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Anhuijianghuai Automobile Group Corp.,Ltd

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本报告披露了江汽集团 2023 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 2024 年展望。

This report discloses the philosophy, activities and performance of JAC
GROUP to fulfill its social responsibilities, to propel the sustainable
development and to pursue the maximized comprehensive value in 2023 as
well as its prospect for 2024.

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。

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.



报告组织范围

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

Organizational frame

Anhui Jianghuai Automobile Group Corp., Ltd. (see the Company organizational structure), “the Company”, “JAC GROUP” in this report all refer to Anhui Jianghuai Automobile Group Corp., Ltd., except as otherwise specified.



报告时间范围

公司第 14 份社会责任报告，报告时间范围为 2023 年 1 月 1 日至 2023 年 12 月 31 日，部分内容超出上述范围。

Time frame

The 14th Social Responsibility Report with the time frame from January 1, 2023 to December 31, 2023; some content is out of the above frame.



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。

Issuing period

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



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。

Report data

The financial data disclosed in this report is from a variety of financial statements, and other data is from the Company's internal statistics; with the monetary amounts in RMB as the measurement currency, except as otherwise specified.



报告参考标准

GB/T36001—2015《社会责任报告编写指南》
《中国企业社会责任报告编写指南（CASS-CSR5.0）》

Reference standard

GB/ T36001-2015 Guidelines for Preparing Social Responsibility Reports
China enterprise Social Responsibility Report guidelines (CASS-CSR5.0)



报告发布形式及解读

本报告以网络版形式提供，披露内容见网站
www.jac.com.cn

Issuing form and interpretation

The report is issued on line. Refer to www.jac.com.cn.



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党委书记、董事长
项兴初

2023年，是全面贯彻党的二十大精神开局之年，是落实“十四五”规划承上启下的重要一年，也是公司发展稳中有进、成果丰硕的一年。

2023 is the first year of fully implementing the spirit of the 20th National Congress of CPC, an important year for implementing the "14th Five-Year Plan", and a year of stable and fruitful development of the Company.

这一年，江汽集团坚持以习近平新时代中国特色社会主义思想为指导，坚决贯彻落实省委省政府、省国资委的统筹部署，抢抓安徽省打造汽车“首位产业”契机，立足自主发展，坚持开放合作，构建新发展格局，秉承“以智能领导智能”的品牌价值观，聚焦电动化、智能化、网联化、生态化转型，以“百万辆 千亿级”为目标，坚持创新引领，深

化机制变革，激发企业活力，经营质量显著提升。

In this year, JAC Group insists on the guidance of Xi Jinping's Thoughts of socialism with Chinese characteristics in the new era, resolutely implements the overall deployment of Anhui provincial Party committee, the provincial government and the provincial SASAC, seizes the opportunity of Anhui Province to build auto industry as the "first industry". Basing on independent development and adhering to open cooperation, JAC Group builds a new development pattern, upholds the brand values of "Intelligence leads intelligence", focuses on electrification, intelligence, network and ecological transformation, with the goal of "One million vehicle and a hundred billion revenue", adheres to innovation leadership, deepens mechanism reform, stimulates enterprise vitality, and significantly improves business quality.

这一年，江汽集团继续秉持“制造更好的产品，创造更美好的社会”的企业愿景，坚持低碳、节能的绿色发展方式，加快产业布局，优化供应链体系；完善生产工艺，提升产品质量，丰富产品矩阵；强化用户思维，洞察用户需求，注重用户体验，提升服务质量；积极主动履行社会责任，创造社会价值，助力社会发展。

In this year, upholding the corporate vision of "Better products, Better society", and adhering to the low-carbon, energy-saving green development mode, JAC Group accelerates the industrial layout, optimizes the supply chain system, improves the production process, improves product quality, enriches the product matrix, strengthens user thinking and insight into user needs, focuses on user experience, improves service quality, actively fulfills social responsibilities, creates social value and contributes to social development.

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，持续推动转型升级，各品类产品进阶式焕新。全系列产品均实现了新能源布局，同时，完成了车联网 3.0 全系车型应用、L2+ 级高阶智能驾驶功能产品的量产、L3 级智能驾驶功能开发及 L4 级智能驾驶的常态化示范运营。

In this year, JAC Group adheres to the guiding ideology of "User-centered, strategy-oriented, innovation-oriented, and transformation-driven", adheres to the key technological



route of "Energy saving, environmental protection, safety, intelligence, network and comfort", continues to promote transformation and upgrading, and advances refresh of various of products. New energy layout has been realized on all series of products, and at the same time, JAC Group completes the application of Networking 3.0 on all series models, the mass production of L2+ high-level intelligent driving, the development of L3 intelligent driving function and normalized demonstration operation of L4 intelligent driving.

这一年，江汽集团持续扩大开放合作，积极“链”接“新”世界，拓展全球“朋友圈”。与大众合作顺利，出口欧洲的首款产品正式量产；与华为开展全面战略合作，着力打造豪华智能网联电动汽车，首款产品正有序推进中；与蔚来汽车签署换电战略合作协议，积极拓展更多的合作途径；与宁德时代、腾讯、科大讯飞等企业协同合作持续深化，加速生态融合，进一步蓄积高质量发展势能。

In this year, JAC Group continues to expand open cooperation, actively "connects" to the "new" world, and expands the global "circle of friends". The cooperation with Volkswagen is smooth, and the first product for exporting to Europe was officially mass-produced; Carrying out comprehensive strategic cooperation with Huawei, and striving to build luxury intelligent connected electric vehicles, the first product development is in orderly progress; A battery swap strategic cooperation agreement with NIO was signed, actively expanding more cooperation channels; Cooperation with CATL, Tencent, IFlytek and other enterprises continues to deepen, accelerating ecological integration, and further accumulating high-quality development potential.

这一年，江汽集团大力推动改革创新，管理质效稳步提升。亿威科技完成混改，进入独立运营阶段；对标世界一流企业，开展价值创造行动；全面深化 IPD 管理变革；扎实推进人力资源体系优化，为企业提质增效增添新活力。“积极稳妥深化混合所有制改革”入选国务院国企改革专项典型经验，“推进战略重组”获得安徽省国资委通报表扬。

In this year, JAC Group vigorously promotes reform and innovation, and steadily improves the quality and efficiency of management. Ytterby Technology has completed the mixed reform and entered the independent operation stage; We bench-

mark world-class enterprises to carry out value creation actions, comprehensively deepen IPD management reform, steadily promote the optimization of the human resources system and bring new vitality to the quality and efficiency of enterprise. "Actively and steadily deepening the mixed ownership reform" was selected as the typical experience of The State Council's state-owned enterprise reform special project, and "Promoting strategic restructuring" was praised by the Anhui SASAC.

2024 年是新中国成立 75 周年，是实现“十四五”规划目标任务的关键一年，江汽集团也即将迎来 60 岁生日。站在新起点上，江汽集团将继续坚持以习近平新时代中国特色社会主义思想为指导，坚定拥护“两个确立”、坚决做到“两个维护”，聚焦“十四五”战略目标，加快培育新质生产力，携手世界一流合作伙伴，抢抓新一轮汽车产业转型升级的重大机遇，推动企业高质量发展，为汽车强国建设持续贡献江汽智慧和力量！

2024 is the 75th anniversary of New China, a key year to achieve the goals and tasks of the "14th Five-Year Plan", and JAC Group is approaching its 60th birthday. Standing at a new starting point, JAC Group will continue to adhere to the guidance of the Xi Jinping's Thoughts of socialism with Chinese Characteristics in the new era, firmly support the "Two Establishments", resolutely achieve the "Two Upholds", focus on the "14th Five-Year Plan" strategic goals, accelerate the cultivation of new quality productivity, join hands with world-class partners, seize a new round of major opportunities for the transformation and upgrading of the automobile industry, promote high-quality development of enterprise, and continue to contribute wisdom and strength to the building of automobile power!

安徽江淮汽车集团股份有限公司党委书记、董事长

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

总经理致辞

FOREWORD OF GENERAL MANAGER



总经理
李明

这是江汽集团发布的第14份社会责任报告。多年来，我们始终携手利益相关方，坚持把履行社会责任作为企业高质量发展的一项基本原则，将其纳入到企业的日常经营管理全过程，承担并践行着企业公民的社会责任。

This is the 14th Social Responsibility Report of JAC Group. Over the years, we always join hands with stakeholders, adhere to the fulfillment of social responsibility as a basic principle of high-quality development of the enterprise, incorporate it into the daily operation and management process of the enterprise, and assume and practice the social responsibility of corporate citizenship.

2023年，是中国汽车业跌宕起伏的一年。在激烈的市场竞争下，江汽集团持续推进转型升级，努力抢抓发展机遇，

坚持自主发展，深化开放合作，着力防范化解各类经营风险，全年累计销售59.25万辆汽车，销量增幅高于行业6.38个百分点，其中，出口16.96万辆，同比增长47.99%，在“一带一路”共建国家交付13.4万辆，同比增长63.7%；营业总收入450.16亿元，同比增长23.07%，实现规模效益双增长。

The year 2023 is a year of ups and downs for China's auto industry. In the fierce market competition, JAC Group continues to promote transformation and upgrading, strives to seize development opportunities, adheres to independent development, deepens opening-up and cooperation, and strives to prevent and solves various business risks. 6.38% higher than that of the industry sales growth was achieved by an annual cumulative sales volume of 592,500 vehicles, among which an increase of 47.99% by exporting 169,600 vehicles. 134,000 vehicles were delivered in countries of "the Belt and Road", up 63.7% year-on-year. The total operating income is 45.016 billion yuan, up 23.07% year on year, achieving both growth of scale and benefit.

2023年，江汽集团积极落实中央和省委、省政府部署要求，党建经营深度融合，践行国有企业使命与担当。以“微光行动”公益品牌为牵引，坚持以“关爱”为主线，持续开展“牵手·瑞风行动”“江淮平安行”等公益活动，被省国资委文明委列为2023年重点项目；联合全国经销商驰援甘肃、青海地震灾区，捐款近500万元，扛牢国企责任担当；与新华社携手，共建“江淮1卡村”，为乡村振兴和农业农村现代化再添助力；定点帮扶潜山市龙湾村、岳西县古坊乡等，全年投入帮扶资金共计770余万元，其中古坊乡产业帮扶达到3400万元产值，同比增长42%。

In 2023, JAC Group actively implements the deployment requirements of the Central and Provincial Party Committees and provincial governments, deeply integrates Party building and operation, and practices the mission and responsibility of state-owned enterprise. Guided by the "Dim Light Action" public welfare brand, we adhere to the "Care" as the main line, continue to carry out the "Hand-in-hand, Refine Action" and "Jianghuai Safe Travel" and other public welfare activities, which were listed as key projects in 2023 by the Anhui SASAC Civilization Committee; We united dealers across the country to help the earthquake stricken areas in Gansu province and Qinghai province, donated nearly 5 million yuan, and carried the responsibility of state-owned enterprise; Joined hands with



报告前言 REPORT PROFILE

Xinhua News Agency to build "JAC No.1 Truck Village", and added impetus to rural revitalization and agricultural and rural modernization; Invested more than 7.7 million yuan to help designated points such as Longwan village of Qianshan county and Gufang town of Yuexi county. 34 million yuan and 42% increase of output value were reached by the industrial help to Gufang Town.

2024 年，是实现“十四五”规划目标任务的关键一年，也是江汽集团成立 60 周年。江汽集团将坚持战略引领，坚定“自主发展 + 开放合作”两大发展路径，强化技术研发，创新合作模式，深化合作成果，加快企业转型升级，实现高质量发展，为壮大“首位产业”，推动汽车“皖军”做强做大，做出新的更大贡献！

2024 is the key year to achieve the goals and tasks of the "14th Five-Year Plan" and also the 60th anniversary of JAC Group. We will adhere to the strategic guidance, firmly adhere

to the two development paths of "independent development + open cooperation", strengthen technology research and development, innovate cooperation mode, deepen cooperation results, accelerate enterprise transformation and upgrading, achieve high-quality development, and make new and greater contributions to the growth of the "first industry" and promote the "Anhui Army" of automobile industry to become stronger and bigger!

安徽江淮汽车集团股份有限公司总经理

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



企业概况

COMPANY PROFILE



企业概况
COMPANY PROFILE

企业概况

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、乘用车研产销服于一体，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，拥有“国家级企业技术中心”“国家级工业设计中心”。

Anhui Jianghuai Automobile Group Corp.,Ltd. is a comprehensive automobile enterprise group that integrates the research, production and marketing services of a full range of commercial vehicles and passenger vehicles, covering many fields such as automobile travel and financial services, and has "National level Enterprise Technology Center" and "National level Industrial Design Center".

2023 年公司累计销售各类汽车 59.25 万辆，同比增长 18.4%。实现营业总收入 450.16 亿元。截止 2023 年底，已累计向全球用户交付各类产品近千万辆，从业人员 2.3 万余人。

In 2023, the Company has a cumulative sales of 592,500 vehicles of all kinds, an increase of 18.4%. Revenue reached 45.016 billion yuan. By the end of 2023, it has delivered nearly 10 million of various products to global users and has more than 23,000 employees.

销售汽车

59.25 万 辆

营业总收入

450.16 亿 元

从业人员

2.3 万 人



事业布局

BUSINESS LAYOUT

商用车业务构建新发展格局

Commercial vehicle business builds a new development pattern

轻型车业务研产销协同进一步增强，着力构建“燃油+混动+纯电”发展格局。行业首推混动轻卡、换电轻卡，销量均位居行业第一。发布轻型物流车全新品牌“江淮 1van”，构建行业首个全场景高智能技术品牌“星链 1 号”。皮卡业务，悍途和 T8 RPO 自动挡上市，填补公司产品空白。重型车业务完成纯电、混动、氢能三大路线布局。

The cooperation between research, production and sales of light vehicle business has been further strengthened, and efforts have been made to build a development pattern of "Fuel + Hybrid + BEV". The sales of first hybrid light truck and batter swap light truck ranks first in the industry. JAC has released the new brand of light logistics vehicle "JAC No. 1 Van", and built the industry's first full-scene high intelligent technology brand "Xinglian No. 1". For pickup business, Hunter and T8PRO AT model were launched to fill the Company's product gaps. For heavy duty truck business, the layout of three major routes as BEV, Hybrid and Hydrogen has been formed.



乘用车业务多款产品取得突破

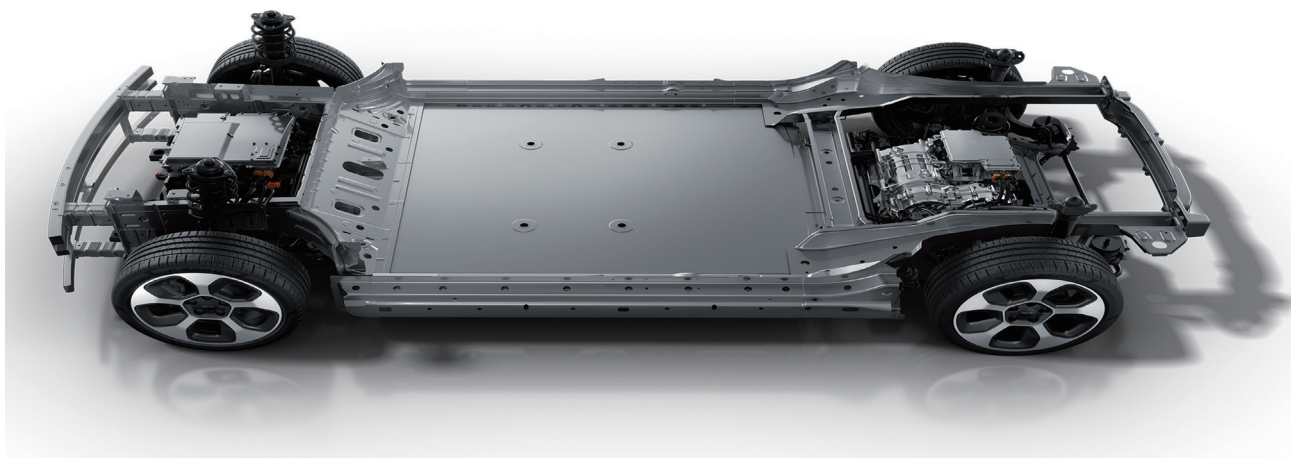
Passenger car business makes breakthroughs in a number of products

陆续推出江淮 QX PHEV、E3、M3/M4 CNG 及星锐纯电车型等新品。打造国内首个 MPV 专属智电平台，首款产品瑞风 RF8 燃油和混动版成功上市。完成中大型 DE 平台的预研和产品定义。打造全新纯电 DI 平台，首款车型钇为 3 成为中国首个荣获 C-NCAP 五星安全认证的 A0 级纯电车。全球首款钠电池车交付。



企业概况 COMPANY PROFILE

New products such as QX PHEV, E3, M3/M4 CNG and Sunray BEV models have been launched successively. We build the first domestic MPV exclusive intelligent electric platform, and launch the first models Refine RF8 ICE and Hybrid version successfully, complete the pre-study and product definition of DE platform for medium and large vehicles, and build the DI platform for BEV with the first model Ytterby 3 becoming the first A0 class BEV in China to win the C-NCAP 5-star safety rating. Besides, the world's first sodium battery car was delivered.



DI 平台

国际业务实现规模效益双增长

International business achieves growth of both scale and profit economies of scale

坚持“地区主战、品类主建”运营，实现规模与效益双增长。打造了4个万台市场。“一带一路”沿线国家占比提升至86%。主要市场重点产品地产业化率提升至50%，新设马来西亚和乌兹别克斯坦子公司，属地化运营进一步深化。

We adhere to the "Region's responsibility for operations and the services focus on varieties" principle, achieve both scale and benefit growth, and build a market of 40,000 units scale. The share of countries along the Belt and Road increased to 86%; the localization rate of key products in major markets has increased to 50%; New subsidiaries in Malaysia and Uzbekistan have been established, further deepening localization operations.



哈萨克斯坦工厂

组织结构

ORGANIZATIONAL STRUCTURE

安徽江淮汽车集团股份有限公司 Anhui Jianghuai Automobile Group Corp., Ltd.		
事业部 Division	职能部门 Functional Dept	子公司 Subsidiaries
乘用车公司 Passenger Car Company 新能源乘用车公司 New Energy passenger car company 轻型商用车制造公司 Light Commercial Vehicle Manufacturing Company 轻型商用车营销公司 Light Commercial Vehicle Marketing Company 康铃公司 Kangling (LCV) Company 重型商用车公司 Heavy Commercial Vehicle Company 皮卡公司 Pickup Company 发动机公司 Engine Company 国际公司 JAC International 技术中心（工业设计中心） R&D Center (Industrial Design Center)	总经理办公室 General Manager Office 变革管理办公室 Change Management Office 安全环保管理部 Security and Environment Protection Management Dept. 党委巡察办公室 Party Committee Inspection Office 外事办公室 Foreign Affairs Office 企业管理部 Business Administration Dept. 战略管理部 Strategy Management Dept. 产品规划部 Product Planning Dept. 品牌管理部 Brand Management Dept. 人力资源部 Human Resource Dept. 投资管理部 Investment Management Dept. 信息化管理部 IT Management Dept. 质量管理部 Quality Management Dept. 招标办公室 Bidding Office 党委工作部 Party Committee Work Dept. 党委组织部 Party Committee Organization Dept. 党委宣传部 Party Committee Publicity Dept. 纪检监察室 Discipline Inspection and Inspection Office 案管审理室 Case Hearing and Management Office 财务部 Fiance Dept. 合规部 Compliance Dept. 培训中心 Training Center 证券部 Securities Dept. 工会 Labor Union 综合室 Integrated Office 采购中心 Procurement Center	安凯汽车股份有限公司 Anhui Ankai Automobile Co., Ltd. 江淮专用汽车有限公司 Jianghuai Special Purpose Vehicle Co. Ltd. 安徽江汽物流有限公司 Anhui JAC Logistics Co. Ltd. 合肥车桥有限责任公司 Hefei Axle Co., Ltd. 合肥江淮汽车有限公司 Hefei Jianghuai Automobile Co. Ltd. 合肥同大江淮汽车有限公司 Hefei Tongda Jianghuai Automobile Co., Ltd. 安徽星瑞齿轮传动有限公司 Anhui Sunray Transmission Co., Ltd. 江淮汽车融资担保有限公司 JAC Financing Guarantee Co.,Ltd. 江淮安驰汽车有限公司 Jianghuai Anchi Automobile Co., Ltd. 四川江淮汽车有限公司 Sichuan Jianghuai Automobile Co. Ltd. 合肥江淮铸造有限公司 Hefei Jianghuai Casting Co. Ltd. 安徽江汽投资有限公司 Anhui JAC Investment Co. Ltd. 扬州江淮轻型汽车有限公司 Yangzhou Jianghuai Light Vehicle Co., Ltd. 合肥和行科技有限公司 Hefei Hexing Technology Co., Ltd. 安徽江汽国际贸易有限公司 Anhui JAC International Trade Co., Ltd. 天津特瑞捷动力科技有限公司 Tianjin Treijie Power Technology Co., LTD 安庆振风新能源汽车科技有限公司 Anqing Zhenfeng New Energy Automobile Technology Co., LTD 瑞福德汽车金融有限公司 Fortune Auto Finance Co., Ltd 安徽康明斯动力有限公司 Anhui Cummins Power Co., Ltd. 安徽江淮华霆电池系统有限公司 Anhui Jianghuai Huating Battery System Co., LTD 江淮汽车（阜阳）有限公司 JAC (Fuyang) Co., Ltd. 钇威汽车科技有限公司 Ytterby Automotive Technology Co., Ltd



企业概况
COMPANY PROFILE

企业参与社团组织

Participation in community organizations

序号 No.	协会名称 Association name	公司角色 Company role
1	中国汽车工业协会 China Association of Automobile Manufacturers	副会长单位 Vice president unit
2	中国机械工业企业管理协会 China Machinery Industry Enterprise Managment Associatione	常务理事单位 Standing director unit
3	中国企业联合会 China Enterprise Association	理事单位 Director unit
4	中国人才研究会汽车人才专业委员会 China Talent Research Society- Automotive Talent Professional Committee	副理事单位 Deputy director unit
5	中国质量协会 China Association for Quality	会员单位 Member unit
6	中国工业经济联合会 China Federation of Industrial Economics	副会长单位 Vice president unit
7	中国汽车技术研究中心 China Automotive Technology Research Center	会员单位 Member unit
8	安徽省科技成果转化促进会 Anhui Scientific and Technological Achievements Transformation Promotion Association	副理事长单位 Vice president unit
9	安徽工业经济联合会 Anhui Federation of Industrial Economics	副会长单位 Vice president unit
10	安徽省质量技术协会 Anhui Quality and Technology Association	副会长单位 Vice president unit

2023CSR 大事件

CSR EVENTS IN 2023

5月

5月，安徽省卫生健康委员会等八部门联合公布35家安徽健康企业名单，安徽江淮汽车集团股份有限公司轻型商用车分公司获此荣誉称号。这是江汽集团在推进健康企业建设方面获得的殊荣，也是安徽省唯一一家获此殊荣的汽车整车企业。

In May, Health Commission of Anhui Province and other eight departments jointly announced the list of 35 Anhui health enterprises. Light Commercial Vehicle of Anhui Jianghuai Automobile Group Corp., Ltd. won the honorary title, which JAC Group, as the only one in Anhui Province, has won in promoting the healthy enterprise building.

