围。

CAS fully assigned the entity responsibilities of the Party Committee for improving Party's work style and building clean government and the supervision responsibilities of the Discipline Inspection Commission, continuously carried out the eight-point decision on improving Party and government conduct (namely to improve research methods, reduce meetings and celebratory events, reduce issuance of documents and briefings, reasonably arrange outbound visits, streamline security arrangements, reduce media coverage of high-ranking officials, prohibit publication under an individual's name, and practice frugality), resolutely opposed the practice of formalities for formalities' sake, bureaucratism, hedonism, and extravagance, rectified problems and strictly investigated and punished violations of regulations and disciplines. Focusing on epidemic prevention and control and enterprise reform and development, the CAS Party Committee "strengthened top-down organizational supervision, improved bottom-up democratic supervision, and gave play to the role of mutual supervision at the same level", and drove the in-depth development of full and strict governance over the Party. For that end, the first step was to intensify the entity responsibilities for full and strict governance over the Party through continuous deepening of the reform of the discipline inspection and supervision system; the second step to adhere to the integrated promotion of "don't dare, don't, and don't want to be corrupt" through focusing on the special rectification; and the third step to build a comprehensive supervision system and strengthen the supervision of "critical minority", key positions, and key areas. Thanks to our hard efforts, the work level of improving Party's work style and building clean government and anti-corruption progressed step by step, to create a clean and upright environment for reform and development.



坚持和加强“三基建设”与管理提升相融合

Integrate the Strengthening of the "Three Basics" and Improvement of Management

中国航材党委坚决落实“党建巩固深化年”专项行动，全面夯实“三基建设”，大力提升基层党建质量，充分发挥基层的战斗堡垒作用，为高质量发展提供坚强保障。

The CAS Party Committee resolutely implemented the special action of "Party Building Consolidation and Deepening Year", comprehensively consolidated construction of "Three Basics" (construction of basic organization, basic team and basic system), vigorously improved the quality of grassroots Party building, gave full play to the role of grassroots as a fighting fortress, with the aim to provide a strong guarantee for high-quality development.

推动基层党建与经营深度融合。

制定《贯彻落实国有企业基层组织工作条例方案》，聚焦重大任务、项目，将脱贫攻坚、疫情防控、国产飞机保障、航空应急救援国家任务等工作作为考评重点，结合党建责任制考核监督跟踪落实，以党建提升促提质增效。

Promote the deep integration of grassroots Party building and operation.

CAS formulated the Plan for Implementing the Work Regulations for Grassroots Organization of State-owned Enterprises, focusing on major tasks and projects, highlighting poverty alleviation, epidemic prevention and control, domestic aircraft support, aviation emergency rescue and national tasks in the evaluation, conducting evaluation, supervision and tracking the implementation of the plan in combination with the Party building responsibility system, to promote the quality and efficiency through Party building improvement.

巩固加强标准化示范化工程。

编制发布《示范党支部工作手册》，加大对示范党支部建设的指导力度，培育党建标杆，开展“基层示范党支部”评选，在招标公司同步建设示范团支部，在凯兰建设示范青年文明号，首次召开二级团组织书记述职评议及“一团一品”评选大会，推动党建标准化示范化工程向团建延伸。

Consolidate and strengthen the standardized and demonstration projects.

CAS compiled and released the Work Manual for Demonstration Party Branches, intensified the guidance on the construction of demonstration Party branches, cultivated samples of Party building, carried out the selection of "grassroots demonstration Party branches", built the model league branch in the bidding company at the same time. We also built the demonstration youth civilization in Kailan and convened the second-level league organization secretary's report and "One Brand Activity Per Youth League" selection meeting, to promote the standardized and demonstration work of Party building to the league building.



示范党支部工作手册
Work Manual for Demonstration Party Branches

做好党员发展教育工作。

打造过硬队伍，接受抗疫一线战士“火线”入党，注重尚没有党员的混合所有制企业的党员培养，组织广大党员和入党积极分子深入学习党的创新理论知识，传承和发扬党的光荣传统，将精气神凝聚到统筹推进疫情防控和企业发展上来，积极建言献策，主动担当作为。

Provide education on Party member development.

