

长安汽车
CHANGAN

科技长安
智慧伙伴

2021 长安汽车 社会责任报告



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01

报告前言

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Company profile
- 公司治理
Corporate governance

未来十年，全球一定会诞生世界级中国品牌！
In The Next Ten Years, There Will Definitely Be World-Class Brands From China!





管理者致辞

Messge from Executive Team



2021年对长安汽车有着特殊意义。这一年，我们向智能低碳出行科技公司阔步前进。

我们比以往任何一个时候都更坚定“一定要把民族汽车品牌搞上去”的伟大信念。芯片短缺、疫情反复、市场竞争加剧，暴风雨中奔跑的我们不放弃、不退缩、不止步：长安汽车全年销售汽车230.1万辆、同比增长14.8%，成为首家累计产销突破2000万辆的中国品牌汽车企业。

我们比以往的任何时候都更深刻领悟到数字化的渗透力量。随着新一轮科技革命和产业变革兴起，我们在创新创业的迭代中敲下一行行代码，为高质量产品源源不断注入智慧和情感。截至目前，长安汽车智能网联汽车销量占比已

达到72.4%，拥有核心技术1100余项、专利5892件。在2021年国家企业技术中心评价中，长安汽车名列汽车行业第一，研发实力六届12年排名中国汽车行业第一。

我们比以往任何一个时候都更聚焦解决客户问题，为行业、为社会创造价值。以客户痛点为切入点，我们用优质的产品和服务面向未来；以更开放的姿态，我们与所有用户朋友和全产业链的伙伴们一道，共建“新汽车+新生态”；以教育帮扶、消费帮扶、产业帮扶等多种方式，我们深层次助力乡村振兴，打造跨界新公益。

今年是长安诞生160周年，历史使命与社会担当已深深刻进一代又一代长安人的DNA。让我们以此为新的起点，再出发，向未来！

长安汽车董事长

2021 bears special significance to Changan Auto for we were boldly advancing the transformation towards an intelligent, low-carbon mobility technology company.

We couldn't be more adamant on the belief that "we must boost our national car brands". Despite of the headwinds and storms of semi-conductor shortage, resurging of the COVID-19 pandemic, intensifying market competition, we didn't give up, cowered or stopped. Instead, we excelled as top 1 Chinese auto company with total production and sales volume exceeding 20 million vehicles since foundation. We achieved 2.301 million units in 2021 with a year-on-year increase of 14.8%.

We couldn't be more sensitive about the penetrating power of digitalization. With a new round of technological revolution and industrial transformation in the making, we input hundreds and thousands of lines of code in the iteration of innovation, so as to inject our wisdom and emotion into our products. Up to now, with 72.4% of vehicles sold connected intelligently, more than 1,100 core technologies and 5,892 patents in hand, Changan Auto ranked No. 1 in the evaluation by the National Enterprise Technology Center in 2021, and ranked No. 1 in China's auto industry on R & D strength for 12 consecutive years.

We couldn't be more attentive to our customers' concerns, and to creating value for auto industry as well as the society. Taking customers' pain point as our start point, we embraced the future with high-quality products and services; with a more open attitude, we worked with all our user friends and partners in the whole industry chain to jointly build "New Auto + New Ecology"; through ways of education

sponsorship, consumption assistance, and industrial assistance, we participated in rural revitalization and created new cross-industry public welfare.

The year 2022 marks Changan Auto's 160th anniversary. Our mission and social responsibility were deeply rooted in the DNA of generations of Changan people. Now is our new start, let's strike out again into the future!

Chairman of Changan Automobile Zhu Huarong



企业简介 Company Profile

长安汽车隶属中国兵器装备集团有限公司，是中国汽车四大集团阵营企业，拥有160年历史底蕴、38年造车积累，全球有14个生产基地，33个整车、发动机及变速器工厂，70余个合作海外国家和地区。2021年，长安系中国品牌汽车销量累计突破2000万辆。

Changan Auto, affiliated with China South Industries Group Corporation, is one of the enterprises under China's four major automobile groups. With 160 years of history and 38 years of experience in automobile making, Changan has 14 production bases and 33 vehicle, engine and transmission factories worldwide, and over 70 cooperation overseas countries and regions. By the end of 2021, the sales of Changan's Chinese brand vehicles exceeded 20 million.

2017年，长安汽车发布“第三次创业——创新创业计划”，2021年发布“新汽车+新生态”，致力于将文化、效率、软件能力打造成核心竞争力，向智能低碳出行科技公司转型。

Changan announced its "Third Business Venture -- Innovation and Entrepreneurship Program" in 2017 and "New Car + New Ecology" in 2021, aiming to build culture, efficiency and software capabilities as core competencies and transform into an intelligent low-carbon mobility technology company.

长安汽车始终以“引领汽车文明，造福人类生活”为使命，持续提供高品质的产品和服务，为员工创造良好的环境和发展空间，为社会承担更多责任，为实现世界一流汽车企业努力奋斗。

Changan Automobile always takes "Lead automobile civilization to benefit human life" as the mission, constantly delivers high quality products and services, creates a favorable environment and development space for employees, assumes more responsibilities for the society, and strives to achieve a world-class automobile enterprise.

2021年上市公司财务数据

Financial Data of Listed Companies in 2021

资产总额 Assets total	销售汽车 Sales	营业收入 Revenue	缴纳税额(含关税) Tax paid
1354.05 亿元 135.405 billion yuan	230.1 万辆 2.301 million units	1051.42 亿元 105.142 billion yuan	71.04 亿元 7.104 billion yuan

38年经验积累

Experience accumulated over 38 years



2021年长安系中国品牌汽车累计销量突破**175**万辆，排名行业前列。

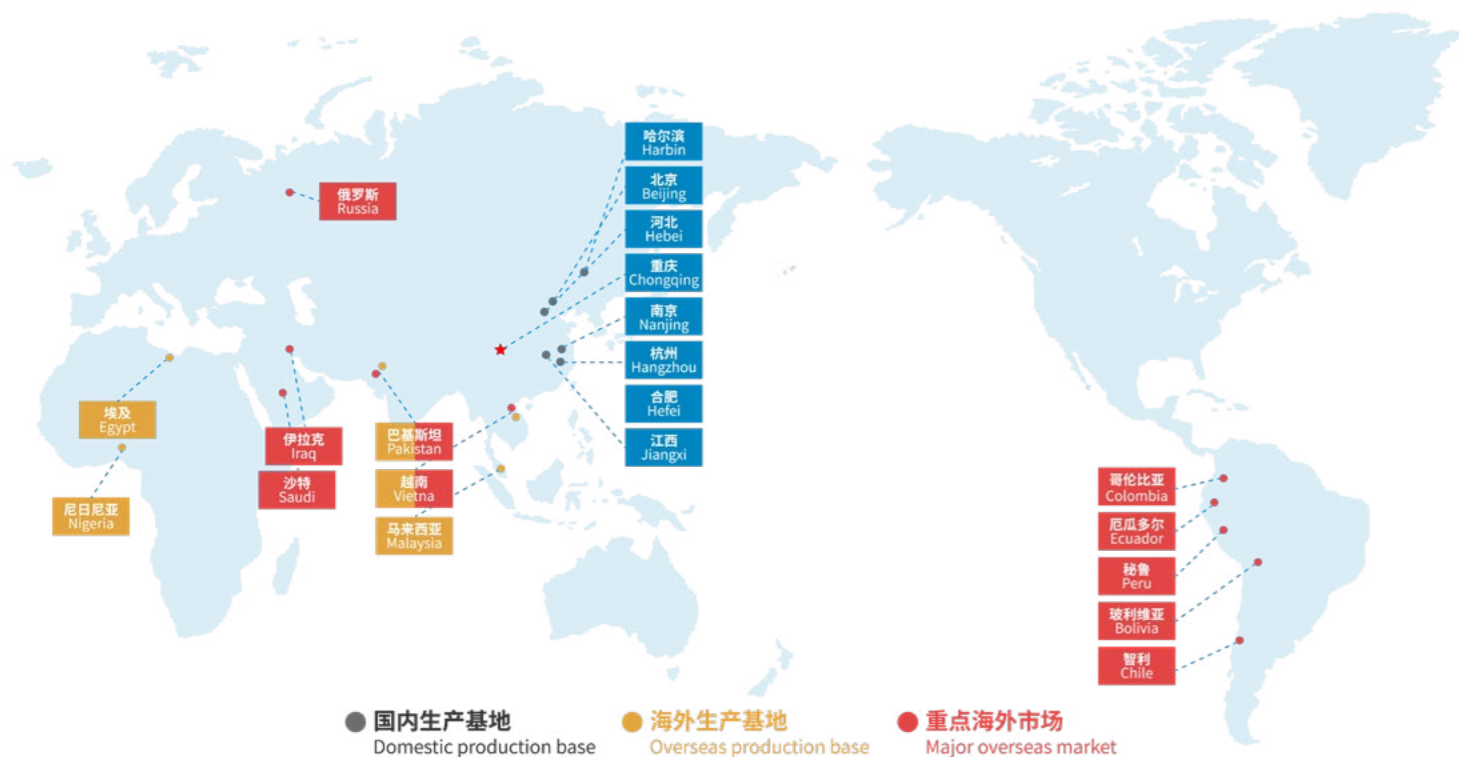
In 2021, the total sales of the Chinese brand Changan's vehicles exceeded 1.75 million units, ranking among the top in the industry