安徽健康企业名单

(共35家)

合肥安利聚醚新材料有限公司
长鑫存储技术有限公司
联合利华(中国)有限公司
志邦家居股份有限公司
合肥热电集团有限公司安徽分公司
中材安徽水泥有限公司
安徽江淮汽车集团股份有限公司轻型商用车分公司
淮北矿业股份有限公司淮北选煤厂
安徽瑞强乳业集团有限公司
安徽古井贡酒股份有限公司
安徽济人药业股份有限公司
宿州中核生物化学有限公司
蚌埠中联水泥有限公司
蚌埠海螺水泥有限公司

5月

5月，《全国科技创新百强指数报告2023》在北京发布，江汽集团位居全国科技创新企业500强第78位。

In May, the "National Science and Technology Innovation Top 100 Index Report 2023" was released in Beijing, and JAC Group ranked 78th among the top 500 national science and technology innovation enterprises.

排名	企业名称	排名	企业名称
1	华为技术有限公司	250	中国石化集团南京工程有限公司
2	腾讯控股有限公司	251	中国石化集团上海工程有限公司
3	阿里巴巴集团控股有限公司	252	中国石化集团北京工程有限公司
4	百度网讯科技有限公司	253	中国石化集团天津工程有限公司
5	京东集团	254	中国石化集团山东工程有限公司
6	美团点评	255	中国石化集团河南工程有限公司
7	拼多多	256	中国石化集团湖北工程有限公司
8	携程集团	257	中国石化集团湖南工程有限公司
9	去哪儿网	258	中国石化集团广东工程有限公司
10	同程艺龙	259	中国石化集团广西工程有限公司
11	途牛旅游网	260	中国石化集团云南工程有限公司
12	驴妈妈旅游网	261	中国石化集团贵州工程有限公司
13	携程旅行网	262	中国石化集团四川工程有限公司
14	去哪儿旅行	263	中国石化集团重庆工程有限公司
15	途牛旅游网	264	中国石化集团陕西工程有限公司
16	驴妈妈旅游网	265	中国石化集团甘肃工程有限公司
17	携程旅行网	266	中国石化集团宁夏工程有限公司
18	去哪儿旅行	267	中国石化集团新疆工程有限公司
19	途牛旅游网	268	中国石化集团内蒙古工程有限公司
20	驴妈妈旅游网	269	中国石化集团辽宁工程有限公司
21	携程旅行网	270	中国石化集团吉林工程有限公司
22	去哪儿旅行	271	中国石化集团黑龙江工程有限公司
23	途牛旅游网	272	中国石化集团河北工程有限公司
24	驴妈妈旅游网	273	中国石化集团山西工程有限公司
25	携程旅行网	274	中国石化集团陕西工程有限公司
26	去哪儿旅行	275	中国石化集团甘肃工程有限公司
27	途牛旅游网	276	中国石化集团宁夏工程有限公司
28	驴妈妈旅游网	277	中国石化集团新疆工程有限公司
29	携程旅行网	278	中国石化集团内蒙古工程有限公司
30	去哪儿旅行	279	中国石化集团辽宁工程有限公司
31	途牛旅游网	280	中国石化集团吉林工程有限公司
32	驴妈妈旅游网	281	中国石化集团黑龙江工程有限公司
33	携程旅行网	282	中国石化集团河北工程有限公司
34	去哪儿旅行	283	中国石化集团山西工程有限公司
35	途牛旅游网	284	中国石化集团陕西工程有限公司
36	驴妈妈旅游网	285	中国石化集团甘肃工程有限公司
37	携程旅行网	286	中国石化集团宁夏工程有限公司
38	去哪儿旅行	287	中国石化集团新疆工程有限公司
39	途牛旅游网	288	中国石化集团内蒙古工程有限公司
40	驴妈妈旅游网	289	中国石化集团辽宁工程有限公司
41	携程旅行网	290	中国石化集团吉林工程有限公司
42	去哪儿旅行	291	中国石化集团黑龙江工程有限公司
43	途牛旅游网	292	中国石化集团河北工程有限公司
44	驴妈妈旅游网	293	中国石化集团山西工程有限公司
45	携程旅行网	294	中国石化集团陕西工程有限公司
46	去哪儿旅行	295	中国石化集团甘肃工程有限公司
47	途牛旅游网	296	中国石化集团宁夏工程有限公司
48	驴妈妈旅游网	297	中国石化集团新疆工程有限公司
49	携程旅行网	298	中国石化集团内蒙古工程有限公司
50	去哪儿旅行	299	中国石化集团辽宁工程有限公司
51	途牛旅游网	300	中国石化集团吉林工程有限公司
52	驴妈妈旅游网	301	中国石化集团黑龙江工程有限公司
53	携程旅行网	302	中国石化集团河北工程有限公司
54	去哪儿旅行	303	中国石化集团山西工程有限公司
55	途牛旅游网	304	中国石化集团陕西工程有限公司
56	驴妈妈旅游网	305	中国石化集团甘肃工程有限公司
57	携程旅行网	306	中国石化集团宁夏工程有限公司
58	去哪儿旅行	307	中国石化集团新疆工程有限公司
59	途牛旅游网	308	中国石化集团内蒙古工程有限公司
60	驴妈妈旅游网	309	中国石化集团辽宁工程有限公司
61	携程旅行网	310	中国石化集团吉林工程有限公司
62	去哪儿旅行	311	中国石化集团黑龙江工程有限公司
63	途牛旅游网	312	中国石化集团河北工程有限公司
64	驴妈妈旅游网	313	中国石化集团山西工程有限公司
65	携程旅行网	314	中国石化集团陕西工程有限公司
66	去哪儿旅行	315	中国石化集团甘肃工程有限公司
67	途牛旅游网	316	中国石化集团宁夏工程有限公司
68	驴妈妈旅游网	317	中国石化集团新疆工程有限公司
69	携程旅行网	318	中国石化集团内蒙古工程有限公司
70	去哪儿旅行	319	中国石化集团辽宁工程有限公司
71	途牛旅游网	320	中国石化集团吉林工程有限公司
72	驴妈妈旅游网	321	中国石化集团黑龙江工程有限公司
73	携程旅行网	322	中国石化集团河北工程有限公司
74	去哪儿旅行	323	中国石化集团山西工程有限公司
75	途牛旅游网	324	中国石化集团陕西工程有限公司
76	驴妈妈旅游网	325	中国石化集团甘肃工程有限公司
77	携程旅行网	326	中国石化集团宁夏工程有限公司
78	去哪儿旅行	327	中国石化集团新疆工程有限公司
79	途牛旅游网	328	中国石化集团内蒙古工程有限公司
80	驴妈妈旅游网	329	中国石化集团辽宁工程有限公司
81	携程旅行网	330	中国石化集团吉林工程有限公司
82	去哪儿旅行	331	中国石化集团黑龙江工程有限公司
83	途牛旅游网	332	中国石化集团河北工程有限公司
84	驴妈妈旅游网	333	中国石化集团山西工程有限公司
85	携程旅行网	334	中国石化集团陕西工程有限公司
86	去哪儿旅行	335	中国石化集团甘肃工程有限公司
87	途牛旅游网	336	中国石化集团宁夏工程有限公司
88	驴妈妈旅游网	337	中国石化集团新疆工程有限公司
89	携程旅行网	338	中国石化集团内蒙古工程有限公司
90	去哪儿旅行	339	中国石化集团辽宁工程有限公司
91	途牛旅游网	340	中国石化集团吉林工程有限公司
92	驴妈妈旅游网	341	中国石化集团黑龙江工程有限公司
93	携程旅行网	342	中国石化集团河北工程有限公司
94	去哪儿旅行	343	中国石化集团山西工程有限公司
95	途牛旅游网	344	中国石化集团陕西工程有限公司
96	驴妈妈旅游网	345	中国石化集团甘肃工程有限公司
97	携程旅行网	346	中国石化集团宁夏工程有限公司
98	去哪儿旅行	347	中国石化集团新疆工程有限公司
99	途牛旅游网	348	中国石化集团内蒙古工程有限公司
100	驴妈妈旅游网	349	中国石化集团辽宁工程有限公司

6月

6月1日，由江汽集团和安徽广播电视台共同主办的大型公益活动“牵手·瑞风行动——让孩子不孤单”第十一季活动启动。

On June 1, the 11th season of the large-scale public welfare activity "Hand-in-Hand, Refine Action -- Let Children Not Be Lonely" was launched, co-sponsored by JAC Group and Anhui Radio and Television Station.



7月

7月，江汽集团社会责任实践案例“打造智联新生态，智创未来车生活”荣获“智创科技”称号。

In July, the social responsibility practice case of JAC Group "Creating a new ecology of connectivity and a future car life" won the title of "Technology of Intellectual Innovation".





企业概况
COMPANY PROFILE

8月

8月4日,江汽集团针对京津冀等地受到暴雨灾害突袭的江淮用户及其受灾车辆推出多项爱心关怀服务,全力支持防汛救灾工作。

On August 4, JAC Group launched a number of loving care services for JAC users who were hit by heavy rain disasters and their affected vehicles in the region of Beijing, Tianjin and Hebei, and fully supported the flood control and relief work.



8月

8月11日,由江汽集团联合安徽广播电视台共同打造的第八季“江淮平安行”公益活动启动,为奋斗在物流运输第一线的货车司机送去关爱与温暖。

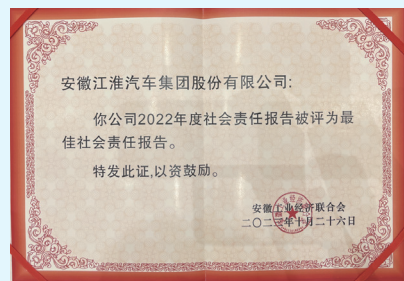
On August 11, the eighth season of "Jianghuai Safe Trip" public welfare activity jointly created by JAC Group and Anhui Radio and Television Station was launched to send care and warmth to truck drivers who struggle in the front line of logistics transportation.



10月

10月26日,2023安徽工业经济行业企业社会责任报告发布会在合肥举行,江汽集团在会上发布了《安徽江淮汽车集团股份有限公司2022年度社会责任报告》,并荣获“2022年度安徽省工业企业最佳社会责任报告”的称号。

On October 26, 2023, Anhui Industrial economy corporate Social Responsibility Report conference was held in Hefei, JAC Group released the "Social Responsibility Report 2022, Anhui Jianghuai Automobile Group Corp., Ltd." at the meeting, and won the title of the "Best Social responsibility Report 2022 of industrial enterprise in Anhui Province".



11月

11月27日，“共建美丽乡村——新华社联合江汽集团公益捐赠（瑞金站）”活动在江西瑞金举行。

On November 27, the activity of "Building a beautiful Countryside - Xinhua News Agency and JAC Group Public welfare Donation (Ruijin)" was held in Ruijin, Jiangxi Province.



12月

12月3日，江汽集团入选“2023 企业 ESG 杰出社会责任实践案例”。

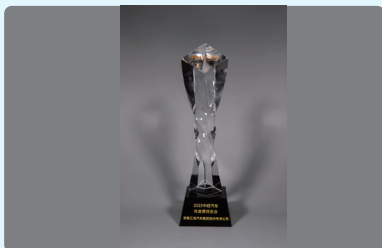
On December 3, JAC Group was selected as the "2023 Enterprise ESG Outstanding Social Responsibility Practice Case".



12月

12月14日，“2023 中经汽车产业高质量发展榜样”揭晓，江汽集团荣获“2023 中经汽车社会责任企业”称号。

On December 14, the "Model of high-quality Development of automobile industry 2023" sponsored by China Business Journal was announced, and JAC Group won the title of "Social Responsibility Enterprise 2023".



12月

12月，江汽集团及全国经销商合作伙伴捐赠 480 余万元现金驰援甘肃、青海地震灾区。

In December, JAC Group and the dealers national-wide donated more than 4.8 million yuan in cash to help the earthquake-stricken areas in Gansu and Qinghai province.

共克时艰 共暖寒冬

江淮汽车驰援甘肃、青海地震灾区



党建引领

GUIDANCE OF PARTY BUILDING

坚持党建引领

ADHERE TO THE GUIDANCE OF PARTY BUILDING

2023 年，江汽集团党委坚持以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的二十大精神，认真学习领会习近平总书记考察安徽重要讲话指示精神、关于国企改革发展和党的建设重要论述，深刻领悟“两个确立”决定性意义，坚决做到“两个维护”。坚决落实党中央、省委、省国资委党委决策部署要求，聚焦公司“十四五”战略落地，把企业经营发展成果作为检验党建工作成效的重要标尺，以高质量党建引领保障企业高质量发展。

In 2023, the Party Committee of JAC Group adheres to the guidance of Xi Jinping's Thoughts of socialism with Chinese Characteristics in the new era, deeply studies and implements the spirit of the Party's 20th National Congress, earnestly studies and understands the spirit of the General Secretary's important speech instruction in the visit of Anhui, the important discussion on the reform and development of state-owned enterprises and the Party's building, deeply understands the decisive significance of "Two Establishments", and resolutely achieves "Two Upholds". We resolutely implement the decision-making and deployment requirements of the Party Central Committee, Anhui provincial Party Committee, and Anhui SASAC Party Committee, focus on the implementation of the Company's "14th Five-Year Plan" strategy, take the results of enterprise operation and development as an important criterion for testing the effectiveness of Party building, and lead the high-quality development of enterprise with high-quality Party building.

突出政治统领 党的领导切实加强

Highlight political leadership and strengthen the Party's leadership

强化党的领导作用，规范落实党委前置研究讨论重大经营管理事项的要求和程序，动态优化《党委会议事规则》，2023 年组织召开党委会 27 场，研究各项议题 185 项，开展前置研究 46 项，推动党的领导更好融入公司治理全过程和各环节。坚持旗帜鲜明“讲政治”，制定《贯彻落实上级重大决策部署督办工作制度》，全年落实“第一议题”27 件，中心组集体学习 21 次，专题研讨 16 次。严守意识形态责任制，思想引领积极正向。

We strengthen the leadership role of the Party, standardize the requirements and procedures for the implementation of the Party Committee's pre-study and discussion of significant business management matters, dynamically optimize the "Rules of Procedure of the Party Committee". The Company has organized and hold 27 Party Committees in 2023, studied 185 topics, carried out 46 pre-study items, and promote the Party's leadership to better integrate into the whole process and various links of corporate governance. We clearly adhere to "Speaking politics", formulate the "supervision system for the implementation of significant decision and deployment of the superior". We have implemented 27 items of "first topic", did 21 times of collective learning by central group, and 16 thematic discussions, strictly adhering to the ideological responsibility system, and ideological guidance is positive.



学习贯彻习近平新时代中国特色社会主义思想主题教育专题民主生活会



深化主题教育 发展动能不断增强

Deepen thematic education and increase development momentum

认真贯彻落实中央及省委关于开展主题教育的部署要求，高度重视、压实责任，制定总体实施方案，细化六大方面重点工作和 22 项具体举措，确保理论学习、调查研究、推动发展、检视整改等重点环节取得实效。认真制定学习安排及读书班计划，“全脱产”7 天举办读书班，开展“理论宣讲一刻钟”和“党课开讲啦”特色宣讲品牌活动。聚焦中心任务，谋划“1+14+N”选题，领导班子成员带头深入基层开展调研，形成调研成果 26 项，解决 45 项重难点问题，切实化解企业改革发展与员工急难愁盼问题。深挖 9 项整改整治重点问题制定 31 条举措，从严整改全部对账销号，主题教育成效获得上级肯定。

We conscientiously implement the deployment requirements of the central and provincial Party committees on thematic education, attach great importance to and consolidate responsibilities, formulate an overall implementation plan, refine key work in 6 areas and 22 specific measures, and ensure to achieve actual results in key links such as theoretical learning, investigation and research, promotion of development, and inspection and rectification. We carefully develop learning arrangements and reading class plans, hold reading class completely released from work for 7 days, carry out "15 minutes theoretical preaching" and "Party class starts" characteristic brand propaganda activities. We focus on the central task, plan the "1+14+N" topic selection, and the members of the leadership team took the lead to carry out research at the primary-level level, forming 26 research results, solving 45 important and difficult problems, and effectively resolving the problems of enterprise reform and development and employees' difficulties and worries. We dig deep 9 key issues of rectification, formulate 31 measures, strictly rectify all contra accounts, and obtain superior recognition of the effectiveness of theme education.



学习贯彻习近平新时代中国特色社会主义思想主题教育动员部署会

突出组织功能 党建经营深度融合

Highlight organizational functions, deeply integrate party building and management

公司将 2023 年定为“党建聚力发展年”，聚焦党组织攻坚、党建共建、作风转变、为员工办实事、人才队伍建设等五大方面重点举措，彰显党建工作价值。出台《关于推进党建与生产经营深度融合的工作举措》，紧盯公司经营发展和党建工作的重点难点，大力推进“五项工程”，深化开展党组织攻坚项目 216 项，建立公司基层党组织共建交流机制，开展共建活动 281 场，引导党员、干部立足岗位作贡献促发展。选树“两优一先”103 个，新发展党员 145 名，编制《基层党建品牌汇编》《基层党组织典型引路工作汇编》等，集团党建特色品牌入选安徽省“领航计划”示范库，品牌引领聚力赋能。

The Company defines 2023 as the "Party building and strength development year", focusing on five key measures in Party organization, Party building and co-building, style change, practical work for employees, and talent team building, highlighting the value of Party building. We have issued the "Work Measures on promoting the deep integration of Party building and production and management", closely focus on the key and difficult points of the Company's business development and party building work, vigorously promote the "Five projects", deepen the implementation of 216 Party organization key projects, establish the Company's primary-level party organization co-building and exchange mechanism, carry out 281 co-building activities, and guide Party members and cadres to contribute to the development based on their positions. We have selected 103 "Two Excellent and One Advanced", developed 145 new Party members, complied "Primary-level Party building brand" and "Primary-level Party organization typical guide work", etc.. The Group's characteristic brand of Party building was selected into Anhui Province's "Pilot plan" demonstration, and the brand leads the gathering force.



