


江淮集团
JAC GROUP


2021
安徽江淮汽车集团股份有限公司
社会责任报告

SOCIAL RESPONSIBILITY REPORT 2021
Anhui Jianghuai Automobile Group Corp.,Ltd.





本报告披露了江汽集团 2021 年履行社会责任，
推进可持续发展，追求综合价值最大化的理念、
行为、绩效和 2022 年展望。



This report discloses the philosophy, behavior, performance
of JAC Group in 2021 to fulfill social responsibility, promote
sustainable development and pursue comprehensive value
maximization, and the outlook for 2022.

报告概况 Report Profile

报告可靠性保证

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

报告组织范围

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

报告时间范围

公司第 12 份社会责任报告，报告时间范围为 2021 年 1 月 1 日至 2021 年 12 月 31 日，部分内容超出上述范围。

报告发布周期

安徽江淮汽车集团股份有限公司社会责任报告为年度报告。

报告数据说明

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

报告参考标准

《中国企业社会责任报告编写指南》
《中国工业企业及工业协会社会责任指南》

报告发布形式及解读

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

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Report Reliability Guarantee

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

Report Structure Range

Anhui Jianghuai Automobile Group Corp., Ltd. (see the company structure), 'the company', 'JAC GROUP' in this report all refer to Anhui Jianghuai Automobile Group Corp., Ltd. Unless otherwise specified.

Report Time Range

The 12th Social Responsibility Report covers the period from January 1, 2021 to December 31, 2021, with some content beyond the above scope.

Report Issuing Period

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

Report Data

The financial data disclosed in this report are from various financial statements, and other data are from the company's internal statistics. The currency amounts involved in this report are measured in RMB, unless otherwise specified.

Report Reference Standard

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

Report Issuing Form and Interpretation

The report is available in both hard copy and online version. The online version is available on the website is www.jac.com.cn/.

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董事长致辞

Chairman's Speech

党委书记、董事长
项兴初

Party Secretary and Chairman
Xiang Xingchu

2021 年是“十四五”的开局之年，也是两个百年目标交汇之年。这一年，江汽集团上下深入贯彻落实习近平新时代中国特色社会主义思想，积极践行新发展理念，创新赋能高质量发展，持续深化结构调整，不断推进改革升级，着力推动技术创新，大力开展开放合作，企业生产经营稳中有进，初步构建了自主、合作和合资三大发展协同推进的新发展格局，高质量发展的动能正在进一步集聚，实现了“十四五”的良好开局。

这一年，江汽集团继续秉承“制造更好的产品，创造更美好的社会”的企业愿景，主动履行社会责任，积极响应国家“碳达峰、碳中和”目标，加快推进绿色低碳技术的创新和应用，全力构建企业绿色制造体系，推动低碳产品、低碳制造、低碳产业的发展，实现由“传统制造”向“绿色制造”转变。

这一年，江汽集团坚持“以用户为中心，以战略为导向，以创新为主线，以变革为动力”指导思想，坚持“节能、环保、安全、智能、网联、舒适”关键技术路线不动摇，持续强化用户思维，实现汽车软件的快速迭代以及车辆功能的常用常新，用优秀的体验追求用户满意。

这一年，江汽集团进一步深化开放合作。与大众合作项目进展顺利，研发中心正式投入使用，江汽控股成功向江汽股份增资，进一步助推江汽集团与大众深化合作；与蔚来合作成果丰硕，全年交付超 9 万辆，3 月双方成立了江来先进制造技术（安徽）有限公司，在新能源整车制造、服务模式等方面积极探索与创新，为安徽省打造新能源汽车和智能网联汽车世界级产业集群发挥积极带动作用。同时，新桥智能汽车产业园合作项目也在按计划有序推进。与康明斯合作取得新突破，签订新的备忘录，积极推动公司在国内外市场不断拓展。

2022 年是党的二十大召开之年，是实施“十四五”规划的重要之年，也是江汽集团推进高质量发展的深化之年。江汽集团将深入推进转型升级和创新发展，把责任理念融入公司发展的各方面，为安徽省打造万亿汽车产业集群，为加快建设经济强、格局新、环境优、活力足、百姓富的现代化美好安徽作出新的更大贡献，以优异成绩迎接党的二十大胜利召开！

安徽江淮汽车集团股份有限公司党委书记、董事长

The year 2021 marks the beginning of the 14th Five-Year Plan and the convergence of the two centenary goals. In this year, JAC group has thoroughly implemented Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, actively practiced the new development concept, innovated and enabled high-quality development, continued to deepen structural adjustment, continued to promote reform and upgrading, focused on promoting technological innovation, vigorously carried out opening-up and cooperation, and made progress in stable production and operation. A new development pattern featuring coordination by independent development, cooperation and joint venture has been initially established. The drivers of high-quality development are gathering momentum, and a good start of the 14th Five-Year Plan has been achieved.

In this year, JAC Group continues to uphold the corporate vision of “Better products, Better society”, take the initiative to fulfill the social responsibility, and actively respond to the national goals of carbon peaking and carbon neutrality, accelerate the green low carbon technology innovation and application, build enterprise green manufacturing system, promote the development of low carbon products, low carbon manufacturing, and low carbon industry, realizing the transformation from “traditional manufacturing” to “green manufacturing”.

In this year, JAC Group adheres to the guiding ideology of “user-centered, strategy-oriented, innovation as the main line, change as the driving force”, adheres to the key technical line of “energy saving, environmental protection, safety, intelligence, internet connection, comfort”, continues to strengthen the user-oriented thinking, realizing the rapid iteration of automotive software and the frequent use and upgrades of vehicle functions, and pursuing user satisfaction with excellent experience.

In this year, JAC Group has further deepened opening-up and cooperation. The cooperation with Volkswagen has progressed smoothly. The R&D center was officially put into use, and JAC Group Holdings Ltd. has successfully increased its capital to JAC Group Corp., Ltd., further boosting the deepening of cooperation. Meanwhile, the cooperation with NIO has achieved fruitful results. Delivery exceeds 90,000 units for the year. To actively explore and innovate new energy vehicle manufacturing and service pattern, JAC and NIO jointly has established the Advanced Manufacturing Technology (Anhui) Co., Ltd, playing an active role in promoting Anhui province to build world-class industrial clusters of new energy vehicles and intelligent connected vehicles. At the same time, the cooperation project of Xinqiao Intelligent Automobile Industrial Park is progressing as planned. New breakthroughs have also been made in the cooperation with Cummins. New memorandum of understanding has been signed to actively promote the company’s continuous expansion in domestic and foreign markets.

The year 2022 is the year of the 20th CPC National Congress, an important year of implementing the 14th Five-year Plan, and the year of deepening the high-quality development of JAC Group. JAC Group will further promote the transformation, upgrading, and innovation-driven development, incorporate the concept of responsibility into all aspects of the company’s development, to make new greater contributions to the great cause of building a trillion-level automobile industry cluster and speeding up the building of a modern and beautiful Anhui province featuring strong economy, new pattern, excellent environment, full of vitality and rich people, and to welcome the 20th CPC National Congress with outstanding achievements.

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



总经理致辞

General Manager's Speech

总经理
李明

General Manager
Li Ming

这是江汽集团发布的第 12 份社会责任报告。多年来，我们始终携手利益相关方，坚持全面、系统阐述公司的履责实践。

回首 2021 年，汽车市场在多重挑战下实现恢复和增长。江汽集团坚持结构调整、用户思维、技术创新、开放合作，全年销售各类产品 52.42 万辆，同比增长 15.62%，实现了“十四五”良好开局。

“为员工谋幸福，为社会做贡献”是江汽集团坚定的社会责任观。坚守员工是企业发展的基石，将员工发展与企业发展的紧密相连，不断完善人才工作机制，深入推动三项制度改革，充分激发企业内生动力。作为自主品牌主流车企，多年来，江汽集团坚持将社会公益履责作为重要抓手，在抗击疫情、赈灾扶贫、文化教育等多个领域积极回馈社会，始终承担并践行着企业公民的社会责任，并倡议全体员工共同参与。

2021 年，江汽集团积极落实中央和省委、省政府部署要求，将巩固脱贫攻坚成果同乡村振兴有效衔接，精准制定定点帮扶项目，大力支持皖北振兴、大别山地区乡村振兴，在阜阳、蒙城、六安、安庆等地的工厂实现产值合计近百亿元，带动就业 4000 人，充分践行国企责任担当。

展望 2022 年，江汽集团将继续遵循“稳字当头、稳中求进”总基调，坚持“做大做强商用车，聚力发展智能汽车和智能新能源汽车，转型发展零部件业务，创新发展汽车金融、汽车物流和增值业务，打造具有江汽特色的产业生态体系”的发展战略，深入推进转型升级和创新发展，推动各项业务的健康发展，为“百万辆、千亿级”战略目标的顺利实现而努力奋斗！

安徽江淮汽车集团股份有限公司总经理

This is the 12th social responsibility report issued by JAC Group. Over the years, we have always worked with stakeholders to comprehensively and systematically elaborate the company's accountability practices.

Looking back to 2021, the automotive market recovered and grew despite multiple challenges. JAC group adhered to structural adjustment, user thinking, technological innovation and open cooperation, and achieved sales of 524,200 units of all kinds of products in the whole year, up 15.62% year on year, realizing a good start of the "14th Five-Year Plan".

"Seeking happiness for employees and making contributions to our society" is the firm social responsibility concept of JAC Group. Adhering to the principle that employees are the cornerstone of enterprise development, we closely link employee development with enterprise development, constantly improve the talent working mechanism, and further promote the three-system reform to fully stimulate the endogenous power of enterprise. As a mainstream national brand automobile enterprise, JAC Group has been taking social welfare responsibility as an important focus for many years, actively giving back to the society in the fields of pandemic fighting, disaster relief and poverty alleviation, culture and education, and has always assumed and practiced the social responsibility of corporate citizenship, and proposed the participation of all employees.

In 2021, JAC Group, actively implemented the deploy requirements from central government, provincial party committee, and provincial government, effectively linked the achievements in poverty alleviation with rural revitalization, formulate targeted assistance projects with precision, and vigorously support the revitalization of Northern Anhui and rural areas in Dabie Mountain. The JAC factories in Fuyang, Mengcheng, Lu'an, and Anqing, have achieved a total output value of nearly a billion Yuan, and created 4,000 jobs, fully practicing the responsibility of a state-owned enterprise.

Looking ahead to 2022, JAC group will continue to follow the general tone of "Stability first and seek progress while maintaining stability", always adhere to the development strategy of "expanding and strengthening commercial vehicles, concentrating on the development of intelligent vehicles and intelligent new energy vehicles, transforming and developing parts business, innovating and developing auto finance, auto logistics and value-added business, and creating an industrial ecosystem with JAC characteristics", further promote transformation and upgrading and innovative development, promote the healthy development of all businesses, and strive for the smooth realization of the strategic goal of "One million vehicles, 100 billion turnover"!

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

企业概况 Company Profile



瑞风 L6 Max



思皓 QX



思皓 E10X



悍途 - 山猫版



格尔夫 V7



帅铃 i5

企业简介 Company Profile

安徽江淮汽车集团股份有限公司是一家集全系列商用车、乘用车及动力总成研产销和服务于一体，涵盖汽车出行、金融服务等众多领域的综合型汽车企业集团，致力打造一个“全生态链、全产业链、全价值链”的综合性汽车服务平台。现为中国企业 500 强、中国汽车品牌前 5 强，是全国首家荣获我国工业领域最高奖项——中国工业大奖的综合型汽车集团。

公司现有主导产品：重、中、轻、微型卡车、多功能商用车、MPV、SUV、轿车、客车，专用底盘及变速箱、发动机、车桥等核心零部件。拥有“思皓”、“瑞风”、“JAC”、“安凯”等知名品牌。2001 年在上海证券交易所上市，股票代码 600418。

2021 年公司销售各类整车及底盘 52.42 万辆，同比增长 15.62%，实现营业总收入 403.11 亿元，同比下降 6.05%，实现归属于上市公司股东的净利润 2 亿元，同比增长 40.24%。截止 2021 年底，从业人员超 2 万人。

With a full range of commercial vehicles, passenger car and powertrain research production and sales and service, Anhui Jianghuai Automobile Group Corp., Ltd. is an integrated automotive enterprise group covering car travel, financial services and many other fields, committed to building a comprehensive automobile service platform of "whole ecological chain, whole industrial chain, and the whole value chain". It has won the national Torch Plan key high-tech Enterprises, Top 500 Chinese enterprises and top 5 Chinese automobile brands. It is the first comprehensive automobile group that has won the highest award in China's industrial field – China Industry Award.

The main products include heavy, medium, light, mini trucks, multi-purpose commercial vehicles, MPVs, SUVs, cars, buses, special chassis and core components such as gearbox, engine, axle, etc. JAC GROUP has "Sehol", "Refine", "JAC", "Ankai" and other well-known brands. It was listed in Shanghai Stock Exchange in 2001 with the stock code 600418.

In 2021, JAC sold 524,200 units of all kinds of vehicles and chassis, with a year-on-year growth of 15.62%. The total operating income was 40.311 billion Yuan, down 6.05% year on year, while the net profit attributable to shareholders of listed companies was 200 million Yuan, a year-on-year growth of 40.24%. By the end of 2021, it has more than 20,000 employees.

事业布局 Business Layout

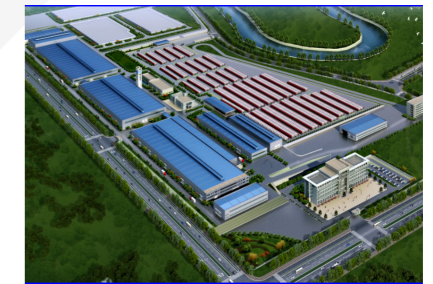
自 1997 年成立至今，江淮集团不断优化产品结构和产业布局，已形成合肥、遂宁、安庆、蒙城等整车生产基地、国家级工业设计中心、意大利海外研发中心和合肥配套发动机生产基地布局，拥有高端轻卡先进制造基地和高端新能源乘用车先进制造基地两大“超级工厂”，已形成整车（乘用车、商用车、客车）、核心零部件、汽车出行和汽车服务四大事业，致力打造“全生态链、全产业链、全价值链”的综合性汽车服务平台。

Since its establishment in 1997, JAC Group has been constantly optimizing the product structure and industrial layout, and has formed a complete layout including vehicle production bases in Hefei, Suining, Anqing, Mengcheng, national industrial design center, Italian overseas R&D center and engine base in Hefei. JAC has established two "super factories" as advanced manufacturing bases for high-end light trucks and new energy cars, and has formed four major businesses: complete vehicle (passenger cars, commercial vehicles, passenger vehicles and buses), core parts, car travel and automobile service, committed to building a comprehensive automobile service platform with "whole ecological chain, whole industrial chain and whole value chain".

整车生产基地
Vehicle Production Bases



江淮集团合肥生产基地
JAC Group Vehicle Production Base in Hefei



江淮集团遂宁生产基地
JAC Group Vehicle Production Base in Suining

研发中心
R&D Centers



国家级工业设计中心
National level Industrial Design Center in Hefei



JAC 意大利研发中心
JAC R&D Center in Italy

超级工厂
Super Factories



高端轻卡先进制造基地
Manufacturing Bases for High-end Light Trucks



高端新能源乘用车制造基地
Manufacturing Base for High-end New Energy Cars

组织结构图 Organizational Chart



轻型车 坚持用户场景研究，巩固行业优势地位。2021 年轻型车提前布局国六市场、创新营销模式、创立新品牌，全年销量超 19 万辆。其中皮卡全年销量达 3.3 万辆，同比增长 46.9%。

JAC light Commercial Vehicle adhere to user scenarios research, consolidating the dominant position in the industry. In 2021, JAC light commercial vehicles made layout of C6 engine market in advance, innovated marketing models, create new brands. The annual sales exceeded 190,000 units, among which pickup trucks reached 33,000 units, up 46.9% year on year.

重型车 坚持差异竞争，克难而进抢抓机遇。载货车聚焦用户场景，不断完善特色产品，全年销量近 2 万台，进一步完善产品开发，市场地位不断巩固。

JAC Heavy Vehicle adhere to the differentiated competition, and seize opportunities to overcome difficulties. For lorry trucks the focus is on user scenarios, and constantly improving featured products. With the annual sales of nearly 20,000 units, JAC further improves product development, and constantly consolidate the market position.

乘用车 坚持以用户为中心，基于用户情感诉求和使用场景重新定义产品，重点为年轻人打造精品车型。SUV 累计销售 2.63 万辆，同比增长 56.1%;MPV 业务完成智能网联 3.0 技术平台部分车型的搭载，瑞风 M3 销量持续攀升，站稳主力阵地。

Adhering to user-centered philosophy, JAC Passenger cars redefine products based on users' emotional demands and using scenarios, focusing on creating high-quality models for young people. SUV sales totaled 26,300 units, up 56.1% year on year; intelligent network 3.0 technology platform has been installed to some MPV models, and the sales volume of Refine M3 continues to rise, holding a main position in the industry.

新能源乘用车 坚持打造明星产品，品牌效应稳定提升。新能源业务在电芯及芯片产能受限影响下同比增长 659.59%，明星产品思皓 E10X 重点打造“蓝朋友”“花仙子”等系列，全年累计销售 3.2 万台。

JAC new energy passenger cars adhere to creating star models, with the brand effect steadily improved. The business increased by 659.59% year on year despite of the influence of the limited capacity of battery cell and chips. The star model Sehol E10X focuses on creating series such as “Blue Friend” and “Flower fairy”, and the annual sales reached 32,000 units.

国际业务 国际业务坚持稳健经营，不断优化产品和市场结构。轻型车销量实现翻倍增长，全年出口 4.1 万台；重型车出口销量同比增长 150%；乘用车全年累计出口超 3 万台，JS2、JS3、JS4 实现更新换代，JS8 在北美地区完成上市。独联体区域出口规模首次突破 8000 台；哈萨克斯坦工厂累计 6 万辆整车下线。

International business adheres to steady operation, and constantly optimizes product matrix and market structure. Exports of light vehicles have doubled to 41,000 units, heavy vehicles increased 150% year on year, and the total annual exports of passenger cars have exceeded 30,000 sets. Models like JS2, JS3 and JS4 were upgraded, while JS8 was launched in South America. The exports to CIS region has exceeded 8,000 units for the first time. A total of 60,000 vehicles rolled off the production line in Kazakhstan.

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

事业部 Business Departments	职能部门 Functional Department	子公司 Subsidiary Corporations
乘用车公司 Passenger Car Company	总经理办公室 General Manager Office	安徽江淮福臻车体装备有限公司 Fuzheng Auto Body Equipment Co., Ltd.
	外事办公室 Foreign Affairs Office	安徽江淮华霆电池系统有限公司 Anhui Huating Battery System Co., Ltd.
	企业经营管理部 Business Administration Dept.	安徽江汽国际贸易有限公司 JAC Motors International Trading Co., Ltd.
新能源乘用车公司 New Energy Passenger Car Company	战略与产品管理部 Strategy and Product Management Dept.	安徽江汽投资有限公司 JAC Investment Co., Ltd.
	财务部 Financial Dept.	安徽江汽物流有限公司 JAC Logistics Co., Ltd.
	品牌管理部 Brand Management Dept.	安徽康明斯动力有限公司 Anhui Cummins Power Ltd.
轻型商用车制造公司 Light Commercial Vehicle Manufacturing Company	合规部 Compliance Dept.	安徽星瑞齿轮传动有限公司 Anhui Xingrui Gear-Transmission Co., Ltd.
	人力资源部 Human Resources Dept.	安凯汽车股份有限公司 Anhui Ankai Automotive Co., Ltd.
	培训中心 Training Center	合肥车桥有限责任公司 Hefei Axle Co., Ltd.
轻型商用车营销公司 Light Commercial Vehicle Marketing Company	投资管理部 Investment Management Dept.	合肥道一动力科技有限公司 Hefei Daoyi Power Technology Co., Ltd.
	信息化管理部 Information Management Dept.	合肥和行科技有限公司 Hefei Hexing Technology Co., Ltd.
	安全环保管理部 Security and Environment Protection Management Dept.	合肥江淮铸造有限公司 JAC Casting Co., Ltd.
皮卡公司 Pickup Company	质量管理部 Quality Management Dept.	江淮安驰汽车有限公司 Anchi Automobile Co., Ltd.
	证券部（董事会办公室） Stock Dept. (Board Office)	江淮汽车融资担保有限公司 JAC Financing Guarantee Co., Ltd.
	供应商管理部（招标办） Supplier Management Dept. (Bidding Office)	江淮汽车有限公司 JAC Automobile Co., Ltd.
发动机公司 Engine Company	党委工作部 Committee of Party Office	江淮专用汽车有限公司 JAC Special Vehicle Co., Ltd.
	党委组织部（统战部、人民武装部） The Party Committee Organization Dept. (United Front Work Dept., People's Armed Forces Dept.)	江汽进出口贸易有限公司 JAC Import& Export Trade Co., Ltd.
	党委宣传部 The Party Committee Propaganda Dept.	瑞福德汽车金融有限公司 Hefei Hexing Technology Co., Ltd.
国际公司 JAC International	集中采购中心 Centralized Procurement Center	四川江淮汽车有限公司 Sichuan Jianghuai Automobile Co., Ltd.
	工会（群团工作部） Labor Union (Work Dept. of Mass and Communist Youth League Committee)	同大江淮汽车车身有限公司 Tongda JAC Auto Body Co., Ltd.
	纪委·监察专员办 Office for Discipline Inspection and Supervision	扬州江淮轻型汽车有限公司 Yangzhou JAC Light Vehicles Co., Ltd.
技术中心（工业设计中心） R&D Center (Industrial Design Center)		JAC-意大利中心 JAC- Italy R&D Center
		等子公司 Other Subsidiaries



企业内控风险管理 Corporate Risk Control

公司坚持完善内控体系建设工作，持续推进公司及控股子公司内控体系的单位全覆盖和业务流程全覆盖。公司通过内部控制自我评价、外部审计等多种方式，对内控体系的建设及执行情况进行全方位、多层次的评价，对发现的管理问题和缺陷进行整改，提高企业内部控制能力和经营管理水平。

同时，公司贯彻“以风险为导向”的体系建设思路，持续推进全面风险管理向各领域、各业务层面延伸，加强对重点业务领域的风险防范，积极推动风险管理基础能力建设，大力推进“自上而下”与“自下而上”相结合的风险预警机制，建立“防范化解重大风险”工作机制，提高风险防控水平，促进企业健康和可持续发展。

报告期内，公司内部控制没有发现重大缺陷，内部控制设计健全合理、执行有效。

The company insists on improving the construction of internal control system and continuously promotes the full coverage of divisions and business processes in the internal control system of the company and its holding subsidiaries. Through internal control self-evaluation, external audit and other ways, the company carries out all-round and multi-level evaluation on the construction and implementation of the internal control system, corrects the management problems and defects found, and improves internal control ability and management level.