全球产业布局

Global Footprint

在全球拥有8700余家销售服务网点,近12万名专业服务人员。

Over 8,700 sales and service outlets & nearly 120,000 professional service staff.



海外共有6个工厂 6 plants overseas

88家
分子公司
branches and subsidiaries

14个
全球生产基地
global production bases

33个
工厂
plants

50余个
海外销售国家和地区
countries and regions

企业文化

Enterprise culture

领先文化 狼性长安 : 嗅觉敏锐、目标坚定、主动担当、团结协作、极致效率

A Pioneering Leader, A Wolf-culture Changan: Sensitivity. Steadfastness. Initiative. Collaboration. Efficiency.

01 使命 Mission

引领汽车文明 造福人类生活
To Lead Auto Culture and Build a Better Life

02 愿景 Vision

打造世界一流汽车企业
To Be a Leader of Global Automobile Industry

03 价值观 Value

以客户为中心,提供极致体验和服务
Customer-centered premium experience and services

以产品为主线,持续技术领先,打造经典产品
Product-based technological breakthroughs for classic vehicles

以价值为导向,凭数据、业绩及行业标杆说话
Value-aligned, data-driven and performance-based industry standards

以效率为优先,激发活力、追求卓越
Prioritizing efficiency, stimulate vitality and pursue excellence

04 道德自律 Ethics

诚信 廉洁 勤勉 负责
Honesty, Integrity, Diligence, Responsibility

05 长安精神 Changan spirit

自我批判 主动担当 科学理性 创新创业
Self-criticism, Initiative, Rationality, Innovation

06 行为准则 Code of conduct

目标坚定 团结协作 高效行动
Steadfastness, Collaboration, Efficiency

07 形象用语 Slogan

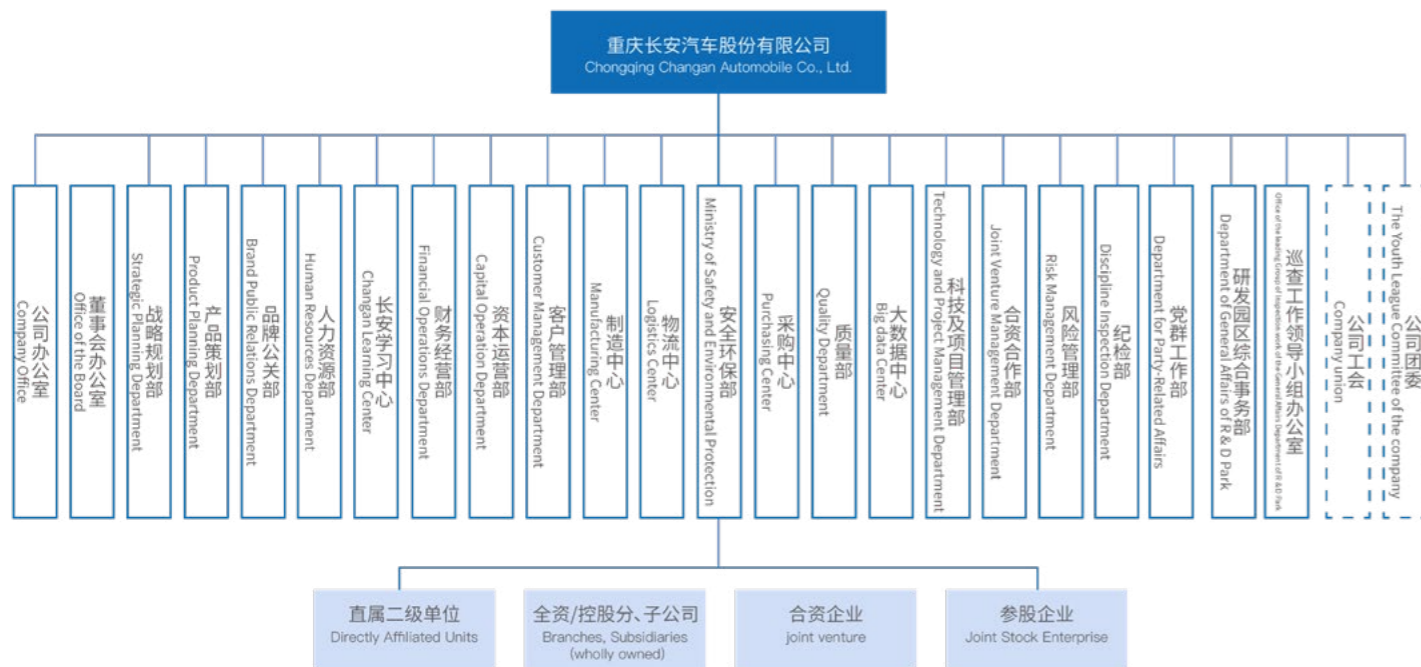
科技长安 智慧伙伴
Technology Changan, Smart Partner

公司治理 Corporate Governance

组织机构 Organization

长安汽车不断完善公司法人治理结构,以股东大会、董事会、监事会和经营层为主体结构的决策、监督和经营体系,运作水平持续提高和规范。全年召开股东大会3次,董事会会议28次,监事会会议9次,共审议通过102项议案,并通过公司专业委员会、职能部门、二级单位、分子公司、合资企业执行落实。

Changan Auto continuously improves the corporate governance structure, and the decision-making, supervision and operation system with the main structure of the general meeting of shareholders, the board of directors, the board of supervisors and the management layer constantly improve and standardize its operation level. The general meeting of shareholders was held 3 times, the board of directors meeting was held 22 times, and the board of supervisors meeting was held 9 times. A total of 102 proposals were examined and approved, and implemented by the company's professional committee, functional departments, secondary units, subsidiaries and joint ventures.



坚持党建引领 Guided by Party Building

长安汽车党委下设20个基层党委、19个基层纪委、284个党(总)支部,党员10138名。

长安汽车党委深入学习贯彻习近平新时代中国特色社会主义思想,坚决捍卫“两个确立”,增强“四个意识”,坚定“四个自信”,做到“两个维护”,坚定不移落实习近平总书记对汽车行业的重要指示批示精神,扎实开展党史学习教育,深入贯彻新发展理念,充分发挥党委“把方向、管大局、促落实”的领导作用,深化“四心四好”党建目标,团结带领广大党员和全体员工,全力应对物资保供、疫情防控等困难挑战,扎实推进第三次创业——创新创业计划,以高质量党建引领公司转型升级、高质量发展。

Under the CPC Committee of Changan Auto, there are 20 sub-committees, 19 disciplinary inspection committees, 284 Party (general) branches with 10,138 party members.