宝钢股份与江汽集团党组织共建会议

突出责任落实 管党治党更加有效

Highlight the responsibilities implementation, make Party governance more effective

制定《全面从严治党重点任务清单》，落实党风廉政建设责任制，建立巡视整改常态长效机制，逐级压紧压实全面从严治党主体责任。研究制定《党委工作意见》及重点工作安排，开展党建与发展一体化考核，定期对所属党组织书记开展述职评议，加强基层党委及异地党组织工作督导，落实好党建工作责任制。制定《关于具体化精准化常态化开展政治监督的实施意见》《政治监督重点任务清单》等，强化政治监督，严肃执纪问责，政治生态风清气正。

We formulate the "List of Key Tasks for comprehensively and strictly governing the Party", implement the responsibility system for building Party conduct and clean government, establish a permanent mechanism for inspection and rectification, and tighten the main responsibility for comprehensively and strictly governing the Party step by step, study and formulate the "Opinions on the Work of the Party Committee" and key work arrangements, carry out integrated assessment of Party building and development, regularly carry out a review of the work of the Secretary of the Party organization, strengthen the supervision of the primary-level party committee and the Party organization in different places, and implement the responsibility system for Party building. We formulate the "Implementation Opinions on Specific, Precise and Regular Political Supervision" and the "List of Key Tasks for Political Supervision", etc., strengthen political supervision, seriously enforce discipline and accountability, and maintain a clean political environment.



党风廉政建设和反腐败工作会议



突出以人为本 彰显国企政治责任

Highlight people-orientation, highlight the political responsibility of state-owned enterprises

始终坚持以员工为中心，投入资金 2930 余万元，完成就餐环境改善、餐标提升、员工文体中心建设开工、车间降温降噪等 27 项“我为员工办实事”项目，员工凝聚力、幸福感持续增强。坚持大抓基层的鲜明导向，积极践行“四下基层”优良传统，推动党员干部树立和践行正确政绩观，将理论宣讲在一线、问题解决在一线、矛盾化解在一线、工作落实在一线。

Always be employee-centered, JAC invested more than 29.3 million yuan, completed 27 projects of "I do practical things for employees" such as, the improvement of dining environment and food standards, start of staff cultural and sports center construction, workshop cooling and noise reduction, the staff cohesion and happiness continued to enhance. We adhere to the clear guidance of grasping the primary-level, actively practice the fine tradition of "primary-level practices", promote Party members and cadres to establish and practice the correct concept of performance, publicize the theory, solve problems, resolve contradictions and implement work in the front line.



庆祝建党 102 周年表彰大会暨专题党课报告会



体系保障

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为员工谋幸福，为社会做贡献
Seek happiness for employees, Make contributions to society

责任管理模型具体内容

Content of responsibility management model

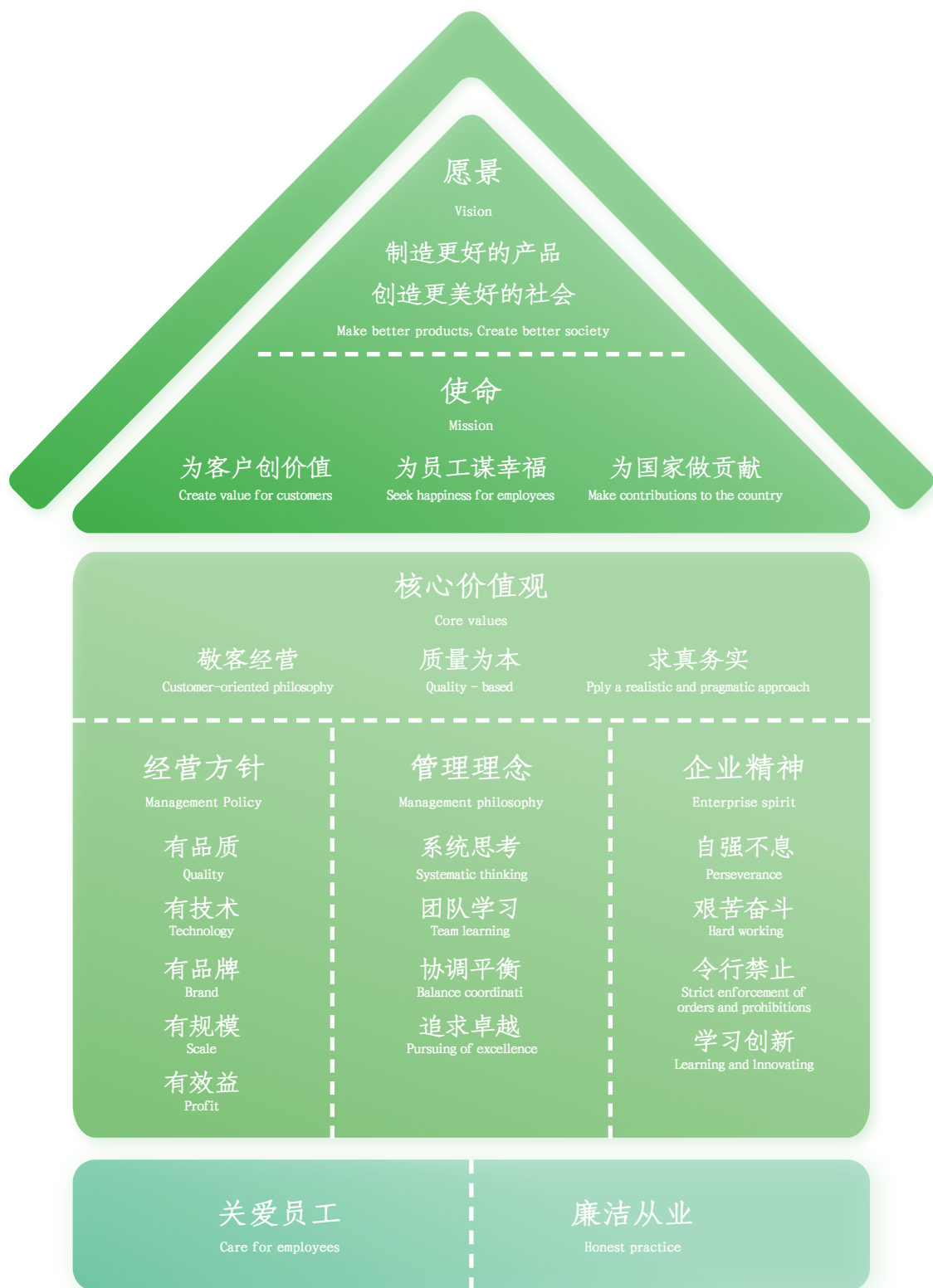
社会责任感 Social responsibility	为员工谋幸福 Seek happiness for employees	为社会做贡献 Make contributions to society
内涵理解 Connotation	<p>以员工为中心，不断追求员工的物质和精神幸福，在企业不断发展的同时，员工的利益能够得到保障和提升。“为员工谋幸福”是公司每一任领导集体最朴素的追求和最神圣的使命。</p> <p>Employees-oriented, we constantly pursue the material and spiritual happiness of employees, and at the same time, the interests of employees can be protected and promoted. "Seek happiness for employees" is the most simple pursuit and the most sacred mission of every leadership of the Company.</p>	<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>Through continuous progress of products and services, we contribute to the friendly environment and social harmony; through sustainable and stable development, to create wealth for the society.</p>
具体举措 Specific measures	<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>We establish "people-oriented" human resources development and management work system, incentive mechanism, staff training and education system, give play to and mobilize the potential of employees, create a good environment to give full play to the ability of employees through "Retaining talent by treatment, career and emotion".</p>	<p>诚信经营：加强合规管理，诚信经营，完善公司治理，加强内控体系建设；</p> <p>Integrity management: Strengthen compliance management, integrity management, improve corporate governance and strengthen the construction of internal control system;</p> <p>技术创新：推动 JAC-IPD 流程变革，持续提升产品品质；</p> <p>Technological innovation: Implement JAC-IPD process change and continuously improve product quality;</p> <p>服务市场：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；</p> <p>Service market: Continuously improve service quality, pay attention to user experience, continuously carry out customer satisfaction survey, recall defective products;</p> <p>地方贡献：纳税稳定，增加就业机会；</p> <p>Local contribution: Stable tax payment and increased employment opportunities;</p> <p>社会公益：积极开展志愿者活动，引导全体员工热心公益事业；</p> <p>Social welfare: Actively carry out volunteer activities and guide all employees to be enthusiastic about public welfare undertakings;</p> <p>环境责任：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。</p> <p>Environmental responsibility: Increase the application of new technologies, new materials and new processes, adhere to the development of circular economy, and realize green production.</p>



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江汽集团文化体系

JAC Group culture system



企业社会责任管理

CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT

责任机构

Responsible Organization

公司成立社会责任管理委员会，负责协调社会责任整体工作，统一编制、发布社会责任报告，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。

The Company has established a social responsibility Management Committee, responsible for coordinating the overall work of social responsibility, compiling and releasing Social Responsibility Reports in a unified manner, building a business mechanism of resource guarantee, process guidance and comprehensive control, and jointly promoting the fulfillment and implementation of social responsibility.

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。

According to the social responsibility management model, the Company standardizes the internal social responsibility work flow, and also formulates the corresponding social responsibility information disclosure mechanism, which is released regularly every year.

社会责任管理委员会

Social Responsibility Management Committee

社会责任管理委员会主任

Director of Social Responsibility Management Committee

公司董事长担任

Board Chairman of the Company

社会责任推进秘书处

Social Responsibility Promotion Secretariat

设在品牌管理部

Set in the Brand Dept

各业务单位社会责任工作推进委员会

Social Responsibility Promotion Committee of Public Institutions

各业务单位

Public Institutions

各业务单位社会责任工作推进秘书处

Social Responsibility Promotion Secretariat of Public Institutions

社会责任组织机构

Social Responsibility Organizations



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文化培育 Cultural Cultivation

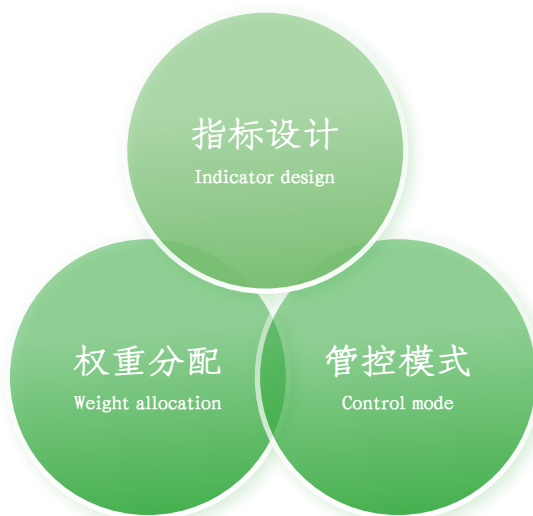
根据自身发展特点，选择性导入国内外先进社会责任管理理念；同时以公司全员培训作为平台，定期进行社会责任培训及活动，促进全员社会责任意识提升。

According to its own development characteristics, we selectively introduce domestic and foreign advanced social responsibility management concepts; At the same time, taking the Company training work as a platform, we do regular social responsibility training and activities to promote the awareness of social responsibility of all staff.

责任绩效管理 Responsibility Performance Mangement

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 2023 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。

During the report period, the Company improves the performance management mechanism, discusses and formulates the 2023 annual performance management plan based on the previous performance management experience and combined with the Company's actual operation requirements, and carries out appropriate optimization and innovation in terms of indicator design, weight allocation and control mode.



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。

On the basis of adhering to the management and control mode of "monthly dynamic management and control, quarterly self-assessment and annual visit and audit", the Company includes the key work due by each unit into the key monthly work plan, improves the management effect through monthly visit verification and point-to-point on-site inspection.



责任沟通

Responsibility communication

2023 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 2023, the Company continues to adhere to the learning loop of "feedback, reflection and sharing" as the way of responsibility communication, forms positive interaction between the Company and interested parties, actively exerts the advantages of corporate social resources, achieves internal and external effective communication and sharing, guides the maximum effect of corporate responsibility performance as the criterion, creates a harmonious and win-win development environment.



反馈：立足现场收集事实

Feedback: Based on the collected facts on site.

用户满意度调查

Customer satisfaction survey

员工满意度调查

Employee satisfaction survey

400 电话、用户座谈会、经销商座谈会

400 telephone, User symposium, Dealer symposium

反思：追问“为什么”直到找到根本原因

Reflection: Ask "why" until you find the root cause.

工作改善

Work improvement

质量曝光台、实物展览、案例反思

Quality issue exposure platform, physical display, case reflection

共享：举一反三

Sharing: Draw inferences from others.

开展 40+4 培训

Carry out 40 + 4 training

组织各类技术交流会

Organize various technical exchanges

责任报告

Responsibility report

2011 年以来，公司已连续 14 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 14 consecutive years, comprehensively and objectively disclosing the Company's social responsibility philosophy and performance. The report has become an important tool for the Company to strengthen the communication among interested parties, spread the concept of social responsibility and improve the enterprise management mode.



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诚信经营，做合法守规的企业公民

BUSINESS IN GOOD FAITH AND 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，在不断追求企业发展的同时，励行企业自律、参与公平竞争，完善依法合规管理体系，为生产运营保驾护航。

The Company always adheres to the concept of governance according to law and integrity management, strictly observes national laws and regulations, local policies and industry norms, actively integrates social responsibility into the business philosophy, development strategy and core values of the Company. While continuously pursuing corporate development, the Company encourages self-discipline, participates in fair competition, and improves the legal and compliance management system, escorting manufacturing and operation.

法律合规审核监督

Audit and supervision of legal compliance

依法合规、诚信经营是公司经营管理的原则性要求，公司坚持依法治企。做好公司法律风险防控中心工作，努力实现法律服务企业生产经营管理各项工作与企业法律风险防控各项要求的协调平衡。

It is the principle requirement of the Company's operation and management to comply with laws and regulations and to operate in good faith, to a good job in the legal risk prevention and control center of the Company, and to strive to achieve the coordination and balance between legal servicing the enterprise in production, operation and management and the requirements of legal risk prevention and control of the enterprise.

法律法规及时更新

Laws and regulations are updated in a timely manner

通过法律法规识别与评价机制，识别和获取新出台或修订的法律法规，做好事前防范，确保公司运营的各个事项均符合法律、法规要求。及时更新法律、法规数据库，并将其运用到实践中，依法合规管理企业。

We identify and obtain newly issued or revised laws and regulations through the identification and evaluation mechanism of laws and regulations, and take precautions in advance to ensure that all matters of the Company's operation are in line with the requirements of laws and regulations. We timely update laws and regulations database, and put it into practice, and manage the enterprise according to laws and regulations.

知识产权保护技术创新成果

Technological innovations in intellectual property protection

公司以鼓励创新、依法保护、科学管理为方针，强化专利挖掘，优化资源配置，持续提升自主研发能力。内外并举，精益求精，不断优化海内外知识产权布局。截至2023年12月底，公司累计有效授权专利3982件，持有有效注册商标1470件。

With the policy of encouraging innovation, protecting according to law and scientific management, the Company strengthens patent exploring, optimizes resource allocation and continuously improves independent R&D capability. We strive for excellence and constantly optimize the layout of intellectual property at home and abroad. By the end of December 2023, the Company had a total of 3,982 valid authorized patents and held 1,470 valid registered trademarks.

合规、普法工作持续进行

Continued compliance and publicity work

2023 年是省属企业的合规管理建设提升年，公司严格落实合规管理，强化合规宣传培训，不断增强合规意识，提升合规能力。结合“八五”普法工作，通过企业官方网站开设专题专栏，定期安排普法活动，积极宣传合规文化。

2023 is the improvement year of compliance management construction and provincial enterprises. The Company strictly implements compliance management, strengthens compliance publicity and training, continuously enhances compliance awareness, and improves compliance capabilities. In combination with the "8th Five-year plan on improving legal awareness", special columns are set up through the official website of the Company, regular law awareness activities are arranged, and the compliance culture is actively publicized.

风险防控

Risk prevention and control

公司坚持以风险管理为导向、以法律法规为底线、以制度建设为抓手、以业务流程为基础、以合规管理监督为重点，打造“全业务覆盖、全人员参与、全过程融合”的内控与风险管理体系，构建“职责清晰、分工明确、科学合理”的管理“三道防线”，推动规章制度建立健全和严格执行，将风险管理和合规管理要求嵌入内控体系和业务流程，保障经营管理依法合规；积极推动风险管理基础能力建设，加强防范化解重大风险工作；强化风险的监测预警和应对处置，组织实施自我评价、内部审计、外部审计等多方位监督，着力实现“强内控、防风险、促合规”的管控目标，助力企业高质量发展。

The Company adheres to risk management orientation, laws and regulations as the bottom line, system building as the starting point, business process as the basis, compliance management and supervision as the focus, create an internal control and risk management system with "full business coverage, full personnel participation and integration of the whole process", build a management "Three lines of defense" with "clear responsibilities, clear labor division, scientific and reasonable". We promote the establishment and strict implementation of rules and regulations, embed risk management and compliance management requirements into internal control system and business processes, ensure operation and management according to law and compliance, actively promote the development of basic capacity for risk management, strengthen the work of preventing and defusing major risks, strengthen the monitoring, early warning and response to risks, organize the implementation of multi-dimensional supervision such as self-evaluation, internal audit and external audit, and strive to achieve the control goal of "strong internal control, risk prevention and compliance", and help the enterprise develop in high quality.

报告期内，公司没有发现重大缺陷，内部控制健全合理、执行有效。

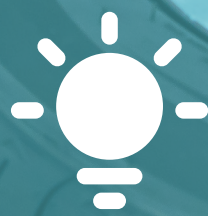
During the report period, no major defects were found in the Company's internal control, of which design was sound and reasonable, and the execution was effective.

廉洁从业

Clean practice

2023 年，公司坚持以习近平新时代中国特色社会主义思想为指导，扎实贯彻党的二十大精神，一体推进“三不腐”，高压推进监督执纪问责，持续深耕廉洁文化建设，大力开展廉洁文化进企业、进部门、进车间、进班组、进项目、进家庭。公司两幅廉洁文化作品入选省纪委第三届“安徽廉洁文化精品工程”，企业政治生态持续向好。

In 2023, the Company adheres to the Xi Jinping's Thoughts of socialism with Chinese characteristics in the new era as the guidance, firmly implements the spirit of the Party's 20th National Congress, promotes anti-corruption in a unified way, promotes supervision and discipline accountability under high pressure, continues to deepen the construction of clean culture, and vigorously carries out clean culture into enterprise, departments, workshops, workshop teams, projects, and families. Two clean culture works of the Company were selected into the third "Clean Culture Fine Project of Anhui Province" of the Provincial Commission for Discipline Inspection, and the political ecology of the enterprise continues to improve.



创新发展

INNOVATIVE DEVELOPMENT



公司始终以“为用户提供最满意的产品”为发展目的，坚持“节能、安全、环保、智能、网联、舒适”关键技术发展路线不动摇，大力发展新技术、新材料、新工艺的运用，全力打造企业核心竞争力。

The Company always takes "providing the most satisfactory products for users" as the development purpose, adheres to the key technology R&D routes of "energy saving, safety, environmental protection, intelligence, connectivity, comfort", vigorously develops the application of new technology, new materials and new technology, and strives to build the core competitiveness of the enterprise.



创新发展
INNOVATIVE DEVELOPMENT

深化研发体系建设

DEEPEN DEVELOPMENT OF THE R&D SYSTEM

公司坚持正向研发，立足营业收入 5% 左右的研发投入保障，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。

The Company adheres to forward R&D, based on about 5% of the revenue as R&D investment guarantee, continues to promote the "User-centered" R&D system construction, constantly improves the forward design and development and test verification capabilities, and accelerates the transformation of technology R&D strength to market competitive advantage.

聚焦智能新能源关键技术 通过集成创新培育核心竞争力

Focus on intelligent new energy key technologies to cultivate core competitiveness through integrated innovation

坚持混合动力、纯电动、氢燃料动力多技术路线并举的模式，掌握电池包 Pack 开发、BMS 核心算法、CTC 电池车身一体化、800V 高压快充、线控底盘、热管理等关键核心技术。完成中大型纯电平台模块化方案设计，明确模块接口规范和通用化策略，支持跨级别车型开发，满足不同市场需求。完成氢燃料重卡平台 130kW 燃料电池系统样机建立。智能网联方面，技术推广应用于自动驾驶小巴车、无人物流小车等场景。通过 EE 架构推动功能集成化及产品平台化迭代。打造整车级 OTA 升级技术平台，实现通过车机、手机 APP 的全场景升级，为用户提供车辆软件全生命周期服务。

We adhere to the multi-technology route model including the hybrid power, battery power, and hydrogen fuel power, master the development of battery Pack, BMS core algorithm, CTC battery body integration, 800V high voltage fast charge, wire chassis, thermal management and other key core technologies. We have completed the modular scheme design of medium and large BEV modules, clarify the module interface specifications and universal strategies, support cross-segment vehicle development, and meet different market needs. The 130kW fuel cell system prototype of the hydrogen fuel heavy truck platform was completed. In terms of intelligent networking, the technology is applied to autonomous driving mini-buses, unmanned logistics vehicles and other scenarios. We promote function integration and product platform iteration through EE architecture, build a whole-vehicle OTA upgrade technology platform, realize the full-scene upgrade through vehicle-mobile and mobile APP, and provide users with the full life cycle service of vehicle software.