At the same time, JAC carries out “risk-oriented” system construction ideas, continuously push the comprehensive risk management to various areas and business level, strengthens the risk prevention of the key areas of business, actively promotes the risk management basic capacity building, and vigorously promotes the combination of “top-down” and “bottom-up” risk warning mechanism. JAC has established a working mechanism of “preventing and resolving major risks”, improving risk prevention and control, and promoting healthy and sustainable development of the enterprise.

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

企业参与社团组织 Participated Social Organizations

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

2021

CSR 大事件

Corporate Social Responsibility Big Events



2月23日 February 23

2月23日，联合国儿童基金会（UNICEF）乌兹别克斯坦代表处向乌兹别克斯坦卫生部捐赠17台江淮轻卡疫苗运输车，作为此次疫苗车捐赠的重要参与方，公司联合当地经销商做好备件供应、服务保障等工作。On February 23, UNICEF Uzbekistan Representative Office donated 17 JAC light trucks for vaccine transportation to the Ministry of Health of Uzbekistan. As an important participant of the donation, JAC cooperated with the local distributor to guarantee spare parts and services.



3月27日 March 27

3月27日，江来先进制造技术（安徽）有限公司成立仪式在江淮蔚来工厂举行，此次签约标志着公司与蔚来汽车，在新能源整车制造、服务模式、管理机制等方面做出积极创新和探索，并以此为基础构建网络化、平台化、大数据、人工智能等技术平台的“先进制造+工业互联网”新生态，进一步推动中国绿色产业和新能源汽车产业的持续发展。On March 27, the establishment ceremony of Jianglai Advanced Manufacturing Technology (Anhui) Co., Ltd. was held in JAC NIO Factory. The contract signing marked that JAC and NIO have made positive innovation and exploration in new energy vehicle manufacturing, service mode, management mechanism and other aspects. Basing on this, a new ecosystem of "advanced manufacturing + industrial internet" with networking, platformization, big data and AI as the technology platforms will be built to further promote the sustainable development of China's green industry and new energy vehicle industry.



3月 March

2021年全国两会期间，安凯客车作为“国事老兵”再次担纲两会服务用车重任，并以高端客车A9、宝斯通K7和精品车型A6组成的强大“明星”阵容，为代表和委员们的会议通勤保驾护航。During the NPC and CPPCC sessions in 2021, Ankai Bus, as a "state veteran", took on the important task of service vehicles again, and escort the delegates and members on their commutes with a strong "star" lineup composed of high-end bus A9, Best K7 and selected model A6.



4月19日 April 19

上汽集团与地平线战略合作签约仪式

4月19日，上汽集团与北京地平线机器人技术研发有限公司举行合作签约仪式，围绕汽车智能驾驶、智能网联、人工智能领域展开深度合作，并达成全面战略合作伙伴关系。On April 19, JAC Group held a cooperation signing ceremony with Beijing Horizon Robotics Technology R&D Co., Ltd., carrying out deep cooperation in the fields of intelligent driving, intelligent network connection and reaching a comprehensive strategic partnership.



4月20日 April 20

4月20日，上汽集团与博世动力总成系统中国区签订战略合作框架协议，双方深化合作的达成，有利于在技术与市场层面形成优势互补，能够为公司关键零部件业务的协同开发、质量保证、成本精益、节能减排等方面带来助益，有利于推进公司“十四五”期间在商用车领域的节能环保、新能源产品的高质量发展。On April 20, JAC Group and Bosch China signed a strategic cooperation framework agreement. The deepened cooperation between the two sides agreed to form a complementary advantages in technology and the market level, being helpful to the coordinated development of the company business in key components, quality assurance, lean cost, energy conservation and emissions reduction, etc. It is conducive to promoting the high quality development of energy-saving, environmental protection and new energy products in the field of commercial vehicles during the "14th Five-year Plan".



5月10日 May 10

第六季江淮平安行
安全常驻心中 交规护航生命

5月10日，江汽集团启动第六季“江淮平安行”道路安全文明普法活动，连续6年向全社会宣传交通安全，让更多人关注卡友出行安全，提高中国商用车行业安全素养。On May 10, JAC Group launched the 6th season of "Jianghuai Safe Travel" road safety civilization law popularization activities, promoting traffic safety to the whole society for six consecutive years, making more people pay attention to the travel safety of truck drivers and improving the safety quality of China's commercial vehicle industry.



6月1日 June 1

牵手·瑞风行动
让孩子不孤单

6月1日，第九季“牵手·瑞风行动——让孩子不孤单”大型公益活动正式启动，采用全新的融媒体形式开办广播线上栏目“牵手”，持续为留守儿童送去关爱与欢乐。On June 1, the 9th season of the large-scale public welfare activity "Hand in Hand - Let the Children Not Be Alone" was officially launched, using a new form of convergence media to open a radio online program "Hand in Hand" to continuously send care and joy to left-behind children.



6月9日 June 9

战略合作签约仪式

6月9日，公司与科大讯飞签署战略合作框架协议，双方将充分发挥各自在汽车、人工智能领域的优势，在汽车智能化产品和研发领域形成全面、长期和稳定的战略合作伙伴关系。On June 9, JAC signed a strategic cooperation framework agreement with iFLYTEK. Both sides will give full play to their respective advantages in the field of automotive and artificial intelligence, and form a stable long-term comprehensive strategic partnership for automotive intelligent products and R&D.



6月 June

继2020年6月首批交付当地人口大市圣克鲁斯的医疗系统之后，截止2021年6月，JAC经销商与当地医疗机构已连续交付多批星锐救护车订单。江淮星锐救护车在当地人民心中已成为一种有保障的安全存在。Following the first delivery to the medical system in Santa Cruz, a populous city, in June 2020, the local JAC distributor and local medical institutions have delivered multiple batches of Sunray ambulances by June 2021. JAC Sunray ambulance has become a guaranteed safety presence in the minds of local people.



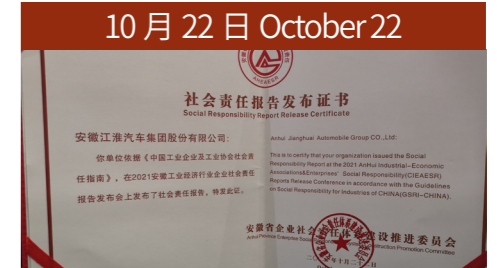
7月17日 July 17

7月17日，以“传承红色基因接续奋斗征程”为主题的江汽集团第八届企业文化周启动仪式隆重举行。On July 17, the 8th Corporate Culture Week of JAC Group was held with the theme of "Inheriting the red gene and continuing the Struggle journey".



9月 September

9月中华人民共和国第十四届运动会在陕西省举行，安凯客车不负所托，成为本届全运会的出行担当，为我国运动健儿提供交通服务保障，全面助力全运会圆满顺利举行。In September, the 14th National Games of the People's Republic of China was held in Shaanxi Province. Ankai Bus lived up to its promise to be the travel responsibility of this National Games, providing transportation service guarantee for Chinese athletes, and comprehensively contributing to the successful holding of the National Games.



10月22日 October 22

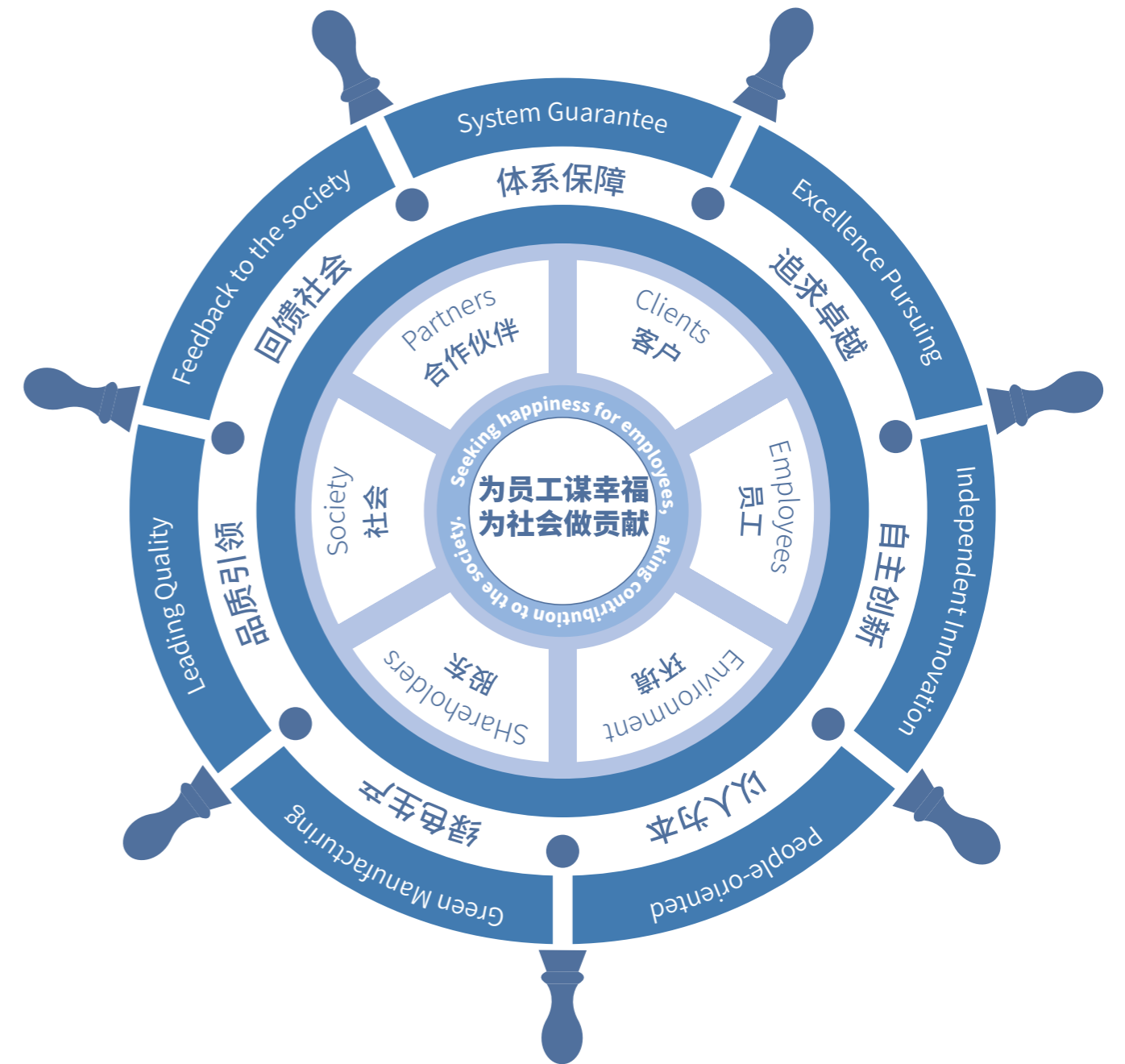
10月22日，2021年安徽省企业社会责任报告发布会在安徽合肥举行，公司在发布会上正式发布2020年度社会责任报告。On October 22, Anhui province corporate social responsibility report press conference was held in Hefei. JAC officially released the 2020 annual social responsibility report at the press conference.



企业社会责任感 Corporate Social Responsibility

为员工谋幸福，为社会做贡献

Seeking Happiness for Employees, Making Contribution to the Society



体系保障

System Guarantee

全面推进社会责任管理

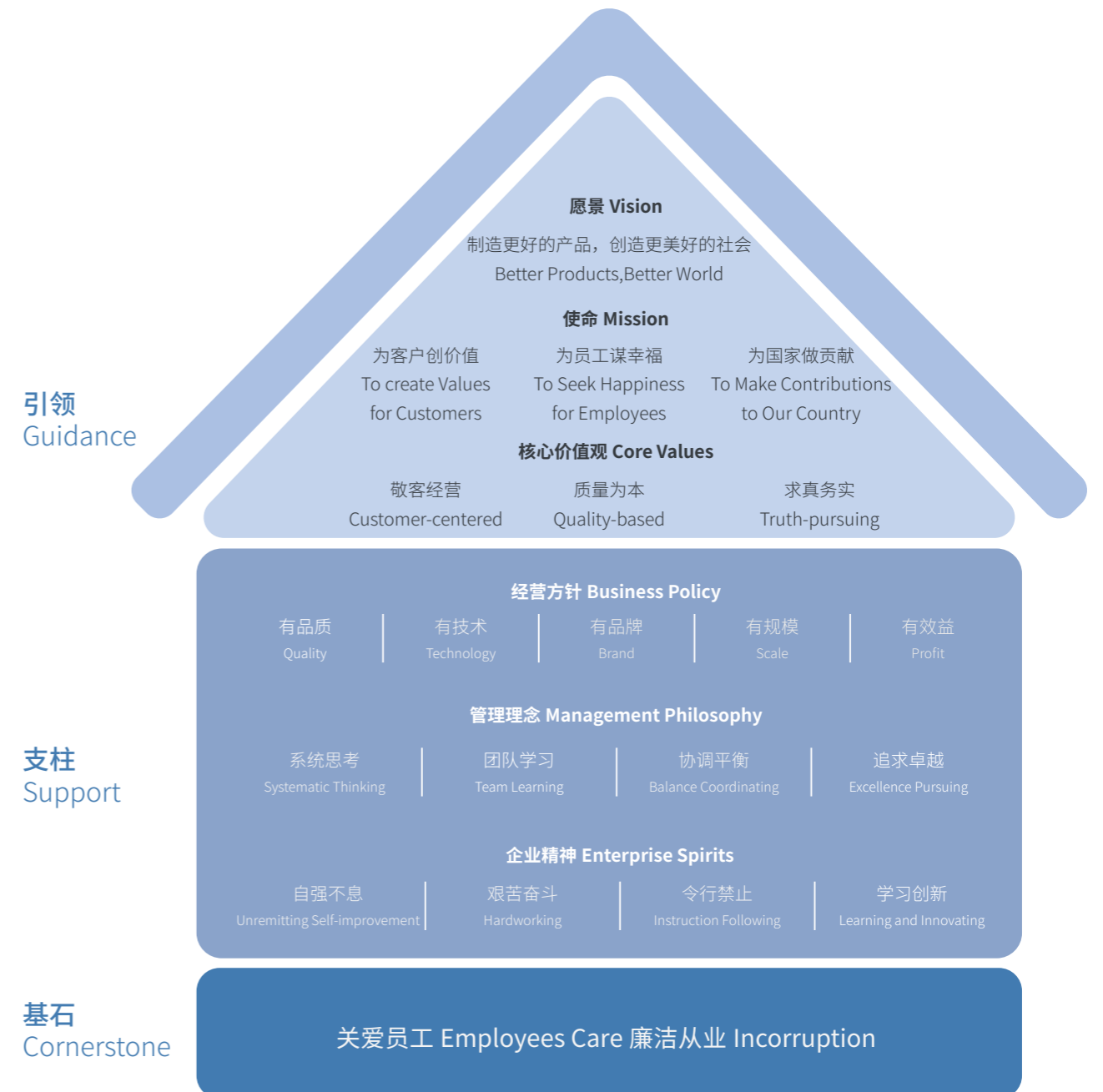
Promote Social Responsibility

Management in an All-roundway

责任管理模型具体内容 Responsibility Management

社会责任观 Social Responsibility	内涵理解 Connotation	具体举措 Measures
为员工谋幸福 Seeking Happiness for Employees	<p>以员工为中心，不断追求员工的物质和精神幸福，在企业不断发展的同时，员工的利益能够得到保障和提升。“为员工谋幸福”是公司每一任领导集体最朴素的追求和最神圣的使命。</p> <p>Employee-centered, continuous pursuit of material and spiritual happiness of employees. In the continuous development of the enterprise, the interests of employees can be guaranteed and promoted. "Seeking happiness for employees" is the most simple pursuit and the most sacred mission of every company leader.</p>	<p>建立“以人为本”的人力资源开发和管理工作系统、激励机制、员工培训和教育系统，发挥和调动员工的潜能，并通过“待遇留人、事业留人、感情留人”营造充分发挥员工能力的良好环境。</p> <p>Establishing a "people-oriented" human resource development and management work system, incentive mechanism, staff training and education system, to develop and mobilize their potential; Creating a good environment to give full play to the ability of employees through "Salary, career, feelings".</p>
为社会做贡献 Making Contribution to the Society	<p>通过不断进步的产品和服务为环境的友好和社会的和谐作出贡献，以可持续的稳健发展为社会不断创造财富。</p> <p>Making contribution to a friendly environment and harmonious society by continuously improving products and services, as well as creating wealth for the society by sustainable and steady development.</p>	<p>诚信经营 Honest Operation 加强合规管理，诚信经营，完善公司治理，加强内控体系建设。 Strengthen compliance management, honest operation, improve corporate governance, and strengthen the construction of internal control system.</p> <p>技术创新 Technical Innovation 严格执行 NAM 流程，持续提升产品品质。 Strictly implement NAM process and continuously improve product quality.</p> <p>服务市场 ServiceMarket 持续提升服务品质，关注用户体验，持续开展用户满意度调查，缺陷产品召回。 Continuously improve service quality, pay attention to user experience, continuously carry out customer satisfaction survey, recall defective products.</p> <p>地方贡献 Local Contribution 纳税稳定，增加就业机会。 Stabilize tax payment and increase employment opportunities.</p> <p>社会公益 Social Welfare 积极开展志愿者活动，以弱势群体为重点扶助对象，引导全体员工热心公益事业。 Actively carry out volunteer activities and guide all staff to be enthusiastic about public welfare undertakings by focusing on vulnerable groups.</p> <p>环境责任 Environmental Responsibility 加大新技术、新材料及新工艺的应用，坚持发展循环经济，实现绿色生产。 Enhance the application of new technologies, new materials and new processes, adhere to the development of circular economy, to achieve green production.</p>

企业文化 Company Culture



江汽集团文化体系模型
JAC Group Culture System Model

企业社会责任管理 Corporate Social Responsibility Management

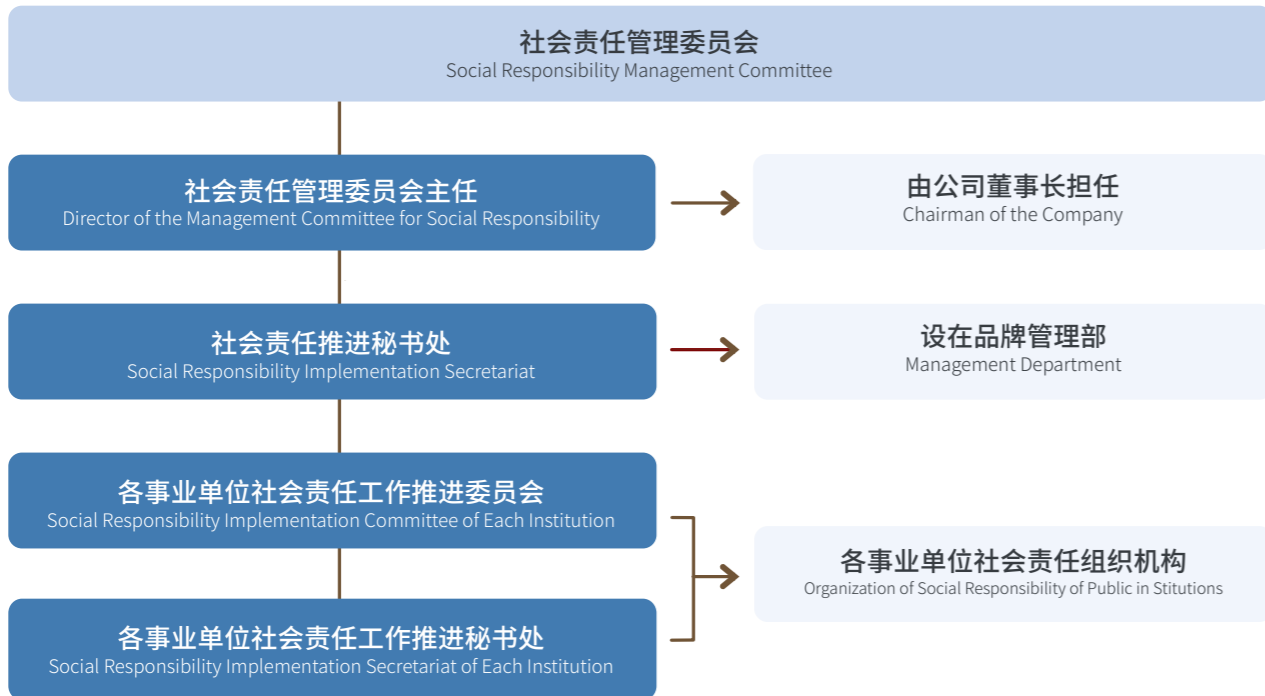
01 责任机构 Responsible Organization

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

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

JAC establishes a social responsibility management committee, with the main responsibility to determine the management direction and target of the company's social responsibility work, examine and approve the overall plan, and make decisions on major issues. JAC sets up a social responsibility secretariat in the brand Management Department, responsible for coordinating the overall work of social responsibility, compiling and releasing social responsibility reports. Each business unit has set up a social responsibility committee and secretariat to build a business mechanism of resource guarantee, process guidance and comprehensive control, and jointly promote the fulfillment and implementation of social responsibility.