CAS worked on building a strong team, accepted the application for joining the Party from anti-epidemic fighters through simplified procedures, paid attention to the training of Party members in mixed-ownership enterprises having no Party members yet, organized Party members and applicants for Party membership to learn the Party's innovative theoretical knowledge, inherit and carry forward the Party's glorious tradition, concentrate on promoting epidemic prevention and control and enterprise reform and development, actively propose suggestions and shoulder responsibilities.



火线入党
Joining the Party through simplified procedures



坚持和加强群团工作与企业文化建设相融合

Integrate the Strengthening of Work of Mass Organizations and Corporate Culture Construction

“十三五”期间，集团党委坚持党建带工建、带团建，强化思想政治教育，围绕“幸福航材”建设，广泛开展宣传文化工作，将群团工作与企业文化建设有机融合，凝聚广大职工群众的智慧力量。

During the "13th Five-Year Plan" period, the CAS Party Committee adhered to the principle of "carrying out Party building to guide Labor Union building and youth colleague building", strengthened ideological and political education, and carried out extensive propaganda and cultural work surrounding the construction of "A Happy CAS", to organically integrate the work of mass organizations with the corporate culture construction and unify the wisdom of broad masses of workers.



中国航材召开纪念建党 99 周年大会暨统筹推进疫情防控和企业改革发展工作会议

CAS held a meeting to commemorate the 99th anniversary of the founding of the Communist Party of China & a meeting to promote the epidemic prevention and control and enterprise reform development work

强化企业文化引领

Intensify the guidance of corporate cultures

2020 年，集团党委以庆祝航材成立 40 周年为契机，重塑新时代航材文化，重新建立企业识别系统，明确新时代“航材精神”，确立“建设新型航材、助力两翼齐飞”的新使命，进一步增强企业向心力和凝聚力。

In 2020, taking the opportunity of celebrating the 40th anniversary of the founding of CAS, the Party Committee reshaped the culture of CAS in the new era, re-established the corporate identification system, clarified the "CAS spirits" in the new era and made the new mission of "building a new-type CAS and develop both transport aviation and general aviation", to further enhance the centripetal force and cohesion of the enterprise.

着力提升宣传思想工作水平

Make efforts to improve the level of propaganda and ideological work

召开宣传思想工作会议，持续增强自建媒体平台联动效应，加强对外宣传力度，短视频《明天会更好》获“第二届全球华人生活短视频大赛‘同心抗疫’优秀作品奖”，进一步提升中国航材的品牌形象力。

CAS held a propaganda and ideological work conference, continued to enhance the connected effect of self-built media platforms, and strengthened external publicity. Its short video "A Better Tomorrow" won the "Award for Outstanding Works for Concerted Efforts in Epidemic Fight in the 2nd Short Video Contest of the Chinese Worldwide", to further elevate the brand image of CAS.

加大先进选树力度

Strengthen the selection and setting up of advanced individuals and advanced collectives

组织开展集团先进集体先进个人、抗疫青年先锋、模范职工之家、巾帼风采、“两红两优”等评选，推荐参加全国、省部级先进评选，中国通航曹少林获全国劳动模范称号。模范带头、青年突击作用充分发挥，进一步激发了促改革谋发展的精神力量。

CAS organized the selection of advanced collectives, advanced individuals, anti-epidemic youth pioneers, model employee homes, Heroines' Photos, and "May Fourth Red Flag Youth League Committee, May Fourth Red Flag Youth League Branch, Excellent Communist Youth League Members and Excellent Communist Youth League Cadres", recommended them for the national, provincial and ministerial selections. Cao Shaoling won the title of National Model Worker. In this way, we gave full play to the exemplary leadership and the role of the youth, to further inspire the spirit of advancing reform and development.