意大利、合肥设计中心协同研发

Collaborative R&D of Italy and Hefei design center

完成轻型商用车、重型商用车、乘用车、新能源系列车型的造型设计。面向智能新能源汽车开发需求，构建全新纯电品牌“智慧宇宙美学”理念。依托 CMF 实验室，全面提升在线产品的 CMF 再设计水平。

We have completed the modeling design of light commercial vehicles, heavy commercial vehicles, passenger cars and new energy series models. For the development needs of intelligent new energy vehicles, a new BEV brand concept as "Intelligent universe aesthetics" concept is established. Relying on the CMF lab, we comprehensively improve the CMF redesign level of online products.

产学研联合创新扎实推进

Solid progress made in industry-university-research joint innovation

安徽省自动驾驶产业创新中心获批组建，安徽省汽车电驱动工程研究中心获省发改委公示，“中国科大—江淮集团智能新能源汽车联合实验室”合作协议达成。联合合肥工业大学申报省重点研究与开发计划项目。

The Anhui Autonomous driving Industry Innovation Center was approved to be established, the Anhui Automotive electric drive Engineering Research Center was publicized by the provincial Development and Reform Commission. We have reached the cooperation agreement of "University of Science and Technology of China - JAC Group Intelligent New energy Vehicle Joint Laboratory", and applied for provincial key research and development plan project jointly with Hefei University of Technology.





研发能力持续强化

Continue to strengthen R&D capability

贴近市场,高效聚焦,针对用户的个性化需求,快速反应、精准定位。技术中心与各业务单元研发系统紧密配合,承接造型、车身、试验及工艺提升等多方面研发需求,有效支撑产品项目开发。

Closing to the market, efficient and focused, and responding quickly and accurately to the personalized needs of customers, the R&D Center works closely with the R&D system of each business unit to undertake various R&D needs such as modeling, body, testing and process improvement, and effectively supports product project development.



JAC-IPD 流程变革

JAC-IPD process change

聚势推动 IPD 流程重塑,赋能研发体系效能提升。坚持“问题导向、对标一流、经验传承”,聚焦业务价值,固化最佳实践经验,重塑产品开发流程,保障流程活动规范、高质、高效运行,共完成 18 个模块详细方案设计、399 份流程文件开发,促进产品开发“正确地做事”。围绕 TR 评审、系统分析及设计等 8 大典型场景,开展流程集成预演,充分验证流程设计有效性,助力研发效能提升。高效推进产品管理流程建设,以商业成功为根本目标,系统化实施需求洞察与管理,全面收集产品需求、深度挖掘价值需求,基于产品规划选择并牵引资源向高价值机会流动,推动立项精准性。针对 3 大领域 16 项典型问题,完成需求、规划、立项 3 个模块详细方案设计,全面构筑有竞争力的产品管理机制,孕育形成高效协同的 JAC-IPD 流程,实现端到端流程再造。

We gather momentum and push IPD process re-formulating and enable R&D system efficiency improvement, adhere to the "problem-oriented, first-class standard, experience inheritance", focus on business value, solidify best practice experience, reshape product development process, to ensure standardized, high-quality and efficient operation of process activities. We have completed a total of detailed program design of 18 modules, 399 process documents development, and promoted product development "do things correctly". Centering on 8 typical scenarios such as TR review, system analysis and design, the process integration rehearsal is carried out to fully verify the effectiveness of the process design and help improve the efficiency of R&D. We efficiently promote the construction of product management process, take business success as the fundamental goal, systematically implement demand insight and management, comprehensively collect product demand, deeply explore value demand, select and draw resources to high-value opportunities based on product planning, and promote project accuracy. In view of 16 typical problems in 3 major fields, we have completed the detailed scheme design of 3 modules including demand, planning and project approval, comprehensively built a competitive product management mechanism, fostered the formation of an efficient and collaborative JAC-IPD process, and realized end-to-end process re-engineering.

同时,深度赋能 M116、X6、中大型纯电平台及首款车型等在研项目,推动项目成果快速转化。

At the same time, we deeply empower the undergoing in research projects such as M116, X6, medium and large BEV platforms and the first model, and promote the rapid transformation of project results.

加大研发费用投入，助推研发能力提升

Increase R&D investment and boost R&D capacity

公司连续多年坚持以销售收入的 5% 左右投入技术研发，2023 年全年投入研发费用达 15.95 亿元。

The Company has consistently invested about 5% of its sales revenue in technology research and development for many years, and has invested 1.595 billion yuan in R&D in 2023.

研发投入情况表 Research and development investment	单位：元 Unit: Yuan
本期费用化研发投入 R&D investment in this period	1,594,595,995.13
本期资本化研发投入 Capitalized R&D investment in this period	639,972,386.02
研发投入合计 Total R&D investment	2,234,568,381.15
研发投入资本化的比重（%） Proportion of capitalized R&D investment (%)	28.64
研发投入总额占营业收入比例（%） Proportion of total R&D investment to revenue (%)	4.97

2023 年，公司新增授权专利数 191 件，
共获得授权专利数 16124 件

During the report period, the Company newly authorized 191 patents and obtained 16,124 patents in total.

2023 年新增授权专利数:

Number of new authorized patents in 2023:

发明专利: 155 件

Invention patents: 155 pieces

实用新型: 19 件

Utility model: 19 pieces

外观设计: 17 件

Appearance design: 17 pieces

截止 2023 年 12 月共获得授权专利数:

Total number of patents obtained by 2023:

发明专利: 3978 件

Invention license: 3,978 pieces

实用新型: 8404 件

Utility model: 8,404 pieces

外观设计: 3742 件

Appearance design: 3,742 pieces





创新发展
INNOVATIVE DEVELOPMENT

大力推进新技术成果运用

VIGOROUSLY PROMOTE THE APPLICATION OF NEW TECHNOLOGICAL ACHIEVEMENTS

推进车身结构能力建设

Promote the capacity building of body structure

稳步推进车身结构设计能力建设，初步形成钢铝混合车身、超大型一体式压铸件等先进车身结构数据设计分析能力。并结合研究成果在瑞风 RF8 车型量产应用热成形环技术，实现结构设计的集成化和轻量化，瑞风 RF8 荣获 2023 年度中国“十佳车身”及“最佳结构”双奖，白车身赢得行业认可。

We steadily promote the building of body structure design capabilities, and initially form advanced body structure data design and analysis capabilities such as steel and aluminum hybrid bodies and super large integrated die castings. Combined with the research results, the thermal forming technology was applied in the mass production of Refine RF8 model to achieve the integration and lightweight of structural design. Refine RF8 has won the awards of "Top Ten Vehicle Body" and "Best Structure" in China in 2023, and the body-in-white has won the industry recognition.



构建安全性能开发能力体系

Build safety performance development capability system

围绕全球安全法规变化趋势，以仿真分析和验证开发为主线，不断完善整车安全开发体系，建立先进的 PBS 仿真平台和完整的被动安全仿真分析协同能力，仿真分析精度达到 90%。基于 DI 平台首款纯电动钷为 3 车型，设计全面考虑正面高速柱碰、侧面全位置柱碰、低位柱碰、高速追尾碰撞等多发电动车恶劣工况，并应用热成形钢、铝合金型材、被动安全约束和 ADAS 系统等先进技术，进一步提升驾乘人员和电池包安全，钷为 3 于 2024 年 1 月荣获 2023 版 C-NCAP 五星，成为市场首款 A0 级五星车型。

Focusing on the changing trend of global safety regulations, with simulation analysis and verification development as the main line, we constantly improve the vehicle safety development system, establish an advanced PBS simulation computing platform and a complete passive safety simulation analysis collaboration capability, and the simulation analysis accuracy reaches 90%. Based on the DI platform's first BEV model Ytterby 3, the design fully considers the high-speed front pole collision, side all-position pole collision, low position pole collision, high-speed rear-end collision and other harsh conditions of electric vehicles, and applies advanced technologies such as thermoformed steel, aluminum alloy profiles, passive safety restraint and ADAS system to further improve the safety of drivers and passengers and battery pack. The Ytterby 3 was awarded the 2023 C-NCAP five-star rating in January 2024, making it the first A0 five-star model in the market.



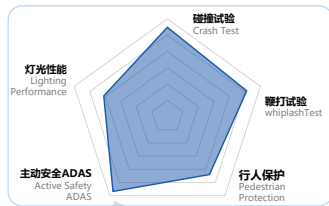
C-NCAP 测评车辆性能画像

C-NCAP Performance portrait of the test vehicle

钷为3

款型 / Styles	类别 / Category	指导价格 / Guide Price
505KM Pro+	轿车	¥ 12.79万元

综合得分率
Overall score rate
86.6%



高度自动驾驶核心技术及关键系统开发

Develop highly level autonomous driving core technology and key system

完成满足高度自动驾驶要求的国产自主可控核心传感器、多传感器融合算法，安全可靠的决策算法，高性能车载计算平台和 5G/V2X 关键部件研发，推动汽车产业向高科技领域转型，提升产业的技术创新能力。依托汽车智能网联技术安徽省重点实验室资源，完成高度自动驾驶技术平台（环境感知系统、车载计算平台、自动驾驶软件）的搭建，根据示范应用场景特点和技术需求，分别进行感知系统、软件模块的组合配置，实现自动代客泊车场景，自动驾驶出租车和自动驾驶环卫车三个场景下的自动驾驶技术应用，推进智能汽车示范应用，助力合肥“双智城市”建设。



自动驾驶环卫车

We have completed the R&D of independently developed controllable core sensors, multi-sensor fusion algorithms, safe and reliable decision algorithms, high-performance on-board computing platforms and 5G/V2X key components to meet the requirements of highly autonomous driving, promote the transformation of the automotive industry to the high-tech field, and enhance the industry's technological innovation capability. Relying on the resources of Anhui Provincial Key Laboratory of Automobile Intelligent Network Technology, we have completed the construction of highly autonomous driving technology platform (environmental awareness system, vehicle computing platform, autonomous driving software), and according to the characteristics and technical requirements of demonstration application scenarios, we combine the sensing system and software modules, realize the application of autonomous driving technology in the three scenarios of autonomous valet parking, autonomous taxi and autonomous sanitation vehicle, promote the demonstration application of intelligent vehicles, and help Hefei's building of "Coordinated development of smart city infrastructure and smart connected vehicles".

构建“智慧宇宙”美学

Build the "Intelligent Universe" aesthetics

以用户需求场景设计为出发点，以用户感知体验为重心，全面转向智能新能源方向。通过研究分析国信十大美学主题，形成了“简约、极境、共生”为关键词的智能时代“智慧宇宙”美学主题。通过对“智慧宇宙”美学理念、高价值场景、低风阻造型特征的运用，形成 106 款概念方案，最终选定一款方案完成模型及动画制作。

With the user demand scenario design as the starting point and the user perception experience as the focus, the Company has turned to the direction of intelligent new energy in an all round manner. Through the research and analysis of aesthetic themes, "Simple, Extreme, Symbiosis" was formed as the key words of JAC's intelligent and electric era with "Intelligent universe" aesthetic theme. Through the application of the aesthetic concept of "Intelligent universe", high-value scenes and low-wind resistance modeling features, 106 conceptual schemes were formed, and one scheme was finally selected to complete the model and animation production.

以“智慧宇宙”美学为依托，承接安徽省工业设计专项赛。2023 年第四届“智慧宇宙”创意设计挑战赛，获批为安徽省第十届工业设计大赛分项赛，参赛作品获得安徽省第十届工业设计大赛的金奖。

With the "Intelligent universe" aesthetics as the basis, we undertake Anhui Province industrial design special competition. In 2023, the fourth "Intelligent Universe" creative design challenge was approved as the sub-competition of the 10th Industrial Design Competition in Anhui Province, of which the entries won the gold medal.



2023 年第四届“智慧宇宙”创意设计挑战赛



创新发展
INNOVATIVE DEVELOPMENT

技术人才培养

TECHNICAL PERSONNEL CULTIVATION

2023年，公司坚持战略引领，实施重点培训计划1840项、人均学习时长约84.6学时、新开发培训课程98门。在营销领域能力提升、新员工能力提升、关键技术领域能力提升等方面助力公司转型升级。

In 2023, the Company adheres to the strategic leadership and implements 1,840 key training programs, with an average learning time of 84.6 class hours and 98 newly developed training courses, helping the Company to transform and upgrade in the field of marketing, new staff capabilities and and key technologies.

管理类人才培养

Management personnel training

围绕行业发展、产业变革、品牌创新、企业改革等方面，结合公司战略发展及重点项目进行培训，助力领导干部开拓思维。通过集中培训、线上学习等方式，聚焦转型关键期的“职与责”，开发针对各级管理人员的目标管理与能力建设培训，全面提升管理类人员的履职能力和水平。

Focus on industry development, industrial change, brand innovation, enterprise reform and other aspects, train with focus on the Company's strategic development and key projects, to help leading cadres to open up their thinking. Through centralized training, online learning and other means, focus on the "duty and responsibility" during the critical period of transformation, develop target management and capacity building training for managers at all levels, and comprehensively improve the performance ability and level of management personnel.



研发领域人员能力提升

R&D personnel capacity enhancement

搭建常态化交流和学习平台，围绕技术研发组织领军人才和技术骨干委外送培和开展“引智”项目 40 余项，举办技术交流类专题培训 60 余次；聚焦研发管理，面向技术、研发领域骨干人才开展培训取证 110 人次；面向技术全员，开展混动开发、热管理和动力电池等技术前沿领域专项培训，促进技术知识推广和普及。

We have built a platform for regular exchanges and learning, organized more than 40 training programs for leading talents and technical backbones, and held more than 60 special training sessions on technical exchanges. Focusing on research and development management, more than 110 times of backbone personnel training and certification on technology, research and development are held; For all technical personnel, special training in hybrid development, thermal management and power battery and other technical frontier fields are carried out to promote the promotion and popularization of technical knowledge.



专业人才培养

Professional personnel training

按照横向分专业、纵向分层级原则，通过公共课、专项培训和岗位培训等多种形式开展专业人才培养工作。全年开展质量领域人才集中培训超 10 期，学时超 400 课时；开展 IPD 流程变革人才培训 126 个场次，覆盖近万人次；开展营销服务人才培训，从数字化营销、关键岗位技能、终端营销建设管理方面开展，并为经销商输出培训 30 余场，覆盖终端销售 3000 余人次。同时系统开展安全培训、财务知识培训、董监事培训，以及提升党性修养培训，以促进专业管理人员能力提升。

According to the principle of horizontal specialization and vertical stratification, professional personnel training is carried out through various forms such as public courses, special training and OJT. More than 10 periods of intensive training in the field of quality are carried out throughout the year, with more than 400 class hours; 126 times of IPD process change personnel training are carried out, covering nearly 10,000 people; We also carry out marketing service personnel training, from the aspects of digital marketing, key post skills, terminal marketing building and management, and hold more than 30 training sessions for dealers, covering more than 3,000 people. At the same time, we systematically carry out safety training, financial knowledge training, board director and supervisor training, and enhance the party spirit training to promote the ability of professional management personnel.





创新发展
INNOVATIVE DEVELOPMENT

新员工培训

New employee training

为帮助新员工快速融入企业，更好地提升岗位能力，集中面授、线上学习和岗位 OJT 等形式，分层、分级开展企业文化、安全、质量、新能源、智能网联发展趋势等方面的内容培训，覆盖 457 名新员工。

In order to help new employees quickly integrate into the enterprise and better improve their job capability, we focus on face-to-face training, online learning and OJT and other forms, and carry out content training in corporate culture, safety, quality, new energy, intelligent networking development trend and other aspects at different levels, covering 457 new employees.



技能技工类人才培养

Skilled technicians training

围绕理论和实践两大模块，依托技能训练场与技能竞赛，开展技能技工类人才培养，强化技能师资课程资源扩展，积极组织技能人才等级认定工作及技能成果申报，迭代探索校企合作新模式，以实际行动推动高技能人员培养工作。

Focusing on the two major modules of theory and practice, relying on skill training fields and skill competitions, we carry out the training of skilled technicians, strengthen the expansion of skilled teachers' curriculum resources, actively organize the identification of skill talent levels and the declaration of skill results, iteratively explore new models of school-enterprise cooperation, and promote the training of highly skilled personnel with practical actions.



获得奖项

AWARDS AND HONORS

2023 年获得的科技奖励及产品荣誉情况

Science and technology awards and product honors obtained in 2023

中国汽车工程学会科学技术奖

Science and Technology Award of China Society of Automotive Engineers

面向极端工况的智能车辆感知和协同控制系统关键技术及应用

Key technologies and applications of intelligent vehicle perception and cooperative control system for extreme working conditions

自主车载毫米波雷达关键技术与产业化

Key technologies and industrialization of autonomous on board millimeter wave radar

高集成经济型纯电动车核心技术攻关及产业化

Research and industrialization of core technologies of highly integrated and economical BEV

机械工业科学技术奖

Mechanical Industry Science and Technology Award

汽车试验场智能化控制及多场景测试技术研究

Research on intelligent control and multi-scene test technology of automobile test ground

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

高阶智能辅助驾驶牵引车及其关键技术应用

Advanced intelligent assisted driving tractor and its key technology application

新一代高性能高集成电动轻卡开发及关键技术研究产业化

Development of a new generation of high-performance and highly integrated electric light trucks and the industrialization of key technology research

新一代大宽体轻型载货汽车产业化运用

Industrial application of the new generation of light truck with extra-wide cabin

高可靠长寿命多用途城市物流车关键技术及产业化应用

Key technology and industrial application of high reliability and long life multi-purpose urban logistics vehicle



创新发展
INNOVATIVE DEVELOPMENT

安徽省科学技术奖

Science and Technology Award of Anhui Province

纯电动卡车三电平台关键技术与产业化

Key technologies and industrialization of "three-electric system" for BEV trucks

基于规模化的高集成纯电动核心技术攻关及产业化

High integration BEV core technology research and industrialization based on large-scale

基于低碳环保的柴油动力关键技术研究及产业化

Research and industrialization of key technologies of diesel power based on low carbon and environmental protection

汽车轻量化的高应力钢板弹簧关键技术研发与产业化

R&D and industrialization of key technologies of automotive lightweight high-stress leaf spring

安徽省机械工业科学技术奖

Anhui Provincial Machinery Industry Science and Technology Award

汽车空调试验开发及应用

Experimental development and application of automobile air conditioning

高精度外覆盖件工艺数字化关键技术及应用

Key technology and application of high precision outer covering process digitization

新一代高性能高集成电动轻卡开发及关键技术研究产业化

Development of a new generation of high-performance and highly integrated electric light trucks and the industrialization of key technology research

4 × 2 中卡载货车系列产品开发及关键技术应用

4 × 2 medium truck series product development and key technology application

安徽省新产品

New products of Anhui province

HFC1041PHEV4 型插电式混合动力轻卡

HFC1041PHEV4 plug-in hybrid light truck

HFC1043P72K1C7S S6 标宽体新造型系列轻卡

HFC1043P72K1C7S S6 standard wide new cabin series light truck

HFC6601K4HS 星锐新平台国六多用途商用车

HFC6601K4HS Sunray new platform C6 multi-purpose commercial vehicle

HFC6551K1M1DS 星锐新五系中顶国六多用途乘用车

HFC6551K1M1DS Sunray new 5 series medium roof C6 multi-purpose passenger car

HFC3181P3K3A34S 飞越系列自卸汽车

HFC3181P3K3A34S Feiyue series dump truck

HFC5045XXYSEV1 帅铃 i5 中体车电分离纯电动轻卡

HFC5045XXYSEV1 Shualling i5 electric light truck with medium cabin and swapping battery

HFC5030XXYEV2 型轻型电动车

HFC5030XXYEV2 light electric vehicle

HFC1037 悍途系列全新多用途载货汽车

HFC1037 new multi-purpose series

HFC4253C1K7 型 V5 系列长头重型牵引汽车

HFC4253C1K7 V5 series heavy duty tractor with conventional cabin

HFC1037 型 T8 PRO 系列多用途载货汽车

HFC1037 T8 PRO multi-purpose series

截止 2023 年 12 月，承担的重大在研科技项目情况

By December 2023, the major science and technology projects under research undertaken

国家重点研发计划

National Key R&D Programs

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 electric vehicle

芯片、传感器到智能系统的全国产化产业链验证与应用技术

Whole localization verification of industrial chain of Chip, sensor and intelligent system and application technology

安徽省重点研发计划

Key research and development plan of Anhui Province

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 intelligent connected vehicle integrated domain controller that supports multiple vector data fusion and localization

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

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 intelligent electric vehicle motion planning in mixed traffic environment

基于智能网联车辆多源信息融合的人机交互关键技术开发及应用示范

Development and application demonstration of key technologies of human-computer interaction based on multi-source information fusion of intelligent connected vehicles

安徽省科技支撑碳达峰碳中和科技创新专项

Innovation award of Scientific and technological support of carbon peak & carbon neutral of Anhui Province

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

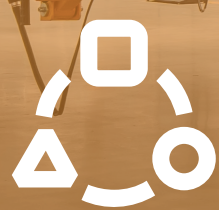
Research and application demonstration of integrated green and low-carbon manufacturing technology for automotive products oriented to “Carbon peak” and “Carbon neutral”

合肥市关键共性技术研发揭榜挂帅

Open bidding for selecting the best candidates of key common technology R&D in Hefei city

自动驾驶多传感器感知与融合算法研究

Research on multi-sensor sensing and fusion algorithm for autonomous driving



协调发展

COORDINATED DEVELOPMENT

协调发展，筑建和谐共赢的大协同比

COORDINATED DEVELOPMENT TO BUILD A HARMONIOUS AND WIN-WIN SYNERGETIC SYSTEM

2023年，公司聚焦转型期的创新与变革，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及经销商满意度，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。

In 2023, the Company focuses on innovation and change in the transformation period, closely follows the "14th Five-Year Plan" development strategy, handles the relationship with users, dealers, employees and suppliers, actively improves the satisfaction of users and dealers, improves the working environment of employees, cooperates with suppliers, and promotes the coordinated, healthy and steady development of the Company.