According to the social responsibility management mode, JAC standardizes the internal work process, formulates the corresponding social responsibility information disclosure mechanism, and regularly releases social responsibility information every year.



02 文化培育 Culture Cultivation

公司积极参加中国工业经济联合会及安徽工业经济联合会召开的社会责任培训会议和活动，并根据自身发展特点，针对性导入国内外先进社会责任管理理念；同时以公司全员培训作为平台，定期进行社会责任培训及活动，促进全员社会责任意识提升。

JAC actively participates in the social responsibility training conferences and activities held by China Federation of Industrial Economics and Anhui Federation of Industrial Economics, and targetedly introduces advanced social responsibility management concepts from home and abroad basing on its own development characteristics; At the same time, the company regularly carries out social responsibility training and activities as the all staff training platform, promoting the awareness of social responsibility of all staff.



03 责任绩效管理 Responsibility Performance Management

报告期内，公司完善绩效管理机制，在借鉴以往业绩管理经验的基础上，结合公司实际经营要求，探讨、拟定 2021 年度业绩管理方案，从指标设计、权重分配、管控模式上进行适度优化和创新。

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

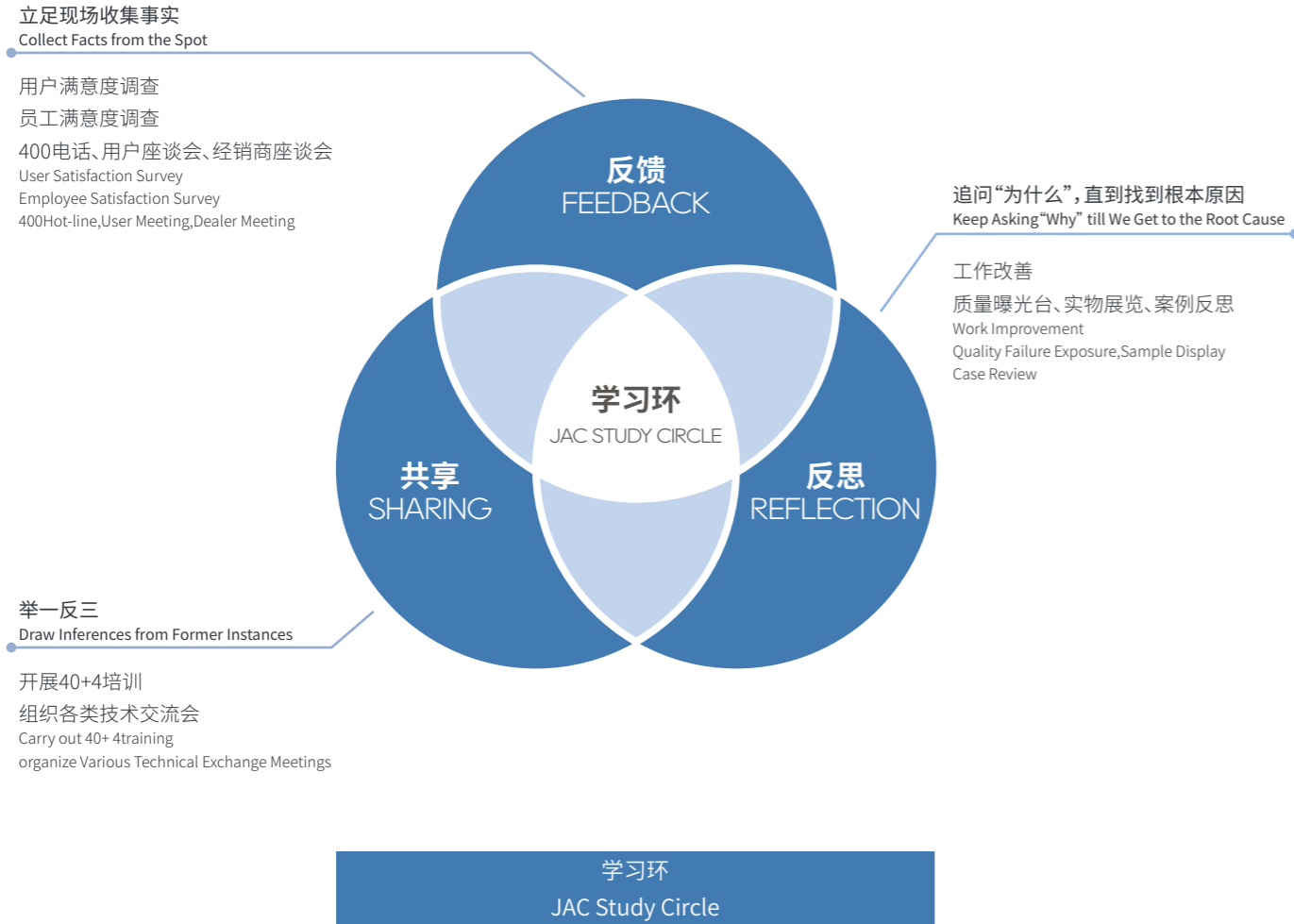
During the reporting period, the company has improved the performance management mechanism, discussed and formulated the 2021 performance management plan based on the previous performance management experience and combined with the actual business requirements of the company, and carried out appropriate optimization and innovation in index design, weight allocation and control mode.

On the basis of adhering to the control mode of “monthly dynamic control, quarterly self-evaluation and annual visit & audit”, the company integrates the due key work of each unit into the monthly key work plan, and improves the management effect through monthly visit verification and point-to-point on-site inspection.

04 责任沟通 Responsibility Communication

2021 年，公司继续坚持以“反馈、反思、共享”学习环为责任沟通途径，形成公司与利益相关方的良性互动，积极发挥企业社会资源优势，实现内外部有效的沟通与共享，并以责任绩效为准则，引导发挥企业履责最大效应，营造和谐共赢的发展环境。

In 2021, the company continued to insist on the Study Circle of "Feedback, Reflection and Sharing" as the responsibility communication channel, to form the positive interactive between the company and the stakeholders, actively take advantage of social resources, to achieve internal and external effective communication and sharing. Moreover, with the responsibility performance as criteria, the maximum effect of corporate responsibility has been fulfilled, and a harmonious and win-win development environment has been built.



05 责任报告 Responsibility Report



2011 年以来，公司已连续 11 年发布社会责任报告，全面、客观地披露本公司社会责任理念及绩效。报告已成为公司加强利益相关方沟通、传播社会责任理念，完善企业管理模式的重要工具。

Since 2011, the company has issued social responsibility reports for 11 consecutive years, comprehensively and objectively disclosing the company's social responsibility concept and performance. The report has become an important tool for the company to strengthen communication to interested parties, spread the concept of social responsibility and improve the enterprise management mode.

创新发展

Innovative Development

促进社会可持续发展
Promote Sustainable
Social Development



公司始终坚持“智能、安全、节能、环保、舒适”关键技术研发路线不动摇，大力发展新技术、新材料、新工艺的运用，全力打造企业的核心竞争力。

JAC always adheres to the R&D guideline of "intelligent, safety, energy saving, environmental protection and comfortable", vigorously developing the application of new technologies, new materials and new technique, and building the enterprise core competitiveness.

深化研发体系建设

Deepen the R&D System Construction

公司坚持正向研发，立足营业收入 3%-5% 的研发投入保障，持续推进“以用户为中心”的研发体系建设，不断提升正向设计开发和试验验证能力，加快技术研发实力向市场竞争优势的转变。

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

01

以“我”为主，强化核心技术能力建设 Focus on "I" and Strengthen the Construction of Core Technology Capabilities

2021 年公司强化本部研发中心核心研发能力建设，技术创新能力持续提升。上海车展发布的高智能、高性能、高柔性的“MIS 皓学智能汽车模块化架构”，以深厚技术积淀、前瞻技术布局和创新技术理念，宣告公司正式开启智能汽车模块化架构时代。

In 2021, JAC strengthens the core R&D capacity in headquarter R&D center and continuously improve the technological innovation capacity. The "MIS vehicle Modular Intelligence Structure" featuring high intelligence, high performance and high flexibility was released in Shanghai Auto Show. With profound technical accumulation, forward-looking technology layout and innovative technology concept, JAC declared the official opening of the era of intelligent vehicle modular structure.

02

与“世”俱进，充分发挥海外研发中心和作用 Advance With the "world" and Give Full Play to the Functions of Overseas R&D Centers

意大利、合肥设计中心协同，从品牌定义出发，明确以“动感、科技、时尚”作为未来造型方向，开展前瞻性预研设计，形成造型、工艺、制造等相关领域联动机制，系统提升产品品质和品味。

Synergizing the R&D centers in Italy and Hefei, and starting from brand definition, JAC clearly defines the direction of future styling as "dynamic, technology and fashion", carries out forward-looking preliminary research and designing, forms a linkage mechanism of styling, technique and manufacturing, improving product quality and taste.

03

优势互补，产学研联合体充分互动 Complementary Advantages and Fully Interactive Industry-University-Research Cooperation

2021 年，公司与中国科学技术大学、上海交通大学、合肥工业大学等紧密合作，产学研联合创新扎实推进。其中与合肥工业大学开展混合交通环境下智能电动汽车运动规划关键技术研究与应用，共同搭建研发和设计平台，推进科技成果转化现实生产力。

In 2021, JAC cooperates closely with universities such as USTC, SJTU and HFUT, to make solid progress in industry-university-research joint innovation. Among them, JAC works with HFUT to carry out the research and application of key technologies of intelligent electric vehicle movement planning in mixed traffic environment, and jointly build a research and design platform, promoting the transformation of scientific and technological achievements into real productivity.

04

开放合作，取得新成效 New Progress Has Been Made by Opening up and Cooperation

公司与域驰智能深入推进面向量产的自动驾驶技术，全面赋能整车业务。与地平线就智能驾驶、智能网联、人工智能等领域展开深度合作。与科大讯飞在智能座舱、智能车联网、智能销服等领域展开合作，推动共同发展。

JAC and Yuchi Intelligent have deeply promoted the automatic driving technology for mass production and fully empowered the vehicle business. Besides, JAC has carried out in-depth cooperation with Horizon Robotics on intelligent driving, intelligent networking, AI and other fields, and has cooperated with iFLYTEK in the fields of intelligent cockpit, intelligent vehicle networking, intelligent sales and service and other fields to promote joint development.

05

贴近市场，快速响应终端用户需求 Focus on "I" and Strengthen the Construction of Core Technology Capabilities

以用户为中心，高效聚焦、快速反应、精准定位。各业务单元研发能力持续强化，各研发系统紧密配合，有效支撑公司产品项目开发。

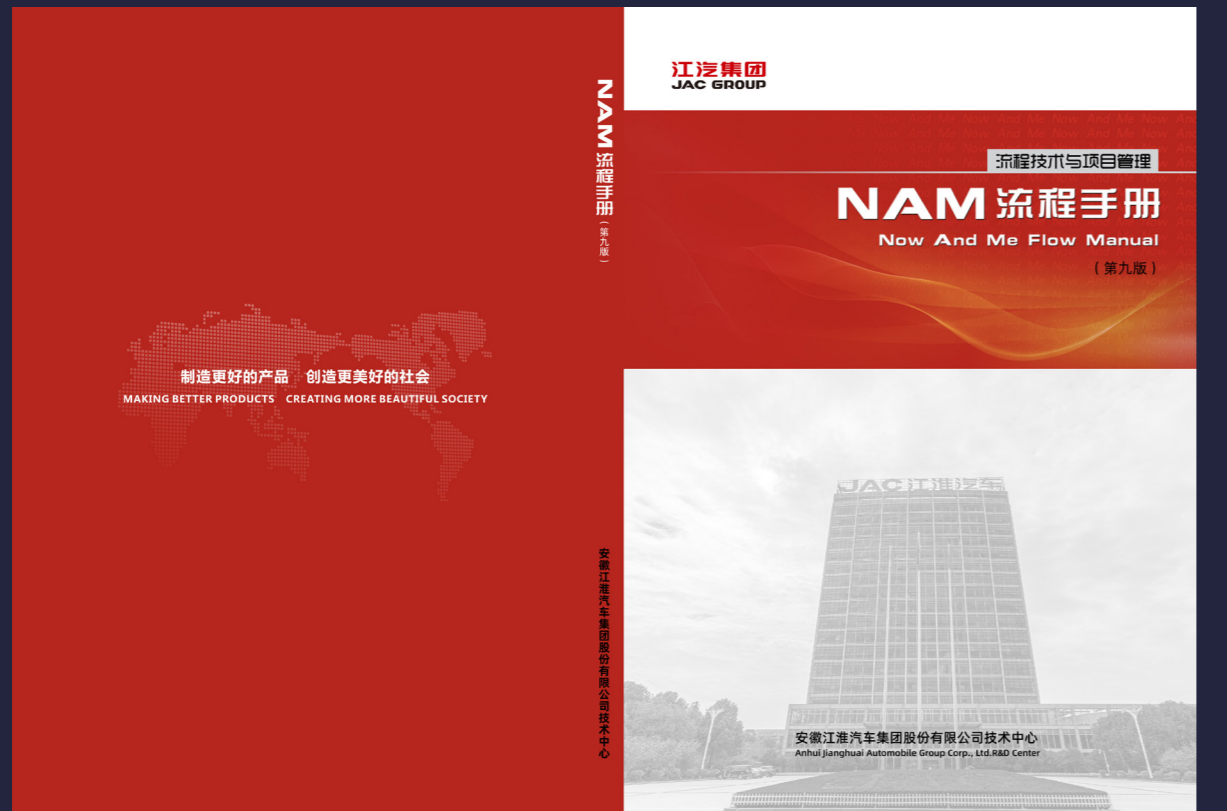
User-centered, efficient focus, rapid response, accurate positioning. The R&D capacity of each business unit is continuously strengthened, and each R&D system is closely coordinated to effectively support company project development.

//The 9th Version of NAM Process //

第九版 NAM 流程

推进主观评价体系建设，强化客观测试与主观评价的有效统一，以用户视角为根本出发点，建立主观评价规程并有效融入到 NAM 流程各阶段，完成第九版 NAM 流程的试运行及正式发布。对标华为 IPD，首次建立技术研究流程，完善技术研究管理体系；推进市场及需求管理流程建设，完善整体流程框架，为产品有序开发提供流程保障。

JAC promotes the construction of subjective evaluation system, strengthens the effective unification of objective test and subjective evaluation, establishes subjective evaluation procedures and effectively integrates them into all stages of NAM process from the perspective of users, and completes the trial operation and official release of the 9th version of NAM process. Bench-marking Huawei IPD, JAC has established for the first time the technical research process and improved the technical research management system, promoted the construction of market and demand management process, improved the overall process framework, and provided process guarantee for orderly product development.



NAM 流程手册
Now and Me Flow Manual

加大研发费用投入，助推研发能力提升 Increase R&D Investment, Boost R&D Capability Improvement

研发投入情况如下表
R&D investments

单位：元
Currency: Yuan

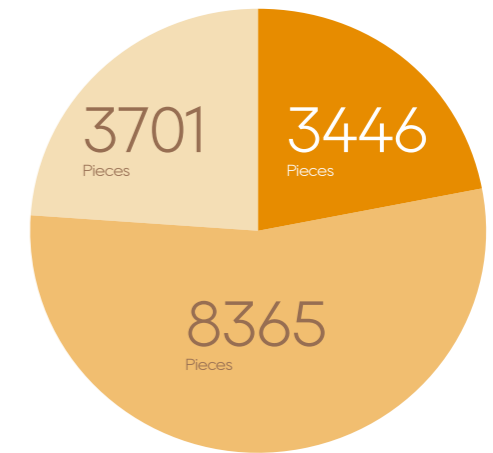
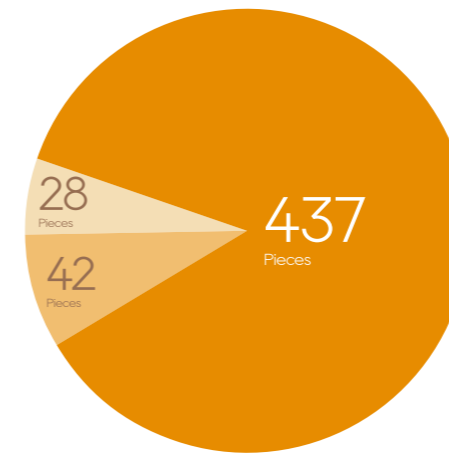
本期费用化研发投入 Expenditure on R&D in the current period	1374109970.82
本期资本化研发投入 Capitalized R&D investment in the current period	420087203.28
研发投入合计 Total R&D investment	1794197174.10
研发投入资本化的比重 (%) Proportion of capitalized R&D investment (%)	23.41
研发投入总额占营业收入比例 (%) Proportion of total R&D investment to operating revenue (%)	4.46

公司连续多年坚持以销售收入的 3%~5% 投入技术研发，2021 年全年投入研发费用 17.94 亿元。

The company has consistently invested 3%-5% of its sales revenue in technology research and development for many years. In 2021, the investment is 1.794 billion Yuan.

- 发明授权：437 件
Invention Authorization: 437 Pieces
- 实用新型：42 件
Utility Authorization: 42 Pieces
- 外观设计：28 件
Appearance Authorization: 28 Pieces

- 发明授权：3446 件
Invention Authorization: 3446 Pieces
- 实用新型：8365 件
Utility Authorization: 8365 Pieces
- 外观设计：3701 件
Appearance Authorization: 3701 Pieces



报告期内，公司新增授权专利数 507 件。
During the reporting period, 507 newly authorized patents were added.

截止 2021 年 12 月底，公司共拥有获得授权专利数 15512 件。
Until the end of Dec. 2021, JAC has 15512 authorized patents.

大力推进新技术成果应用

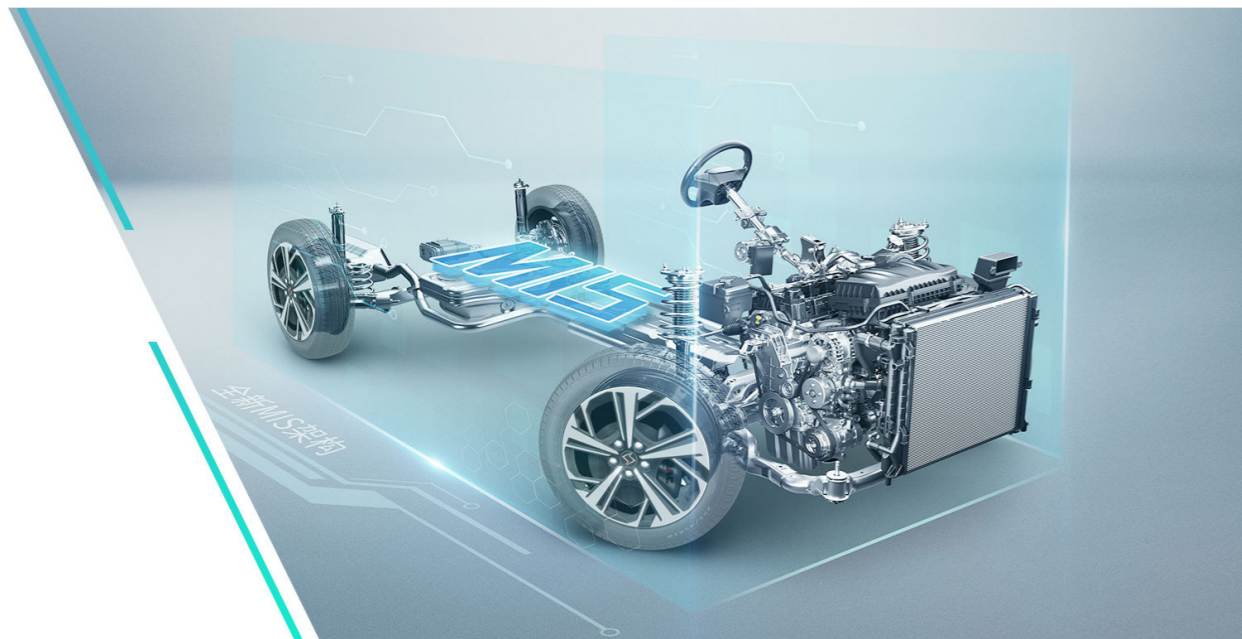
Vigorously Promote the Application of New Technology Achievements

2021 年，公司牢牢把握关键技术研发路线，以用户为导向，强化新技术的成果运用，进一步突出按质、按期出成果的核心诉求，扎实推进产品开发和研发能力的提升，取得显著成效。

In 2021, the company firmly grasps the key technology R&D routes, takes user-oriented strategy, strengthens the application of new technology results, further highlights the core demands of quality and timely R&D results, solidly promotes the improvement of product development and R&D capacity improvement, and achieves remarkable results.

01 乘用车技术 --- MIS 皓学架构平台

Passenger Car Technology- MIS Modular Intelligence Structure Communication



智能汽车模块化架构——MIS 皓学架构
MIS- Modular Intelligence Structure

2021 年上海车展，公司发布的智能汽车模块化架构——MIS 皓学架构，投入研发超 100 亿元，历时 5 年，对标全球顶级车企，联合多家战略合作伙伴倾力打造。MIS 皓学架构具有生态可扩展、软件可迭代、功能可升级、系统可进化的特点，能给用户带来常用常新、越用越好的智慧汽车。

思皓 QX 是 MIS 皓学架构下首款车型，搭载 1.5TGDI 高效直喷增压发动机，配备最新一代的智能网联 3.0 系统，为用户带来性能 + 智能双极驾乘体验。

In 2021 Shanghai Auto Show, JAC released the MIS Modular Intelligence Structure, on which more than 10 billion Yuan in R&D was invested for 5 years. MIS was built with a number of strategic partners with bench-marking global top enterprises. MIS is featured with capability of ecological expansion, software iteration, function upgrade, system evolution, and can provide users with often new and better vehicles with more use.

Sehol QX is the first vehicle under MIS. Equipped with 1.5TGDI efficient direct injection turbocharged engine, and the latest generation of intelligent network 3.0 system, Sehol QX brings users driving experience of both performance and intelligence.