关心职工生活健康

Care for the health of employees

建设职工“满意之家”、聚焦研究能力提升打造“青年之家·学习社”、开展多项专题调研，解员工燃眉之急和成长之困，共青团“对标先进、强身健体”阶段工作顺利开展。

CAS built a "Sweet Home" for employees, focused on the improvement of research capabilities, opened "Home of the Youth · Learning Club", carried out a number of special surveys, and solved the urgent needs and difficulties facing growth of the employees. The work of the Communist Youth League in "taking the advanced individuals and collectives as benchmarks and building the body" was rolled out smoothly.

依法合规经营

Operate in Compliance with Laws and Regulations



严格依法治企

Manage the Enterprise Strictly in Accordance with the Law

集团公司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、债权人、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。

CAS strictly complied with national laws and regulations, industry rules and business ethics, conducted credit and compliance operation, and performed contracts in a standard manner. We worked on building good cooperative relations with the government, investors, partners, creditors, suppliers, and customers, communicated with stakeholders and the public in a timely manner about our development information, striving to achieve co-development with them.



落实法治建设第一责任人职责。2020年，集团公司持续加强法治航材建设的领导和推动力度，组织所属企业开展法治建设自查自评，对部分问题多、进展慢的企业全面督导，落实整改，提升依法治理、依法经营和依法管理水平。

Clarifying the responsibility of the first person responsible for the construction of the rule of law; in 2020, CAS continued to strengthen the leadership and promotion of legal construction in CAS, organized its affiliates to carry out self-examination and self-evaluation of their respective legal construction work, comprehensively supervised companies with many problems and slow progress, rectified the problems discovered, and improved the level of legal governance, legal operation and legal management.



落实法律审核全覆盖。公司严格落实董事会会议制度、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。

Ensuring full coverage of legal review; CAS strictly exercised the decision-making meeting systems such as the board meeting system, Party committee meeting system and the GM office meeting system and implemented the legal review related systems including legal affairs management regulations and contract management methods, with the legal review rate of rules and regulations, important decisions, and economic contracts reaching 100%.



加强合规管理。集团公司历史遗留的法律纠纷案件全部得到解决，全年未发生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。

Strengthening compliance management; all legacy legal disputes had been resolved, and no new legal dispute due to violation of laws or regulations by CAS occurred, thus to shape a good operating environment.



严格风险管控

Conduct Strict Risk Control

2020年，集团公司认真贯彻落实党中央、国务院关于防范化解重大风险和推动高质量发展的决策部署，努力抓好重点领域风险防控及内控体系建设，统筹推进全面风险管理、内部控制、合规管理和法律管理等工作协同联动，及时组织开展风险事项摸底调查、研判和应对，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动态管控，坚持底线思维，防范风险蔓延和叠加，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。

In 2020, CAS earnestly implemented the decisions and deployments of the Party Central Committee and the State Council on preventing and dissolving major risks and promoting high-quality development, strived to do a good job in the construction of risk prevention and control and internal control systems in key areas, and coordinated the promotion of overall risk management, internal control, and compliance management as well as legal management, timely organized to carry out the investigation, judgment and response of risky matters, intensifies the major risk early-warning and dynamic management and control, adhered to bottom-line thinking, and prevented spread and piling up of risks, thus to achieve good risk management effect, bring all risks under control and encounter no major risk event affecting the strategic goals and long-term development of CAS.



严格内部审计

Carry out Rigorous Internal Audit

聚集集团公司发展战略、管控薄弱环节和问题多发易发领域，扎实开展企业负责人离任审计，针对“两金”目标压控、资金集中管控等进行自查和监督检查，组织年度内控自我评价等。为加强审计问题跟踪管理，印发通知进一步完善违规经营投资责任追究工作细则，并延伸至二级公司同步完善相关制度，内部审计“促管理、控风险、强监督”的作用得到充分发挥。

In light of the development strategies of CAS, loopholes in management and control, and fields easy to have problems, CAS carried out the audit of corporate leaders leaving their posts, conducted self-inspection and inspection by the supervision organization on the reduction and controlling of accounts receivables and inventory as well as the centralized management of fund, organized the self-assessment as part of the internal control annually. To strengthen the tracking and management of the audited problems, CAS printed and distributed notices to further improve the working rules for investigating responsibilities for illegal operations and investments, and extended such initiative to the second-level companies, so as to give full play to the role of "promoting management, controlling risks and intensifying supervision" of internal audit.