以用户为中心 落实敬客经营

User-centered, implement customer-orientated operation

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，杜绝一切非法商业行为的发生。

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, and strictly protects consumers' personal information to prevent 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

Update new product launching, configuration changes and price changes of all models in a timely manner, to ensure that consumers understand the latest product status.

02

杜绝虚假宣传，确保促销信息准确无误送达消费者。

Eliminate false propaganda, to ensure promotion information accurately delivered 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。

Improve and standardize the contract of purchasing and booking, and specify the commitment in the contract to the users.

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。

Standardize process of negotiation and quoting, enable users to clearly understand all purchase related costs through unified negotiation and quoting documents.

05

建立多渠道的用户沟通提醒机制。

Establish multi-channel mechanism of user communication and reminding.



用户满意度调查

Customer satisfaction survey

在公司敬客经营核心价值观的指导下，公司持续多年开展用户满意度调研，2023 年为贯彻“以用户为中心”经营理念，有效践行“用户思维”，用户满意度调查在原有调查体系基础上，深化用户忠诚度研究指标 NPS 净推荐值。基于用户与企业不同场景的核心触点，探索用户各方面感知与忠诚度的关系，推动用户忠诚度有效提升，切实促进用户满意度和忠诚度有序改善，提高企业的综合竞争力。

Under the guidance of the Company's core value of customer-oriented management, the Company continues to carry out user satisfaction survey for many years. In 2023, in order to implement the "User-centered" business philosophy and effectively practice the "User thinking", based on the original survey system, the user satisfaction survey deepens the user loyalty research index NPS (Net Promoter Score). Based on the core contact points of different scenarios between users and enterprise, the Company explores the relationship between user perception and loyalty in various aspects, promotes the effective improvement of user loyalty, effectively promotes the orderly improvement of user satisfaction and loyalty, and improves the comprehensive competitiveness of enterprise.

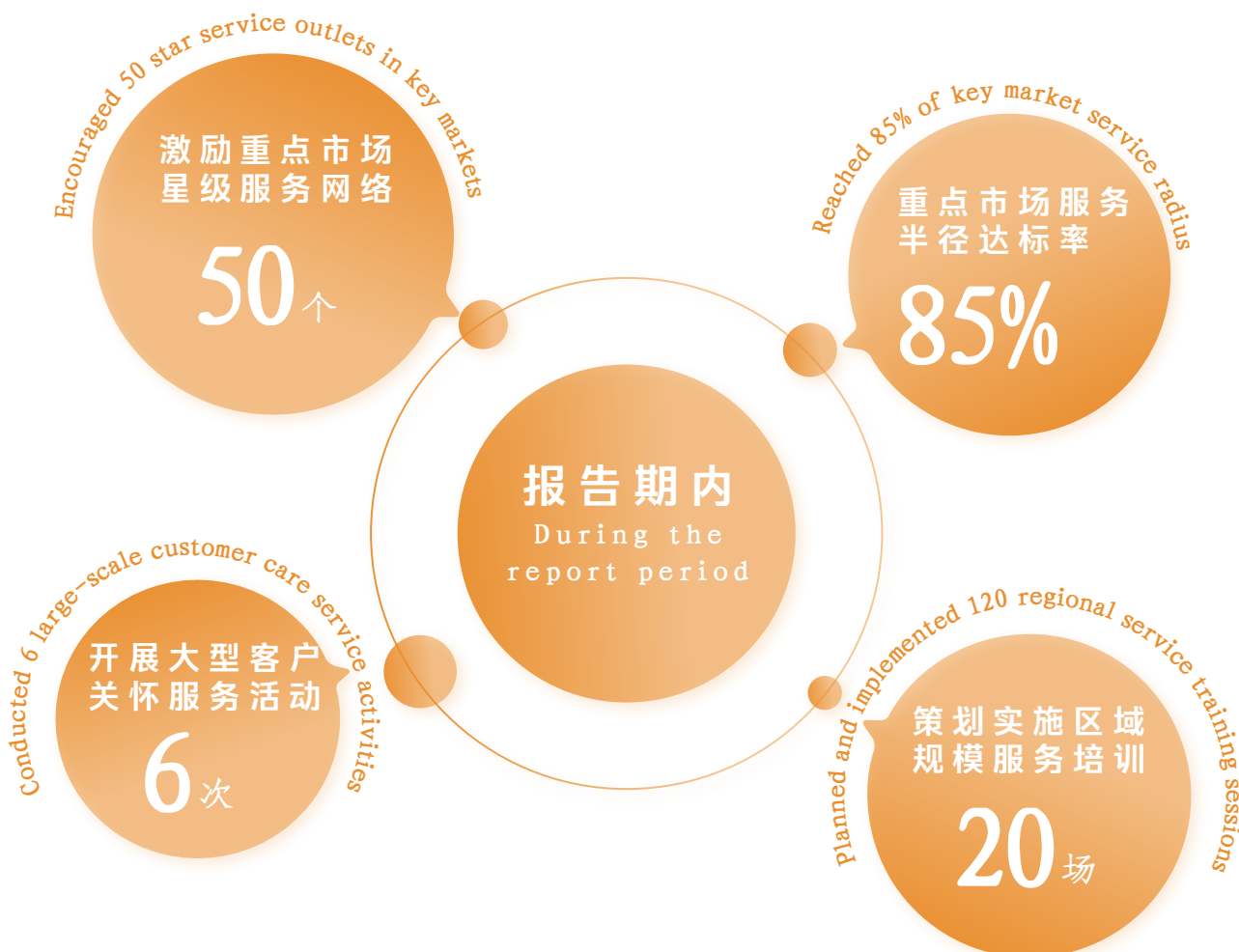
业务 Business division	指标 Index		2021 年	2022 年	2023 年
轻型商用车营销 LCV marketing	销售 NPS Sales NPS		71%	75.7%	77.1%
	售后 NPS Aftersales NPS		66%	83.8%	85.2%
康铃 Kang ling	销售 NPS Sales NPS			73.5%	72.7%
	售后 NPS Aftersales NPS			80.7%	75.7%
皮卡 Pickup	销售 NPS Sales NPS		72%	70.5%	76.9%
	售后 NPS Aftersales NPS		61%	72.7%	72.1%
乘用车公司 Passenger car	乘用车	销售 NPS Sales NPS	55%	57.1%	59.3%
	商务车	销售 NPS Sales NPS	63%	71.9%	72.0%
	乘用车售后	售后 NPS Aftersales NPS	48%	57.6%	59.7%
新能源乘用车 New energy passenger car	销售 NPS Sales NPS		62%	62.0%	61.0%
	售后 NPS Aftersales NPS		52%	58.1%	61.8%
重型商用车 Heavy commercial	销售 NPS Sales NPS		68%	72.8%	80.1%
	售后 NPS Aftersales NPS		56%	67.7%	71.5%
四川江淮 JAC SiChuan	销售 NPS Sales NPS			75.1%	78.7%
	售后 NPS Aftersales NPS			79.5%	81.6%

海外市场服务工作

After-sales service in overseas markets

2023年，公司紧密围绕“敬客经营”核心价值观和“服务销车”的经营理念，坚持“品牌向上”不动摇，为实现“全程呵护、专业服务”的国际市场服务品牌落地不懈努力。报告期间内，公司立足服务根本，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 2023, the Company closely focuses on the core values of "customer-oriented operation" and the business philosophy of "service contributing to sales", adheres to "brand upward", and makes unremitting efforts to realize the international market service brand of "full care and professional service". During the report period, basing on service fundamentals, the Company strengthens the service competitiveness, continues to provide customers with quality services, and improves user satisfaction.





协调发展
COORDINATED DEVELOPMENT

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

“为员工谋幸福”是江汽集团的社会责任之一。不断满足员工物质与精神需求，不断改善员工的工作和生活环境，使每位员工都能在工作中活出生命的意义。

"Seek happiness for employees" is the basic responsibility of JAC Group. To constantly meet the material and spiritual needs of employees, and constantly improve the working and living environment of employees, so that every employee can live out the meaning of life in the work.

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，员工的发展与企业发展紧密联系。

The growth, progress and happiness of employees is 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 make self-achievement. The development of employees is closely connected with the development of the enterprise and brings out the best in each other.

员工总数

23064

Total number of employees: 23,064

男

80%

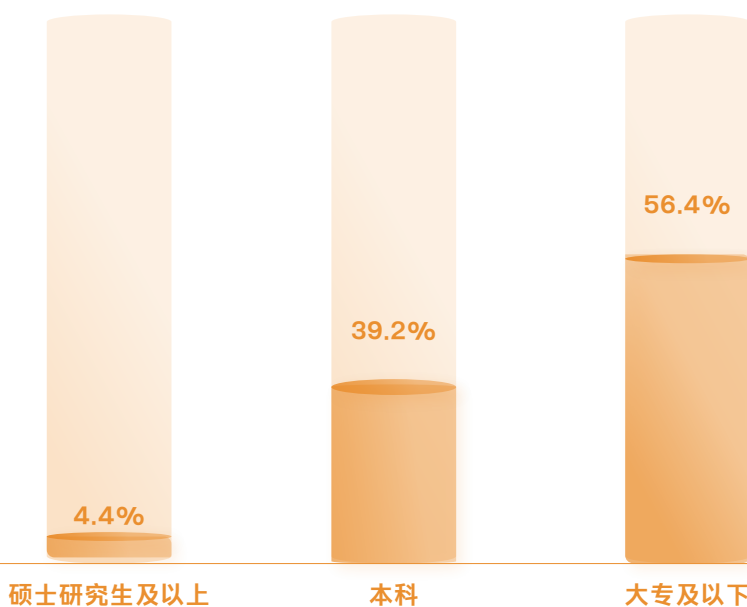
Males accounted for 80%

女

20%

Women accounted for 20%

Education background: Master degree or above 4.4%, Bachelor degree 39.2%, College degree or below 56.4%.



优化人力资源配置 完善人才结构体系

Optimize human resources allocation, improve talent structure system

结合公司战略、经营现状和未来发展趋势，制定人才计划并实施，保障人才引进成效，发挥人的最大效益。聚焦重点领域，引进高端人才共计 26 人，引进成熟人才共计 128 人。坚持招聘高质量储备人才，校园招聘签约 500 人。有序完成内部人员流动，规范开展岗位竞聘工作，组织开展 48 批次内部招聘，涉及 302 个岗位、484 个职数，累计报名 2029 人次，组织笔试 1515 人次，面试 897 人次，录用 317 人。

Combined with the Company's strategy, operating status and future development trend, we formulate and implement talent plans to ensure the effectiveness of talent introduction and maximize the benefits of people. Focusing on key areas, a total of 26 high-end talents and 128 mature talents were introduced. Adhering to the recruitment of high-quality reserve talents, 500 people were signed by campus recruitment. With orderly completion of internal personnel flow and standardization of job competition, we organized 48 batches of internal recruitment for 302 positions and 484 in number, with a total of 2,029 applicants, organized written tests for 1,515 people, interviews for 897 people, and hired 317 people.

强化人才管理 促进员工成长成才

Strengthen talent management, promote employee development

开展 2023 年度员工岗位任职资格评聘工作，共计 2149 名员工申报，职级晋升 1647 人。组织 3 场次市场类 / 专业类员工的成长路径考试，共计 1837 人次参加。组织各类职称评审工作，2023 年专业技术资格评审通过正高级工程师 4 人，高级工程师 97 人，工程师职称 109 人，助理工程师 434 人，技术员 11 人。借助外部优质资源提升员工职业技能和职业素养，满足公司发展对人才的需求，规范完成 78 人自学学历备案及信息系统调整，开展员工委外送培 12 次，共计 517 人次，送培费用 18.81 万元。

We carried out the qualification evaluation and employment of employees in 2023, with a total of 2,149 employees being declared and 1,647 employees being promoted. We organized 3 growth path exams for marketing/professional employees, with a total of 1837 participants. In 2023, 4 senior engineers, 97 senior engineers, 109 engineers, 434 assistant engineers and 11 technicians have passed the professional and technical qualification assessment. With the help of external high-quality resources to improve the professional skills and professional quality of employees, to meet the needs of talents for the development of the Company, we have standardized the completion of 78 self-taught academic record and information system adjustment, carried out 12 times of staff training, with a total of 517 people and the training cost of 188,100 yuan.

员工委外送培

12 次

Carried out 12 times of staff training

共计

517 人

With a total of 517 people

送培费用

18.81 万元

Training cost of 188,100 yuan



协调发展
COORDINATED DEVELOPMENT

加强员工关系管理 督导流程依法合规

Strengthen employee relationship management, supervise process compliance

公司认真遵守和落实国家法律法规，依法合规为员工交纳养老、医疗、工伤、生育和失业保险等社会保险及住房公积金，依法合规让员工有计划的享受带薪年假，维护员工产假、护理假、探亲假等各类假期权益，从制度上保障员工的合法权益，不断提升企业凝聚力。

The Company earnestly abides by and implements national laws and regulations, pays social insurance and housing provident fund for employees such as pension, medical, work-related injury, maternity and unemployment insurance in accordance with the law, allows employees to enjoy paid annual leave in a planned manner in accordance with the law, maintains the rights and interests of employees' maternity leave, nursing leave, family leave and other kinds of leave, systematically protects the legitimate rights and interests of employees, and continuously enhances the cohesion of the Company.

社会保险：覆盖率为 100%，缴纳 5.58 亿元。公积金：缴费比例 12%，缴纳 2.76 亿元。按照上级政府部门对于退伍军人安置的相关政策及法规要求，接收 3 名退役士兵入职从事专业类岗位工作，彰显国企社会担当。同时，规范做好劳动关系管理，按照管理流程有序开展劳动合同续签 / 终止工作。2023 年度劳动合同到期 759 人，其中续签 750 人，个人提出不续签 2 人，单位提出不续签 7 人。

Social insurance: The coverage rate is 100%, and 558 million yuan was paid. Provident fund: Contribution rate of 12%, 276 million yuan was paid. In accordance with the relevant policies and regulations of the higher government departments for the resettlement of veterans, three retired soldiers were accepted to work in professional positions, demonstrating the social responsibility of state-owned enterprise. At the same time, we standardize the management of labor relations, and carry out the renewal/ termination of labor contracts in an orderly manner according to the management process. In 2023, 759 labor contracts expired, of which 750 were renewed, 2 individuals proposed not to renew, and 7 contracts were not renewed by proposal from the units.



职工代表大会

关注残疾人就业

Pay attention to the employment of the disabled

公司高度重视按比例安排残疾人就业工作，坚持以实际行动认真贯彻落实《残疾人就业条例》等相关政策，关心关爱残疾职工，多形式、多渠道的安置残疾人就业，为残疾职工匹配相适应岗位，按规定为残疾职工缴纳五险一金，及时向残疾职工宣传残疾人的税收优惠及补助政策，依法推进按比例安排残疾人就业工作。

The Company attaches great importance to the employment of disabled persons proportionally, adheres to the implementation of the "Regulations on the Employment of Disabled Persons" and other relevant policies with practical actions, cares for disabled employees, provides employment for disabled employees in various forms and through various channels, pays social insurances and provident fund for them in accordance with regulations, timely publicizes preferential tax and subsidy policies, and promote their employment proportionally according to law.

公司认定残疾人就业

731 人

The Company employed 731 disabled people.

缴纳残疾人就业保障金

997.11 万元

Paid 9.9711 million yuan of employment security fund for disabled people.

积极倾听关爱员工 持续提升员工满意度

Actively listen to and care for employees and continuously improve employee satisfaction

公司注重员工敬业度、员工满意度管理工作，每年定期组织员工敬业度、员工满意度调查工作，全面了解公司运营管理现状与员工思想动态，并以员工敬业度、满意度为抓手，制定提升计划，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 the management of employee engagement and satisfaction, regularly organizes the corresponding survey at company level every year, fully understands the status quo of the Company's operation management and the dynamic thinking of employees. In addition, with employee engagement and satisfaction as the, the improvement plan is formulated, and effective improvement is implemented from both enterprise and individual aspects, constantly improving the professionalism of all employees and enhancing the overall competitive advantage of the enterprise.

员工敬业度

84.93 分

Employee engagement score is 84.93



员工满意度

83.28 分

The employee satisfaction score is 83.28





协调发展
COORDINATED DEVELOPMENT

注重人文关怀 营造和谐温馨氛围

PAY ATTENTION TO HUMANISTIC CARE, CREATE A HARMONIOUS AND WARM ATMOSPHERE

公司高度重视关爱员工相关工作，保障员工能够享受公司发展成果，将关爱员工落到实处

The Company attaches great importance to the work of caring for employees, ensuring that employees can enjoy the fruits of the Company's development, and implements the values of caring for employees.

特色福利

Special benefits



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, single (youth) apartment, car purchase discount, festival bonus, subsidy declaration and other warm benefits.

发放就餐补贴费用 **2115.4 万元**

The Company has spent 21.154 million yuan for dining subsidy

开展各类节日慰问发放等共计金额 **8433.51 万元**

Paid a total of 84.3351 million yuan for various festival bonus

帮助员工成功租住公租房 **253 套**

Helped employees successfully rent 253 units of public rental housing

开展高校毕业生社保补贴工作，涉及人员 **551 人**

Carried out social security subsidies for college graduates, involving 551 people

参与员工在职健康体检 **7437 人**

Participated in 7437 employees on-the-job health examination

补贴金额约 **416 万元**

About 4.16 million yuan of subsidy.

多策并举开展活动 关心关爱离退休职工

Carry out activities to care for retired employees

组织召开离休支委会、支部大会，传达中央、上级党委精神，观看《贯彻习近平新时代中国特色社会主义思想主题教育》视频资料，汇报支部工作开展情况。

We organized the branch party committee meeting of retired employees, convey the spirit of the Central and superior Party committees, watch the video of "Implementing the Theme Education of Xi Jinping's Socialism with Chinese Characteristics in a New Era" and report on the work of the branch.



组织召开
离休支委会



组织召开
离休支部大会

及时为离休干部报销医疗费用，2023 年共发生医疗费用 109.75 万元。

Reimburse medical expenses for retired cadres in time, and incurred a total of 1,097,500 yuan in medical expenses in 2023.

发放离休干部各类企业补贴（重阳节高龄慰问、八一补贴、生日慰问、春节慰问）。

Provide various enterprise subsidies to retired cadres (Double Ninth Festival elder consolation money, Army Day allowance, birthday consolation money, Spring Festival consolation money).

在新春佳节，公司主要领导慰问重症住院离休干部；慰问生活困难的退休职工 221 人，发放救济金 12.04 万元。

In the Spring Festival, the main leaders of the Company visit the seriously ill and hospitalized retired cadres; A total of 221 retired workers in need were visited, and 120,400 yuan of consolation money was provided.



在活动中心分类创办阅览室，让老同志随时随地了解掌握报刊信息，并订阅报刊杂志，满足政治理论学习需求。

Set up reading rooms in the activity center for old comrades to learn about newspapers and periodicals at any time, and subscribe to newspapers and magazines to meet their needs for learning political theories.