02 整车节油技术 -- 串并联混动节油技术研究

Vehicle Fuel Saving Technology--Research on Series-Parallel Hybrid Fuel Saving Technology

随着油耗限值不断加严，双积分政策的落地，混动化已经形成不可阻挡的发展趋势。公司从 2019 年开始潜心技术预研及储备，已经在纷繁复杂的混动路线中，发现串并联混动技术节油效果好、技术难度低、驾驶体验优越和成本低等特点，并成为公司整车节油技术重点发展的路线。而该技术方案的节油原理是在整车中低速区，采用串联驱动的工作模式，通过解耦发动机运行工况点和整车工况点，使发动机一直处于最佳工作区运行，保证了系统运行的低油耗，而在高速区，采用并联驱动的工作模式，通过发动机直驱辅电驱动，让整个系统处于高效状态，再在整个过程中穿插纯电驱动和能量回收模式，最终现实 WLTC 工况 20% 以上的节油率。

With the continuous tightening of fuel consumption limits and the implementation of the dual-credit policy, hybridization has formed an irresistible development trend. Our company has been concentrating on technology pre-research and reserve since 2019, and has found that the series-parallel hybrid technology has the characteristics of good fuel-saving effect, low technical difficulty, superior driving experience and low cost in the complex hybrid routes, and has become the key development route of our vehicle fuel-saving technology. The fuel-saving principle of this technical solution is that in the low-speed area of the whole vehicle, the tandem drive working mode is adopted. By decoupling the operating point of the engine and the operating point of the vehicle, the engine is always running in the best working area, ensuring that the system runs with low fuel consumption. While in the high-speed area, the parallel drive mode is adopted, and the engine is directly driven with electricity to make the entire system in a high-efficiency state, and then pure electric drive and energy recovery modes are interspersed throughout the process, finally the fuel saving rate of more than 20% in WLTC condition will be realized.

03 新能源汽车技术 - 换电技术运用

New Energy Vehicle Technology-Application of Battery Replacement Technology



纯电动轻卡车电分离
Battery Lease for Pure Electric Light Trucks

换电机构磨合、弹簧限位块、距离传感器、端面接触电连接器等新技术的成熟开发，实现首款换电车型量产，全年累计交付 866 个电池包、723 辆整车，累计换电突破 30000 次，运营状态良好。

Mature development of new technologies such as Running in of battery replacement mechanism, spring limit block, distance sensor and end face contact electrical connector, realized the mass production of the first model capable of battery replacement. 866 battery packs and 723 vehicles were delivered in total throughout the year, and the cumulative battery replacement has exceeded 30,000 times. The operation was in good condition.

04 智能网联技术 --L2+ 级高阶辅助驾驶 J-Pilot 技术平台亮相发布 Intelligent connected technology- the J-Pilot technology platform for L2+advanced assisted driving was unveiled

2021 年 4 月，公司 L2+ 级高阶辅助驾驶 J-Pilot 技术平台在上海车展发布，首款搭载 L2+ 级自动驾驶功能的思皓 E40X 亮相。作为一款紧凑型的纯电 SUV，思皓 E40X 搭载 24 个智能感知硬件：6 个高清摄像头 +5 个毫米波雷达 +1 个高精地图定位模块 +12 个超声波雷达，可实现高速公路、城市快速路和特定功能停车场下的 5A1P（自动巡航、自动限速、自动跟车、自动转弯、辅助自动变道和自动泊车）等功能。

In April 2021, the company's L2+ J-Pilot technology platform was released at the Shanghai Auto Show, and Sehol E40X, the first vehicle model equipped with L2+ autonomous driving function, was launched. As a compact pure electric SUV, Sehol E40X is equipped with 24 intelligent sensing hardware devices: 6 HD cameras +5 millimeter-wave radars +1 high-precision map positioning module +12 ultrasonic radars can realize 5A1P (automatic cruise, automatic speed limit, automatic vehicle following, automatic turning, assisted automatic lane change and automatic parking) and other functions in the scenarios of highway, urban freeway and special function parking lot.



L2+ 级高阶辅助驾驶

实现 ACC 自适应巡航
AEB 紧急制动
LDWS 车道偏离预警
BSD 盲点监测
LKA 车道保持
APA 全自动泊车
HMA 远近灯辅助等 15 项
全能 ADS 自动驾驶辅助

L2+advanced assisted driving

To realize ACC-Adaptive Cruise Control
AEB-Autonomous Emergency Braking
LDWS-Lane Departure Warning System
BSD-Blind Spot Detection
LKA-Lane-Keeping Assist
APA-Auto Parking Assist
There are 15 Items of Functions such as HMA-High Beam Assist
ADAS-Advanced Driver Assistance Systems

05 车身技术——思皓 QX 荣获 C-NCAP 五星安全评级 Body technology- Sehol QX won C-NACP five-star rating

公司落实安全性能开发工作，围绕法规更新及其发展趋势，以仿真和试验能力提升为主线，建立和完善安全性能开发流程体系，进一步完善碰撞试验流程和试验开发能力。思皓 QX 稳步推进安全性能开发工作，凭借优异的安全性能，思皓 QX 在 C-NCAP2021 年第四季度测试中以 91.9% 的综合得分率，荣膺 C-NCAP “五星级”标准。

JAC implements the development of safety performance, focuses on the updating of regulations and its development trend, takes the improvement of simulation and test capacity as the main line, establishes and improves the safety performance development process system, and further improves the collision test process and test development capacity. Sehol QX has steadily promoted the development of safety performance, and with excellent safety performance, the model has won the C-NCAP "five-star" rating with a comprehensive score rate of 91.9% in the C-NCAP tests in the fourth quarter of 2021.



技术人才培养 Technical talents training

01 技术管理类人才培养

Training of technical management talents

按年度培养计划积极参加公司各级培训，通过集中培训、项目拉练与自学相结合的方式，了解行业动态，提升技术研发能力；通过开发专业领域教材及授课，将知识传授和能力提升两者有效融合，2021 年干部人均授课超 9 学时。

According to the annual training plan, JAC actively participates in training at all levels, carries out the combination of centralized training, project training and self-study, understands the industry trends, and improves technical R&D capability; Through the development of professional field training material and lectures, knowledge teaching and ability improvement are effectively integrated. The average training time exceeds 9 hours for each cadre in 2021.



02 技术骨干培养

Technical backbone training

通过“请进来”的方式开拓技术类员工视野，分别与联通、华为、蔚来等企业开展多次技术交流，与高校建立产学研合作，进一步拓展和深入高层次人才培养形式，有效满足技术类员工培训需求，提升技术类员工工作能力。

To expand the vision of technical staff through "Inviting in", JAC carries out technical exchanges with China Unicom, Huawei, NIO and other enterprises for many times, establishes industry-university-research cooperation with universities, further expands and deepens high-level talent training forms, effectively meets the training needs of technical staff, and improves the working ability of technical staff.



03 新知识员工培养

New knowledge employee training

为帮助新知识员工完成角色转换，更快地进入工作状态，设立新员工入职培训课程开发团队，开发必备知识课程十四门。入职培训坚持以员工为中心，以分析培训需求、确定培训目标和培训效果的评估和落实为基本点。

In order to help new knowledge employees to complete the role transition and enter the working state more quickly, we set up a development team for new employee induction training courses and developed 14 necessary knowledge courses. The induction training is employee-centered, and is based on the analysis of training needs, determination of training objectives and evaluation and implementation of training effects. The analysis of training needs, determination of training objectives and evaluation and implementation of training effects.



04 领军人才培养

Leading talents training

针对关键领域，成立专家工作室培养核心技术人员。目前技术中心有 20 位首席专家、53 位高级专家、7 个技术首席大师工作室和 2 个技能大师工作室。编制年度各关键领域人才培养策划方案，通过月度走访、季度分享交流、半年度及年度稽核验收等形式，保障各项关键人才培养工作落实。

For key areas, we set up expert studios to train core technical personnel. At present, the R&D center has 20 chief experts, 53 senior experts, 7 chief technical master studios and 2 skill master studios. Also we compile annual talent training plans in key fields, and ensure the implementation of key talent training through monthly visits, quarterly sharing and exchange, semi-annual and annual inspection and acceptance.



获得奖项 Awards and honors

「获得的科技奖励及产品荣誉情况」 Technology awards and product honors obtained

2021

<p>安徽省科学技术奖 Anhui Province Science and Technology Award</p>	<p>车身轻质合金材料结构 - 性能一体化设计关键共性技术与产业化 Research and industrialization of key common technology for structure-performance integrated design of lightweight alloy materials for body</p> <p>绿色智能乘用车开发与测试关键技术研究及产业化 Research and industrialization of green intelligent passenger vehicle development and test key technology</p> <p>高性能两驱 / 四驱传动系统总成关键技术及其应用 Key technology and application of high performance two-drive/ four-drive drive system assembly</p>
<p>中国汽车工业科学技术奖 Science and Technology Award of China Society of Automotive Engineers</p>	<p>高端新能源汽车全铝车身关键制造技术研发及产业化 R&D and industrialization of high-end new energy vehicle all-aluminum body key manufacturing technology</p>
<p>中国物流与采购联合会科学技术奖 Science and Technology Award of China Federation of Logistics and Purchasing</p>	<p>基于主动阻尼控制及远程校验即插即充技术的电动物流车研发与应用 R&D and applications of electric logistics vehicle based on active damping control and remote check plug and charge technology</p> <p>安全环保百变空间多功能商用车系列车型的开发与应用 Development and application of safety and environmental-friendly variable space multifunctional commercial vehicle series</p> <p>新一代高机动军民两用运输车项目 The new generation of highly mobile dual-use military and civilian transport vehicle project</p>
<p>安徽省机械工业科学技术奖 Anhui Machinery Industry Science and Technology Award</p>	<p>HFC4251P12K5 系列平板 6×4 重型牵引车 HFC4251P12K5 series flat floor 6×4 heavy tractor</p> <p>智能网联虚拟仿真测试系统开发及应用 Development and application of intelligent network virtual simulation test system</p> <p>基于转毂的整车能量流关键技术测试 Key technology test of vehicle energy flow based on rotating hub</p>
<p>安徽省新产品 New Products of Anhui Province</p>	<p>HFC1181P3A6 系列 4×2 重型载货汽车 HFC1181P3 A6 series 4×2 heavy duty truck</p> <p>HFC1081P51K1C7S 骏铃 A 系国六轻型卡车 HFC1081P51K1C7S Junling A series C6 light truck</p> <p>HFC6534A1HC7S 多用途乘用车 HFC6534A1HC7S multi-purpose passenger car</p> <p>HFC6482EC1TS 全新 SUV 平台关键技术开发及产业化应用 HFC6482EC1TS new SUV platform key technology development and industrial application</p>
	<p>HFC1037 全能宽体皮卡 HFC1037 all-purpose wide-cabin pickup truck</p> <p>HFC1181P3A5X 系列 4×2 重型载货汽车 HFC1181P3A5X series 4×2 heavy duty truck</p> <p>HFC4182P1N8K7 系列新一代重卡 4×2 天然气牵引车 HFC4182P1N8K7 series new generation heavy truck 4×2 natural gas tractor</p> <p>HFC5037 系列纯电动多用途货车 HFC5037 series BEV multi-purpose truck</p> <p>HFC7000WEV10 经济型纯电动车 HFC7000WEV10 economical BEV</p> <p>2.0LCTI 国 6b 高效环保轻型柴油发动机 2.0LCTI C6b efficient and environmental-friendly light diesel engine</p>

「承担的重大在研科技项目情况」 Major ongoing scientific and technological projects undertaken

2021

<p>国家重点研发计划 National Key R&D Plan</p>	<p>高比能量动力电池开发与产业化技术攻关 Development and industrialization technology breakthrough of high specific energy power lithium ion battery</p> <p>高档内燃机油产品性能评价及自主评价技术开发 High grade internal combustion engine oil product performance evaluation and independent evaluation technology development</p> <p>汽车关键部件装配缺陷视觉检测仪 Automotive key parts assembly defects vision visual detector</p> <p>基础制造工艺资源环境负荷数据采集评价及数据库平台建设 Basic manufacturing process resource and environmental load data collection & evaluation and database platform construction</p> <p>多传感热失控监测系统在电动汽车中的示范应用 Demonstration application of multi-sensor thermal runaway monitoring system in EV</p>
<p>国家工业互联网创新发展工程 National Industrial Internet Innovation Development Project</p>	<p>智能网联汽车安全检测平台 Intelligent connected vehicle safety detection platform</p>
<p>安徽省新能源汽车暨智能网联汽车创新发展工程 Innovation and Development Project of New Energy Vehicles and Intelligent Connected Vehicles of Anhui Province</p>	<p>智能网联电动汽车关键系统集成开发及产业化 Integrated development and industrialization of key systems of intelligent and connected electric vehicles</p> <p>面向量产的高度自动驾驶关键系统攻关与整车开发 Mass production oriented high-level autonomous driving key system research and vehicle development</p>
<p>安徽省科技支撑碳达峰碳中和科技创新专项 Anhui Province Technology Support Carbon Peaking and Carbon Neutrality Technology Innovation Project</p>	<p>面向“碳达峰”与“碳中和”的汽车产品绿色低碳制造集成技术研究与应用示范 Research and application demonstration of automobile products green and low-carbon manufacturing integration technology for "carbon peaking" and "carbon neutrality"</p>
<p>安徽省重点研究与开发计划 Key Research and Development Plan of Anhui Province</p>	<p>新型商用车 AMT 产品开发 New commercial vehicle AMT products development</p> <p>支持多元矢量数据融合定位的智能网联汽车集成域控制器开发 Development of integrated domain controller for intelligent networked vehicle supporting multiple vector data fusion and positioning</p> <p>自动驾驶中多传感器数据融合接口规范与应用示范 Specification and application demonstration of multi-sensor data fusion interface in autonomous driving</p> <p>混合交通环境下智能电动汽车运动规划关键技术研究与应用 Research and application of key technologies of intelligent electric vehicle motion planning in mixed traffic environment</p>
<p>安徽省科技重大专项 Major Science and Technology Project of Anhui Province</p>	<p>高安全高比能电池包技术与产业化应用 High safety and high specific energy battery pack technology and industrial application</p> <p>基于 5G 的车路云协同自动驾驶关键技术研究与应用 Research and application of key technologies of 5G-based vehicle-road-cloud collaborative autonomous driving</p> <p>便携式机动车污染排放快速在线监测技术设备研发及产业化 Development and industrialization of portable vehicle pollution emission rapid online monitoring technology equipment</p>

诚信经营，做守法合规的企业公民

Business in good faith, be a law-abiding corporate citizen

公司始终坚持依法治企、诚信经营的理念，严格遵守国家法律法规、地方政策和行业规范，主动把社会责任融入到企业经营理念、发展战略和核心价值中，励行企业自律、参与公平竞争，完善依法合规管理体系，全面提高依法治企的能力。

The company always adheres to the concept of legal governance and business in good faith, strictly abides by state laws and regulations and local policies and industry standards, takes the initiative to put social responsibility into the enterprise management concept, development strategy and core values, enforces enterprise self-discipline and participation in fair competition, perfects compliance management system in accordance with the law, and comprehensively improve the ability to govern enterprises in accordance with the law.



风险防控 Risk prevention and control

公司坚持以业务流程为基础，不断完善内控体系建设工作，持续推进公司及控股子公司内控体系的单位全覆盖和业务流程全覆盖。公司通过内部控制自我评价、外部审计等多种方式，对内控体系的建设及执行情况进行全方位、多层次的评价，提高企业内部控制能力和经营管理水平。

同时，公司贯彻“以风险为导向”的体系建设思路，持续推进全面风险管理向各领域、各业务层面延伸，加强对重点业务领域的风险防范，积极推动风险管理基础能力建设，大力推进“自上而下”与“自下而上”相结合的风险预警机制，建立“防范化解重大风险”工作机制，提出并落实风险管理的策略及解决方案，提高风险防控水平，促进企业健康和可持续发展。

报告期内，公司内部控制没有发现重大重要缺陷，内部控制设计健全合理、执行有效。

The company insists on improving the construction of internal control system and continuously promotes the full coverage of divisions and business processes in the internal control system of the company and its holding subsidiaries. Through internal control self-evaluation, external audit and other ways, the company carries out all-round and multi-level evaluation on the construction and implementation of the internal control system, corrects the management problems and defects found, and improves internal control ability and management level.

At the same time, JAC carries out “risk-oriented” system construction ideas, continuously push the comprehensive risk management to various areas and business level, strengthens the risk prevention of the key areas of business, actively promotes the risk management basic capacity building, and vigorously promotes the combination of “top-down” and “bottom-up” risk warning mechanism. JAC has established a working mechanism of “preventing and resolving major risks”, proposed and implemented risk management strategies and solutions, improving risk prevention and control, and promoting healthy and sustainable development of the enterprise.

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

廉洁从业 In-corruption

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

2021年，公司党委坚持以习近平新时代中国特色社会主义思想为指导，充分发挥全面从严治党引领保障作用，立足公司经营改革发展实际，坚定不移推进党风廉政建设和反腐败工作，为公司转型升级、实现高质量发展营造风清气正的良好氛围。

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

In 2021, the company adheres to the guidance of Xi Jinping Thought with Chinese Characteristics for a New Era, give full play to the comprehensive governing party leading role. Based on the company’s business practical reform and development, JAC unswervingly promotes the construction of party style and in-corruption, and though transformation and upgrading, JAC has achieved high quality development for the company to create a clean political ecology for production and operation



2021年3月8日公司党风廉政建设和反腐败工作会议
March 8, 2021, Company meeting on improving Party’s work style and building clean government, and anti-corruption.



公司紧紧围绕“十四五”发展战略，处理好与用户、经销商、员工和供应商等相关方关系，积极提升用户满意度和经销商满意度，改善员工工作环境，与供应商协同合作，促进公司协调、健康、稳健发展。

Focusing on the "14th Five-year Plan" development strategy, the company deals with the relationship with users, dealers, employees and suppliers and other relevant parties, actively enhances the satisfaction of users and dealers, improves the working environment of employees, and collaborates with suppliers, promotes the coordinated, healthy and steady development.

以用户为中心，落实敬客经营 User-oriented and Operation with Respecting Customers

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

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

01

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

All models involved in the new product launch, configuration changes and price changes, etc. are updated on the official website in time to ensure that consumers understand the latest state of the product.

02

杜绝虚假宣传，确保促销信息准确无误送达消费者；

Eliminates false advertising and ensures accurate delivery of promotional information to consumers.

03

完善和规范购车、订车合同格式，对购车过程中承诺用户的事项必须在合同上注明；

Improves and standardizes the form of vehicle purchase and vehicle order contract, and commitments to customers in the process of vehicle purchase must be specified on the contract.

04

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

Standardizes the negotiation and quotation process, and enables the user to clearly know all the costs associated with the purchase of a vehicle through a unified negotiation quotation sheet.

05

建立多渠道的用户沟通提醒机制。

Establishes a multi-channel user communication alert mechanism.

协调发展

Coordinated Development

筑建和谐共赢的大协同体

Build Harmony and
Win-win Synergy

01 用户满意度调查工作 Customer Satisfaction Survey

公司持续多年开展用户满意度调研，2021 年为深入践行“用户思维”，用户满意度调查在原有调查体系基础上，拓展引入用户忠诚度研究指标 NPS 净推荐值，基于用户不同场景的核心触点，探索用户感知与忠诚度的关系，推动用户忠诚度有效提升，通过巩固优势、改进劣势，提高企业的综合竞争力。

The company conducts customer satisfaction survey for several years. In 2021, for further practice of "User Thinking", basing on the original survey system, the user satisfaction survey also introduced the customer loyalty index namely NPS- Net Promoter Score. Based on the core contact points of users in different scenarios, it explores the relationship between user perception and loyalty, promotes the effective promotion of user loyalty, and improves the comprehensive competitiveness of enterprises by consolidating advantages and improving disadvantages.

渠道 Channel	思皓乘用车 Sehol Passenger Car	瑞风商务车 Refine MPV	思皓新能源 Sehol New Energy Vehicle	轻卡 Light Truck	皮卡 Pickup	重型车 Heavy Duty Truck
NPS 净推荐值 - 销售 NPS-sales	54.5%	63.3%	62.5%	70.9%	71.6%	68.4%
NPS 净推荐值 - 售后 NPS-after-sales	48.3%	49.9%	52.0%	66.4%	61.4%	56.4%

思皓乘用车 Sehol Passenger Car

倾听用户心声，通过第三方满意度调研、用户座谈会、经销商客户触点管理等多种途径，全方位梳理用户不满意因子、营销力执行弱项，并识别不满意率高的经销商，制定专项整改计划，采取针对性措施，提升用户满意度。

Listen to the user through various ways such as third party satisfaction survey, user forums, dealer customer contact management and so on; sort out user dissatisfaction factors and weaknesses in marketing execution in an all-round way, identify dealers with high dissatisfaction rate, formulate special rectification plans and take targeted measures to improve user satisfaction.

思皓新能源 Sehol New Energy Vehicle

通过精确识别用户价值，结合用户的用车场景，实施差异化服务策略，在 APP 上推出新能源乘用车服务 3.0 特色增值服务，提供一体化无忧服务方案，解决用户用车全过程需求，提升用户服务体验和产品附加值。

Through the accurate identification of user value, combined with using scenarios, to implement differentiated service strategy; launch new energy passenger car service 3.0 version APP featuring value-added services, provide integrated and carefree service solutions, solve the users' needs in the whole process of car use, and improve user service experience and product added value.

重型商用车 Heavy Commercial Vehicle

聚焦用户满意，扎实推进用户满意度建设。通过提升“交易服务、环境设施、销售人员”等环节，组织开展用户座谈会、行走走访等活动，切身感受用户想法，立足用户切身利益，以用户价值为驱动，推动全价值链体系改进与提升。

Focus on customer satisfaction and steadily promote the construction of customer satisfaction. Through the promotion of "transaction services, environmental facilities, sales personnel" etc., organize user forums, marketing visits and other activities, feel the user's thoughts. Based on the user's vital interests, driven by user value, promote the improvement and promotion of the whole value chain system.