05 倾情倾力

全力履行社会责任

Pour into Passion and
Attention
Fulfill Corporate Social
Responsibilities



全力以赴，助力决胜脱贫攻坚战

Make Every Effort to Help Win the Fight Against Poverty

2020 年是打赢脱贫攻坚战全面建成小康社会的关键之年。中国航材坚决贯彻党中央关于决战决胜脱贫攻坚的决策部署，按照“四个不摘”要求，持续加大扶贫投入力度。继续以产业扶贫为重点，持续实施教育、医疗、社会救助、扶志扶智、消费扶贫多种措施，助力白水县如期退出全国贫困县序列，中国航材获得县委县政府评选的“2020 年度脱贫攻坚突出贡献奖”，集团公司定点扶贫工作队被评为“陕西省脱贫攻坚先进集体”。

The year 2020 was crucial for winning the battle against poverty and building a moderately prosperous society in all respects. CAS resolutely implemented the decision and deployment of the Party Central Committee on fighting and winning the battle against poverty, and continued to increase investment in poverty alleviation according to the requirements of the "shaking off poverty doesn't mean the end of responsibilities, policies, support or supervision" by means of providing education, medical treatment, social assistance, nurturing mind and knowledge and consumption poverty alleviation. Thanks to our hard work, Baishui County was crossed off the list of poverty-stricken counties in China as scheduled. Hence, CAS won the "Award for Outstanding Contributions in Poverty Alleviation in 2020" by the county Party committee and country government and the targeted poverty alleviation team was ratified to be "Leading Collective in Poverty Alleviation in Shaanxi Province".



领导带头垂范，强化定点扶贫责任落实

Strengthen Implementation of the Targeted Poverty Alleviation Responsibilities under the Leadership of Leaders

中国航材党委坚持以习近平总书记重要讲话和批示指示精神为指导，进一步加强定点扶贫组织领导。全年 9 次召开党委和定点扶贫专题会等会议，统筹谋划、精准制定“一稳固、两增强”的帮扶思路，助力白水县稳固持续造血能力、增强脱贫内生动力、增强防止返贫能力。集团主要领导带头垂范，班子成员分头带队 4 次前往白水调研指导，确保扶贫资金及时到位，实现时间过半、扶贫项目全部落地执行。

The CAS Party Committee, under the guidance of important speeches and instructions of General Secretary Xi Jinping, further strengthened the organization and leadership of targeted poverty alleviation. We held nine Party Committee meeting and targeted poverty alleviation conferences, to make overall plans, precisely establish the thinking of "One Stabilizing and Two Enhancing", namely helping Baishui County to stabilize its continuous hematopoiesis ability, enhance the endogenous motivation of poverty alleviation, and enhance its ability to prevent poverty returning. Our leaders took the lead to go to Baishui four times for research and instruction, ensuring the poverty alleviation fund to be in place and guaranteeing all poverty alleviation projects to be carried out yet to take only half of the schedule.



强化科技引领，提升扶贫产业发展质量

Highlight the Leading Effect of Science and Technology to Improve the Development Quality of Poverty Alleviation Industries

中国航材充分发挥自身资源特长，结合白水苹果和设施农业种植资源优势，帮助引入航天育种农业科技和果业现代化管理技术，采取“县农投公司+合作社（企业）+农户”的模式，切合实际制定“双赢”产业扶贫机制，为建立稳固造血机能、促进扶贫产业高质量发展注入动能。

Leveraging its strength in resources and Baishui County's strength in apple and facility agriculture planting resources, CAS introduced the aerospace breeding agricultural technology and fruit industry modern management technology, adopted the model of "county agricultural investment company + cooperatives (enterprises) + peasant households", set up a "win-win" mechanism of industry poverty alleviation as per the specific situation, so as to motivate the stable hematopoietic function and promote high-quality development of poverty alleviation industries.