开展关心、关爱退休职工服务工作：2023 年总计办理退休职工大病救助申报 32 人，共申报金额 23.44 万元；去世离退休职工 42 人，共慰问 2.4 万元；按照规定办理待退职工、二等乙级伤残军人、53 年底前参军转业军人医药费，全年共计报销 8.84 万元。

We carry out care service for retired employees: In 2023, 32 retired employees applied for serious illness assistance, with a total amount of 234,400 yuan; 42 retired employees passed away, with a total of 24,000 yuan as consolation; We deal with medical expenses according to provisions for staff to retire, and second level class B disable soldiers who joined the army before the end of 1953, and the total annual reimbursement is 88,400 yuan.



协调发展
COORDINATED DEVELOPMENT

建设厂商共赢的合作关系

BUILD WIN-WIN COOPERATIVE RELATIONSHIP

重视经销商满意度

Attach importance to dealer satisfaction

2023 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 2023, the Company plans and carries out online dealer satisfaction survey, which covered all businesses of the Company, digs into the dealers' opinions and suggestions, scientifically analyzes and improves the Company's weak points in all aspects of distribution management, and promotes the mutual benefit and win-win cooperation between dealers and the manufacturer.

渠道 Network Channel			2017 年	2018 年	2019 年	2020 年	2021 年	2022 年	2023 年
乘用车 Passenger Car	乘用车销售 Passenger car sales		834	829	866	906	897	889	842
	商务车销售 MPV sales		834	822	865	886	892	888	873
	乘用车售后 Passenger car after-sales								942
新能源乘用车 New Energy Passenger Car			834	864	879	887	919	869	825
轻卡 Light Truck	经销商 Dealer	轻卡营销 Light truck marketing	929	930	919	910	906	900	884
		康铃 Kangling	904	914	909	909	899	928	911
	服务站 Service station		923	933	924	941	958	964	964
皮卡 Pickup	经销商 Dealer		915	916	893	858	870	852	849
	服务站 Service station		924	936	941	942	950	956	970
重卡 Heavy Duty Truck	经销商 Dealer		872	859	847	886	933	851	876
	服务站 Service station		911	913	917	925	907	950	968
国际公司 JAC International			812	820	824	825	828	827	892

打造优质供应链

BUILD QUALITY SUPPLY CHAIN

供应商合作原则

Supplier cooperation principle

关注供应链同步开发能力、质量保证能力、成本管控能力，并作为产品品质的关键影响因素，按照“选择重于培养”原则，建立潜在供应商库，引入并培育优质供应商资源，强化供应商准入管理。体系内供应商采用分层分级管理机制，持续整合冗余供应商，提升供应链体系整体能力水平。

The Company pays attention to the supply chain synchronous development ability, quality assurance ability, cost control ability, and as the key influencing factors of product quality, in accordance with the principle of "Selection is more important than training", establishes a potential supplier database, introduces and cultivates high-quality supplier resources, and strengthens supplier access management, adopts hierarchical management mechanism of suppliers in the system to continuously integrate redundant suppliers and improves the overall capacity of the supply chain system.

供应商准入机制

Supplier access mechanism

01

行业领先：具备零部件领域的主机厂配套经验，行业内有一定的优势；

Industry-leading: with OEM supporting experience in the field of parts and components, there are certain advantages in the industry;

02

技术先进：有一定的技术优势，得到行业主流主机厂技术认可，具有同步开发能力，有电动化、智能化、网联化零部件技术开发优势；

Advanced technology: has certain technical advantages, technically recognized by the industry mainstream OEMs, with synchronous development capability, with technology development advantages on electric, intelligent, networking parts;

03

质量保证：生产用主材等关键、核心产品须通过 IATF16949 质量管理体系，生产用辅材等须通过 ISO9001 质量管理体系；

Quality assurance: Key and core products such as main materials for production must pass IATF16949 quality management system, and auxiliary materials for production must pass ISO9001 quality management system;

04

成本可控：体系内供应商具备行业主流成本控制水平，体系外供应商具备成本优势作为新供应商引入必要条件；

Cost controllable: Suppliers in the list shall have the mainstream cost control level of the industry, and suppliers outside the list shall have cost advantages as the necessary conditions for new supplier access;

05

交期保证：产能满足供货要求，保证持续稳定供应符合质量标准的产品及提供服务。

Delivery guarantee: production capacity can meet the supply requirements, and ensures the continuous and stable supply of products and services in line with quality standards.



协调发展 COORDINATED DEVELOPMENT

供应商履行社会责任

Suppliers fulfill their social responsibilities

公司鼓励零部件企业履行和落实社会责任,强化与供应商在业务细分行业开展合作,共同提升自主零部件企业配套能力,给予必要的技术支持与资金支持,带动零部件企业就业和提升供应商员工满意度。落实安徽省新能源汽车产业集群建设工作要求,积极与安徽省内各地市零部件企业加强配套合作。关注和支持零部件企业向智能化、网联化、电动化、绿色化和低碳化方向发展,积极配合供应商企业运用新产品、新工艺、新技术,提升供应商技术开发能力和品牌影响力,支持和帮助零部件企业编制和发布年度社会责任报告,仅合肥市就有约 30 家企业发布 2023 年度社会责任报告。

The Company encourages parts enterprises to fulfill and implement social responsibilities, strengthens cooperation with suppliers in business segments, jointly improves the supporting capacity of independent parts enterprises, gives necessary technical support and financial support, and drives the employment of parts enterprises and improve the satisfaction of suppliers. Also, the Company implements the requirements for the building of new energy automobile industry clusters in Anhui Province, and actively strengthens supporting cooperation with spare parts enterprises in various cities of Anhui province, pays attention to and supports parts enterprises to develop in the direction of intelligence, networking, electrification, green and low-carbon, actively cooperates with suppliers to use new products, new processes and new technologies, improves suppliers' technology development capabilities and brand influence, supports and helps parts enterprises to compile and release annual Social Responsibility Reports. In the city of Hefei alone, about 30 related enterprises have released Social Responsibility Report 2023.

供应商绩效评价与应用

Supplier performance evaluation and application

采取月度和年度评价机制,从技术(T)、质量(Q)、成本(C)、交付(D)、服务(S)、EHS、合作意愿等多个方面对供应商综合评价和分类管理。供应商绩效评价是年度评先评优的重要依据,绩效优的供应商将给予表彰和业务倾斜支持;绩效差的应商采取业务份额下调,必要时予以淘汰终止业务。

The Company adopts monthly and annual evaluation mechanism to comprehensively evaluate and classify suppliers from the aspects of technology (T), quality (Q), cost (C), delivery (D), service (S), EHS, cooperation willingness and so on. Supplier performance evaluation is an important basis for annual evaluation. Suppliers with excellent performance will be commended and supported with preferential policies, and suppliers with poor performance will be reduced in business share or the business will be terminated if necessary.



注重质量，打造卓越生产制造体系

FOCUS ON QUALITY AND BUILD AN EXCELLENT PRODUCTION AND MANUFACTURING SYSTEM

2023 年，公司深入践行“质量为本”核心价值观，有效落实质量提升举措，以用户满意为导向，系统开展质量提升工作；深化产品环保体系和能力建设，加大实物质量管控力度，加大突出质量问题的攻关力度，持续开展质量人才队伍培养，继续夯实质量保证基础能力，产品质量稳中向好。

In 2023, the Company deeply practices the "Quality-based" core value, effectively implements quality improvement measures, and systematically carries out quality improvement guided by user satisfaction; deepens the product environmental protection system and capacity building, increases physical quality control efforts, increases efforts to tackle outstanding quality problems, continues to carry out quality personnel training, continues to consolidate the basic ability of quality assurance, and product quality is stable and good.

质量工具方法推广 & 质量荣誉

Promotion of Quality tools and Methods & Quality Honors

公司持续开展质量专项培训，提升员工素质，通过多场次、重实践的专项培训，有效提升员工质量意识和能力。公司积极推进质量管理创新及工具方法应用，各类群众性质量活动蓬勃开展。全年荣获省市级以上质量荣誉 90 个，公司连续第 7 年荣获“全国企业员工全面质量管理知识竞赛优秀组织奖”荣誉。2023 年 2 月安徽江淮汽车集团控股有限公司李德斌获“安徽省人民政府质量奖”。《基于物联融合的数字化质量管理》作品入选全国《数字化质量管理创新与实践案例》，《推进群众性质量活动的创新实践》作品入选全国《企业首席质量官质量变革创新案例》。

The Company continues to carry out special quality training and improves staff quality through multiple sessions and focusing on practice, effectively improves the quality awareness and ability of employees, actively promotes the innovation of quality management and the application of tools and methods, and all kinds of mass quality activities are carried out vigorously. The Company has won 90 provincial and municipal quality honors throughout the year, and has won the honor of "Excellent Organization Award of National Enterprise Employees Total Quality Management Knowledge Competition" for the 7th consecutive year. In February 2023, Li Debin from Anhui Jianghuai Automobile Group Holdings Ltd. won the "Quality Award of Anhui Provincial People's Government". "Digital Quality Management Based on IOT Fusion" was selected into the national "Digital Quality Management Innovation and Practice Case", "Innovative Practice of Promoting Mass Quality Activities" was selected into the national "Quality Change Innovation Case of Enterprise Chief Quality Officer".

产品质量法规建设

Product quality regulation construction

公司强化产品环保红线意识，严守法规底线，围绕产品环保法规管控要求，持续提升产品法规环保合规管控能力。组织推进新法规标准切换实施，确保产品满足法规要求；持续开展产品一致性监督，深入推进重型车产品环保远程监控达标，严格落实三包法定义务，认真履行缺陷汽车产品召回责任，公司产品合规管理的体系化能力进一步增强。

The Company strengthens the awareness of product environmental protection red line, strictly observes the bottom line of laws and regulations, focuses on the requirements of product environmental protection regulations, and continuously improves the ability of product environmental protection compliance and control, organizes and promotes the implementation of new regulations and standards to ensure that products meet regulatory requirements. The Company continues to carry out product consistency supervision, further promotes the remote monitoring of environmental protection of heavy vehicle products to reach the standard, strictly implements the statutory obligations of the Three Guarantees, earnestly fulfills the responsibility of defective automobile product recall, and further enhances the systematic ability of product compliance management of the Company.



协调发展
COORDINATED DEVELOPMENT

产品试验评价

Product test evaluation

为更好地验证公司产品在极端环境下的质量表现，公司持续对主要产品开展环境适应性试验（海南高湿、吐鲁番高温、格尔木高原、黑河高寒、五指山山区），已经连续开展 19 年，验证产品在各种使用环境下存在的不足和问题，积极抓整改，系统提升产品适应性、可靠性和耐久性。全年试验总里程达 47 万公里，2023 年强化了对整车智能网联及插电混动试验项目的探索和验证，进一步提升产品验证能力。

In order to better verify the quality performance of the Company's products in extreme environments, the Company continues to carry out environmental adaptability tests on main products (Hainan high humidity, Turpan high temperature, Golmud Plateau, Heihe low temperature, Wuzhishan Mountain), which has been carried out for 19 consecutive years, verifying the shortcomings and problems of products in various environments, and actively taking rectification measures. The system enhances product adaptability, reliability and durability. The total mileage of the annual test reaches 470,000 kilometers, and in 2023, the exploration and verification of vehicle intelligent network connection and plug-in hybrid test projects are strengthened to further improve product verification capabilities.



高温测试



高寒测试



绿色发展

GREEN DEVELOPMENT



绿色发展

GREEN DEVELOPMENT

建设生态安全性企业

BUILD ECOLOGICALLY SAFE ENTERPRISE

公司严格贯彻落实习近平生态文明思想和全国生态环境保护大会精神，推动落实党中央、国务院及省委、省政府生态文明建设和生态环境保护决策，始终坚持绿色低碳发展理念，并贯穿于生产经营管理中，以绿色工厂、绿色产品、绿色生态为抓手，深入研究汽车全生命周期和全产业链节能减碳。助力公司迈向绿色低碳的高质量发展新阶段。报告期内，公司未发生重大环境污染与破坏事故。

The Company strictly implements the Xi Jinping's idea of ecological civilization and the spirit of the National Ecological Environment Protection Conference, promotes the implementation of the ecological civilization construction and ecological environmental protection decisions of the Party Central Committee, The State Council, the provincial Party committee and the provincial government, always adheres to the concept of green and low-carbon development, and runs through the production and management, and takes green factories, green products and green ecology as the starting point, does in-depth study of energy conservation and carbon reduction in the whole life cycle of automobiles and the whole industrial chain, helps the Company to move to a new stage of green, low-carbon and high-quality development.

No major environmental pollution and damage incidents occurred during the reporting period.

节能减碳体系保障

System guarantee of energy conservation and emission reduction

组织保障

Organization guarantee

公司总经理任公司节能减排领导小组组长、分管副总经理为常务副组长，各业务总经理为副组长、事业部分管领导为成员，设置专业管理机构 and 配备专职管理人员，系统协调部署全公司的节能减碳工作。

The general manager of the Company is the leader of the Company's energy conservation and emission reduction leading group, the deputy general manager is the executive deputy leader, the general manager of each business division is the deputy leader, the division's management leader is the member, the professional management organization is set up and equipped with full-time management personnel, and the system coordinates the deployment of the Company's energy conservation and carbon reduction.

制度体系维护

Institutional system maintaining

公司自建立环境、能源管理体系以来，一直严格按照体系管理流程运行，制定内部管理制度并适时优化。2023 年公司共识别新增、更新的环保能源法律法规及标准共 17 项，对照公司现状做定性定量评价及举一反三，确保依法合规。同时依据法律法规、体系标准要求对内部管理制度有效性、符合性适时开展评审及修订。通过体系内审、外审等形式审核管理体系运行的适用性、充分性和有效性，积极应对外部各级审查，保障环保能源管理体系持续有效运行。

Since the establishment of the environmental and energy management system, the Company has been operating in strict accordance with the system management process, formulating internal management systems and timely optimization. In 2023, the Company identifies 17 new and updates items of laws, regulations and standards, conducts qualitative and quantitative evaluation against the Company's current situation and ensure legal compliance, reviews and revises the environmental management system according to the effectiveness and compliance of laws, regulations, system standards and systems. Through the internal audit and external audit of the system, the Company audits the applicability, adequacy and effectiveness of the operation of the management system, and actively respond to external reviews at all levels to ensure the sustainable and effective operation of the environmental protection energy management system.

责任落实

Responsibility implementation

公司分层级制定节能减排管理目标，分解纳入年度 KPI 业绩合同。为进一步践行绿色低碳发展要求，持续优化“一厂一策”方案，分厂区建能耗指标模型，优化内部环保能源综合考评标准，指标管控进一步精准。同时通过风险研判、法规识别、过程监督，制定风险机遇清单及节能减碳方案，支撑指标达成，考评结果纳入年度管理评价稽核范畴兑现。

The Company sets energy conservation and emission reduction management goals at different levels, which are broke down and incorporated into the annual KPI performance contract of each unit, to further implement the requirements of green and low-carbon development, continue to optimize the "one plant, one policy" program, build an energy consumption indicator model in branches, optimize the comprehensive evaluation standard of internal environmental protection energy, and further accurate indicator control. At the same time, through risk research and judgment, regulation identification, process supervision, the Company develops a list of risk opportunities and energy saving and carbon reduction programs to support the achievement of indicators, and the evaluation results are included in the annual management evaluation audit.

积极推动制造过程碳减排

Actively promote carbon emission reduction in manufacturing process

推进光伏发电项目。公司主要生产工厂均建有分布式光伏电站，目前已建 11 个厂区光伏装机容量 69.04MWp，自利用率 78.03%，2023 年节约标煤 1.2 万吨标煤，节约用能成本 1293.66 万元，减碳量 2.51 万吨。

The Company promotes photovoltaic power generation project with distributed photovoltaic power stations in main factories. Currently 69.04MWp of photovoltaic capacity has been built in 11 plants, with self-use rate of 78.03%. In 2023, the Company has saved 12,000 tons of standard coal, 12,936 million yuan of energy cost, and 25,100 tons of carbon reduction.



积极推进节能环保新技术应用

ACTIVELY PROMOTE THE APPLICATION OF NEW TECHNOLOGIES FOR ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION

分级制定节能减排技改方案，定期征集评选公司优秀节能减碳项目，展示节能减排管理、技改成果，并在全公司进行分享及应用推广。

We formulate energy-saving and emission-reduction technical transformation plans at different levels, regularly collect and select excellent energy-saving and emission-reduction projects of the Company, display energy-saving and emission-reduction management and technical transformation achievements, share and promote the application in the whole Company.

低碳绿色工厂技术研究项目

Technology research project of low carbon green factory

2023 年完成了行业标杆“零碳工厂”低碳举措对标分析及 X221 新工厂节能减排方案设计冻结，完成了组织碳的核算方法学研究，明确了“零碳工厂”认证的权威标准和流程。与中汽研签订“零碳工厂认证”合作的技术协议及合同，并协同中汽研完成目标工厂新港商用车基地“零碳工厂”认证方案编制、现场节能降碳举措调研、碳排放数据采集及第三方首轮现场审查工作，顺利完成“碳中和承诺认证”并获取认证证书。另外，建立了整车制造过程碳足迹核算数学模型（含因子库），并协同合肥工业大学开发了整车制造过程碳排放核算及分析系统 1.0 版。

In 2023, the Company has completed the benchmark analysis of low-carbon measures for the industry's benchmark "zero carbon factory" and the design freezing of energy conservation and emission reduction schemes for X221 new factory, completed the research on the accounting methodology of organizational carbon, and clarified the authoritative standards and processes for the certification of "zero carbon factory". We have signed the technical agreement and contract of "Zero carbon factory certification" cooperation with China Automotive Engineering Research Institute, and completed the "zero carbon factory" certification scheme of the target factory Xingang Commercial Vehicle Base, the investigation of on-site energy conservation and carbon reduction measures, carbon emission data collection and the first round of third-party on-site review, successfully completed the "carbon neutral commitment certification" and obtained the certificate. In addition, a mathematical model of carbon footprint accounting for vehicle manufacturing process (including factor database) has been established, and version 1.0 of carbon emission accounting and analysis system for vehicle manufacturing process was developed in collaboration with Hefei University of Technology.





绿色发展
GREEN DEVELOPMENT

重卡厂新建蒸汽管道项目

Heavy truck plant new steam pipeline project of heavy truck factory

重卡厂新建蒸汽管道管径从 $\phi 350$ 改成 $\phi 100$ ，降低蒸汽管损。累计投资 211 万元，年节约 71 万元。

The new steam pipeline of the heavy truck plant was changed from $\phi 350$ to $\phi 100$ to reduce the steam pipe damage. The cumulative investment is 2.11 million yuan and the annual saving is 710,000 yuan.



冲焊厂循环水系统优化项目

Circulating water system optimization project of stamping and welding plant

乘用车冲焊厂冷却循环水系统 7 台水泵供应 4 个车间，通过梳理用能设备，经管网联通、电机改造等举措，实现精准供能。年节约 13.8 万元。

The cooling and circulating water system of the passenger car welding plant supplies 4 workshops with 7 pumps, and accurate energy supply was achieved through combing measures such as energy equipment, network connection and motor transformation. Annual savings achieves 138,000 yuan.



蒙城新基地涂装干式喷漆技术

Coating dry spray technology of Mengcheng new base



通过干式喷漆室技术，在喷漆室底部开发迷宫纸盒过滤器过滤漆雾，后期再用袋式过滤器进行漆雾过滤捕捉，使喷漆室底部漆渣间空气质量明显改善。蒙城涂装车间 3 套喷漆室，喷漆循环水泵每小时可节约电能 116KW，污水处理量每小时减少 2.2m^3 ，吨水处理耗电量减少 1.5KW。以生产线开动率 80% 计算，每年可节约能耗费用 38.18 万元，每年减碳量 336 吨。

Through the dry spray booth technology, the maze box filter is developed at the bottom of the spray booth to filter the paint mist, and then the bag filter is used to filter and capture the paint mist, so that the air quality in the paint slag room at the bottom of the spray booth is obviously improved. In the 3 sets of spray booth Mengcheng painting workshop, spray painting circulating pump can save 116KW of electric energy per hour, sewage treatment capacity is 2.2m^3 per hour, and ton of water treatment power consumption is reduced by 1.5KW. Calculated at the production line operation rate of 80%, the annual energy consumption can be saved by 381,800 yuan, and the annual carbon reduction is 336 tons.

蒙城新基地新型循环风回用技术

New circulating air reuse technology of Mengcheng new base



干式循环风在循环使用过程中湿度不会增加，循环风空调无需表冷除湿和二次加热，大大降低喷漆室循环风空调冷热能耗。此外，开发的机器人自动喷涂，实现所有喷漆段均可使用循环风，提高循环风利用率，涂装新型循环风回用系统冷热水能耗相对传统循环风可减少 80%，每小时可节约电能 390KW，节省天然气 132m³。以生产线开动率 80% 计算，每年可节约能耗费用 293.76 万元，每年减碳量 2239 吨。

The humidity of dry circulating air does not increase during the cycle use, and the circulating air conditioner does not need surface cooling dehumidification and secondary heating, greatly reducing the cold and heat consumption of the circulating air conditioner in the spray booth. In addition, the developed robot automatic spraying can realize the use of circulating air in all painting sections, improving the utilization rate of circulating air. The energy consumption of hot and cold water in the painting new circulating air recycling system can be reduced by 80% compared with the traditional circulating air, saving 390KW of electric energy and 132m³ of natural gas per hour. Calculated at the production line operation rate of 80%, the annual energy consumption can be saved by 2,937,600 yuan, and the annual carbon reduction is 2,239 tons.