轻型商用车 Light Commercial Vehicle

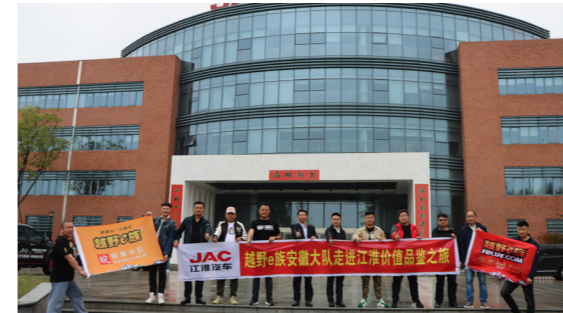
持续强化用户满意度管理，通过体系化、流程化强化培训学习、开展满意度约谈工作等举措，提升客户满意度，评价结果持续保持高水平状态。

Continue to strengthen customer satisfaction management, strengthen training and learning in a systematic and procedural way, carry out satisfaction interviews and other measures to improve customer satisfaction, and keep the evaluation results at a high level.

02 典型用户走进江淮 Typical Users to JAC

2021 年公司继续开展“典型用户进江淮”主题活动，邀请用户代表走进公司，与公司面对面进行交流，倾听用户的声音，充分听取用户在购车、使用及维修保养过程中的意见与建议，对提出的问题进行追踪稽核。

In 2021, the company continues to carry out the theme activity of "Typical users to JAC", inviting user representatives to visit the company, communicate face-to-face with the company, fully listen to users' voices, opinions and suggestions in the process of car purchase, use and maintenance, and track and audit the problems raised.



03 海外市场售后服务 Overseas Markets After-sales Service

2021 年，公司紧密围绕“敬客经营”核心价值观和“服务销车”的经营理念，坚持“品牌向上”不动摇，为实现“全程呵护、专业服务”的国际市场服务品牌落地生根付出不懈努力。报告期间，公司立足服务根本，最大限度发挥主观能动性，强化服务竞争力，持续为用户提供优质服务，提升用户满意度。

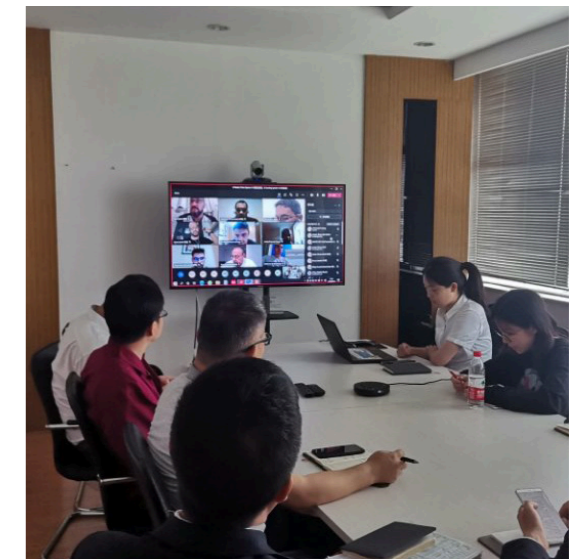
In 2021, the company closely focused on the core values of "respecting customers" and the business philosophy of "serving sales", insisting on "brand upwards" and unremitting efforts to achieve the "full care and professional service" of international market service brand. During the reporting period, the company is based on service as fundamentals, maximizes subjective initiative, strengthens service competitiveness, and continues to provide quality services to customers and enhance user satisfaction.

报告期内
During the Reporting Period

开展大型用户
关怀服务活动
05次
Carried out 5 Large-Scale
User Care Service Activities

激励重点市场
星级服务网络
24个
Incentivized 24 Star Service
Outlets in Key Markets

策划实施区域
线上服务培训
08场
Planned and Implemented
8 Regional Online Service
Training Sessions



以人为本，让员工在工作中活出生命的意义

People-oriented, let employees live out the meaning of life in the work

“关爱员工”作为公司的文化基石之一，公司始终认为：每一位爱岗敬业的员工都是公司发展的基石，是公司最宝贵的财富。员工的成长、进步、幸福是企业技术进步、产品优良、服务一流的基础。企业是员工展示才能、贡献社会、成就自我的平台，员工发展与企业发展紧密联系。

"Caring for employees" is one of the cornerstones of corporate culture. JAC always believes that every dedicated employee is the cornerstone of company development and the most valuable wealth of the company. The growth, progress and happiness of employees are the foundation of technological progress, excellent products and first-class service. The enterprise is a platform for employees to show their talents, contribute to the society and achieve themselves. The development of employees is closely related to the development of the company.

01 规范公司用工管理，维护员工合法权益

Standardize Employment Management, Safeguard the Legitimate Rights and Interests of Employees



公司参加线上招聘会
Participation in Online Career Fair



公司招聘现场——结构化面试
Recruitment Site -- Structured Interview

2021 年是公司十四五战略的开局之年，公司坚持“以用户为中心、以战略为导向、以创新为主线、以变革为动力”的指导思想，按照“践行用户思维、深化机制改革、全面转型升级”的路径，立足职能职责，着力推进机制改革、创新人才竞聘选拔、加强优秀人才引进、支持员工成长发展、优化薪酬激励政策、落实关心关爱员工等工作，助推战略目标的达成和实现高质量发展。

在员工招聘方面，公司打破年龄、学历、资历限制，大力推动中层管理人员公开竞聘，促进优秀年轻人才脱颖而出；持续加大高层次领军专家、市场紧缺成熟专业技术人才、校园招聘储备人才等各类人才的引进力度，支撑企业高质量、可持续发展。

在员工管理方面，公司认真遵守和落实国家法律法规，依法合规为员工缴纳养老、医疗、工伤、生育和失业保险等社会保险及住房公积金，让员工有计划享受带薪年假，维护员工产假、护理假、探亲假等各类假期权益。同时严格按照劳动法律法规和公司规章制度，实施劳动合同到期续签工作，从制度上保障员工的合法权益，促进企业凝聚力的提升。

2021 is the first year of the 14th Five-year Plan of JAC. The company adheres to the guiding ideology of "user-centered, strategy-oriented, innovation as the main line, and change as the driving force". In accordance with the path of "practicing User Thinking, deepening mechanism reform, and comprehensive transformation and upgrading", and based on functions and responsibilities, JAC makes efforts to promote mechanism reform, innovative talent competition and selection, strengthens excellent talents introduction, supports the growth and employees' development, optimizes compensation and incentive policies, and implements care for employees, so as to boost achieving of strategic goals and high-quality development.

In terms of employee recruitment, JAC breaks the restrictions of age, educational background and qualification, vigorously promotes the open competition for middle management, and promotes outstanding young talents to stand out; We will continue to strengthen the introduction of high-level leading experts, mature professional and technical talents who are in short supply in the market, and campus recruitment and reserve talents to support high-quality and sustainable development of the company.

In terms of employee management, JAC earnestly observes and implements national laws and regulations, pays social insurance and housing fund for employees, such as pension, medical, work-related injury, maternity and unemployment insurance, etc., allows employees to enjoy paid annual leave in a planned way, and protects employees' rights and interests of maternity leave, nursing leave and family visit leave, etc. At the same time, in strict accordance with labor laws and regulations and company rules and regulations, JAC implements the renewal of labor contracts, protect the legitimate rights and interests of employees in an institutional way, and enhance the improvement of enterprise cohesion.



325 人 person	42 人 person	155 人 person
校园招聘 (本科及以上学历) Campus Recruitment (Bachelor Degree or above)	社会招聘 (专家、成熟人才引进) Social Recruitment (Experts, Mature Talent Introduction)	操作类招聘 (城合工) Operation Staff Recruitment (City Contractor)

社会保险 Social Insurance			
100%	5.58 亿元	3.98 亿元	1.6 亿元
	Hundred Million Yuan	Hundred Million Yuan	Hundred Million Yuan
覆盖率为 the Coverage Rate	共缴纳 Total Pay	单位缴纳 Social Insurance Paid by the Company	个人缴纳 Social Insurance Paid by Employees

公积金 Housing fund		带薪年假 Paid Annual Leave	
12%	5.12 亿元	100%	
	Hundred Million Yuan		
缴费比例 Payment Proportion	共缴纳 Total Pay	休假率 (已休人数 / 应休人数) Leave Rate 100% (Number of Staff Who Have Taken the Leave / Number of Staff Who Have the Right)	

劳动合同续签 Labor Contract Renewal			
2464 人	2443 人	9 人	12 人
合同到期人数为 Expiration of Labor Contract	同意签订 the Labor Contract is Renewed	个人提出终止 Personal Termination	单位不同意续签 the Labor Contract Is Not Renewed

02 立足需求培养人才，支持员工成长发展 Cultivate Talents Based on Demands and Support the Growth and Development of Employees

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

Based on the strategic development needs, JAC constantly improves the staff growth system, establishes an employees' career management system with quality assessment as the basis, novitiate training, active growth (growth path, internal competition, self-study growth) as the means, and choosing posts independently and change posts reasonably as the support. Meanwhile, the company actively explores the talent training mode based on job practice, carries out special talent training for operation management reserve talent, workshop director reserve talent, high-skilled talent, quality expert team and so on, providing strategic support for the company's key talent reserve.

学历备案及奖励 Record of Education Background and Reward	员工成长路径 Employee Growth Path	员工评聘工作 Employee Evaluation and Hiring
<p>273 人 person</p> <p>2021 年共计完成自学学历备案</p> <p>In 2021, a total of 273 people have completed the education background record of self-study-study</p>	<p>5675 人 person</p> <p>2021 年组织员工成长路径考核科目 158 门次，报考人数 5675 人次</p> <p>In 2021, 158 subjects of employee growth path assessment were organized, with 5675 applicants</p>	<p>943 人 person</p> <p>2021 年通过成长路径评聘成长</p> <p>In 2021, a total of 943 employees passed the assessment through the growth path of evaluation and hiring</p>

<p>委外送培 Outsourcing Training</p>	<p>22 次 Time</p>	<p>1051 人次 Time</p> <p>483700 费用 Yuan</p>
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<p>社会职称申报 Social Professional Title Declaration</p>	<p>2021 年共计 360 人通过评审取得工程系列工程师专业技术资格，其中高级职称 110 人、中级及初级职称 157 人，助理工程师 93 人。</p> <p>In 2021, a total of 360 people have obtained the professional technical qualification of engineers, including 110 with senior professional title, 157 with intermediate and primary professional title, and 93 assistant engineers.</p>
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<p>员工培训工作 Staff Training</p>	<p>2021 年用于培训的经费为 740.4 万元。</p> <p>7.404 million Yuan was spent on training in 2021.</p>
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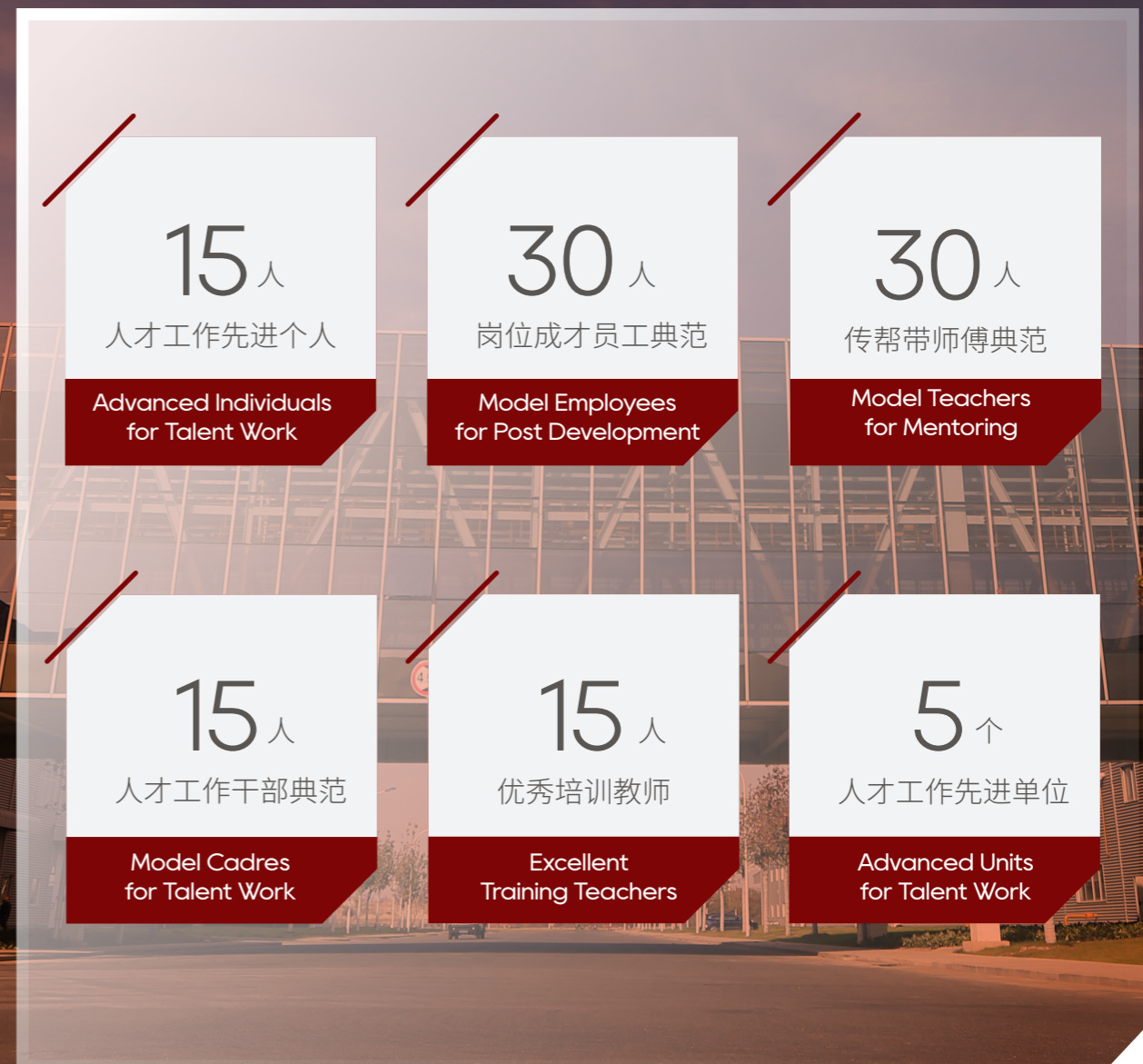
关键人才培养 Key Talents Cultivation

高技能人才培养
共有技能大师工作室 39 个
Highly skilled personnel cultivation
39 skill master studios

六西格玛人才培养
共有黑带大师工作室 5 个
Six Sigma talent cultivation
5 black belt master studios

高级技术人才培养
技术首席专家工作室 9 个
Senior technical personnel cultivation
9 chief technical expert studios

03 荣誉 Honor



04 倾听员工心声，提升员工满意度 Listen to the Voice of Employees, Improve Employee Satisfaction

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

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

The company pays attention to a variety of channels to listen to the voice of employees. Through the communication channels such as workers' congress, leader reception day, employee symposium and etc., we try every means to solve the most concerned employees, the most direct, the most realistic problems, seriously and timely adopt the rationalization suggestions of employees.

We pay attention to Employee engagement and satisfaction management. Every year we regularly organize surveys on Employee engagement, and employee satisfaction, in order to fully understand the company's operating status and employee thinking dynamics. Meanwhile, with the management of employee engagement and satisfaction as the starting point, effective improvement is implemented for both the enterprise and the individual to continuously improve the professionalism of all employees and enhance the overall competitive advantage of the enterprise.



05 注重人文关爱，营造和谐温馨氛围 Pay Attention to Humanistic Care and Create a Harmonious and Warm Atmosphere

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

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

The company has always attached great importance to occupational safety, occupational health and mental health of employees, constantly increasing safety education and training for employees, actively identifying dangerous sources and harmful work sites, improving safety awareness and skills of employees, and ensuring timely delivery of labor protection supplies. We establish a system of entry and in-service physical examination, formulate personalized improvement plans according to the physical examination results, and ensure the physical and mental health of employees.

The company respects and cares for special groups, and carries out heart-warming projects such as caring for female employees, caring for retired employees, and assisting needy employees.

特色福利 Features Welfare

免费午餐、单身（青年）公寓、购车优惠、节日慰问金、补贴申报等暖心福利。
Free lunch, apartment for single (young) staff, car purchase discount, holiday allowance, subsidy application and other heart-warming welfare.

- 发放就餐补贴费用 2623 万元
Dining subsidy cost 26.23 million Yuan
- 成功购买内部试销车 216 人
Successful purchase of 216 internal test vehicles
- 安排公司公寓住房 957 人
Arranges company's apartment for 957 persons
- 帮助员工成功新租、续租公租房 404 套
Helps staff to successfully rent and renew 404 public rental houses
- 参与员工在职健康体检 9213 人
In-service health examination of 9213 employees

- 开展各类节日慰问、高温慰问、福利品发放等共计金额 1903 万元
Develops all kinds of festival solicitude, high temperature solicitude, welfare gifts delivery, a total amount of 19.03 million Yuan

关心关爱离退休员工：Caring for Retired Employees

- 组织离休老干部开展庆祝建党 100 周年活动，丰富老同志晚年生活
Organizes retired veteran cadres to celebrate the 100th anniversary of the founding of the CPC and enrich the old comrades' later life
- 发放离休干部各类企业补贴（降温费、生日卡、春节慰问）
Issues various enterprise subsidies to retired cadres (cooling fee, birthday card, spring festival welfare)
- 完善老干部活动室配套设施，方便接待老干部来访
Improves the supporting facilities of the veteran cadre activity room to facilitate the reception
- 公司主要领导在春节佳节来临之际赴集团医院，慰问住院离休干部
The chief leaders of the company visits the JAC Group hospital to greet the retired staff before the Spring Festival

- 定期组织召开离休支委会，传达中央、上级党委精神，传达企业《形势与任务》宣传文本，汇报支部工作开展情况
Regularly organize branch committee meeting of retired employees, convey the spirit of the central and higher level Party committees, convey the enterprise "Situation and Task" publicity text, report the work of the branch
- 2021 年办理退休职工大病救助申报 27 人，申报金额 14.33 万元；2021 年去世退休职工 35 人，共慰问 18000 元；按照规定办理待退职工、二等乙级伤残军人、53 年前参军转业军人医药费报销，全年共计报销 4.6 万元
In 2021, 27 retired employees applied for serious illness assistance, with the declared amount of 143,300 Yuan; In 2021, 35 retired employees passed away, with a total of 18,000 Yuan of condolences; Medical expenses were reimbursed for employees to be retired, disabled servicemen of second-class category B and the servicemen who joined the army before 1953, totaling 46,000 Yuan for the whole year.

建设厂商共赢的合作关系 To Establish Win-win Cooperation

01 重视经销商满意度 Pay Attention to Importance of Dealer Satisfaction

2021 年，公司策划并开展经销商满意度调查工作，采用在线调研方式，调查范围全面覆盖公司各业务，深入挖掘经销商对公司的意见与建议，科学分析公司在经销管理各环节中的薄弱项并加以改进，促进经销商与厂家的互利共赢、融洽合作。

In 2021, JAC planned and carried out dealer satisfaction survey. Applying online research, the survey covers all business comprehensively, digs deeply into dealers' opinions and suggestions on the company, scientifically analyzes and improves the weaknesses in each process of operation and management, promoting the mutually beneficial and harmonious cooperation between distributors and JAC.

业务板块 Business Module	2019 年 Year of 2019	2020 年 Year of 2020	2021 年 Year of 2021	
思皓乘用车 Sehol Passenger Car	866	906	897	
瑞风商务车 Refine MPV	865	886	892	
思皓新能源 Sehol New Energy Vehicle	879	887	919	
轻型商用车 Light Commercial Vehicle	康铃 Kangling	909	909	899
	骏铃 Junling	917	909	910
	帅铃 Shuailing	920	911	910
	服务站 Service station	924	941	958
皮卡 Pickup	经销商 Dealer	893	858	870
	服务站 Service station	941	942	950
重型商用车 Heavy Commercial Vehicle	经销商 Dealer	847	886	933
	服务站 Service station	917	925	907
国际公司 JAC International	824	825	828	

• 思皓乘用车 Sehol Passenger Car



公司深化经销商的合规管理，并从管理理念、营销模式、技术传递等方面入手，帮助经销商培育可持续发展能力。聚焦核心市场寻求突破，打造 100 家头部标杆店，带动周边经销商发展，通过政策引导鼓励经销商专业化团队运作，提升终端效能。

The company deepens the compliance management of dealers, and helps dealers to cultivate sustainable development ability from management concept, marketing mode, technology transfer and other aspects. The company focuses on the core market to seek breakthroughs, builds 100 benchmark stores, drives the development of surrounding dealers, encourages dealers to operate professional teams through policy guidance, and improve terminal sales.

• 轻型商用车 Light Commercial Vehicle



坚持“择优育强、推进专业化运作，鼓励销售服务一体化”原则，推进网络布局 and 开发管理，强化各产品线对网络规划的主导作用；同时，坚持以赋能渠道能力体系建设为主线，深化“关键岗位认证、精准行销能力提升”等培训项目，促进营销、服务能力整体提升。

Adhering to the principle of "selecting the best and cultivating the strong, promoting professional operation and encouraging the integration of sales and services", LCV promotes network layout and development management, strengthens the leading role of each product line in network planning; At the same time, LCV adheres to the building of the channel capacity system as the main line, deepens training programs such as "key post certification, precision marketing ability improvement", to promote the overall improvement of marketing and service ability.

• 重型商用车 Heavy Commercial Vehicle



建立科学的经销商运营评价指标体系，开展经销商星级评价，了解其在运营中的实际困难，制定针对性的举措、整改提升，三星级及以上经销商达到 34 家。

HCV establishes a scientific dealer operation evaluation index system, carries out star rating of dealers, understands their actual difficulties in operation, formulates targeted measures, rectification and improvement, and the number of three-star dealers or above has reached 34.