The CPC Committee of Changan Auto, has thoroughly studied and implemented Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era; strictly upheld the establishment of Xi Jinping's core position on the Central Committee and in the Party as a whole and defined the guiding role of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. We have strengthened our consciousness of the need to maintain political integrity, think in big-picture terms, follow the leadership core, and keep in alignment with the central Party leadership; stayed confident in the path, theory, system, and culture of socialism with Chinese characteristics; and upheld Comrade Xi Jinping's core position on the Party Central Committee and in the Party as a whole, and upheld the Central Committee's authority and its centralized, unified leadership. We have unwaveringly implemented the spirit of Xi Jinping's important instructions on auto industry, in-depth carried out Party history learning and education, faithfully implemented of the New Development Philosophy; gave full play to the leading role of the Party committee in "giving direction, managing the overall situation and promoting implementation", deepened the party building goal of "maintaining the core, focusing on the center, winning employees' favor, and making concerted efforts with partners", united and led the majority of Party members and all employees to fully deal with difficult challenges such as the shortage of material supply, and epidemic prevention and control, and solidly promoted the "Third Business Venture -- Innovation and Entrepreneurship Program", leading the transformation, upgrading and high-quality development of the company with high-quality party building



扎实开展党史学习教育,从党史中汲取发展智慧的政治担当进一步增强

We carried out party history learning and education, to strengthen the sense of responsibility and wisdom by learning from our party history



公司党委领导班子前往遵义接受红色教育

Members of the leading group of company's Party committee went to Zunyi to receive Party history education



联系人民兵工史、汽车发展史,两级党委班子讲党课230余场

Members of the leading group of company's two levels Party committees gave more than 230 party lectures, in connection with the history of the war industry and the history of automobile development.



举办庆祝中国共产党成立100周年党史知识竞赛

Contest theming at party history knowledge, in celebrating the 100th anniversary of the founding of the Communist Party of China

不忘初心、用情用力，深入推进“我为群众办实事”实践活动

Promoted the activity of "I do practical things for the people" with whole heart and soul and by bearing our original aspiration in mind



围绕经营“急难险重”办实事。面对“缺芯少电”，成立“1011”项目组，协调风险供应商近150家

We solved operational difficulties on "urgent, complicated, dangerous or important" matters. Facing the "lack of chips and battery", the "1011" Project Team was established to coordinate nearly 150 risk suppliers



改造停车场，新增620个停车位

Renovated the parking lot and added 620 parking spaces



提高员工餐标

Improved employee meal standards

廉洁从业

Professional Integrity

长安汽车党委始终把政治建设摆在首位，重视政治生态建设，把严的主基调坚持下去，深刻吸取尹家绪严重违纪违法案件教训，以“不敢腐、不能腐、不想腐”一体推进理念深入整治靠企吃企。

深化作风建设，严抓中央八项规定精神落实，开展节前廉洁提醒14.2万人次。推动整治形式主义、官僚主义突出问题，开展“新学风、改文风、转作风”“反对形式主义、官僚主义”专项行动。

实施“长治久安”工程，构建关重领域业务管理体系和监督体系，持续巩固发展反腐败斗争压倒性胜利，努力打造全价值链廉洁从业生态。

Putting political building in the first place, the Party committee of Changan has always attached importance to the construction of political ecology, disciplined our Party members continuously in a strict way. We have learned the lessons of Yin Jiayu's serious violations of discipline and law, and promoted the concept of "dare not corrupt, can not corrupt and will not corrupt", and carried out in-depth inspection and ratification on "playing their own game and making private profit from the company".

We have deepened the construction of work style, strictly implemented the spirit of the Eight Provisions of the Central Committee, and sent out 142,000 clean reminder messages before festivals. We have launched the rectification of pinching problems of formalism and bureaucracy, and initiated a campaign on "renewing our study, changing our work style" and "opposing formalism and bureaucracy".

We have implemented the "Long-Term Stability" project to build a business management system and supervision system in key areas, to consolidate and develop the overwhelming victory in the fight against corruption, and to create a clean employment ecology in the whole value chain.



公司党委书记、董事长朱华荣带领领导班子成员作廉洁从业承诺

Zhu Huarong, Secretary of the Party Committee and Chairman of the Company, led the members of the leadership team to make a commitment to clean practice



深入整治靠企吃企问题整改工作

In-depth rectification of the problem of relying on enterprises to eat enterprises and rectification work



长安汽车公司领导开展廉政教育谈话

Changan Auto Company's leadership team to carry out clean government education talk

合规守法

Legal Compliance

长安汽车建立法治建设第一责任人制度。

顺应国际形势变化、全球化发展战略，重构法务管理体系，率先建立“合规管理委员会+首席合规官+合规管理处”的管理模式。

持续推进全面法务合规执行落地，细化职能职责，深入管理死角，对法律风险全面管控。

Changan has established the Primary Responsible Person System for legal construction.

We restructured the legal affairs management system in line with the change of international situations and the globalization development strategy, took the lead in building the "Compliance Management Committee + Chief Compliance Officer + Compliance

We have continued to boost the full implementation of legal compliance, refined functional responsibilities, checked the blind spots of management, and contained the legal risks in an all-round way.



2022年3月17日，公司高层带头开展合规宣誓，签署合规承诺书

On March 17, 2022, the company's senior management led the compliance oath and signed the compliance pledge

02

责任管理

CSR Management

责任理念
CSR Concept

责任体系
CSR System

责任沟通
CSR Communication



责任理念 CSR Concept

长安汽车致力于向社会作出源源不断的贡献，向行业输入长期持续的创新，为人类创造美好自由的出行生活作贡献。

We are committed to making continuous contribution to the society, injecting long-term and sustainable innovation to the industry, and creating a free and enjoyable car life.



责任机制 CSR System

按照《重庆长安汽车股份有限公司社会责任的管理程序》要求，明确企业社会责任规划管理、执行管理和运营评价管理等方面内容，严格执行对外捐赠流程和信息披露制度等，实现社会责任工作规范化与体系化。

The Requirements of Chongqing Changan Auto's Social Responsibility Management Procedures clearly stipulated our social responsibility planning management, execution management and operation evaluation management, by which, we strictly implement the donation process and information disclosure system to realize the standardization and systematization of our social responsibility.



责任沟通 CSR Communication

长安汽车通过发布社会责任报告、在企业官方网站设置社会责任专栏、开通微信微博、开展用户体验官活动等，向社会和利益相关方传播责任理念，展示履行经济责任、环境责任和社会责任方面的进展和成果。

By issuing Social Responsibility Report, setting social responsibility column on our official website, registering WeChat and Weibo accounts, and carrying out User Experience Officer activity, Changan Auto spreads the concept of responsibility to the society and stakeholders, and demonstrates the progress and achievements in fulfilling economic, environmental and social responsibilities.

利益相关方一览表

A list of the stakeholders

利益相关方 stakeholder	沟通理念 Communication concept	诉求 Demands	我们的行动与措施 Our actions and measures
客户 Customers	我们坚持客户至上，满足客户在不同场景下对产品和服务的需求，直达、精准、快捷、互动，为客户带来高品质的出行生活。 We insist on customer orientation, aiming at satisfying their needs for products and services in different scenarios, being direct, accurate, fast and interactive, to bring them high-quality mobility.	提供高质量产品 提供愉悦的体验 提供感动欣喜的服务 Provide high quality products Provide a pleasant experience Provide a service that touches the heart	客户体验评价机制、诚信服务五大承诺、明亮行动、超级星期三 Establishing a customer experience evaluation mechanism, the Five Commitments of Sincere Services, the Clean Campaign, "Super Wednesday"
员工 Employees	员工企业的价值财富，我们鼓励并支持员工能力提升，致力于构建“安全、尊重、快乐、创造”的平台并分享价值。 Employees are the value of the enterprise. We encourage and support the ability of employees to improve, committed to building a "safe, respect, happy and creative" platform and share the value.	获得职业发展 强化管理互动 保障员工权益 工作生活平衡 Gain professional development Enhance management interaction Employee protection Work-life balance	职位发展体系、长安汽车大学、技术技能大赛、经理级继任者选拔机制、合理化建议、沟通园地、股权激励机制、递延奖金计划、员工协会活动 The job development system, Changan Automobile University, Employee Skill Competition, the junior staff competition mechanism, reasonable suggestion-taking mechanism, communication sites, the equity incentive mechanism, the deferred bonus plan, staff association activities