新港厂区压缩空气独立供气改善项目

Compressed air independent gas supply improvement project of Xingang Base



原非生产期间，涂装厂、前桥厂需求站房提供 6 公斤压缩空气供应，以满足前处理线摆杆链支撑及油漆搅动，经长期观察，站房启动设备功率较大，远超现场保压需求，大量压缩空气在厂区管道损耗及现场漏气点损耗，站房单日空压机、干燥机及附属冷却塔系统单日提供保压数据平均在 5340 元。利用现有闲置低功率空压机并对管道进行改造，满足在非生产期间涂装厂、前桥厂、质量管理部的独立供气，全年休息日按照 115 天计算，累计可节约 52.10 万元。

Previously, during non-production period, the Painting factory and the Front Axle factory required the station building to supply 6kg of compressed air to meet the needs of the pre-treatment line swing rod chain support and paint agitation. After long-term observation, the starting equipment of the station building has a large power, far exceeding the on-site pressure maintenance demand, and a large amount of compressed air is lost in the plant pipeline and on-site leakage points. The daily pressure data provided by the air compressor, dryer and attached cooling tower system in the station building is 5340 yuan on average. The existing idle low-power air compressor is used and the pipeline is reformed to meet the independent gas supply of the painting plant, the Front Axle factory and the Quality management Department during non-production period. The annual rest days are calculated according to 115 days, and the cumulative savings reaches 520,100 yuan.

报告期内节能减排技术改造成果

Achievements of technological transformation of energy conservation and emission reduction in the reporting period

2023 年共征集节能减排管理方案 46 项，推广节能减排计划 31 项，节能减碳创新方案和共享强制推广计划完成率达 96%；全年在同等生产规模下实现节能量 1732 吨标煤，减碳量 48756 吨，节约费用 2512 万元。

In 2023, 46 energy conservation and emission reduction management plans were collected, 31 energy conservation and emission reduction plans were promoted, and the completion rate of innovative energy conservation and carbon reduction plans and shared compulsory promotion plans reached 96%. In the whole year, under the same production scale, 1,732 tons of standard coal energy was saved, 48,756 tons of carbon was reduced, and 25.12 million yuan of cost was saved.



绿色发展
GREEN DEVELOPMENT

营造绿色文化环境

CREATE A GREEN CULTURAL ENVIRONMENT

公司全面开展绿色文化建设，已在全体员工中形成共同节约、有效利用、改善环境的广泛共识，并贯彻于生产经营活动实践中，公司逐步走上“以绿色发展塑文化，用文化保绿色发展”的可持续发展之路，正实现从“平安江淮”向“美好江淮”跨越。

The Company comprehensively carries out the construction of green culture, forms a broad consensus in all employees to save, effectively use and improve the environment, and implements in the practice of production and business activities; the Company gradually embarks on the road of sustainable development of "Green development to form culture, with culture to protect green development", and is realizing the leap from "safe JAC" to "beautiful JAC".

节水宣传

Water-saving publicity

2023年3月22日是第三十一届“世界水日”，3月22—28日是第三十六届“中国水周”，主题为“强化依法治水 携手共护母亲河”。5月14日—20日是节水宣传周，主题为“推进城市节水，建设宜居城市”。公司结合节水宣传主题认真落实各项节水工作推进计划，组织各单位自主开展形式多样的节水宣传活动，积极参与“节水宣传周”有奖知识竞答活动，观摩学习合肥市节水办组织的管网查漏比赛。

March 22, 2023 is the 31st "World Water Day", and March 22-28 is the 36th "China Water Week", with the theme of "Strengthening water control according to law and jointly protecting Mother River". May 14-20 is the "Water Conservation Awareness Week", with the theme of "Promoting Urban Water Conservation, Building Livable Cities". The Company conscientiously implements the water-saving promotion plan according to the theme of water-saving publicity, organizes all units to independently carry out various forms of water-saving publicity activities, actively participates in the "Water-saving Publicity Week" prize-winning knowledge competition, and watches and learns the pipe network leak detection competition organized by Hefei Water-Saving Office.



节能、低碳宣传

Energy conservation and low carbon publicity

2023年7月10日至16日为全国节能宣传周，活动主题是“节能降碳，你我同行”。7月12日为全国低碳活动日，活动主题是“积极应对气候变化，推动绿色低碳发展”。公司组织各单位围绕活动主题，同时结合节能管理现状、特点开展“四个一”活动（即一次低碳检查、一次主题教育学习、一次低碳行为、一个宣传咨询活动），通过各类培训宣传活动开展，营造浓厚氛围，开拓节能管理视野，提升能源基础管理水平。

July 10-16, 2023 is the National Energy Conservation Publicity Week, with the theme of "Energy conservation and carbon reduction, you and I walk together". July 12 is the National Low-carbon Activity Day, with the theme of "Actively responding to climate change and promoting green and low-carbon development". Around the theme of the activity, the Company organizes all units, combines the status quo and characteristics of energy conservation management to carry out "four once" activities (ie. a low-carbon inspection, a theme education and learning, a low-carbon behavior, a publicity and consulting activity), and carries out various training and publicity activities to create a strong atmosphere, expands the vision of energy conservation management, and improves the basic management level of energy.

环境日活动

Environment Day activities

2023年6月5日是第52个世界环境日，公司积极响应中国环境日“建设人与自然和谐共生的现代化”的主题，组织走访参观学习、拍摄短视频、漫画创作等活动，主动宣传环境保护知识，广泛激发广大员工参与活动的热情。

June 5, 2023 is the 52nd World Environment Day. The Company actively responds to the theme of "Building the modernization of harmonious coexistence between man and nature" for the China Environment Day, organizes visits, learning, shooting short videos, cartoon creation and other activities, takes the initiative to publicize the knowledge of environmental protection, and extensively stimulates the enthusiasm of employees to participate in the activities.





绿色发展
GREEN DEVELOPMENT

节能减排绩效

ENERGY CONSERVATION AND EMISSION REDUCTION PERFORMANCE

指标 Indicators	2022 年 2022	2023 年 2023
环保总投资费（万元） Total investment in environmental protection (10k Yuan)	2369.87	2893.03
COD 排放量（吨） COD discharge (Ton)	36.16	36.99
废水排放量（吨） Wastewater discharge (Ton)	674789	729907
污染物处置费（万元） Pollutant disposal fee (10k Yuan)	1530.23	1293.46
单位产值能耗（吨标准煤 / 万元） Water consumption per unit of output value (Tons of water/ 10k yuan)	0.0128	0.0096

指标 Indicators	2021 年	2022 年	2023 年
工业固废综合利用率（%） Comprehensive utilization rate of industrial solid waste (%)	89.2%	89.4%	92.2%
工业用水重复利用率（%） Industrial water reuse rate (%)	89.8%	90.6%	93%

坚实保障安全生产平稳运营

FIRMLY ENSURE SAFE PRODUCTION AND SMOOTH OPERATION

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 2023 年安全形势整体平稳，守住了依法合规与“0 工亡、0 职业病、0 火灾、0 较大及以上事故”的底线，EHS 管理评价指标持续向好。

The Company adheres to the concept of "Safe development in accordance with laws and regulations" and follows the policy of "Safety first, prevention first and comprehensive treatment". Facing the severe and complex internal and external situations, the Company's safety situation in 2023 is stable on the whole, keeping the bottom line of "zero fatalities, zero occupational diseases, zero fires, and zero major accidents or above".

持续推进安全文化 3.0 建设

CONTINUE TO PROMOTE SAFETY CULTURE BUILDING

2023 年公司被授予全国安全文化示范企业。全年以“五个以”为落脚点传承创新、求实推进，整体开展分年度策划、月报及年中交流、年底验收三步开展，导向基础管理与安全文化建设融合，促文化推进开展更务实、更具生命力。目前已建女工之家 6 处，环境改造 11 项，EHS 风险攻关 53 项，隐患随手拍奖励约 40 万，修订编制班组台账、指南、标准各 1 套，输出责任管理、特殊疾病人群管控、STOP 观察等 5 套方案。

In 2023, the Company was awarded the national safety culture demonstration enterprise. Throughout the year, with the measures as the starting point, the Company realistically promotes inheritance and innovation, with the overall development being carried out by steps as annual planning, monthly report and mid-year exchange, and the year end acceptance. Guided by the integration of basic management and safety culture construction, the cultural promotion is more pragmatic and with more vitality. At present, 6 women's homes have been built, 11 environmental renovation projects, 53 EHS risk research projects, and the Company has spent about 400,000 yuan for awarding taking photos of hidden dangers, 1 set of team accounts, guidelines and standards have been revised and compiled, and 5 sets of programs such as responsibility management, special disease population control and STOP observation have been formed.

安全生产标准化

STANDARDIZATION OF SAFETY PRODUCTION

2023 年公司一级“安标”表彰公示，安标工作开展整体适宜、全部达标，符合现阶段管理要求。事业部层级“高得分值、稳定运行”；分子公司层级“整体向好、全面达标、差距渐小”。从整体来看，13 家单位有 11 家增长、2 家下降。共性的向好方面表现在安标根基和传承较好、信息化运用和安全文化引领助力初见成效、重大事故隐患管控受控。

In 2023, the Company's first level "Standardization of safety production" shows that, safety production standardization is carried out overall appropriately, and all standards are in line with the current management requirements. "High score and stable operation" at the division level, "Overall good, comprehensive standards, the gap is getting smaller" at division and subsidiary level. Overall, 11 of the 13 units have been improved. The common aspects of the good performance in the standardization are better foundation and inheritance, the application of information technology and safety culture have led to initial results and the control of major accidents hidden danger.

职业健康管理体系

OCCUPATIONAL HEALTH MANAGEMENT SYSTEM

以依法合规为底线，积极响应健康企业创建工作，通过机制创新、全员参与、硬件优化等举措迈出“人本健康”第一步。过程中充分识别生产工艺职业病危害因素，建立风险识别、评价、管控标准，推进职业健康监护信息化，有效落地职业病预防。全年无职业病及潜在职业病风险发生，从职业健康到大健康管理转变，多个分、子公司获得健康企业称号。

With law and compliance as the bottom line, we actively respond to the creation of healthy enterprise, and take the first step of "People-oriented health" through mechanism innovation, full participation, hardware optimization and other measures. In the process, fully identify the occupational hazard factors of the production process, establish the risk identification, evaluation and control standards, promote the information of occupational health monitoring, and effectively prevent occupational diseases. No occupational disease and potential occupational disease risk occurred throughout the year, transform from occupational health to comprehensive health care, many subsidiaries and branches won the title of healthy enterprise.



绿色发展
GREEN DEVELOPMENT

安全生产专项整治三年行动完美收官

THE THREE-YEAR ACTION OF THE SPECIAL RECTIFICATION OF PRODUCTION SAFETY CAME TO A PERFECT END

按照党中央、国务院及省委、省政府关于安全生产的决策部署，深入贯彻学习习近平总书记关于安全生产重要论述的六大要点，根据《全国安全生产专项整治三年行动计划》和《安徽省安全生产专项整治三年行动实施方案》，结合自身实际研讨制定发布《“2+N+X”安全生产专项整治三年行动实施方案》，开展治理类行动共计15个专题、43个子项目，实际投入1443.3万元，已全部完成设定计划，并形成《公司“2+N+X”EHS专项整治三年行动总结》。

In accordance with the decision-making and deployment of the Party Central Committee, the State Council, the Provincial Party Committee and the Provincial Government on production safety, thoroughly implement and study on the important discussion of production safety six points of the General Secretary, according to the "Three-year Action Plan for the Special Rectification of National Safety Production" and the "Three-year Implementation Plan for the Special Rectification of Safety Production in Anhui Province", basing on our own discussion, we formulate and release the "2+N+X Three-year Action Implementation Plan for the Special Rectification of Safety Production", and carry out a total of 15 special topics and 43 sub-projects of governance actions. The actual investment is 14.433 million yuan, and the "Three-year Action Summary of the Company's "2+N+X" EHS Special Rectification" has been formed.

重大事故隐患排查整改

INVESTIGATION AND RECTIFICATION OF HIDDEN DANGER OF MAJOR ACCIDENTS

根据应急管理部《工贸企业重大事故隐患判定标准》（10号令），公司制定自查清单，分“自查、归总评审、答疑解惑、现场验证”四阶段，开展重大事故隐患排查整改工作。

According to the "Judgment Standards for Major Accident Hidden Dangers of industry and trade Enterprises" (Order No. 10) of the Department of Emergency Management, the Company develops a self-inspection list, which is divided into four stages of "self-inspection, general review, Q&A, and on-site verification" to carry out the investigation and rectification of major accident hidden dangers.

安全主题活动

SAFETY-THEMED ACTIVITIES

落实上级单位相关要求，结合公司安全管理实际，策划别具特色的“安全生产月”活动，以“人人讲安全、个个会应急”为主题，开展各级主要负责人带头讲安全、开好五分钟班前安全会、安全短视频、安全主题漫画作品推送、主题演讲比赛、典型经验观摩等活动，形成自身特色。

We implement the relevant requirements of superior units, and combined with the actual safety management of the Company, we plan a unique "safety production month" activity, with the theme of "everyone speaks safety, everyone knows how to respond to emergencies", and carry out activities to from our own characteristics, such as leaders at all levels to speak safety, five-minute safety meeting before work, short videos and safety theme cartoons, keynote speech competition.



主要负责人带头讲安全



开放发展

OPEN DEVELOPMENT



开放发展
OPEN DEVELOPMENT

市场竞争力稳步提升

STEADY IMPROVEMENT OF MARKET COMPETITIVENESS

2023 年公司经营指标概述

Overview of the Company's operating indicators for 2023

累计销售各类汽车

59.25 万辆

Sold 592,500 vehicles of all kinds

实现营业总收入

450.16 亿元

Achieved a total revenue of 45.016 billion yuan

已累计向全球用户
交付各类产品近

1 千万辆

Delivered nearly 10 million vehicles to users around the world

国际市场地位进一步巩固

Further consolidate international market position

坚持“地区主战、品类主建”运营，坚持“商乘并举、油电并重”，充分发挥全品类的谱系优势，实现规模与效益双增长，持续提升综合竞争力。全年累计出口 16.96 万辆，同比增长 47.99%。中高端轻卡出口同比增长 11%，继续保持行业第一；皮卡出口同比增长 13%，保持行业前三；轻客出口同比增长 191%，跃居行业第二；新能源车型全年出口突破万台，其中纯电动轻卡稳居中国出口第一，E10X 位居小型车纯电出口第一。

We adhere to the "Region's responsibility for operations and the services focus on varieties" principle, and adhere to the "business and passenger, oil and electricity", give full play to the product profile advantages of the whole category, achieve double growth of scale and efficiency, and continue to improve comprehensive competitiveness. A total of 169,600 vehicles were exported in the year, an increase of 47.99%. Medium and high-end light truck exports has increased by 11% year-on-year, continuing to maintain the industry first; Pickup exports has increased by 13% year-on-year, maintaining the top three in the industry; Light passenger car exports has increased 191% year-on-year, ranking second in the industry; The annual export of new energy models has exceeded 10,000 units, of which electric light trucks ranked the first in China's export, and E10X ranked the first in the export of electric small cars.



JAC 万台乘用车出口阿联酋发车仪式

一带一路建设

Belt and Road building

2023 年，是共建“一带一路”倡议提出十周年，公司积极响应国家“一带一路”倡议，在第三届“一带一路”国际合作高峰论坛期间与土耳其知名汽车集团完成贸易合同的签订；全年在“一带一路”共建国家交付 13.4 万辆，同比增长 63.7%。

The year 2023 is the 10th anniversary of the Belt and Road Initiative, the Company actively responds to the national "Belt and Road" initiative, and has completed the signing of a trade contract with a well-known Turkish automobile group during the third "Belt and Road" International Cooperation Forum; During the year, 134,000 vehicles were delivered in Belt and Road countries, an increase of 63.7% year-on-year.

公司围绕用户、产品与品牌共享共创深耕细作的《越南客户故事》，斩获第五届“一带一路”百国印记短视频大赛优秀作品奖。

The Company focuses on the sharing of users, products and brands, creates the in-depth "Vietnam Customer Story", which has won the excellent works award in the 5th "Belt and Road" 100 countries mark short video competition.

自 1990 年至今，公司的足迹遍布全球五大洲 132 个国家和地区近 140 万辆汽车，其中，“一带一路”共建国家累计出口超 80 万辆；全球 19 家海外 KD 工厂中，有 16 家分布在“一带一路”共建国家，实现了从无到有，从跟跑到并跑，从单一市场的简单贸易到技术、资本、管理等全产业链输出的全面升级，为中国品牌汽车出海注入了新动能。

Since 1990, the Company's footprint covers 132 countries and regions on five continents around the world, nearly 1.4 million vehicles, of which, more than 800,000 vehicles are exported to the "Belt and Road" countries; Among the 19 overseas KD factories in the world, 16 are in the countries of the "Belt and Road". We have realized the comprehensive upgrading of the whole industrial chain output from scratch, from following to running, from simple trade in a single market to comprehensive upgrading of the output of the whole industrial chain such as technology, capital and management, etc., and injected new momentum to the export of Chinese brand cars.



“一带一路”企业家大会，江汽集团与土耳其知名汽车集团签订 0.45 亿美元贸易合同



开放发展
OPEN DEVELOPMENT

“朋友圈”不断扩大

"Circle of friends" keeps expanding

01

华为合作迈上新台阶

New level of the cooperation with Huawei

与华为终端战略合作正式官宣，在产品开发、生产制造、销售和服务等领域全面合作，着力打造豪华智能网联电动汽车。

The strategic cooperation with Huawei terminal was officially announced, and comprehensive cooperation in the fields of product development, manufacturing, sales and service is focused on creating luxury intelligent networked electric vehicles.

02

大众合作取得新进展

New progress of the cooperation with Volkswagen

与大众战略合作进展顺利，首款出口欧洲的产品已正式量产，国内销售的首款产品将于2024年量产。大众汽车科技子公司于2023年5月在合肥注册成立，研发和供应链资源将进一步集聚。

The strategic cooperation with Volkswagen is progressing smoothly, the first product for export to Europe has been officially mass-produced, and the first product for domestic market will be mass-produced in 2024. Volkswagen (China) Technology Co., Ltd. was registered and established in Hefei in May 2023, which will further gather R&D and supply chain resources.

03

蔚来合作拓展新途径

New path of the cooperation with NIO

合作量产车型已达7款，累计交付近46万辆，贡献产值近1500亿元。支持蔚来独立发展，并在换电等领域达成战略合作。

7 models have been mass-produced, with a total of nearly 460,000 vehicles delivered, contributing nearly 150 billion yuan in output value. We support the independent development of NIO, and have reached strategic cooperation in areas such as battery swapping.

04

产业布局取得新突破

New breakthrough in the industrial layout

与宁德时代、腾讯等科技型企业的协同合作持续深化，加速生态融合。国江基金聚焦智能新能源产业，在智驾、域控等领域完成多笔投资，逐渐构筑差异化优势，组建总规模10亿元的中安智能网联新能源车产业基金，并完成首个项目的出资。

Cooperation with technology enterprises such as CATL and Tencent continues to deepen and we accelerate ecological integration. Guojiang Fund focuses on the intelligent new energy industry, completes a number of investments in intelligent driving, domain control and other fields, gradually builds differentiated advantages, establishes Zhongan intelligent network new energy vehicle industry fund with a total scale of 1 billion yuan, and has completed the first project investment.



共享发展

SHARE DEVELOPMENT



共享发展
SHARE DEVELOPMENT

贡献当地经济发展

CONTRIBUTE TO THE LOCAL ECONOMIC DEVELOPMENT

2023 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 2023, the Company continues to play a role in promoting local economic development, driving the development of regional talents and related industries, and contributing to the local sustainable development. At the headquarter in Hefei, an industrial base integrating manufacturing, capital, brand, logistics and market network has been formed, with hundreds of supporting parts manufacturers, driving more than 100,000 surrounding employment.



国内外投资建设情况

Investments at home and abroad

公司充分发挥整车平台优势，开放合作，创新商业模式，不断推动国有资本优化布局和结构调整。截至 2023 年底，公司所属境内控股参股企业共 81 家，2023 年新增 5 家（含有限合伙企业）。

The Company gives full play to the advantages of the vehicle platform, opens up cooperation, innovates business models, and constantly promotes the optimization of the layout and structural adjustment of state-owned capital. To the end of 2023, the Company has a total of 81 domestic holding and equity enterprises, and 5 new enterprises (including limited partnership) are added in 2023.