持续实施现代化苹果产业示范园项目。针对白水县地处全国苹果优生区的优势，继续实施中国航材苹果产业扶贫示范园项目。至 2020 年已建成三批高标准白水苹果种植产业示范园，从科学种植、果业现代化管理、技术培训以及扶贫机制等方面示范带动，每年提供长期就业岗位 100 余个，保底带动 100 余户贫困群众平均每户增收 3000 元，带动周边 7 个贫困村集体经济合作社、近万余亩苹果种植园实现产量质量双提升，为助力白水县持续巩固脱贫攻坚成果增添强大内生动力。

Carrying on the modern apple industry demonstration park project; since Baishui County is located in the best growth environment for apples, CAS continued to carry out the CAS Apply Industry Poverty Alleviation Demonstration Park Project. As of 2020, we had built three batches of high-standard Baishui Apple Planting Industry Demonstration Parks, to showcase scientific planting, modern management of the fruit industry, technical training, and poverty alleviation mechanisms. The Park provided more than 100 long-term jobs, at least ensured more than 100 poverty-stricken households to increase their respective income by RMB 3,000, and drove the qualitative and quantitative improvement of the collective economic cooperatives in the surrounding 7 poor villages and more than 1,600 acres of apple plantations, thus strongly motivating Baishui Country to consolidate its achievements in poverty alleviation.



持续实施航天育种蔬果种植项目。帮助引入航天育种科学种植管理技术，继续投入资金和农业技术支持，实施航天育种蔬果种植项目。因地制宜发挥农户农业特长，利用企业市场渠道优势，实现产销对接，带动当地 2 个企业、11 个村集体经济合作社共同参与，惠及 470 余户群众致富增收。



Pushing forward the aerospace breeding fruit and vegetable planting projects; CAS introduced scientific planting management technology for aerospace breeding and continued to provide financial and agricultural technical support, so as to implement aerospace breeding vegetable and fruit planting projects. In addition, giving full play to the agricultural expertise of farmers as per the local conditions and leveraging its strength in market channels, CAS combined production with marketing, to attract 2 enterprises and 11 village collective economic cooperative to take part, hence increasing the income of more than 470 households.



加强医疗扶贫，助力改善民生防止返贫

Strengthen Poverty Alleviation through Medical Treatment to Improve People's Livelihood and Prevent Poverty-returning

改善基层医疗服务条件。在帮助白水建设村级标准卫生室的基础上，继续帮助购置配备医疗器械设备，助力提升当地基层医疗健康服务水平，受到当地群众好评。

Improving the conditions of primary medical services; after helping with constructing the standard village-level clinics for Baishui County, CAS continued to purchased medical devices and equipment for these clinics and improve the medical service level locally, which was ratified by the local people.

积极支持社会救助工作。充分发挥央企参与社会救助作用，响应国家民政部和国资委的号召，连续5年开展“救急难”工作，并支持残疾人救助工作。2020年救助因病、因残、因灾和突发事项导致生活困难的群众400余人，帮助解燃眉之急，建立生活自信，为有效防止返贫增添力量。

Actively supporting social assistance work; CAS gave full play to the role of central enterprises in social assistance, responded to the call of the Ministry of Civil Affairs and SASAC, carried out "emergency rescue" work for the fifth consecutive year, and supported assistance for the disabled. In 2020, we helped more than 400 people suffering poverty due to illness, disability, disasters or emergencies, alleviating their urgent needs and building their confidence in life, and did our part in prevention of poverty-returning.