利益相关方 stakeholder	沟通理念 Communication concept	诉求 Demands	我们的行动与措施 Our actions and measures
股东 Shareholders	我们坚持合规守法、透明高效、诚信稳健的经营，追求盈利和业绩的持续增长，为股东提供长期、稳定和良好回报。 We adhere to transparent, efficient, honest and pragmatic operation, pursue profit and sustainable growth of performance, and provide long-term, stable and good returns for shareholders.	持续成长的经营业绩 公正透明的信息披露 稳定良好的投资回报 Ever-growing business performance Transparent information disclosure Stable and good return on investment	保持稳定的分红，严格履行信息披露义务，通过线上、线下多种形式积极开展投资者交流工作，建立多层次投资者良性互动机制，与资本市场保持良好沟通，树立公司在资本市场的良好形象 Maintain stable dividends, fulfill the obligation of information disclosure, carry out investor interaction online and offline, establish interaction mechanism for multi-level investors, maintain communication with the capital market, and build a good image in the capital market for the company
合作伙伴 Partner	我们坚持以诚信、平等、共赢的原则，建立风险共担、价值共创、利益共享的长期合作伙伴关系。 We adhere to the principle of integrity, equality and win-win, to establish a long-term partnership of risk sharing, value creation and benefit sharing.	共同发展 长期合作 能力帮扶 Mutual growth Long-term cooperation Assistance in ability-building	经销商大会、“1241”营销赋能体系、单店赋能培训 供应商大会、阳光采购体系、数字化供应链建设、 供应商帮扶和认证 CA-QIP长安质量改进流程 The dealers' conference, the "1241" marketing empowering system, the single store empowering training, the suppliers' conference, the sunshine procurement system, digital supply chain construction, supplier assistance and certification, CA-QIP Changan Quality Improvement Process
社会 Society	我们致力于做负责任的企业楷模，不断扩大就业，践行节能减排，积极倡导绿色生活，为社会、经济和环境的发展贡献力量。 We are committed to being a model as a responsible enterprise, constantly expanding employment, practicing energy conservation and emission reduction, actively advocating green living, and contributing to social, economic and environmental development.	扩大就业 依法纳税 节能环保 公益慈善事业 Expand employment Pay taxes according to law Being environment-friendly and saving energy Public welfare and charity	第三次创业 可持续发展 “香格里拉”计划、绿色制造 乡村振兴 公益及志愿者活动 The Third Business Venture, sustainable development, Mission Shangri-la, green manufacturing, rural revitalization, public welfare and volunteer activities

03

向智能低碳出行科技公司 转型

Transformation into an Intelligent Low-Carbon Technology
Mobility Company

发布“新汽车+新生态”战略

Launches “New Auto + New Ecology” Strategy

加快推进智能化“北斗天枢计划”

Promoted the “Dubhe Intelligent Program”

加快推进新能源“香格里拉计划”

Speeds up the “Mission Shangri-La”

深入推进“数字经营工程”

Pushes Forward the “Digital Management Project”

加强多领域跨界合作

Strengthened Cross-industry Cooperation in Various Field



发布“新汽车+新生态”战略 Launches “New Auto + New Ecology” Strategy

长安汽车制定“十四五”规划，迭代完成并发布第三次创业---创新创业计划5.0。

发布“新汽车+新生态”战略，打造满足用户全场景需求的“123”商业模式、架构及平台，加快向智能低碳出行科技公司转型。

Prepared the “14th Five-Year Development Plan” of Changan Auto, completed it iteratively, and released the version 5.0 of Third Business Venture -- Innovation and Entrepreneurship Program.

Released the strategy of “New Auto + New Ecology”, developed a “123” business model, structure and platform that meet the needs of users in all scenarios, and promoted the transformation to an intelligent low-carbon technology mobility company.



2021年8月24日，长安汽车科技生态大会发布“新汽车+新生态”战略

On August 24th, 2021, Changan Auto Tech Ecosystem Summit, the strategy of “New Auto + New Ecology” was released



新能源C385亮相科技生态大会

NEV C385 launch at Changan Auto Tech Ecosystem Summit



阿维塔E11亮相科技生态大会

AVATR E11 launch at Changan Auto Tech Ecosystem Summit

加快推进智能化“北斗天枢计划” Promoted the “Dubhe Intelligent Program”

掌握视觉感知、多模融合等**200**余项核心技术，其中行人自动紧急制动(AEB-P)和远程智能泊车(APA6.0)等26项技术国内首发。

构建智能驾驶系统设计、仿真验证、高精度定位等核心技术自主开发能力。实现L1级、L2级、L3级智能驾驶辅助量产。

明确新汽车6层架构定义，构建“芯器图核云网天”七大底层核心能力。构建“中央计算+基于服务+数据算



法驱动”整车架构能力，形成“软件定义汽车”时代技术核心竞争能力。

智能网联汽车销量占比已提升至72.4%，2020年后新上市车型已实现100%联网。

More than **200** core technologies such as visual mastery and multi-mode integration, among which 26 technologies such as automatic emergency braking for pedestrians (AEB-P) and remote intelligent parking (APA6.0) are the first in China.

It has the ability to independently develop core technologies such as intelligent driving system design, simulation verification and high-precision positioning; realizes the mass production of L1, L2 and L3 intelligent driving assistance.

It defines the six-layer architecture of the new automobile, and builds seven base core competencies of “chip, intelligent terminal, full scene map on the ground, core components, cloud technology, Internet of Things and air network”, builds the whole vehicle architecture capability of “central computing + service-based + data algorithm-driven”, and form the technological core competitiveness of the era of “software-defined vehicle”.

The sales of intelligent connected cars has taken up to a share of 72.4%, and newly launched cars are 100% connected after 2020.



加快推进新能源“香格里拉计划” Speeds up the “Mission Shangri-La”

掌握“大三电”等核心技术**400**余项，行业首发八合一电驱总成和脉冲加热技术；自主研发电池管家系统，实现电池包零起火，电池寿命延长20%以上。打造“七合一智能整车控制器”——长安智慧芯SVDC。

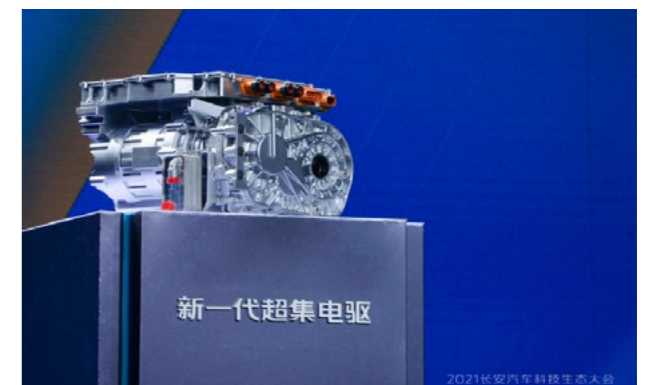
开发EPA0、EPA1、EPA2全新平台，形成大中小新能源专属平台。

长安纯电系列产品C385、C673即将发布。

UNI-K iDD实现混动系统PCU、TCU软件全自主研发，NEDC工况综合油耗0.8L/100Km，整车综合续航达1000公里。

Changan Auto has been an enterprise that masters more than 400 technologies such as “three core technologies” of (battery, electric control, electric drive), and the industry’s first electric drive assembly integrating eight parts and pulse heating technology. In addition, Changan also independently researched and developed the battery butler system, which ensures the “zero fault” of the battery, extends the battery life by more than 20%, and created the “Intelligent Vehicle Controller with Seven Assemblies”-Changan Smart Core SVDC.

Changan Auto developed new platforms of EPA0, EPA1 and EPA2,



dedicated electric platforms for large, medium and small BEVs.