近年来，公司积极主动参与全球产业链供应链布局，开展境外重点市场、高潜力新兴市场的投资开发和巩固，目前下属境外控股子公司共计 8 家，拥有 19 个海外工厂，业务覆盖中东、东南亚、中亚、非洲和南美等区域。

In recent years, the Company actively participates in the layout of the global industrial chain and supply chain, and carries out the investment development and consolidation of overseas key markets and high-potential emerging markets. At present, the Company has a total of 8 subsidiaries with overseas shares and 19 overseas factories, and its business covers the Middle East, Southeast Asia, Central Asia, Africa and South America and other regions.

股东利益维护

SHAREHOLDERS INTEREST MAINTENANCE

2023 年，公司共召开 2 次股东大会，对定期报告、关联交易、对外担保、董事成员换届选举等事项进行审议，充分发挥股东大会的决策作用，保证股东的合法权益。

In 2023, the Company held 2 shareholders meetings to review matters such as periodic reports, connected transactions, external guarantees, and the re-election of Board directors, so as to give full play to the decision-making role of the shareholders meeting and guarantee the legitimate rights and interests of shareholders.



投资者关系维护

Investors relationship maintenance

通过召开业绩交流会的机会与广大投资者深入互动。同时及时准确地披露定期报告、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。

We have in-depth interaction with the majority of investors through the opportunity of performance exchange meeting. We timely and accurately disclose periodic reports, monthly production and sales bulletins and other temporary announcements, so that investors can have a timely, comprehensive, in-depth and objective understanding of the Company's production and operation.

“三会一层”及独立董事

Party committee, Board of Directors, Board of Supervisors, management level, and independent directors

公司法人治理结构完善，设立“三会一层”及审计、战略、薪酬与考核、提名四大专业委员会。公司董事会中共有 11 位成员，其中独立董事 4 人。四大专业委员会均由独立董事担任主任委员，从而保障决策的科学性和相对独立性。

The Company has reasonable corporate governance structure, sets up the Party committee, Board of Directors, Board of Supervisors, management level, and four professional Committees on audit, strategy, remuneration and assessment, and nomination. The Board of Directors has 11 members, including 4 independent directors. The four professional Committees are chaired by independent directors, so as to ensure the scientific nature and relative independence of decision-making.



共享发展
SHARE DEVELOPMENT

热心公益事业

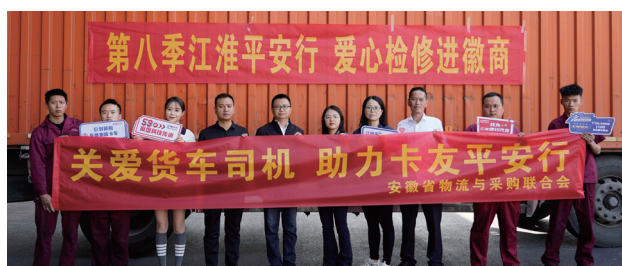
ENTHUSIASTIC ABOUT PUBLIC WELFARE

公司以“微光行动”公益品牌为牵引，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”为主线开展公益活动，并倡导企业全价值链共同参与。

The company is guided by the "Dim Light Action" public welfare brand, participates in social welfare activities as an important part of fulfilling social responsibility, adheres to the "Care" as the main line to carry out public welfare activities, and advocates the joint participation of the whole value chain of enterprises.

“江淮平安行”作为公司年度重点公益活动之一，被省国资委文明委列为 2023 年重点工作项目。第八季“江淮平安行”活动秉承“安全驾驶、文明出行”的理念，聚焦卡车人驾驶安全，免费为卡车司机提供检测检修、知识科普、维权帮助等服务，入选 2023 年度“暖途·货车司机职业发展与保障行动”年度签约项目。

"Jianghuai Safe Travel", as one of the Company's annual key public welfare activities, was listed as a key work project in 2023 by the Anhui SASAC Civilization Committee. The 8th season "Jianghuai Safe Travel" activity adheres to the concept of "Safe driving and civilized travel", focuses on the safety of truck drivers, provides truck drivers with free test and maintenance, knowledge popularization, rights protection and other services, and is selected as the annual contract project of "Warm Road · Truck driver career development and guarantee action" in 2023.



“牵手·瑞风行动——让孩子不孤单”公益活动已连续举办十一季。2023 年，持续与安徽广播电视台联手策划，通过广播节目给予乡村儿童精神陪伴；创作记录乡村儿童生活的微纪录片《牵手》，唤起全社会对乡村美育教育的关注；在 5 所学校举办大型牵手活动，为约 1700 名儿童送上温暖；开展艺术课、体育课等“第二课堂”，科普防溺水、电信诈骗等安全知识，创新共建“牵手书屋”，丰富课余生活，拓宽知识视野。被省国资委文明委列为 2023 年重点工作项目。

"Hand-in-Hand, Refine Action -- Let Children Not Be Lonely" public welfare activities have been held for 11 consecutive seasons. In 2023, we continue to cooperate with Anhui Radio and Television Station to give spiritual companionship to rural children through radio programs, creates the micro-documentary "Holding Hands", which records the life of rural children, arousing the attention of the whole society to rural aesthetic education; A large-scale hand-holding event was held in five schools to provide warmth to about 1,700 children; we carry out "second class" such as art class and physical education class, popularize safety knowledge such as drowning prevention and telecommunication fraud, innovate and build "hand-in-hand library", enrich extracurricular life and broaden knowledge horizon. The project is listed as a key project in 2023 by the Anhui SASAC Civilization Committee.



乡村振兴：2023 年，公司与新华社携手共建“江淮 1 卡村”，为乡村振兴和农业农村现代化再添助力；继续帮扶潜山市龙潭乡龙湾村、肥东县八斗镇九店社区、岳西县古坊乡等地，直接投入帮扶资金、进行消费帮扶近 800 万元，在帮扶地深化产业帮扶，涵盖饮用水生产、农产品种植、新能源汽车租赁、汽车配件等方面，助力提升“造血”功能。推动龙湾村 2023 年集体经济收入达到 161.2 万元，同比增长 220%；九店社区 2023 年集体经济收入达到 260.4 万元，同比增长 134%，总收入在八斗镇 17 个社区中位列第一；古坊乡 2023 年产业帮扶达到 3400 万产值，同比增长 42%，帮扶工作取得良好成效。

Rural revitalization: In 2023, the Company and Xinhua News Agency jointly build the "JAC No.1 Truck Village" to add impetus to rural revitalization and agricultural and rural modernization. We continue to help Longwan Village, Longtan Town of Qianshan City, Jiudian Community, Badou Town of Feidong County, and Gufang Town of Yuexi County and other places, directly invest in help funds, consumption help nearly 8 million yuan. Deepening the industrial help, the help covers drinking water production, agricultural products, new energy vehicle rental, auto parts, etc., to help improve the "hemopoiesis" function. We have promoted the collective economic income of Longwan Village to reach 1.612 million yuan in 2023, an increase of 220%; In 2023, the collective economic income of Jiudian community reached 2.604 million yuan, an increase of 134%, and the total income ranked first among the 17 communities in Badou Town; In 2023, the industrial assistance of Gufang Town reached 34 million yuan of output value, an increase of 42%, and the help has achieved good results.



责任担当：2023 年 12 月 18 日深夜，甘肃临夏州积石山县发生 6.2 级地震。公司第一时间携手合作伙伴，向受灾地区捐赠现金 480 余万元，用于甘肃、青海等受灾地区的群众救助及灾后重建各项工作；同时为灾区用户提供多项暖心关怀服务，全力支持抗震救灾工作。

Responsibility: Late at night on December 18, 2023, a 6.2-magnitude earthquake occurred in Jishishan County, Linxia, Gansu Province. The Company immediately joined hands with partners to donate more than 4.8 million yuan in cash to the disaster-affected areas for the mass relief and post-disaster reconstruction in Gansu, Qinghai and other disaster-affected areas; At the same time, the Company provided users in the disaster-affected area with a number of warm care services, fully supporting the earthquake relief work.



共享发展
SHARE DEVELOPMENT

培养专业化志愿者队伍

Cultivate professional volunteer team

坚持“规范化、专业化和品牌化”的工作目标，构建青年志愿服务体系，公司各级注册青年志愿者共 6551 人，公司级青年志愿者 159 人。2023 年共开展志愿服务 238 场，共计服务时长 13345.43 小时，3602 人次。

Adhering to the work goal of "Standardization, specialization and branding", the Company has built a youth volunteer service system. The Company has a total of 6,551 registered young volunteers at all levels, and 159 company-level young volunteers. In 2023, a total of 238 volunteer services were conducted, with a total service time of 13,345.43 hours and 3,602 people.

受安徽省国资委委派，公司青年志愿者参与安徽省与中央企业合作发展座谈会志愿服务工作并受到省国资委发文表扬，乘用车公司青年志愿者队因“春芽行动”活动志愿服务被合肥市春芽残疾人互助协会授予“优秀爱心单位”称

Appointed by the Anhui SASAC, the Company's young volunteers participated in the Anhui Province and the Central enterprise cooperation and development forum, the volunteer service was praised by the Anhui SASAC; the passenger car company's youth volunteer team was awarded the title of "excellent love unit" for "Spring Bud Action" by the Hefei Spring Bud Disabled Mutual Aid Association.



无偿献血

Voluntary blood donation

2023 年，公司工会联合合肥市中心血站开展无偿献血活动，共计 155 人献血 46000ml。

In 2023, the Company's labor union and Hefei Central Blood Station jointly organized and carried out voluntary blood donation activities, with 155 people donated 46000ml of blood.





绩效与展望

PERFORMANCE AND OUTLOOK



关键绩效表

KEY PERFORMANCE INDICATORS

市场绩效指标 Market performance indicators	2023 年	2022 年	2021 年
主营业务收入（万元） Main business income (10k Yuan)	4494036.04	3649467.39	4021352.11
资产负债率（%） Asset-liability ratio (%)	69.01	70.12	65.78
研发投入（万元） R&D investment (10k yuan)	223456.84	183285.71	179419.72
合同履约率（%） Contract performance rate (%)	100	100	100
社会绩效指标 Social performance indicators	2023 年	2022 年	2021 年
纳税额（万元） Tax amount (10k yuan)	160544.99	149656.38	129950.85
员工总人数（人） Total number of employees (persons)	23064	22959	20047
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
残疾人雇佣率（%） Employment rate of disabled persons (%)	0.57	0.74	0.60
员工体检覆盖率（%） Coverage of employee physical examination (%)	100	100	100

职业病发生率（%） Incidence of occupational disease (%)	0	0	0
员工培训总投入（万元） Total investment in staff training (10k yuan)	709.9	702.3	740.4
员工培训覆盖率（%） Coverage of employee training (%)	100	100	100
人均培训时间（学时） Per capita training time (class hours)	84.6	81.2	80.5
员工满意度（分） Employee satisfaction (score)	83.28	82.17	85.61
员工敬业度（分） Employee engagement (points)	84.93	83.37	86.07
员工流失率（%） Staff turnover rate (%)	3.81	10.01	6.25
志愿者人数（人） Number of volunteers (people)	6551	10825	9715
市场绩效指标 Environmental performance indicators	2023 年	2022 年	2021 年
环保总投资（万元） Total investment in environmental protection (10k Yuan)	2893.03	2369.87	1600.59
单位产值水耗（吨水 / 万元） Water consumption per unit of output value (Tons of water/ 10k yuan)	0.13	0.16	0.23
COD 排放量（吨） COD discharge (Ton)	36.99	36.16	66.2
工业固废综合利用率（%） Comprehensive utilization rate of industrial solid waste (%)	92.2	89.4	89.2
工业用水重复利用率（%） Industrial water reuse rate (%)	93	90.6	89.8



展望 2024

OUTLOOK 2024

2024 年是新中国成立 75 周年，是实现“十四五”规划目标任务的关键一年，公司将继续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，积极打造负责任的企业公民形象，为安徽省打造万亿汽车产业集群，为中国汽车工业的发展作出新的更大贡献。

2024 is the 75th anniversary of New China and a key year to achieve the goals and tasks of the 14th Five-Year Plan. The Company will continue to strengthen the construction of social responsibility management system, integrate the concept of responsibility into all aspects of the Company's development, actively build a responsible corporate citizen image, to make greater contribution to the building of an automobile industry cluster with a scale of one trillion yuan in Anhui province, and make new and greater contributions to the development of China's automobile industry.

责任指标

Responsibility Indicators

展望 2024

Outlook 2024

社会责任管理体系建设

Construction of social responsibility management system

落实企业社会责任，系统开展社会责任管理活动；
继续完善社会责任报告指标体系；
定期开展社会责任培训工作。

Implement corporate social responsibility and systematically carry out social responsibility management activities;
Continue to improve the social responsibility reporting index system;
Regularly carry out social responsibility training.

经济发展责任

Economic development responsibility

以用户为中心，全面提升企业经营能力；
促进产业结构升级，推进经济增长方式进一步转变；
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。

User-centered, comprehensively improve the enterprise management ability;
Promote the upgrading of industrial structure and promote the further transformation of economic growth mode;
Pay attention to the construction of surrounding areas, and contribute to the local economic development and the construction of a harmonious society.

自主创新责任

Responsibility of independent innovation

坚持“节能、安全、环保、智能、网联、舒适”关键技术研发路线；
以市场为基础，精准把握研发项目投入产出比；
推进智能网联和新能源技术。

Adhere to the "energy saving, safety, environmental protection, intelligence, network, comfort" key technology research and development route;
Based on the market, accurately grasp the input-output ratio of R&D projects;
Promote intelligent networking and new energy technologies.

责任指标 Responsibility Indicators	展望 2024 Outlook 2024
员工成长责任 Employee growth responsibility	<p>坚持“以人为本”的管理理念，为员工创造更优的工作环境； 完善员工福利保障机制，提高员工生活质量和幸福感； 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； 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。</p> <p>Adhere to the "people-oriented" management concept, to create a better working environment for employees; Improve the employee welfare guarantee mechanism, improve the quality of life and happiness of employees; Pay attention to staff career planning, improve staff training system, build staff growth platform; Strengthen democratic management and supervision, safeguard the legitimate rights and interests of employees; Enrich the spiritual life of employees and create a harmonious enterprise atmosphere.</p>
节能环保责任 Energy conservation and environmental protection responsibility	<p>完善环境管理体系，全面实现 2024 年各项环境能源管理目标； 深耕企业绿色文化，积极参加环境保护公益活动； 继续推广绿色工程建设； 实施绿色生产制造，推进资源循环利用、环保创新等举措。</p> <p>Improve the environmental management system, and fully achieve the 2024 environmental energy management goals; Deeply cultivate corporate green culture and actively participate in environmental protection public welfare activities; Continue to promote green projects; Implement green production and manufacturing, and promote resource recycling and innovation in environmental protection.</p>
精益生产责任 Lean production responsibility	<p>完善质量管理体系，强化产品质量控管机制，确保产品合格； 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； 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。</p> <p>Improve the quality management system, strengthen the product quality control mechanism, to ensure qualified products; Continue to build "Quality JAC", encourage employees to carry out quality improvement work, and enhance the quality responsibility awareness of all staff; Improve the safety production management system, improve the safety management network, and enhance the awareness of safety production responsibility of all employees.</p>



责任指标 Responsibility Indicators

展望 2024 Outlook 2024

采购管理责任 Purchasing management responsibility

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；
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；
继续提升本地化采购比例。

Improve and optimize the supply system, build a learning supply chain for host manufacturers and supporting enterprises to ensure competitive advantage;
Build a green supply chain, strictly identify suppliers' operation qualifications, and advocate suppliers to strengthen resource conservation and environmental protection;
Continue to increase the proportion of localized procurement.

守法合规责任 Law-abiding and compliance responsibility

严格遵守国际法律法规，深入开展廉洁风险防控工作；
严格遵守合同法及商业规则，实现与利益相关方共同发展；
完善企业内控体系建设，降低企业运营风险；
加强守法合规培训力度，规范企业管理准则。

Strictly abide by international laws and regulations, and deepen the prevention and control of integrity risks;
Strictly abide by contract law and business rules to achieve common development with stakeholders;
Improve the construction of enterprise internal control system, reduce the risk of enterprise operation;
Strengthen law-abiding and compliance training and standardize enterprise management standards.

用户满意责任 Customer satisfaction responsibility

坚持“敬客经营、服务销车”的营销理念；
强化售后服务能力，为用户提供满意服务；
积极保持与用户沟通，提升品牌忠诚度。

Adhere to the marketing concept of "customer-oriented operation" and "service contributing to sales";
Strengthen after-sales service ability to provide customers with satisfactory service;
Actively maintain communication with users to enhance brand loyalty.

社会公益责任 Public welfare responsibility

开展特色公益活动及项目；
积极打造具有特色的志愿者队伍。

Carry out characteristic public welfare activities and projects;
Actively build a team of volunteers with characteristics.



相关评价

COMMENTS OF INTERESTED PARTIES



相关方评价

COMMENTS OF INTERESTED PARTIES

CATL 宁德时代

江汽集团作为新能源汽车产业先行者，注重技术创新与开放合作，坚持高质量发展为全球提供优质产品与服务。《报告》全面展示了江汽集团持续践行绿色低碳的可持续发展理念，不断强化社会责任管理体系建设，把环保行动切实融入公司发展的各个方面。积极开展“零碳工厂”建设，为实现国家“双碳”目标贡献力量。新能源汽车高速发展的时代，愿中国更多汽车品牌像江汽集团这样注重全产业链条的低碳协同发展，向全球推广低碳环保的新能源汽车，不断提升中国制造品牌的含金量。

As a pioneer in the new energy automobile industry, JAC Group pays attention to technological innovation and open cooperation, and insists on high-quality development to provide high-quality products and services for the world. The "Report" comprehensively demonstrates that JAC Group continues to practice the concept of green and low-carbon sustainable development, continuously strengthens the construction of social responsibility management system, effectively integrates environmental protection actions into all aspects of the Company's development, actively carries out the construction of "zero carbon factory", and contributes to the realization of the national "double carbon" goal. In the era of rapid development of new energy vehicle, it is hoped that more automobile brands in China will pay attention to the low-carbon coordinated development of the whole industrial chain like JAC Group, promote low-carbon environmentally friendly new energy vehicles to the world, and constantly enhance the value of Chinese brands.



《报告》展示了江淮汽车“为员工谋幸福、为社会做贡献”的社会责任观，不断强化社会责任管理体系建设，为中国汽车产业发展提供更多动能。同时，江淮汽车将强化社会责任管理建设融入公司发展的各方面，主动履行经济、社会、环境责任，为建设现代化社会贡献出更大力量。

The report showcases Jianghuai Automobile's social responsibility concept of "seeking happiness for employees and contributing to society", continuously strengthening the construction of social responsibility management system, and providing more momentum for the development of China's automotive industry. Meanwhile, Jianghuai Automobile will strengthen social responsibility management and integrate it into all aspects of the company's development, actively fulfill economic, social, and environmental responsibilities, and contribute more to the construction of modern society.



意见反馈

CUSTOMER FEEDBACK TABLE



意见反馈表

CUSTOMER FEEDBACK TABLE

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

In order to continuously improve the compiling of the Social Responsibility Report of Anhui Jianghuai Automobile Group Corp., Ltd., we would especially like to have your suggestions and comments. Please kindly help complete the feedback form and send it to csr@jac.com.cn.

选择性问题（请在相应的位置选择打“√”）

Optional questions (please check "√" accordingly)

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状况？

Does this report comprehensively and accurately reflect the social responsibility work status of Anhui Jianghuai Automobile Group Corp., Ltd.?

☐ 很好 Very good ☐ 较好 good ☐ 一般 general ☐ 较差 poor ☐ 很差 very 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？

How does the report respond to and disclose the concerns of interested parties?

☐ 很好 Very good ☐ 较好 good ☐ 一般 general ☐ 较差 poor ☐ 很差 very poor

3. 本报告披露的数据清晰、准确、完整？

Are the data revealed in this report clear, accurate and complete?

☐ 很好 Very good ☐ 较好 good ☐ 一般 general ☐ 较差 poor ☐ 很差 very 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？

Readability of the report, namely logical main line, content design, language and format design?

☐ 很好 Very good ☐ 较好 good ☐ 一般 general ☐ 较差 poor ☐ 很差 very poor

开放性问题

Open questions

1. 您认为本报告最让你满意的方面是什么？

1. What do you find most satisfying about this report?

2. 您认为还有那些需要了解的信息在本报告中没有反应？

2. What information do you think needs to be understood is not reflected in this report?

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？

3. What suggestions do you have for our future social responsibility work and the 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		地址 Address	
职业 Occupation		传真 Fax	
机构 Organization		邮箱 Email	
电话 Telephone		邮编 Zip code	