• 国际公司 JAC International



为适应疫情新形势，累计开发培训视频 25 套；借助在线学习平台，开展服务核心岗位资格认证，全年累计开展 8 次专题培训、共计 107 次课程，覆盖 37 个国家，以视频化培训课件推动经销商服务能力提升。

In order to adapt to the new situation of the pandemic, 25 sets of training videos have been developed. With the help of online learning platform, we carried out the qualification certification of core service positions. We carried out 8 special training sessions and 107 courses in total throughout the year, covering 37 countries, and promoted the dealers' improvement of service ability by video-based training.

02 打造优质供应链 -- 供应商合作 Build High-quality Supply Chain -- Suppliers Cooperation

2021 年公司坚持对标世界一流，不断健全供应商管理相关制度，夯实基础管理，严把关键节点，着力提质增效，努力打造高效协同的供应链体系。公司倡导阳光交易，践行廉洁从业，与供应商签署《阳光协议》。公司认真履行社会责任，并持续向供应链传导共同履责的责任与意识，带动供应商伙伴为美好中国贡献力量。

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

In 2021, we adhere to the world-class standard, continuously improve the supplier management system, consolidate the foundation management, strictly control the key nodes, focus on improving quality and efficiency, and strive to create an efficient and collaborative supply chain system. We advocate sunshine trading, practice clean practice, and sign "sunshine Agreement" with suppliers. The company earnestly fulfills its social responsibility, and continues to transmit the responsibility and awareness of joint responsibility to the supply chain, driving suppliers to contribute to a better China.

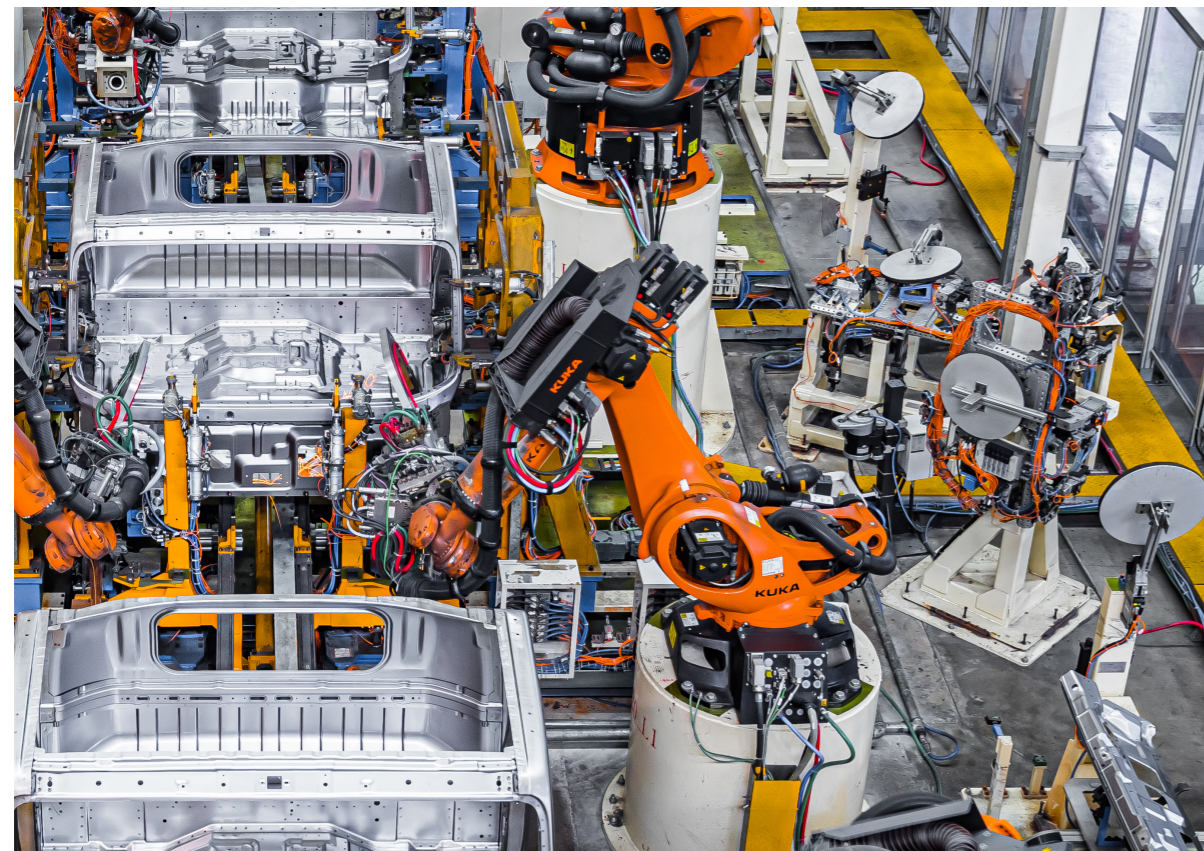
The company adheres to the "User Thinking", actively promotes the transformation from supply chain to ecological chain and value chain, and has in-depth cooperation with outstanding suppliers in the industry in the field of brand promotion, technical collaboration, market cooperation and other fields, and continues to create value for users with innovative power.

注重质量，打造卓越生产制造体系

Pay Attention to Quality, Create Excellent Production and Manufacturing System

2021 年公司紧紧围绕十四五战略规划，坚守依法合规底线，追求用户满意高线，加大产品质量管控力度，深入推广对标大众质量工具方法的学习与应用，不断强化产品环保体系和能力建设，持续开展质量人才队伍培养，继续夯实质量保证基础能力，全年产品质量取得较大提升。报告期内，公司未发生重大产品质量和产品质量安全事故。

In 2021, closely around the "14th Five-year Plan", the Company adheres to the bottom line of compliance with laws and regulations, and pursues customer satisfaction as the ultimate target, enhances product quality control efforts, further promotes the study and application of VW quality tools and methods, continuously strengthens product environmental protection system and capacity building, continues to carry out the quality personnel cultivation, continues to consolidate foundation quality assurance ability, and obtains great improvement on product quality throughout the year. During the reporting period, no major product quality and product safety accidents occurred.



01 质量管控机制 Quality Control Mechanism

公司基于用户思维，及时修订和完善质量标准及质量管理体系，提升质量管理规范性。持续开展先进质量工具方法学习应用，全面梳理、评价各产品过程质量能力，暴露问题、预警风险，寻找改进方向及提升空间。2021 年公司制造体系过程能力稳居自主品牌阵营前列，正逐步向智能制造、柔性化制造方向迈进。

Based on the User Thinking, the company timely revises and improves the quality standard and quality management system, to enhance the standardization of quality management, continuously carries out the study and application of advanced quality tools and methods, comprehensively sorts out and evaluates the process quality capacity of each product, exposes problems and warns risks, and finds direction and space for improvement. In 2021, the company's manufacturing system process ability is firmly in the forefront of the independent brand camp, and is gradually moving towards intelligent and flexible manufacturing.

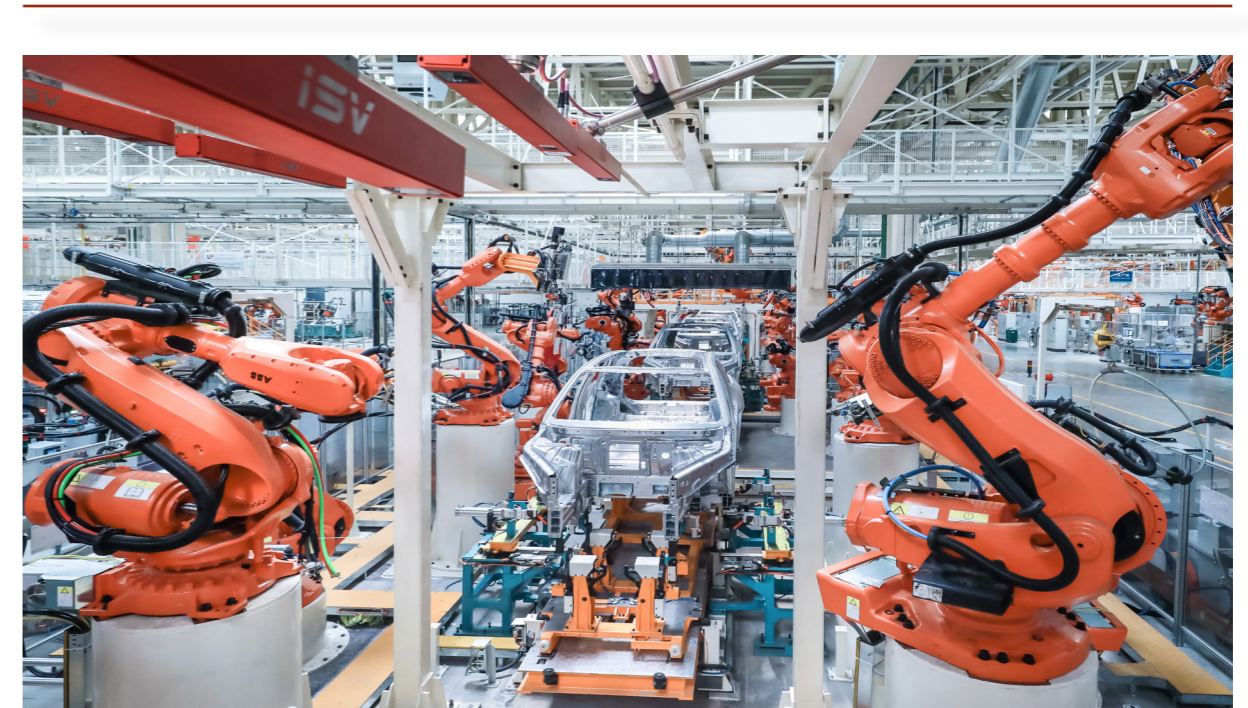
02 质量体系建设 Quality System Building

公司质量管理体系深化践行用户思维，持续推进多体系联合审核，更加准确识别质量问题和管理差距，提升质量管理体系的符合性、适宜性和有效性，ISO9001、IATF16949、ISO10012 等质量体系认证有效保持。

JAC quality management system deepens the practice of User Thinking, continues to promote multi-system joint audit, more accurately identifies quality problems and management gaps, improves the quality system compliance, suitability and effectiveness. ISO9001, IATF16949, ISO10012 and other quality system certification are effectively maintained.

公司广泛开展质量文化培训教育活动，在 2021 年全国 TQM 知识竞赛中参赛 20866 人，成绩优秀以上 14743 人。公司各类质量活动蓬勃开展，全年共取得 123 个 QC 优秀成果，14 个班组获得“质量信得过班组”荣誉称号；开展各类质量专项培训，累计培训 2146 人次。

The company has carried out extensive quality culture training and education activities, and 20,866 staff have participated in the 2021 National TQM Knowledge Competition, with 14,743 staff getting excellent results or above. All kinds of quality activities of the company are carried out vigorously. 123 QC excellent results have been achieved throughout the year, and 14 teams have won the honorary title of "Quality Trustworthy Team". Various kinds of quality special training has been carried out, totaling 2,146 person-times.



03 质量法规管理 Quality Regulation Management

2021 年公司持续完善产品环保管理体系和技术体系，制定产品环保试验企业标准、新产品量产环保符合性达标规则，推进新产品环保审核机制，坚决贯彻环保达标的刚性要求，进一步筑牢产品环保达标的系统防线。

In 2021, the company continues to improve the product environmental protection management system and technical system, formulates related enterprise test standard, meets the standards of new product mass production environmental compliance rules, promotes the new product environmental protection audit mechanism, resolutely implements the rigid requirements of environmental protection standards, and further strengthens the system defense line.

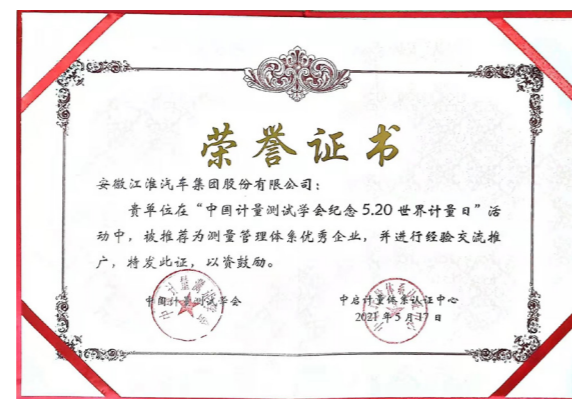
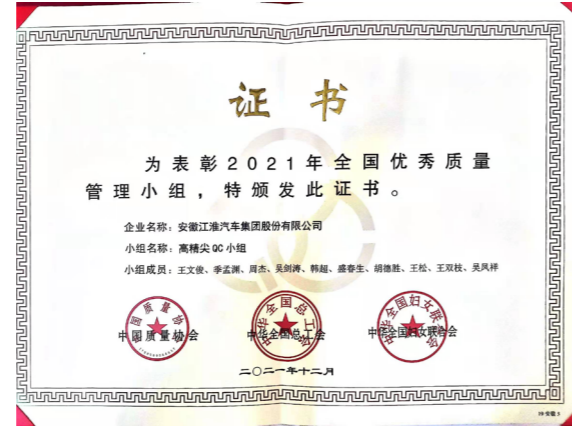
为有效响应蓝天保卫战行动，同时进一步保证产品质量，公司建设九条环保下线检测线，对车辆一致性开展 100% 检测，有效保证所有产品的环保达标，确保交付的每台车满足最新排放标准要求。同时将车辆环保零部件纳入质保期，既有效保障用户权益，又保障车辆使用过程中环保持续达标。

In order to effectively respond to the action of protecting the blue sky and further ensure the product quality, the company has built nine environmental protection offline testing lines to carry out 100% conformity tests on vehicles, effectively ensuring that all products meet the environmental protection standards and each delivered vehicle meets the latest emission standards. At the same time, the vehicle environmental protection parts are included in the warranty period, which not only effectively protects the rights and interests of users, but also ensure that the process of using the vehicle continues to meet the standards of environmental protection.

04 质量工具方法推广及人才建设 Quality Tools and Methods Promotion and Talent Building

公司持续开展质量专业培训，通过多场次、重实践的专项培训，有效提升全员质量意识和能力。积极推进质量管理创新及工具方法应用，荣获“测量管理体系优秀企业”荣誉，测量管理体系运行案例入选《助力企业高质量发展测量管理体系优秀企业案例集》。“高精尖”QC小组荣获“全国优秀质量小组”荣誉，乘用车涂装机器人班组荣获“全国优秀质量信得过班组”荣誉，公司质量管理成熟度评价方法荣获合肥市首届“质量标杆”荣誉。

The company continues to carry out quality professional training, through a number of special training sessions with emphasis on practice, effectively improves the quality awareness and ability of all staff. Actively promoting the innovation of quality management and the application of tools and methods, we have won the honor of "measurement management system excellent enterprise", operation cases of which were selected into the "Excellent enterprise cases of boosting enterprise high-quality development measurement management system". Furthermore, the "Advanced" QC team has won the honor of "National Excellent Quality Group", the passenger car painting robot team has won the honor of "National Excellent Quality Trustworthy Team", and the company's quality management maturity evaluation method has won the honor of the first "Quality Benchmark" in Hefei.



05 产品适应性试验 Product Adaptability Tests

公司持续对产品开展环境适应性试验和可靠性试验，开展城市、高速、山区等多种路面工况验证，开展高温、高寒、高原等多种使用环境质量验证工作，全年累计试验里程达120万公里。各产品动力系统、转向系统和制动系统等关键部位运行可靠，产品性能有效满足多种工况、多种环境使用要求。

The company continues to carry out environmental adaptability tests and reliability tests on products, verification on city, highway, mountain and other road conditions, and quality verification in different environments as high temperature, low temperature, plateau and others. The annual cumulative test mileage reached 1.2 million kilometers. The key parts such as power system, steering system and braking system of each product run reliably, and the product performance can effectively meet the requirements of various working conditions and environments.



产品适应性试验
Product Adaptability Test



绿色发展 Green Development

建设生态安全型企业
Build an Ecological
Security Enterprise

公司积极响应国家号召，贯彻发展循环经济、完善绿色生态产业链、创建资源节约型企业和环境友好型企业的发展思路，做到在发展生产中保护环境，在保护环境中促进生产发展，实现经济、社会、环境的统一与协调发展。公司积极采用先进技术、工艺，持续提高资源利用率，改善工作环境，恪守企业社会责任，积极参与节能减排行动。报告期内未发生重大环境污染与破坏事故。

The company actively responds to the call of the state, carries out the development ideas of developing circular economy, improving green ecological industry chain, creating resource-saving enterprises and environment-friendly enterprises, so as to protect the environment in production development, promote production development in environment protection, and realize the unity and coordinated development of economy, society and environment. The company actively adopts advanced technologies and processes, continuously improves resource utilization, improves working environment, abides by corporate social responsibility, and actively participates in energy conservation and emission reduction actions. No major environmental pollution and destruction accidents occurred during the reporting period.

节能减排体系保障 Energy Conservation and Emission Reduction System Guarantee

组织保障 Organizational Guarantee

01

公司节能减排领导小组为常设机构，并设立相关职能部门负责具体实施的工作小组，系统协调部署公司的节能减排工作。

The company's energy conservation and emission reduction leading group is a permanent organization, and relevant functional departments are set up to take charge of the specific implementation of the working group, systematic coordination and deployment of the company's energy conservation and emission reduction work.

责任落实 Responsibility Fulfillment

02

公司分层级制定节能减排管理目标，分解纳入各业务年度 KPI 业绩合同。同时，结合目标指标、年度节能重点工作及政府政策法规要求，形成内部环保、能源评价标准，并将考评结果纳入年度管理评价稽核范畴兑现。责任落实机制不断得到完善，努力提升节能降耗水平。

The company establishes management targets for energy conservation and emission reduction at different levels and integrates them into annual KPI performance contracts of each business unit. At the same time, internal environmental protection and energy evaluation standards are formed in combination with the target indicators, annual key work of energy conservation and the requirements of government policies and regulations, and the evaluation results are incorporated into the scope of annual management evaluation and audit. The responsibility implementation mechanism has been constantly improved, and efforts have been made to improve the level of energy saving and consumption reduction.

制度体系 Institutional System

03

定期识别国家、地方、行业有关节能减排的法律法规，组织制定和完善公司节能减排规章制度和管理标准；深入推行环境、能源管理体系，编制能源评审报告；按照设定的能源绩效参数进行日常管控，建立重点耗能设备维护标准，识别环保风险与机遇并实施管控。每年采取内审、外审、专项审核等形式，推进公司管理体系持续改进，运行有效。

The company regularly identifies national, local and industrial laws and regulations related to energy conservation and emission reduction, organizes the formulation and improvement of energy conservation and emission reduction regulations and management standards of the company; carries out environmental and energy management systems, and prepares energy evaluation reports; conducts daily control according to the set energy performance parameters, establishes maintenance standards for key energy consuming equipment, identifies environmental risks and opportunities and implement control. Forms of internal audit, external audit and special audit are taken every year to promote the continuous improvement of the company's management system and effective running.

积极推动制造过程碳减排 Actively Promote Carbon Emission Reduction in Manufacturing Process

04

公司积极响应国家“碳达峰、碳中和”目标，主动履行社会责任，加快推进绿色低碳技术的创新和应用，全力构建企业绿色制造体系，并提出制造体系“十四五”节能减碳规划。预计 2025 年以后新建工程单耗下降 50%，并积极建立零碳工厂。

The company actively responds to the national goal of "carbon peaking and carbon neutrality", actively fulfills its social responsibilities, speeds up the innovation and application of green and low-carbon technologies, strives to build a green manufacturing system, and proposes the "14th Five-Year Plan" energy saving and carbon reduction plan for the manufacturing system. It is expected that the unit consumption of new projects will decrease by 50% after 2025, and zero-carbon plants will be actively built.

积极推进节能环保新技术应用

Actively Promote the Application of New Energy Conservation and Environmental Protection Technologies

01 乘用车涂装厂中涂烘房工艺优化节能项目

Energy Saving Project of Coating Oven Process Optimization in Passenger Car Coating Plant



涂装厂通过验证升温段温度和送新风温度调整至最佳临界点，进行多轮次和多批次验证调整，确定烘房保温区温度设定在 140°C 左右，在持续提升车身外观的同时降低设备能耗，年节约天然气 28953m³、费用约 9.96 万元。

The coating plant adjusts the temperatures of heating stage and air supply stage to the optimal critical point by verification, conducts multiple rounds and batches of verification and adjustment, and determines that the temperature of the insulation area of the drying room should be set at about 140°C. While continuously improving the appearance of the body, the energy consumption of the equipment was reduced, and 28,953m³ of natural gas was saved annually and the cost was about 99,600 Yuan.

02 涂装节能环保工艺路线升级项目

Energy Saving and Environmental Protection Process Route Upgrading Project of Painting



阜阳重卡公司通过涂装节能环保工艺升级，采用水性 B1B2+1K 清漆工艺及粉末喷涂工艺路线进行改造设计，新增 B1B2 胶烘干系统、电泳车身储存线等设备，涂装能耗成本平均减少约 60 元/台，VOC 排放降低 50% 以上，生产效率同步提升。

Fuyang Heavy Truck company upgraded painting energy saving and environmental protection process, used water-based B1B2+1K varnish process and powder spraying process route to renovate design, newly added B1B2 glue drying system, electrophoresis body storage line and other equipment. The coating energy consumption cost reduced by about 60 Yuan per unit on average, VOC emissions reduced by more than 50%, and production efficiency has been improved simultaneously.

03 零部件验证中心冬季供暖节能改造项目

Winter Heating Energy Saving Renovation Project of Parts Verification Center



技术中心在零部件验证中心通过新增一套蒸汽换热系统替换原有的热泵机组供暖模式，充分使用中心蒸汽的剩余量，节约热泵机组的能源消耗费用及维修维护费，改善研发人员办公环境、提升员工满意度，达到节能减排，预计每年可节约机组能源消耗约 5 万 kwh，机组故障的维修维护费用约 11 万。

With the addition of a set of steam heat exchange system to replace the original mode of heat pump heating, fully using the steam at the centre of the remaining amount, the parts verification center in R&D Center cuts down the cost of heat pump energy consumption of the unit and repair maintenance, improves R&D office environment and improves employee satisfaction, and achieves energy conservation and emissions reduction. It's expected that the unit energy consumption can be saved about 50,000 kwh annually, and the maintenance cost of unit failure is about 110,000 Yuan.