Changan Auto's electric vehicles C385, C673 will be released soon.

Changan Auto realized the independent development of PCU and TCU software of hybrid system on UNI-K iDD. The combined fuel consumption(NEDC) was 0.8L/100km, and the combined driving range reached 1000km.

深入推进“数字经营工程” Pushes Forward the “Digital Management Project”

重构以长安为主导的新商业模式，逐步实现“现状可见，问题可察，风险可辨，未来可测”，向数据智能迈进。

聚焦核心业务，运用数字化技术，全面贯通信息流、物流、资金流，实现业务与技术双轮驱动，推动数字化转型。

建立大数据运营体系(CA-DDM)，整合内外部140余个系统，构建2400余个运营指标，融合互联网大数据20000余家，形成数亿级的数据规模，指导研、产、供、销各业务领域。

Changan Auto reshaped and created a new business model led by Changan, and gradually achieved the model of "status-visible, problem-detectable, risk-identifiable and future-measurable", and moved forward to data intelligence.

Regarding its core business, Changan Auto used digital technology and fully penetrated into the information flow, logistics and capital flow, and realized the two-wheel drive of business and technology, and promoted digital transformation.

Relying on the Data-Driven Management system (CA-DDM) built by itself, Changan Auto integrated more than 140 internal and external systems, established more than 2,400 operation indicators, and integrated more than 20,000 Internet big data, forming hundreds of millions of data scales, guiding R&D, production, supply and sales.



长安汽车自主打造的工业互联网平台(图中为测试数据)

Industrial Internet platform independently built by Changan Auto (test data in the figure)



加强多领域跨界合作 Strengthened Cross-Industry Cooperation in Various Fields

长安“朋友圈”加速发展 Extension of Changan's "Partnership Circle"

整合全球资源，构建智能驾驶、智能网联、立体交通三大产业生态联盟，在技术研发、产品与服务等方面深入开展战略合作，与合作伙伴实现共赢。

积极参与行业产业链、供应链研讨与交流，分享技术与经验，促进产业链、供应链的协同健康发展。

Changan leveraged global resources, built three industrial ecological alliances: intelligent driving, intelligent connectivity and three-dimensional transportation, and carried out in-depth strategic cooperation in technology research and development, products and services to achieve win-win cooperation with partners.

Changan took the lead in the discussions and exchanges in both industry chain and supply chain, sharing technology and experience, and played an important role in promoting the coordinated and healthy development of industry chain and supply chain.



2022年4月13日,召开2022长安汽车全球伙伴大会,共享共赢共谋未来

On April 13th, 2022, the 2022 Changan Automobile Global Partner Conference was held to share and realize win-win cooperation for the future



2021年4月,长安汽车与四维图新签订战略合作协议,全面推进自动驾驶创新发展

In April 2021, Changan Automobile signed a strategic cooperation agreement with NavInfo, which fully promoted the innovative development of autonomous driving



2021中国汽车供应链大会。2021年10月,“2021中国汽车供应链大会”在重庆举办,长安汽车作为官方合作伙伴全力支持大会。本届供应链大会主题为“补短铸长、融合创新——构建中国汽车供应链新生态”,展示创新成果,旨在促进产业国内国际互动,凝聚产业链条上下齐心,共谋产业协同发展之路。

2021 China Auto Supply Chain Summit. In October 2021, the “2021 China Auto Supply Chain Summit” was held in Chongqing, and Changan, as an official partner, provide all-around support for the summit. With the theme of “learning from each other’s strong points, integrating innovation-building a new ecology of China’s automobile supply chain”, the China Auto Supply Chain Summit demonstrated achievements in innovation, aiming at promoting the domestic and international interaction of industries, reaching consensus in the industrial chain, promoting the concerted efforts of enterprises, and seeking coordinated industrial development.



2021中国汽车供应链大会。2021年12月3日-4日,2021中国汽车供应链峰会暨第六届铃轩奖盛典在武汉举行,长安汽车作为铃轩奖评委单位参加中国汽车供应链峰会,为获奖优秀供应商颁奖,参与绿色供应链、软件定义汽车研讨交流。

2021 China Auto Supply Chain Summit. On December 3-4, 2021, the 2021 China Auto Supply Chain Summit & the 6th Lingxuan Awards Ceremony were held in Wuhan Economic Development Zone. Changan participated in the China Auto Supply Chain Summit as the member of jury of the Lingxuan Award, presented awards to outstanding suppliers, and participated in the discussion and exchange of green supply chain and software-defined vehicles.

04

把关键核心技术掌握在自己手里

Holding Core and Key Technologies in Our Own Hands

大力推进产品开发

Vigorously Promotes Product Development

不断突破核心技术

Made Breakthroughs in Core Technologies

构建“芯器图核云网天”

Builds Capabilities on “Chip-Device-Map-Algorithm-Cloud-Network-Satellite”



大力推进产品开发 Vigorously Promotes Product Development

新启动项目28个,新投产车型29个,199个里程碑通过评审。

面向智能电动新赛道的在研项目全面提速,C385、E0“三体”、阿维塔11保质保量通过各里程碑节点,UNI-K iDD混动系统软件全自主开发、且均可OTA升级迭代,带给客户更新更好的产品体验。

In 2021, we launched 28 new projects, put 29 new models of vehicles into production and passed 199 milestones.

We accelerated programs under research for new intelligent EVs. Programs including C385, E0 “Three Body” and AVATR 11 have passed through each milestone with quality and quantity guaranteed. The UNI-K iDD hybrid system software was developed in-house with OTA capabilities, bringing customers a newer and better experience.



长安汽车携手华为、宁德时代,打造并发布全新高端智能汽车品牌阿维塔。高端智能电动SUV E11具备200kW以上的高压超充能力和400tops的智驾能力,百公里加速小于4秒,续航里程超过700km,轻松实现安全便捷的智能驾驶。

Together with Huawei and CATL, we launched AVATR, a new premium intelligent car brand. With high-voltage charging capacity of more than 200kW and 400 Tops of computing power, Avatr 011 accelerates from 0 to 100 km/h within 4 seconds and promises a 700-km range, offering a safe, convenient and intelligent driving experience.



UNI-V是长安乘用车高端产品UNI序列继UNI-T、UNI-K后推出的第三款产品,也是UNI序列首款轿车产品,在设计、品质、动力、智能等方面均满足年轻消费者的新需求。

Following UNI-T and UNI-K, UNI-V is our third premium passenger car, also the first sedan of the UNI series to meet the emerging needs of young consumers in terms of design, quality, power and intelligence.