提升基层干部素质能力。共培训乡镇村基层干部、农业技术人员、致富带头人400余人，教授村集体经济经营发展和管理经验、传授农业技术知识，提升基层干部扶贫脱贫工作能力，充分发挥致富带头人“领头雁”作用，助力做好后续发展人才储备。

Improving the quality and ability of grassroots cadres; CAS totally trained more than 400 grassroots cadres, agricultural technicians, and role models in getting rich in the country, taught village collective economic on development and management experience, lectured on agricultural technology and knowledge, and improved the ability of grassroots cadres in poverty alleviation, and fully utilized the leading role of models in getting rich, and reserved talent for follow-up development.

积极实施党建促脱贫。中国航材充分发挥优秀党支部的先进作用，与贫困村积极开展共建活动。联系了解贫困村基层组织需求及时送去防疫物资、录制蔬果种植视频、分享农业技术讲座、通过中国航材产业扶贫示范园给予技术指导，助力基层干部群众顺利完成春耕种植，有效保障群众增收。

Actively implementing Party building to drive poverty alleviation; CAS gave full play to the role of outstanding Party branches and actively worked with the impoverished villages on Party building. We contacted grassroots organizations in these villages to learn about their needs and delivered anti-epidemic materials, recorded vegetable and fruit planting videos and lectured on the agricultural technologies. We provided technical guidance through CAS Industry Poverty Alleviation Demonstration Parks, to help the grassroots cadres and masses with spring planting and thus ensure rise in their income.



坚持扶志扶智，有效提升脱贫内生动力

Nurture Mind and Knowledge to Effectively Enhance the Endogenous Motivation of Poverty Alleviation

加大教育扶贫力度。为有效防止贫困代际循环，中国航材持续加大教育扶贫力度，2020年继续对白水县应届考入大学的贫困生进行资助，帮助他们顺利入学；充分发挥集团公司“寸草春晖·关爱留守儿童”品牌公益活动的带动作用，吸引更多社会力量支持当地教育，已创新开展了六期丰富多彩的公益助学活动，帮助偏远山区校改善教学条件、长期资助多名留守儿童，帮助山里孩子开阔眼界、树立梦想，激励他们努力学习本领，回报家乡回馈社会，受到当地群众好评。



Increasing efforts in poverty alleviation through education; to effectively prevent poverty being passed to the next generations, CAS continued to add more efforts in poverty alleviation through education. In 2020, we provided financial support for poor students admitted to the university so that they could start their university life smoothly. Leveraging the influence of the brand activity "Cuncao Chunhui • Caring for Left-behind Children", CAS absorbed more social forces to support local education, sponsored six terms of colorful charity activities to help schools in the remote mountainous areas improve their conditions, provide long-term financial support for left-behind children, broaden visions of children in these mountainous areas, encourage them to have dream and work hard to repay their hometown and the society. These activities were well-received locally.





选派优秀干部，发挥一线帮扶带头作用

Dispatch Outstanding Cadres to Make Use of the Leading Role of Frontline Assistance

集团公司派出的挂职干部和第一书记作风扎实、认真尽责，千方百计为民办事服务，在决战脱贫攻坚的工作中切实发挥先锋模范作用。驻村第一书记申文斌，在确保疫情安全的前提下坚守在古槐村，组织做好基层各项服务工作，确保村里的扶贫产业正常开展；挂职干部闫晓东及时协调集团公司为县里送去防护服、护目镜等防疫物资，并发挥业务专长，督促指导定点扶贫项目规范实施，为助力定点县做好疫情防控工作、快速复工复产起到积极作用，在当地干部群众中留下良好口碑。



驻村第一书记申文斌带领干部群众整治村里环境卫生
Shen Wenbin led cadres and the local people to improve the environment and sanitation conditions in the village

The selected cadres and the first secretary residing in the village of CAS were down-to-earth, conscientious and responsible, and made every effort to serve the people and set up good example in the decisive battle against poverty. The First Secretary Shen Wenbin, on the premise of ensuring safety under epidemic, stayed in Guhuai Village, to organize grassroots tasks and ensure the smooth going of poverty alleviation industry there. The Cadre Yan Xiaodong timely contacted CAS to deliver anti-epidemic materials like protective clothing and goggles and leveraged his expertise to urge and guide the standard implementation of the target poverty alleviation project, which actively promoted the epidemic prevention and control work and resumption of construction in the Country and was highly praised by the local people.