公司不断探索研发节能环保新技术，采用先进技术工艺和设备，持续提高资源利用率，恪守企业社会责任，积极参与节能减排行动。2021 年共征集节能减排管理方案 31 项、推广节能减排计划 44 项，为公司节约费用 232.98 万元。

The company constantly explores and develops new energy-saving and environmental protection technologies, adopts advanced technology, processes and equipment, continuously improves resource utilization, abides by corporate social responsibility, and actively participates in energy-saving and emission reduction actions. In 2021, a total of 31 management schemes and 44 promotion plans for energy conservation and emission reduction were collected, saving the company 2,329,800 Yuan.

营造绿色文化氛围 Create the Green Culture

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

The company comprehensively carries out the construction of green culture, and gradually forms the values of common conservation, effective utilization of resources and protection and improvement of the environment among all employees, and implements in the practice of production, operation and management. At the same time, we will unswervingly take the road of sustainable development and work together with all employees to create a "green cultural atmosphere".

• 节水宣传 Water-saving Publicity



2021 年 3 月 22 日是第二十九届“世界水日”，3 月 22 日—28 日是第三十四届“中国水周”，主题为“深入贯彻新发展理念，推进水资源集约安全利用”。公司根据合肥市节水办《关于开展 2021 年“世界水日”“中国水周”宣传的通知》相关文件要求，并结合节水宣传周主题，认真落实节水各项工作推进计划，开展形式多样的节水宣传活动。

Water-saving Publicity: March 22, 2021 is the 29th "World Water Day", and March 22 to 28 is the 34th "China Water Week", with the theme of "Thoroughly implementing the new development concept, promoting the intensive and safe use of water resources". In accordance with the requirements of relevant documents "Notice on Launching the publicity of 2021 World Water Day and China Water Week" issued by Hefei Water-Saving Office, and combined with the publicity theme of the Week, the company earnestly implements various water-saving promotion plans and carries out various water-saving publicity activities.

• 节能宣传 Energy Conservation Publicity



2021 年 8 月 23 日至 8 月 29 日为全国节能宣传周，8 月 25 日为全国低碳日，节能宣传周宣传主题为“节能降碳，绿色发展”、全国低碳日活动主题是“低碳生活，绿建未来”。根据国家发展改革委等部委下发的《关于开展 2021 年全国节能宣传周和全国低碳日活动的通知》，公司策划组织开展 2021 年全国节能宣传周和全国低碳日活动，开展形式多样的宣传活动。

August 23 to 29, 2021 is the National Energy Conservation Publicity Week, and August 25 is the National Low-carbon Day. The themes are respectively "Energy Conservation, Carbon Reduction, Green Development", and "Low-carbon life, Green Future". According to the "Notice on launching the 2021 National Energy Conservation Publicity Week and National Low-carbon Day" issued by the National Development and Reform Commission and other ministries and commissions, the company plans and organizes related activities, and carries out various kinds of publicity.

• 环境日活动 Environment Day Activities



2021 年 6 月 5 日是第 50 个世界环境日，公司积极响应中国环境日“人与自然和谐共生”的主题，组织开展各类环境日有奖竞答活动，将环境保护知识和日常工作生活结合起来，极大激发广大员工参与活动的热情，将“厉行节约、杜绝浪费、珍惜资源、植绿护绿、减少污染”的环保理念深植人心。

Environment Day activities: June 5, 2021 is the 50th World Environment Day. The company actively responds to the theme of "Harmonious coexistence between human and nature" on China Environment Day, organizes various kinds of contests with prizes, combines environmental protection knowledge with daily work and life, and greatly stimulates the enthusiasm of employees to participate in the activities. The environmental protection concept of "practicing economy, eliminating waste, cherishing resources, planting and protecting green and reducing pollution" is deeply rooted in people's minds.

节能减排绩效

Performance in Energy Conservation and Emission Reduction

2021 年全年共节约标煤 389.17 吨
In 2021, 389.17 tons of standard coal were saved

指标 Index	2020 年 Year of 2020	2021 年 Year of 2021
环保总投资 (万元) Total investment in environmental protection (10,000 Yuan)	2612.12	1600.59
COD 排放量 (吨) COD emissions (ton)	65.96	66.20
废水排放量 (吨) Waste water discharge (ton)	1099069	1449968
废渣排放量 (/ 万元) Waste residue discharge (10,000 Yuan)	1472.128	1951.315
单位产值水耗 (吨水 / 万元) Water consumption per unit output (ton of water/ 10,000 Yuan)	0.25	0.23

指标 Index	2020 年 Year of 2020	2021 年 Year of 2021
工业固废综合利用率 (%) Comprehensive utilization rate of industrial solid waste (%)	89%	89%
工业用水重复利用率 (%) Reuse rate of industrial water (%)	90%	90%



坚实保障安全生产平稳运行

Ensure Smooth Operation of Production Safety

公司坚持“依法合规安全发展”理念，遵循“安全第一、预防为主、综合治理”方针，公司 2021 年安全形势整体平稳，守住依法合规与“0 工亡、0 职业病，0 火灾，0 较大及以上事故”的底线，安全管理评价指标持续向好。

The company adheres to the concept of "compliance with law and safety development" and follows the principle of "safety first, prevention first and comprehensive management". The company's overall safety situation in 2021 is stable and the bottom line of law compliance and "zero death, zero occupational disease, zero fire, zero major and above accidents" are adhered. The safety management evaluation indicators continue to improve.

• 学习习近平总书记关于安全生产重要论述

Learn from General Secretary Xi Jinping's Important Discussion on Production Safety



公司开展观看《生命重于泰山——学习习近平总书记关于安全生产重要论述》专题片学习活动，教育引导领导干部强化“人民至上、生命至上”理念，更好统筹发展和安全的关系。

The company carries out the learning activity of watching the special film "Life is heavier than Mount Tai -- Learning from General Secretary Xi Jinping's important discussion on Production Safety" to educate and guide leading cadres to strengthen the concept of "people first, life first" and better coordinate the relationship between development and safety.

• “6·16” 安全知识咨询日 “6·16” Safety Knowledge Consulting Day



面向全体员工，针对安全生产相关法律法规进行宣传、讲解。设置安全知识“面对面”交流展台，解答员工关心的安全生产问题。活动期间收集解答员工 116 条安全意见和问题。

Publicity and explanation of safety production laws and regulations were made for all employees. Safety knowledge "face to face" view exchange booth was set up to answer the safety production questions concerned by employees. 116 safety comments and questions from employees were collected and answered during the activity.

• 应急大比武 Emergency Competition



为提升全员安全应急能力和公司应急管理水平，开展应急大比武实战演练。围绕火灾事故、油品泄露、特种设备事故、供配电事故等开展比武演练，提高应急处置能力。

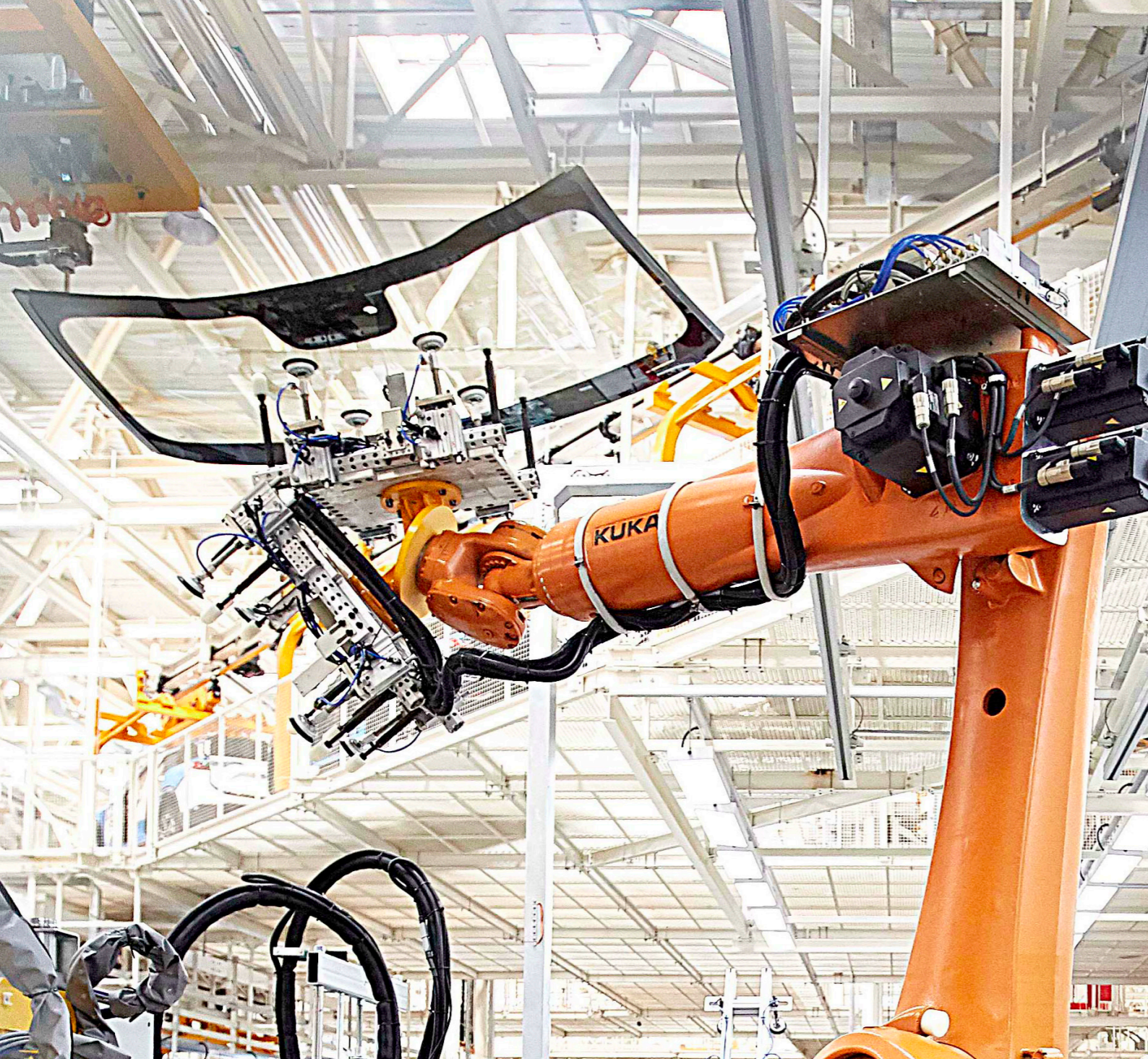
Emergency competition: In order to improve the safety and emergency response capability of all staff and the company's emergency management level, the actual combat drill of emergency competition was carried out, revolving around fire accidents, oil leakage, special equipment accidents and power supply and distribution accidents.

• 主题演讲比赛 Theme Speech Contest



组织开展安全月主题演讲比赛活动，演讲内容围绕身边的人和事，以真实案例为素材，表达对安全生产的认识和体会。

Theme speech contest: Organize and carry out the theme speech contest of safety month. The content revolves around the people and things around, with real cases as materials, to express the understanding and experience of safety production.



开放发展

Open Development

共创互利合作新格局
Establish a New Pattern
of Win-win Cooperation

市场竞争力稳步提升

Market competitiveness has steadily improved

2021 年公司经营指标概述

Overview of company business indicators in 2021

52.42 万辆

2021 年公司销售各类
汽车及底盘
In 2021, the company sold 524,200
vehicles and chassis of all kinds

同比增长

15.63%

A year-on-year growth of 15.63%

402.13 亿元

实现 营业收入 402.13
亿元
Realized operating revenue of
40.213 billion Yuan

实现归属于上市公司股东的
净利润 2 亿元
Realized 200 million Yuan net profit
attributable to shareholders of
the listed company

同比增长

40.24%

A year-on-year growth of 40.24%



产品市场突出表现

Outstanding Performance in the Markets

1月 January



2021 新年伊始，JAC 电动轻卡 N55EV 批量交付巴西百事可乐，开启 2021 年 JAC 海外电动商用车元年。

At the beginning of 2021, JAC EV truck N55 EV were delivered in batches to PepsiCo Brazil, marking the first year of JAC overseas electric commercial vehicles.

2月2日 February 2



2月2日，453 台江淮皮卡圆满交付南方电网，标志着公司在电网系统内全产业链布局的进一步深化。

On February 2, 453 units of JAC pickups were successfully delivered to China Southern Power Grid, marking the further deepening of the company's layout of the whole industry chain in the Chinese power grid system.

4月21日 April 21



4月21日，帅铃冰博士批量交付九州通暨战略合作签约仪式在北京隆重召开，双方将展开深度合作，共同打造医药冷链行业标杆化运输，推动行业快速发展。

On April 21, batch delivery of Dr. Ice Shuaiiling light trucks were made to Jointown Pharmaceutical Group and the strategic cooperation signing ceremony was held in Beijing. Both sides will carry out in-depth cooperation to jointly build benchmarking transportation in the pharmaceutical cold chain industry and promote the rapid development of the industry.

4月25日 April 25



4月25日，江汽集团与电动车龙头企业——绿源集团签署战略合作协议，并同步举行江淮星锐百台交车仪式。

On April 25, JAC Group signed a strategic cooperation agreement with Ivyuan Group, the leading enterprise of electric two-wheeler, and held a ceremony of delivering 100 units of JAC Sunray van.

4月29日 April 29



4月29日，江淮重卡向安能物流交付跨越 K7 与格尔发 A5W 牵引车共计 100 辆，助力安能物流充实自有运力池，实现运营全过程智慧化、高效化。

On April 25, JAC Group signed a strategic cooperation agreement with Ivyuan Group, the leading enterprise of electric two-wheeler, and held a ceremony of delivering 100 units of JAC Sunray van.

4月30日 April 30



4月30日，江汽集团与浙鳌科技在浙江举行交车仪式。100 辆瑞风 M3PLUS 将交付用于城市配送工作，助力浙鳌科技在杭州及周边地区织出物流配送高效网络。

On April 30, JAC Group and Zheao Technology held a vehicle delivery ceremony in Zhejiang Province. 100 units of M3 Plus were delivered for urban distribution, helping Zheao Technology to build an efficient logistics distribution network in Hangzhou city and surrounding areas.

5月6日 May 6



5月6日，JAC iEV7S 批量交付至哈萨克斯坦旅游公司，用于当地景区出租车，为旅游者带来节能、环保、便捷的绿色出行体验。

On May 6, JAC iEV7S were delivered in batches to Kazakhstan Tourism Company for rental use in local scenic spots, bringing energy saving, environmental protecting and convenient green travel experience to tourists.

6月 June



6月初，首批 53 辆江淮帅铃轻卡顺利交付京东物流，助力京东物流在“6·18”期间以最佳状态全力迎战。

In early June, the first 53 units of JAC Shuaiiling light trucks were successfully delivered to Jingdong Logistics, helping Jingdong to be in the best state for the "6·18".

6月25日 June 25



6月25日，江苏邮政 88 台江淮帅铃 i6 纯电动物流车交付仪式在苏州隆重举行，为推进中国新能源商用车持续积蓄力量，共创美好蓝天！

On June 25, the delivery ceremony of 88 units of i6 EV logistics vehicle to Jiangsu Post was held in Suzhou, to promote and continuously accumulate strength for China's new energy commercial vehicles, and to create a better blue sky!

7月26日 July 26



7月26日，扎实口碑收获“回头客”！JAC 再次向哈萨克斯坦邮政批量交付 62 台商用车。

On July 26, the solid reputation earned "returned customer"! JAC delivered another batch of 62 units of commercial vehicles to Kazakhstan Post.

产品市场突出表现

Outstanding Performance in the Markets

10月 October



10月初，江淮星锐 & 牡丹机场班线车交车仪式在菏泽隆重举行，江淮星锐节油王国六9座车型正式投运，将解决群众出行基础性难题，真正实现从县区到机场的无缝对接。

In early October, JAC Sunray & Heze Mudan Airport shuttle bus delivery ceremony was held in Heze. The JAC Sunray "fuel-saving king" 9-seat model with C6 emission was officially put into operation, serving to solve the basic problem of people travel, truly realizing the seamless docking from the county to the airport.

10月19日 October 19



10月19日至20日，18辆瑞风M4和16辆思皓A5顺利交付辽宁省庄河市公安局，以其高科技、高性能、高品质武装警备队伍，为推动公安改革、守护城市安全贡献力量。

From October 19 to 20, 18 units Refine M4 and 16 units of Sehol A5 were successfully delivered to the Public Security Bureau of Zhuanghe City, Liaoning Province. With its high-tech, high-performance and high-quality, the vehicles armed police forces, and will contribute to promoting public security reform and safeguarding urban security.

11月 November



11月初，江汽集团出口墨西哥市场首批120台iC5高端纯电动轿车正式发运，是中国汽车品牌迄今发往墨西哥市场单笔最大的纯电动汽车订单。

In early November, JAC group officially shipped the first batch of 120 iC5 high-end BEV sedans to Mexico, which is the largest single order of BEVs from a Chinese auto brand to the Mexican market.

12月14日 December 14



12月14日，思皓E10X花仙子千台交车盛典火热进行，将为都市青年们开启智慧愉悦的出行生活。

On December 14, Sehol E10X flower fairy grand delivery ceremony was held for a thousand units, opening the wisdom of joyful travel life for urban youth.

国际市场地位进一步巩固

International Market Position is Further Consolidated

01 国际业务表现 Performance in Overseas Business

2021年，面临严峻的外部环境，国际业务优化产品和市场结构，交出优异答卷，全年出口7.35万辆，同比增长100.41%。轻型车出口实现翻倍增长，全年出口4.1万台，其中皮卡出口稳居行业第三，成长为中国皮卡出口的主流品牌；新能源商用车获得家乐福、百事等世界五百强客户青睐；A5载货车成为越南市场明星产品。乘用车紧抓市场反弹机遇，全年累计出口超3万台，JS2、JS3、JS4实现更新换代，JS5、JS6样车有序投放，JS8在南美地区完成上市。新能源乘用车累计销量近千台。独联体区域出口规模首次突破8000台。

In 2021, facing the severe external environment, the international business optimized the product and market structure, and achieved excellent performance. The annual export reached 73,500 units, with a year-on-year increase of 100.41%. The export of light commercial vehicles doubled and 41,000 units were exported in the whole year, among which the pickup export ranked the third in the industry and JAC became a mainstream brand of pickup export from China. New energy commercial vehicles are favored by Carrefour, Pepsi and other Fortune 500 customers; A5 truck has become a star product in Vietnam market. Seizing the opportunity of market rebound, the total annual exports of passenger car exceeded 30,000 units, JS2, JS3 and JS4 were upgraded, JS5 and JS6 sample cars were launched in an orderly way, and JS8 was launched in South America. The cumulative sales volume of new energy passenger vehicles is nearly 1,000 units. The export to the CIS region exceeded 8,000 units for the first time.



哈萨克斯坦邮政批量采购 JAC 轻卡
Batch Procurement of JAC Light Trucks
by Kazakhstan Post



JAC 电动轻卡批量交付巴西 DHL
Batch Delivery of JAC Electric Light Trucks
to DHL Brazil

02 “一带一路”建设 The Belt and Road Markets

公司积极响应国家“一带一路”倡议，持续拓展沿线国家市场。截止2021年底，已累计出口近80万辆，出口覆盖“一带一路”沿线国家近百个，出口量约占公司出口总量的80%。公司19家海外KD工厂中，有15家分布在“一带一路”沿线。其中，哈萨克斯坦项目稳步推进，合资工厂对俄罗斯、乌兹别克斯坦等周边国家的辐射能力稳步提高。截至2021年底，公司成功向哈萨克斯坦出口各类成套车辆1.7万套，其中乘用车超过一万套，成为中国出口哈萨克斯坦第一乘用车品牌。

The company actively responds to China's "Belt and Road" initiative and continues to expand the market of countries along the route. By the end of 2021, the company has exported nearly 800,000 vehicles in total, covering nearly 100 countries along the "Belt and Road", accounting for about 80% of the company's total exports. Among the 19 overseas KD factories of the company, 15 are located along the "Belt and Road". Among them, the project in Kazakhstan is progressing steadily, and the radiation capacity of the JV factory to Russia, Uzbekistan and other neighboring countries is steadily improving. By the end of 2021, the company has successfully exported 17,000 sets of vehicles of various types to Kazakhstan, including more than 10,000 sets of passenger cars, becoming the No. 1 passenger car brand exported from China to Kazakhstan.



共享发展

Shared Development

创建幸福美好家园
Create a
Happy Homeland

贡献当地经济发展

Contribution to Local Economic Development

2021年，公司继续发挥地方经济发展的推动作用，拉动地区的人才及相关产业的发展，为当地的可持续发展贡献企业应尽的责任。在合肥总部，形成一个集制造、资本、品牌、物流和市场网络为一体的产业基地，配套零部件厂商数百家，带动周边就业人口10万多人。

In 2021, the company continues to play a driving role in local economic development, stimulates the development of talents and related industries in the region, and contributes to the local sustainable development. The headquarter in Hefei has formed an industrial base integrating manufacturing, capital, brand, logistics and market network, with hundreds of supporting parts manufacturers and more than 100,000 employees in the surrounding area.



哈萨克斯坦工厂
Factory in Kazakhstan

01 国内外投资建设情况 Output Value of the Company in 2021

目前，公司在国内共有全资或控股子公司80户，投资建设区域分布在国内10余个省（直辖市），涉足汽车制造主业及上下游相关产业链。在海外，公司目前在哈萨克斯坦、俄罗斯、越南分别设立有合资或独资企业，并在意大利建有海外技术研发中心。这些海外布局不仅提高了公司在国际市场的知名度，还积极促进所在国的经济发展。

At present, the company has a total of 80 wholly-owned or controlling and shareholding subsidiaries in China. Investment and construction are distributed in more than 10 provinces (municipalities directly under the Central Government) in China, involving in the main industry of automobile manufacturing and upstream and downstream related industrial chains. At present, the company has set up joint ventures or wholly owned enterprises in Kazakhstan, Russia and Vietnam, and set up overseas technology R&D center in Italy. These overseas locations not only enhance the visibility of JAC in international markets, but also actively promote the economic development of the host countries.