不断突破核心技术 Made Breakthroughs in Core Technologies

长安汽车始终坚持自主研发投入不低于5%，“十二五”至今已累计投入超过540亿元。

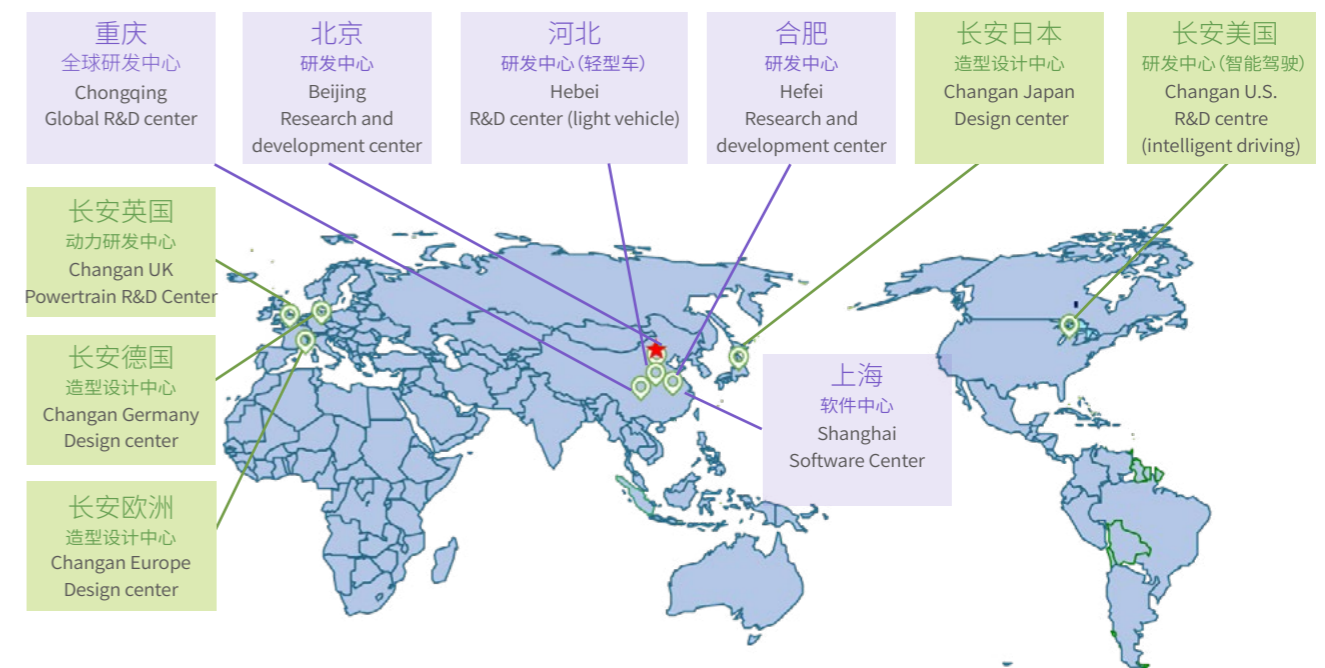
拥有来自全球24个国家,14000余人的工程技术团队,其中研发人员1.1万余人,高级专家700余人。

在2021年国家企业技术中心评价中,长安汽车以97.1分名列行业第一、全国第二;研发实力六届12年排名中国汽车行业第一。

Sticking with the standard that the independent R & D investment weighs no less than 5% of proceeds of business, Changan Auto has invested more than 54 billion yuan in R & D since the beginning of the 12th Five Year Plan.

We have an engineering and technical team of more than 14,000 people from 24 countries around the world, including more than 11,000 R & D personnel and over 700 senior experts.

In the evaluation of The National Enterprise Technology Center in 2021, Changan Auto ranked first in the industry and the second of all industries with 97.1 points. The R&D strength ranked first in China's automobile industry for consecutive sixth rounds.



六国十地研发布局 Changan global R&D layout of ten cities in six countries

完成专利申报2015件,同比增长87%,发明专利1202件,同比增长201%。CS75PLUS获中国专利奖外观设计金奖,实现专利领域国家级奖项新突破。

主导或参与汽车行业标准建立53项,其中《汽车多媒体网络架构》荣获中国汽车工业科学技术进步奖,《汽车防腐技术开发及标准体系建设》荣获兵装集团科技进步奖一等奖。

沉淀技术管理成果,编写《中国汽车自主研发技术与管理实践丛书》(机械工业出版社)4册,为中国汽车行业贡献研发技术等管理成果。

组建战略技术委员会,建立包含375名外部专家的专家库,其中两院院士21名。

In 2021, we applied for 2015 patents, with a year-on-year increase of 87%, and 1,202 invention patents, with a year-on-year increase of 201%. Our design CS75PLUS was awarded with the Gold Medal of Appearance Design of China Patent Award, making a breakthrough in national awards in this field.

We chaired and participated in the establishment of 53 standards in the automotive industry, of which Automotive Multimedia Network Architecture won the Scientific and Technological Progress Award of China's Automotive Industry, and Technology Development and Standard System Construction on Vehicles Anti-Corrosion won the first prize of the Scientific and Technological Progress Award of China South Industries Group., Ltd.

We synergized our technical management achievements, and compiled 4 volumes of China's Auto Independent R & D Technology and Management Practice series (China Machine Press), to contribute our efforts to China's auto industry.

We established a Strategic and Technical Committee, and an expert database including 375 external experts, including 21 academicians from the Chinese Academy of Sciences and the Chinese Academy of Engineering.

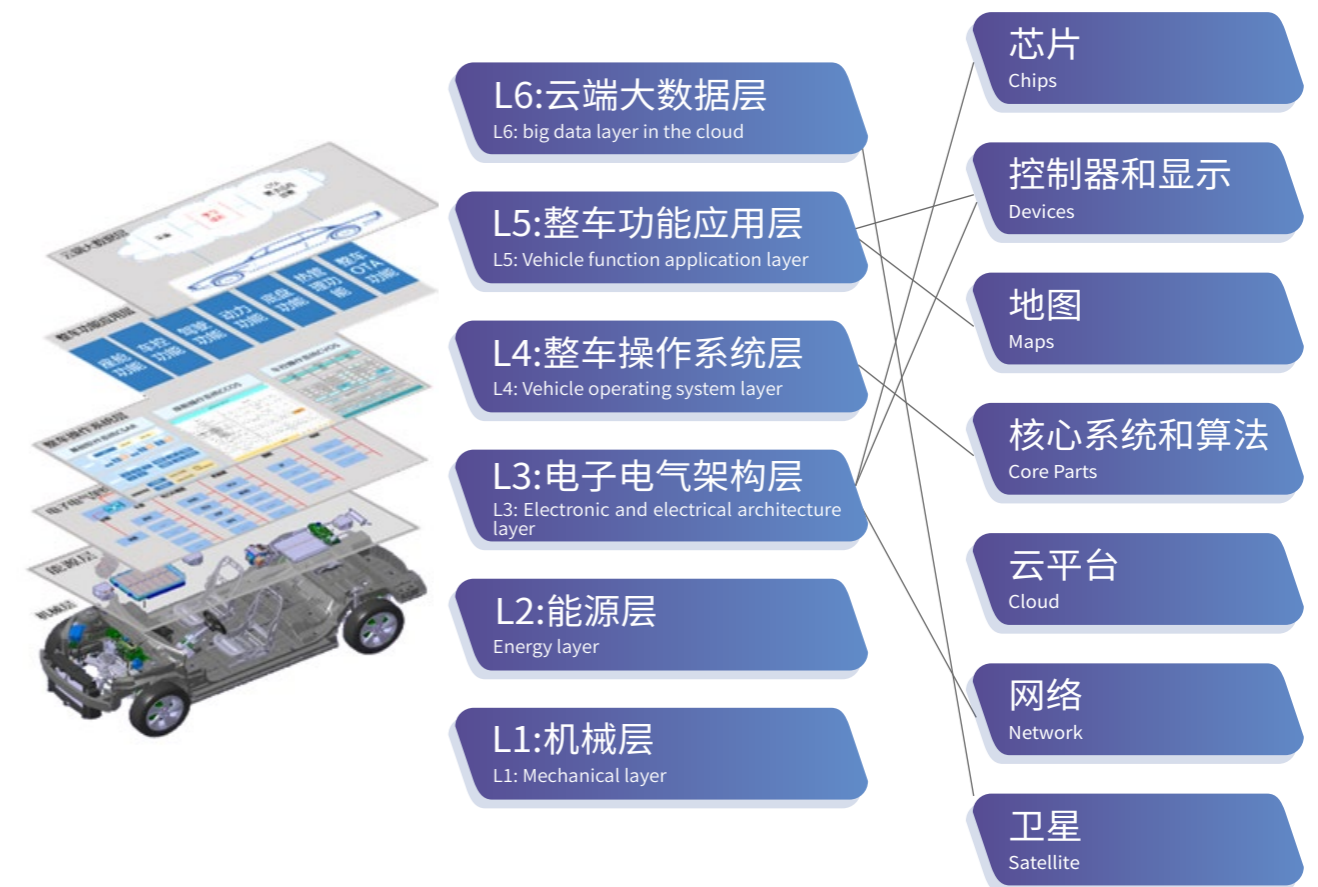


构建“芯器图核云网天”

Builds "Chips-Devices-Maps-Core Parts-Cloud Network-Satellite" Synergy

持续推动“芯器图核云网天”七大底层核心能力构建,打造全场景的智能电动超级数字化平台,重点推进半导体、先进通信、人工智能、地理信息、先进制造等领域前沿技术研究和能力布局。

We kept on promoting the building of seven bottom core competencies of "Chips-Devices-Maps-Core Parts-Cloud-Network-Satellite" synergy, creating a full scene intelligent electric super digital platform, and boosting the research and capability layout of cutting-edge technologies in the fields of semiconductor, advanced communication, artificial intelligence, geographic information, and advanced manufacturing.