挂职干部闫晓东看望慰问困难群众
Yan Xiaodong visited and comforted the impoverished villagers



积极宣传带动，凝聚多方力量共同扶贫

Make Wide Propaganda to Gather All Forces Possible to Help with Poverty Alleviation

中国航材扎实落实定点帮扶工作的同时，积极通过集团公司网站、《航材报》、微信公众号以及外部主流媒体、行业媒体讲好航材扶贫故事，影响带动更多力量支持扶贫、参与扶贫。

While implementing targeted poverty alleviation, CAS spread the stories on poverty alleviate through our website, CAS News, WeChat Account and external mainstream media and industry media, in the hope of influencing and driving more forces to support and join poverty alleviation.

通过线上线下宣传、推动定点县农产品进食堂、进消费扶贫平台等措施，号召干部员工踊跃购买和帮助销售定点县及新疆、武汉等地贫困县农产品。集团公司出资在京建立白水农产品形象店，促进定点县农特产品有效对接市场、打开知名度。所属企业捐赠资金 100 万元，帮助新疆于田县发展黑木耳种植产业，直接带动 200 户建档立卡贫困户增收脱贫，用实际行动助力脱贫攻坚。

2021 年，中国航材将坚决落实“四个不摘”要求，接续精准帮扶，坚持帮扶投入不减、力度不降、人员不撤，帮扶工作再加劲，助力白水县巩固拓展脱贫攻坚成果，提升自我发展的动力和能力，向着乡村振兴奋力迈进。

Taking measures of online and offline publicity and promoting agricultural products in targeted counties to be sold to dining halls and on the consumption platforms for poverty alleviation, CAS called on cadres and employees to actively purchase and help sell agricultural products from targeted counties and poverty-stricken counties in Xinjiang and Wuhan. We funded and founded a display store of Baishui agricultural products in Beijing, so that the special agricultural products could be launched to the market and shape their brand awareness. Our affiliated companies donated RMB 1 million to Yutian County in Xinjiang to develop the black fungus planting industry there, directly lifting 200 registered impoverished families out of poverty through raising their income. We took practical actions to fight against poverty.

In 2021, CAS will resolutely implement the requirements of the "shaking off poverty doesn't mean the end of responsibilities, policies, support or supervision", carry forward targeted assistance, maintain the same input, force and personnel for that purpose, exert more efforts in poverty alleviation, to help Baishui County consolidate and expand its poverty alleviation fruits, elevate dynamics and capabilities for self-development and finally move towards thriving.



克服艰险，执行救灾抢险显担当

Overcome Difficulties and Dangers to Shoulder Responsibilities of Rescue

中国通航作为国内最早开始航空护林任务的通航企业，具备国内一流的吊桶灭火能力，更有优秀的飞行团队，常年开展航空护林、海上石油业务、陆上石油管线巡检、边防巡检、抢险救灾等服务。曾使用 MI-171 直升机在西南地区、东北地区，开创国内高原灭火最高取水点、最高作业点等行业先河。

“十三五”期间，中国通航充分发挥自身航业优势及专业能力，主动担当社会责任，共计完成各类抢险救灾任务 10 余起，曹少林同志先后被评为全国总工会五一劳动奖章、国务院国资委优秀共产党员、中央企业优秀共产党员、中央企业劳动模范、天津市劳动模范、全国劳动模范等荣誉称号。用实际行动践行“人民至上”的宗旨，为保护国家财产和人民生命安全贡献力量。

AC313 直升机是第一款大型国产民用直升机，也是世界第一款在海拔 4500 米高海拔地区进行 A 类适航取证的民用直升机。中国通航作为 AC313 的先锋用户，自 2016 年开始使用国产民机参与国家重大民生工程、执行国家应急救援任务的同时，也为国产直升机设计制造和持续改进提供有力支持，为助力国家通用航空应急救援体系建设发挥积极作用。

China General Aviation, the pioneer in undertaking aviation forest protection missions in China, boasted of the first-class bucket fire extinguishing capabilities and an excellent flight team and was engaged in the aviation forest protection, offshore oil business, onshore oil pipeline patrol inspection, border inspections, emergency rescue and disaster relief all the year. It operated the MI-171 helicopter to fight against fires in the southwest and northeast regions, the first of its kind in the industry in terms of the highest water intaking point and the highest operating location on the plateau.