股东利益维护 Shareholder Interest Protection

2021 年，公司共召开 4 次股东大会，对定期报告、关联交易、对外担保等事项进行审议，充分发挥股东大会的决策作用，保证股东的合法权益。

In 2021, the company held 4 general meetings of shareholders to review periodic reports, related party transactions, external guarantees and other matters, giving full play to the decision-making role of the general meeting of shareholders and ensuring the legitimate rights and interests of shareholders.

01 投资者关系维护 Investor Relations

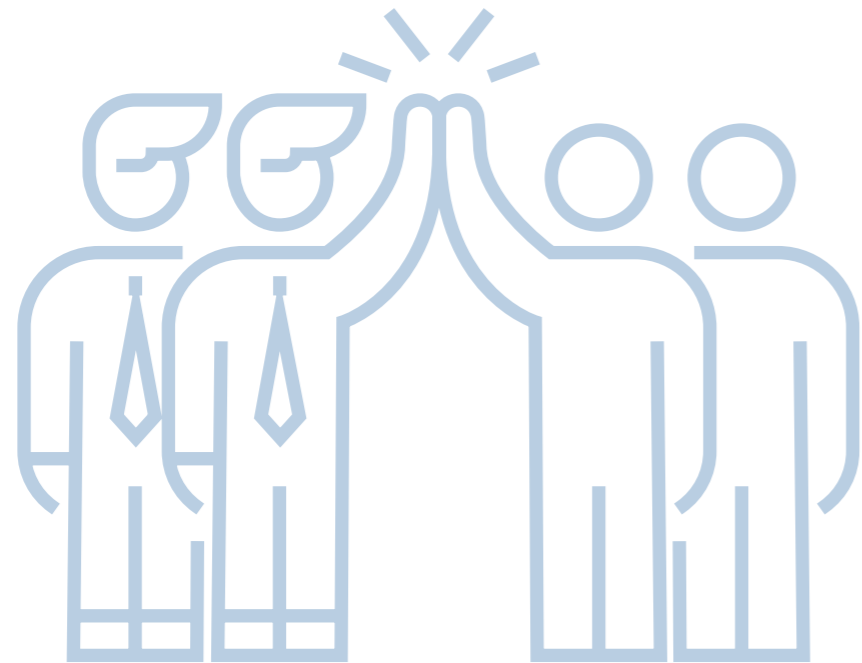
2021 年公司安排投资者参观公司生产基地，披露定期报告、每月产销快讯和其他临时公告，让投资者及时、全面、深入和客观地了解公司的生产经营情况。

In 2021, the company arranged investors to visit JAC manufacturing base and disclose regular reports, monthly production and marketing newsletters and other temporary announcements, so that investors can have a timely, comprehensive, in-depth and objective understanding of the company's production and operation.

02 “三会一层”及独立董事 "Three meetings and one Layer" and independent Directors

公司设立“三会一层”及审计、战略、薪酬与考核、提名、风险管理五大专业委员会，建立起完善的法人治理结构。公司董事会中共有 11 位成员，其中独立董事 5 人，保障决策的科学性和相对独立性。

The company has set up the "three meetings and one layer" and five professional committees of audit, strategy, compensation and assessment, nomination and risk management to establish a sound corporate governance structure. The company board of directors has 11 members in total, including 5 independent directors, to ensure scientific and relatively independent decision-making.



热心公益事业 Devoted to Public Welfare

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

The company takes participating in social welfare activities as an important part of fulfilling its social responsibility, adheres to the principle of "caring for vulnerable groups" to carry out public welfare activities, and advocates the participation of the whole value chain of the company.

01 瑞风行动 Refine Action



2021 年，公司与安徽广播电视台联手策划“第九季牵手瑞风行动”，并创作一部以“牵牵”为主要形象的动漫微电影，通过讲故事的形式向儿童普及健康、学习、道德、安全等方面知识，传递正能量，帮助孩子们树立健康、正确的价值观。

In 2021, the company and the Anhui Radio and TV Station planned the 9th session of "Refine action", and created a cartoon micro film with "Qianqian (Hand-in-Hand)" as the main image, popularize health, learning, morality, safety and other knowledge to children through the form of story telling, transferring positive energy and helping children establish healthy and correct values.

02 联合行动·江淮平安行”活动 "Joint Action-JAC Safety Journey" Activity



2021 年，第六季“江淮平安行”活动正式起航，继续秉承“安全驾驶、文明出行”的理念，制作系列文明交通安全短视频，开展线上全媒体矩阵传播，将驾驶安全理念传递给受众，提高中国商用车行业安全素养。

In 2021, the 6th season of "JAC Safety Journey" was officially launched. Adhering to the concept of "safe driving and civilized travel", we made a series of short videos for civilized traffic safety and carried out online all-media matrix communication to convey the concept of driving safety to the audience and improve the safety quality of China's commercial vehicle industry.

03 精准帮扶 Accurate Support



2021 年，公司深入贯彻落实习近平总书记关于乡村振兴的重要论述，积极推进帮扶点乡村产业、人才、文化、生态等全面振兴。2021 年，公司对潜山市龙潭乡龙湾村、肥东县八斗镇九店社区两个定点帮扶点捐赠帮扶资金 60 余万元。

同时，公司坚持把做强产业项目作为乡村振兴首要任务，帮助帮扶点扩大生产规模，全力打造产品供应链；并与帮扶点的部分农副产品达成长期合作协议，发挥企业员工就餐、福利品发放等优势，全年采购及帮销帮扶地区农副产品近 130 万元。

In 2021, the company thoroughly implemented General Secretary Xi Jinping's important discussion on rural revitalization, and actively promoted the comprehensive revitalization of rural industries, talents, culture and ecology. In 2021, the company donated more than 600,000 Yuan to two designated support points, Longwan Village, Longtan Town, Qianshan City and Jiudian Community, Badou Town, Feidong County.

At the same time, the company insists on strengthening industrial projects as the primary task of rural revitalization, helps the supporting points to expand production scale, and strives to build product supply chain. And the company has reached long-term cooperation agreements with some of the agricultural and sideline products of the support points, giving full play to the advantages of employees' dining and welfare products distribution, and purchasing and selling agricultural and sideline products from the points for nearly 1.3 million Yuan throughout the year.

培育专业化志愿者队伍 Cultivate Professional Volunteer Teams

围绕公司生产经营，践行“服务员工、服务企业、回报社会”志愿服务宗旨，通过组织各类培训和志愿服务活动，引导公司志愿者们积极投身于奉献他人、服务社会的实践，成为推动企业核心价值观和社会主义核心价值观内化于心、外化于行的有效载体。截止 2021 年底，公司注册志愿者 9715 人，共计开展 258 次活动，服务总时长超 1.4 万小时。

Around the company production and operation, practice of "serving employees, serving enterprises, and social returns" volunteer service tenet, the company organized various training and volunteer service activities, led company volunteers actively engage in making contributions to other people and serving the society. It has become an effective carrier to promote the internalization of enterprise core values and socialist core values in mind and externalization in practice. By the end of 2021, the company registered 9,715 volunteers, performed a total of 258 activities, with a total of more than 14,000 hours of service.

01 疫情防控工作 Pandemic Prevention and Control



江汽医院青年突击队的青年团员们一直奋战在疫情防控的第一线，积极组织对门诊发热病人的紧急处理，保护在院人员的安全。响应上级卫健委号召，江汽医院的青年突击队员们积极参与到新冠疫苗接种工作中，提供 89 批次疫苗接种服务，累计接种人数超 2.6 万人，为疫情防控贡献一份力量。

The "youth commandos" of JAC Hospital have been fighting in the front line of pandemic prevention and control, actively organizing emergency treatment of fever patients in the outpatient department, and protecting the safety of people in the hospital. In response to the call of the superior Health Commission, they actively participated in the COVID-19 vaccination work, providing 89 batches of vaccination services, with a total of more than 26,000 people vaccinated, making their contribution to the pandemic prevention and control.

02 走进合肥笑童颜康复中心 Walk into Hefei Xiaotongyan Rehabilitation Center



公司青年志愿者走进合肥笑童颜康复中心，开展第二季关爱听障儿童志愿服务。与孩子们进行简单互动，耐心与孩子们交流沟通，把关爱送给孩子们。

The company's young volunteers went to Hefei Xiaotongyan rehabilitation center to carry out the second season of volunteer service activities caring for hearing-impaired children. Simple interaction, patient communication, give love to children.

03 组织无偿献血 Organize Voluntary Blood Donation



2021 年，公司积极组织职工参加无偿献血活动，542 名职工献血共计 154890ml，有效缓解了合肥市用血紧张情况，体现了国有企业的社会责任和使命担当。在安徽省暨合肥市“世界献血者日”表彰活动中，公司因献血工作表现突出，获得安徽省 2021 年无偿献血先进集体奖。

In 2021, the company actively organized employees to participate in voluntary blood donation. 542 employees donated a total of 154,890ml blood, which effectively alleviated the blood shortage in Hefei city and reflected the social responsibility and mission of state-owned enterprise. In the recognition activity of "World Blood Donors Day" in Anhui Province and Hefei city, the company has won the Advanced Collective Award of 2021 voluntary blood donation in Anhui Province for its outstanding performance.



绩效与展望 Performance and Outlook

关键绩效表

Key Performance List

市场绩效指标 Market performance indicators	2021 年 Year of 2021	2020 年 Year of 2020	2019 年 Year of 2019
主营业务收入 (万元) Main Business income (10,000 Yuan)	4021352.11	4283076.81	4728604.37
资产负债率 (%) Asset-liability ratio (%)	65.78	66.96	68.75
研发投入 (万元) R&D investment (10,000 Yuan)	179419.72	167669.12	160406.77
合同履约率 (%) Contract performance rate (%)	100%	100%	100%
社会绩效指标 Social performance indicators	2021 年 Year of 2021	2020 年 Year of 2020	2019 年 Year of 2019
纳税额 (万元) Tax amount (10,000 Yuan)	129950.85	100355.12	110752.10
员工总人数 (人) Employees (persons)	20047	25604	25464
劳动合同签订率 (%) Labor contract signing rate (%)	100%	100%	100%
社会保险覆盖率 (%) Social insurance coverage (%)	100%	100%	100%
工会覆盖率 Union coverage	100%	100%	100%
女性管理者比例 (女: 男) Proportion of female managers	1:6.48	1:7.12	1:5.77
残疾人雇佣率 (%) Employment rate of disabled persons (%)	0.60%	0.60%	0.62%
员工体检覆盖率 (%) Medical examination coverage rate (%)	100%	100%	100%
职业病发生率 (%) Incidence of occupational diseases (%)	0%	0%	0%

员工培训总投入 (万元) Staff training total investment (10,000 Yuan)	740.4	579	647
员工培训覆盖率 (%) Staff training coverage rate (%)	100%	100%	100%
人均培训时间 (学时) Training hours per person (credit hour)	80.5	80.2	80.1
员工满意度 (分) Staff satisfaction (points)	85.61	85.99	78.7
员工敬业度 (分) Staff dedication (points)	86.07	86.99	79.6
员工流失率 (%) Staff turnover rate (%)	6.25%	8.4%	14.33%
志愿者人数 (人) Number of volunteers (person)	9715	1038	1038
环境绩效指标 Environmental performance indicators	2021 年 Year of 2021	2020 年 Year of 2020	2019 年 Year of 2019
环保总投资 (万元) Total investment in environmental protection (10,000 Yuan)	1600.59	2612.12	2127.83
单位产值水耗 (吨水 / 万元) Water consumption for unit output (ton of water/ 10 Yuan)	0.23	0.25	0.31
COD 排放量 (吨) COD emissions (ton)	66.2	65.96	36.76
工业固废综合利用率 (%) Comprehensive utilization rate of industrial solid waste (%)	89.2	89	89
工业用水重复利用率 (%) Reuse rate of industrial solid waste (%)	89.8	89.75	89.64

展望 2022 Outlook 2022

2022 年是党的二十大召开之年，是实施“十四五”规划的关键之年。上汽集团将强化社会责任管理体系建设，把责任理念融入公司发展的各方面，为安徽省打造万亿汽车产业集群，为加快建设经济强、格局新、环境优、活力足、百姓富的现代化美好安徽作出新的更大贡献。

The year 2022 is the year of the 20th CPC National Congress and a key year for implementing the "14th Five-year Plan". JAC group will strengthen the construction of social responsibility management system, integrate the concept of responsibility into all aspects of the company's development, and make new greater contributions to the great cause of building a trillion-level automobile industry cluster and speeding up the building of a modern and beautiful Anhui province featuring strong economy, new pattern, excellent environment, full of vitality and rich people.

责任指标 Responsibility indicators	展望 2022 Outlook 2022
社会责任管理体系建设 Construction of social responsibility management system	<ul style="list-style-type: none"> ○健全和完善公司社会责任管理体系 Improve the corporate social responsibility management system ○落实企业社会责任，系统开展社会责任管理活动 Implement corporate social responsibility and systematically carry out social responsibility management activities ○进一步强化社会责任工作与公司品牌建设工作的融合 Further strengthen the integration of social responsibility and corporate brand building ○继续完善企业与利益相关方的沟通机制 Continue to improve the communication mechanism between the company and stakeholders ○继续完善社会责任报告指标体系 Continue to improve the indicator system for social responsibility reporting ○定期开展社会责任培训工作 Carry out regular social responsibility training.

<p>经济发展责任 Responsibility of economic development</p>	<ul style="list-style-type: none"> ○以用户为中心，全面提升企业经营能力 User-oriented, comprehensively improve the business operation capacity ○促进产业结构升级，推进经济增长方式进一步转变 Promote the upgrading of the industrial structure and promote the further transformation of economic growth mode ○加大巩固产品在国内各细分市场占有，牢固商用车在海外市场的领先地位，推进乘用车在海外市场的优势地位 Strengthen the market share of products in various domestic market segments, strengthen the leading position of commercial vehicles in overseas markets, and promote the dominant position of passenger cars in overseas markets ○注重周边地区建设，为当地的经济发展和构建和谐社会贡献力量 Pay attention to the construction of the surrounding areas, and contribute to the local economic development and the construction of a harmonious society
<p>自主创新责任 Responsibility of independent innovation</p>	<ul style="list-style-type: none"> ○坚持“节能、安全、环保、智能、网联、舒适”关键技术研发路线 Adhere to the R&D guideline of "energy saving, safety, environmental protection, intelligent, network connection, and comfortable" ○强化 NAM 流程研发管理，以市场为基础，精准把握研发项目投入产出比 Strengthen management of the R&D NAM process, take the market as the basis, and accurately grasp the input-output ratio of R&D projects ○推进智能网联和新能源技术 Promote intelligent networking and new energy technologies
<p>员工成长责任 Responsibility of employee growth</p>	<ul style="list-style-type: none"> ○坚持“以人为本”的管理理念，为员工创造更优的工作环境 Adhere to the "people-oriented" management concept to create a better working environment for employees ○完善员工福利保障机制，提高员工生活质量和幸福感 Improve the employee welfare protection mechanism to improve the quality of life and happiness of employees ○注重员工职业生涯规划，完善员工培训体系，搭建员工成长平台 Pay attention to employee career planning, improve the staff training system, and build a platform for employee growth ○加强民主管理和民主监督，维护员工合法权益，丰富员工精神生活，营造和谐企业氛围 Strengthen democratic management and supervision, safeguard the legitimate rights and interests of employees, enrich the spiritual life of employees, and create a harmonious corporate atmosphere

<p>节能环保责任 Responsibility of energy conservation and environmental protection</p>	<ul style="list-style-type: none"> ○完善环境管理体系，全面实现 2022 年各项环境能源管理目标 Improve the environmental management system and fully achieve various environmental and energy management goals in 2022 ○深耕企业绿色文化，积极参加环境保护公益活动 Deeply cultivate the green culture of the enterprise, and actively participate in environmental protection public welfare activities ○继续推广绿色工程建设 Continue to promote the construction of green projects. ○实施绿色生产制造，推进资源循环利用、环保创新等举措 Implement green manufacturing, promote resource recycling, environmental protection and innovation and other measures.
<p>精益生产责任 Responsibility of lean productiona</p>	<ul style="list-style-type: none"> ○完善质量管理体系，强化产品质量控管机制，确保产品合格 Improve the quality management system, strengthen the product quality control mechanism, and ensure that the products are qualified ○持续打造“品质江汽”，鼓励员工开展质量改善工作，提升全员质量责任意识 Continue to build "Quality JAC", encourage employees to carry out quality improvement work, and enhance the awareness of quality responsibility of all employees ○完善安全生产管理体系，健全安全管理网络，提升全员安全生产责任意识 Improve the safety production management system, improve the safety management network, and enhance the awareness of safety production responsibility of all employees
<p>采购管理责任 Responsibility of purchasing management</p>	<ul style="list-style-type: none"> ○完善和优化供应体系，建设主机厂商与配套企业的学习型供应链，确保竞争力优势 Improve and optimize the supply system, build a learning supply chain for OEM and supporting suppliers, and ensure competitive advantages ○打造绿色供应链，严格鉴别供应商运营资质，倡导供应商加强资源节约和环境保护 Build a green supply chain, strictly identify suppliers' operating qualifications, and advocate suppliers to strengthen resource conservation and environmental protection ○继续提升本地化采购比例 Continue to increase the proportion of local procurement

<p>守法合规责任 Responsibility of law compliance</p>	<ul style="list-style-type: none"> ○严格遵守国际法律法规，深入开展廉洁风险防控工作 Strictly abide by international laws and regulations, and carry out in-depth integrity risk prevention and control ○严格遵守合同法及商业规则，坚持诚信经营，实现与利益相关方共同发展 Strictly abide by the contract law and business rules, adhere to the integrity of management, and achieve common development with stakeholders ○完善企业内控体系建设，降低企业运营风险 Improve the construction of enterprise internal control system and reduce enterprise operation risks ○加强守法合规培训力度，规范企业管理准则 Strengthen legal compliance training and standardize enterprise management guidelines
<p>用户满意责任 Responsibility of customer satisfaction</p>	<ul style="list-style-type: none"> ○坚持“敬客经营、服务销车”的营销理念，建立健全以用户为中心的营销管理体系 Adhere to the marketing concept of "respecting customers and serving sales", establish and improve the user-centered marketing management system ○强化售后服务能力，打造一流的服务品牌，为用户提供满意服务 Strengthen after-sales service capabilities, create a first-class service brand, and provide users with satisfactory services ○积极保持与用户沟通，提升品牌忠诚度 Actively maintain communication with users and enhance brand loyalty
<p>社会公益责任 Responsibility of social public welfare</p>	<ul style="list-style-type: none"> ○积极参与社区建设，建立良好的企业公民形象 Actively participate in community building and establish a good corporate citizen image ○参与重大社会问题的协助与帮困，努力创造就业机会 Participate in major social issues to assist and help the poor, and strive to create employment opportunities ○以“关爱弱势群体”为公益重点，开展特色公益活动及项目 With "caring for vulnerable groups" as the focus of public welfare, carry out special public welfare activities and projects ○积极打造具有特色的志愿者队伍 Actively build a team of volunteers with characteristics

相关方评价

The Evaluation of Interested Parties



《报告》全面展示了江汽集团围绕核心价值观和企业文化在履行企业社会责任、实现企业价值追求方面所作出的成绩，详尽披露了江汽集团在经营过程中为员工、股东、相关方和全社会创造价值的历程，《报告》内容生动翔实可信，令人为之鼓舞。

中策橡胶集团股份有限公司

The Report fully shows the achievements JAC Group has made in fulfilling corporate social responsibility and realizing the pursuit of corporate value with centering on core values and corporate culture, and discloses in detail the value creating process for employees, shareholders, interested parties and the whole society. The Report is vivid in content, detailed, credible and encouraging.

Zhongce Rubber Group Co., Ltd.



江汽集团在追求高质量发展转型升级的过程中仍然始终秉持着回馈社会的初心。《报告》所体现的社会责任感充分彰显了江汽集团的担当精神，希望中国汽车行业能够涌现越来越多像江汽集团这样值得尊敬的优秀企业。

合肥国轩高科动力能源有限公司

In the process of pursuing high-quality development, transformation and upgrading, JAC Group still adheres to the original intention of giving back to the society. The sense of social responsibility reflected in the Report fully demonstrates the spirit of responsibility of JAC Group. We hope that more and more respectable enterprises like JAC Group will emerge in China's automobile industry.

Gotion High-tech Co., Ltd.

意见反馈表

Opinion Feedback Chart

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

In order to continuously improve the editing job on Anhui Jianghuai Automobile Group Corp., Ltd. Social Responsibility Work and Social Responsibility Report, we especially hope to listen to your opinions and suggestions. Pls kindly answer the questions in the feedback chart and send it to csr@jac.com.cn.

选择性问題 (请在相应的位置选择打“√”)

Optional Questions(Please mark “√” in the corresponding places)

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

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

很好 /Well 较好 /Beter 一般 /General 较差 /RelativelyPoor 很差 /Poor

2. 本报告对利益相关方所关心的问题进行了回应和披露？

This report answers and reveals the questions that the interest interrelated party concerns?

很好 /Well 较好 /Beter 一般 /General 较差 /RelativelyPoor 很差 /Poor

3. 本报告披露的数据清晰、准确、完整？

The information revealed in the report is clear, correct and complete?

很好 /Well 较好 /Beter 一般 /General 较差 /RelativelyPoor 很差 /Poor

4. 本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计？

This report is readable with its logic mainline, content design, language, and format design?

很好 /Well 较好 /Beter 一般 /General 较差 /RelativelyPoor 很差 /Poor

开放性问题 Open Questions

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

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

3. 您对我们今后的社会责任工作及社会责任报告发布有何建议？
What suggestions do you have for our future social responsibility work and social responsibility report releasing?

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

姓名
Name

机构
Organization

邮编
Postcode

电话
Tel

职业
Profession

地址
Address

邮箱
Email

传真
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扫描关注
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