05 推进客户经营“一号工程”

Continuously Optimizes the Basic Technology Management System

推进品牌向新向上

Pushes Brand Upward to Innovate and Advance

打造经典产品

Creates Classic Products

成为高质量产品提供者

Becomes A Provider Of High-quality Product

提供极致体验和服务

Provides Exquisite Experience And Service



打造世界级品牌 Committed to Build a World-Class Brand

推进品牌向新向上

Pushes Brand Upward to Innovate and Advanc

强化集团品牌统筹，完成欧尚品牌价值体系优化、凯程品牌战略审视与内部研判，明晰后续品牌发展方向。未来长安汽车将推进品牌架构审视，强化品牌差异化定位和价值管理，构建和实施集团品牌运营管理体系（BMS），助推各业务品牌价值体系落地运营。

We were guided by unified group coordination and work to upgrade the value system for Oshan and review the Kaicene from strategic view and internal analysis in ways that help our brands' development sustainable. We will move forward on brand structure review, brand differential positioning and value management in the future. This will mean building and implementing brand management system in Changan so that the systems for all brands can find their denouement in the actual operation.



发布全新数字纯电品牌—长安深蓝
Launched New Digital All-electric Car Brand - Changan Shenlan

创新推广传播

Innovated Promotion Techniques



长安汽车生产的第2000万辆长安系中国品牌汽车下线仪式
The Off-line Ceremony For The 20 Millionth Chinese Brand Car- Changan Series

制定长安汽车品牌提升计划与2021年行动方案。打造具有差异化和惊喜感的用户体验。

抢占“元宇宙”风口，冠名《2060》综艺，全程深度植入长安AI智慧伙伴小安，全网热搜300以上，相关视频播放量超5亿次。

通过系列伙伴故事聚合2000万用户形象标签，持续助力主品牌焕新，传递长安品牌价值观和伙伴精神。

2021年中国品牌乘用车市场占有率达到41.9%。长安品牌喜好度达到41.1%，在中国汽车品牌中名列前茅。

We formulated the brand upgrading plan and action plan for year 2021 striving to provide differentiated user experience beyond their expectations.

We rode the trend of “Metaverse” by titling “2060” variety show and implanted Changan AI intelligent partner “Xiao’ an” throughout the show, which reached more than 300 hits on the whole network and the related videos were broadcasted more than 500 million times.

Our series partner stories condensed 20 million user image tags, helping refresh our

brand and deliver value and spirit of partnership of Changan.

In 2021, the market share for Chinese brand car reached 41.9%, among which Changan ranks top, winning the interest of 41.1% of domestic users.



逸动上市10周年，用户突破120万
In the tenth anniversary of EADO's debut, the number of its users achieved over 1.2 million.



冠名《2060》综艺
Naming The Variety Show “2060”

2021年11月10日，中国汽车工业协会联合长安汽车代表T10峰会成员企业，发布重庆宣言，号召：

- 勇担“一定要把民族汽车品牌搞上去”的历史重任，立大志、尽全力，做大做优做强民族汽车品牌。
- 坚持自主创新，加快技术突破，携手打造行业整体优势，共同破解汽车芯片和基础软件发展瓶颈。
- 树立绿色发展理念，践行“双碳”战略，抢抓电动化发展的历史机遇，加速推动新能源汽车健康发展。
- 立足新发展阶段，担当产业链长责任，加强产业跨界合作和深度融合，构建产业发展新生态。
- 坚持以用户为中心，以满足人民对美好生活的向往为导向，提供更加高品质、高体验的产品和服务。
- 加强行业自律，勇担社会责任，塑造中国品牌整体形象，坚定信心，向汽车强国迈进。



On November 10, 2021, China Association of Automobile Manufacturers worked together with Changan who represented members of T10 summit to call for:

- Great responsibility on “we must boost our national car brands” with strong determination and full efforts.
- Constant focus on independent innovation, acceleration of our technology breakthrough to make our automobile industry more competitive and fight off bottleneck we’ve met in the development of auto chip and frame software.
- A green and “dual carbon” path to cater to the tide of development of electric vehicles and promote the sound development of new energy vehicles.
- Great responsibility as the industrial chain leader at new stage of development of automotive industry to deepen cross-border cooperation and build a new ecosystem. Customer is first. We should cater to users for the aspiration of improving their livelihood with high-quality product.
- Strengthened self-discipline and shouldering of social responsibilities to deliver a good Chinese brand image for the aim of a global automobile power.

提升海外影响力

Enhanced Overseas Influence

长安汽车按照“一国一策”、“一商一策”、“一品一策”的市场策略，把长安汽车高智能化、高性能、高颜值的产品带到了全世界。2021年，自主品牌累计出口11.5万辆，同比增长117%，创长安海外出口历史新高。

Following the market strategy of “one country one policy”, “one business one policy” and “one product one policy”, Changan has brought its products with high intelligence, high performance and stunning look to the world. In 2021, the exported vehicles of self-owned brands accumulated to 115,000, with a year-on-year increase of 117%, setting a new record for Changan’s overseas export.



长安汽车沙特2021年出口突破3万台，位居中国品牌第一，获沙特国家“最佳中国汽车品牌奖”

Exports of Changan Auto exceeded 30,000 units in Saudi Arabia in 2021, ranking first among all Chinese brands and winning the “Best Chinese Automobile Brand Award” of Saudi Arabia.



长安凯程F70海外版登陆南美区域，长安汽车连续6年蝉联秘鲁市场中国品牌销量第一

Changan Kaicene F70 overseas edition has been launched in South America. Changan Auto ranked first among all Chinese brands in Peruvian market for 6 consecutive years.



长安巴基斯坦合资工厂第1万辆整车下线，2021年销量居当地中国品牌出口第一

The 10,000th vehicle of Changan’s joint venture in Pakistan was finished from the production line. The sales volume in 2021 ranked first among local Chinese brands in export.

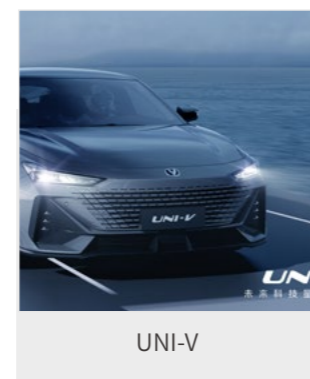
打造经典产品 Creates Classic Products



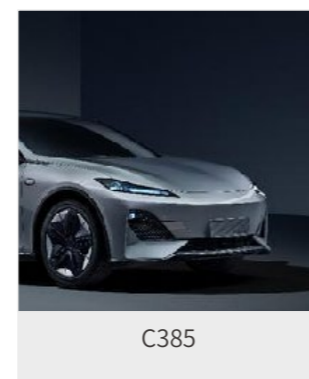
UNI-T



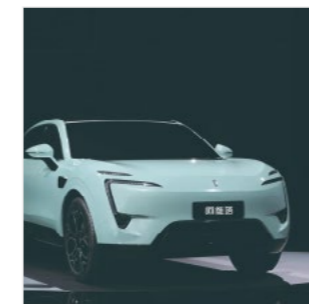
UNI-K



UNI-V



C385



阿维塔11
AVATR 11



逸动PLUS
EADO PLUS



CS35 PLUS



CS55 PLUS



CS75 PLUS



欧尚Z6
OSHAN Z6



欧尚X5
OSHAN X5



F300



F70

合资品牌部分经典产品

Some classic products of joint venture brands



锐界
Ford EDGE



新一代蒙迪欧
Ford MONDEO



长安林肯冒险家
Lincoln CORSAIR



探险者
Explorer



次世代MAZDA3昂克赛拉
MAZDA3 AXELA



CX-5

成为高质量产品提供者 Becomes A Provider Of High-quality Product

长安汽车坚持“面向世界一流,打造质量先导型企业”,以打造卓越质量方针,产品质量已达到或超越同级别合资品牌水平,成为“高质量产品的提供者”,品牌形象更加巩固。

新车质量水平持续提升, J.D.Power中国新车质量研究排名中国品牌第一, CS75PLUS, CS35PLUS分获CACSI (汽车行业用户满意度测评)细分市场第一。



Adhering to the principle of “aiming at the world first-class to build a quality-oriented enterprise”, taking creating excellent quality as the policy, Changan has realized a product quality reached or exceeded that of joint ventures at the same level, and become a “supplier of high-quality products”. The sound brand image is getting more consolidated.