During the "13th Five-Year Plan" period, China General Aviation gave full play to its strength and expertise in the aviation industry, took the initiative to assume social responsibilities, and completed more than 10 rescue and disaster relief tasks. Mr. Cao Shaolin won the titles of May 1st Labor Medal of All China Federation of Trade Union (ACFTU), Excellent Party Member of SASAC, Excellent Party Member of Central Enterprises, Model Worker of Central Enterprises, Model Workers of Tianjin and National Model Worker. He practiced the tenet of "people first" with actions and contributed to the protection of national property and people's safety.

The AC313 helicopter is the first large-size homemade civil helicopter, and also the world's first civil helicopter to conduct Class A airworthiness certification at an altitude of 4,500 meters. China General Aviation is a pioneer user of AC313 and started to operate homemade aircraft from 2016 in projects concerning national livelihood and the national emergency and rescue tasks, provided powerful support for the design, manufacturing and continuous improvement of homemade helicopters, hence playing an active role in the construction of the national general aviation emergency rescue support system.



执行森林防火抢险救灾任务
Carrying out the forest fire protection rescue and relief work



执行西气东输管线巡查任务
Performing the patrolling inspection of the West-East Gas Pipelines

展望 2021

Our Way Forward in 2021

2021年，是中国共产党成立100周年，是“十四五”开局之年，也是中国航材深化改革的一年。站在新起点展望新征程，前行路上有机遇、有风险，也有挑战。中国航材将继续以习近平新时代中国特色社会主义思想为指导，全面贯彻新发展理念，按照集团公司确定的“五新目标”，推动集团公司高质量发展迈上新台阶，管控能力完成新提升，业务布局实现新优化，深化改革取得新突破，党的领导党的建设得到新加强，继续坚定地向着建设全球一流的民航服务提供商和“幸福航材”的光辉目标昂扬进发。

征途漫漫，唯有奋斗。新时代是奋斗出来的，新航材是干出来的。在中国航材开启“十四五”新征程上，我们航材人将以一往无前的奋斗姿态、防患未然的底线思维、坚韧不拔的改革意志、矢志登高的创新勇气，接续迎难而上、砥砺前行，用优异的成绩迎接建党100周年，为实现中华民族伟大复兴中国梦作出积极贡献。

The year 2021 is the 100th anniversary of the founding of the Communist Party of China, the first year of the "14th Five-Year Plan", and also a year for deepening reform of CAS. We are now standing at the start of a new journey, a journey full of opportunities and possibly risks and challenges. We will continue to be guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, fully implement the new development concept, and work hard on achieving our "Five-New Goals", namely bringing the high-quality development to a new stage, seeing new improvement in the management and control ability, making new optimization of the business layout, embracing new breakthroughs in the deepening of reform and witnessing new enhancement in the Party building. We will take an even firmer step to becoming a world-class civil aviation service provider and building "A Happy CAS".

A long journey beckons future endeavors. Only through making arduous efforts can we create a new era and only through exerting down-to-earth efforts can we build a new CAS. On the new journey for the 14th Five-year Plan period, we will forge ahead boldly, stick to the bottom-line of taking preventive measures, develop the gritty will of reform and cultivate the courage of innovating for a new high. We will confront with all difficulties bravely and make outstanding achievements to celebrate the 100th anniversary of the founding of the Communist Party of China, to contribute our part to the great rejuvenation of the Chinese nation.