The quality of new vehicles continues to improve. J.D Power ranks first in China’s new vehicle quality research, and CS75PLUS and CS35PLUS respectively ranks first in the CACSI (China Automobile Customer Satisfaction Index) for segment market.



产品质量稳步提升

Steadily Improved the Quality of Products

每开发一款车型,都要经过场内可靠性道路试验(240万公里)、“三高”环境适应性试验(40万公里)和全国道路试验(120万公里),共计400万公里的严格测试,确保产品品质。

Each model developed must undergo the comprehensive test field’s reliability road test (2.4 million kilometers) and “three highs” environmental adaptability test (400,000 kilometers) and the national road test (1.2 million kilometers), with a total of 4 million kilometers of rigorous testing to ensure the quality of products.



5200m海拔青藏高原

The Qinghai-Tibet Plateau with 5200m above sea level



120mg/cm³高粉尘吐鲁番荒漠

120mg/cm³ high dust Turpan desert



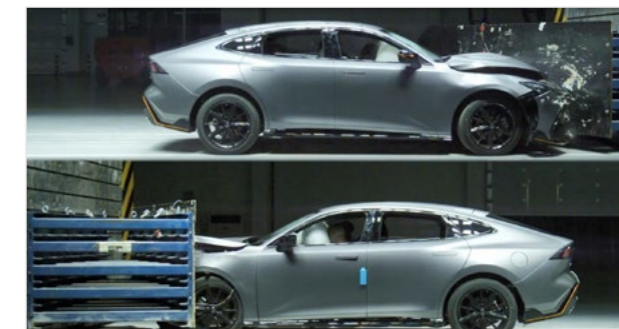
50°C极热丝绸之路沙漠区

50°C extremely hot Belt & Road desert



-50°C极寒漠河雪原

-50°C extremely cold Mohe snowfields



每一次碰撞,都是为了守护每一位用户

Every crash in the test comes to guard every user

提供极致体验和服务 Provides Exquisite Experience And Service

诚信服务五大承诺

Five commitments to honest service

以“快捷、直达、精准、互动”为理念,发布“诚信服务五大承诺”3.0。建立CA-CPT客户服务组织管理体系,精益化标准243项。用户满意度指数排名位居中国品牌第一。

With the concept of “fast, direct, accurate and interactive”, we released the “Five Commitments to Integrity” 3.0 and established the CA-CPT customer service organizational management system with 243 lean standards. Ranked No. 1 in China in customer satisfaction index.



J.D. Power
2021中国新车质量研究SM (IQS)

自主品牌排名
行业平均及以上水平
每百辆车问题数 (PP100)

长安汽车	202
奇瑞	204
领克*	205
广汽传祺	206
东风风行	207
东风风光	209
捷途	209
欧尚汽车	211
启辰	211
吉利	212
荣威	213
自主品牌平均	213

承诺一 价格透明
新车价格不高于官方报价
加价部分10倍补偿
所有店端消费公开透明

拒绝捆绑
保险、金融贷款、精品、
上牌等费用明码标价
拒绝捆绑销售

承诺二 交付快捷
新车按照合同约定时间完成交付
售后1小时完成基础保养
24小时完成一般维修

超期补偿
新车交付超期补偿120元/天，至高1万元
基础保养超时立减120元
一般维修超时补偿120元/天

承诺三 一次修好
同一故障，非人为因素
7天内返修免费并补偿往返交通费

放心备件
100%提供纯正备件
原厂备件价格明码标示
加价部分10倍补偿

承诺四 服务专业
及时响应
客户来电30秒内接听，客户咨询30分钟内
回复，客户维保预约准时进站“0”等待

热情接待
提供免费饮品、午餐，实施“首问
负责制”，热情接待不推诿

服务周到
选车时体验专业试驾试驾，维保时车辆外观
免费清洗，“超级星期三，等您到九点”

承诺五 安心出行
快速救援
提供7×24小时道路救援服务，第一时间到达
现场，并提供食物、水、充电宝等应急物品，
为您的出行保驾护航

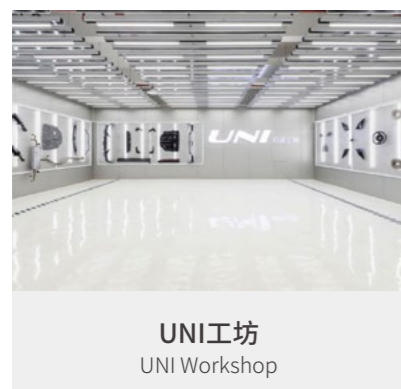
UNI Service全新服务
以新服务增添新体验
打造线上和线下无缝连接的全新服务模式

UNI Service 四大标签
智慧主动 高效便捷 公开透明 共创共享

UNI Service 三大业态
离开汽车商圈，走进生活商圈
品牌体验空间 自造空间 UNI工坊

服务品牌UNI Service

Service Brand-UNI Service



发布UNI Service全新服务品牌，将提供更智慧主动的服务，打造更兼容开放的机制，并扩大至长安系全部品牌。

UNI Service通过线上和线下无缝连接的全新服务业态，旨在为长安汽车2000万用户带来有温度、个性化、超预期的极致服务体验。

Changan Auto released a new service brand, that is UNI Service, which will provide smarter services, create a more compatible and open mechanism, and expand to all brands of Changan series.

UNI Service, with seamless connection between online and offline, aiming to bring considerate, personalized and perfect service experience beyond the expectation to 20 million users of Changan Auto.

与客户直通直联

Direct Contact with Customers

5G远程在线服务工程师在线
Real-time Online Service of 5G Remote Engineer

搭建近14000人规模的客户体验官团平台,实现客户与公司高层有效互动,收到改进意见1814条,解决客户问题2649个。

组建汽车行业首个大规模、多部门协同服务的专家团队,参与长安百科、5G远程在线服务、直播等项目,荣获2021年行业协会颁发—服务创新典范奖。

Changan Auto has set up an official group purchasing platform for customer experience with a scale of nearly 14,000 people, realizing effective interaction between customers and the company's top management, receiving 1,814 improvement suggestions and solving 2,649 problems for customers.

Changan Auto set up the first large-scale and multi-department collaborative service expert team in the automobile industry, participated in Changan Encyclopedia, 5G remote online service, live broadcast and other programs, and won the Service Innovation Model Award issued by the industry association in 2021.

以客户思维创新活动模式,打造长安OpenDay、SuperDay、粉丝盛典等系列客户体验活动客户主动传播2350万人次,深化“伙伴”人设标签。搭建客户自传播矩阵,粉丝总量超过68万,浏览量突破10738万。通过客户自媒体领袖打造计划筛选10位优质KOC,粉丝总量超过139万,内容产出1814个,总浏览量超过3.27亿次。

With the customer's way of thinking, Changan has innovated its activity mode and created a series of customer experience activities such as Changan OpenDay, SuperDay and Fan Festival. As a result, the number of customers actively publicizing the brand reached 23.5 million, deepening the labeling of "partners". Changan built a customer self-communication matrix, with a total of more than 680,000 fans and 107.38 million page views. 10 high-quality KOCs were selected in Customer WeMedia Leader Building Plan, whose total number of fans exceeded 1.39 million, with 1,814 content outputs and over 327 million total views.

案例 case 关于产品调研 About Product Research

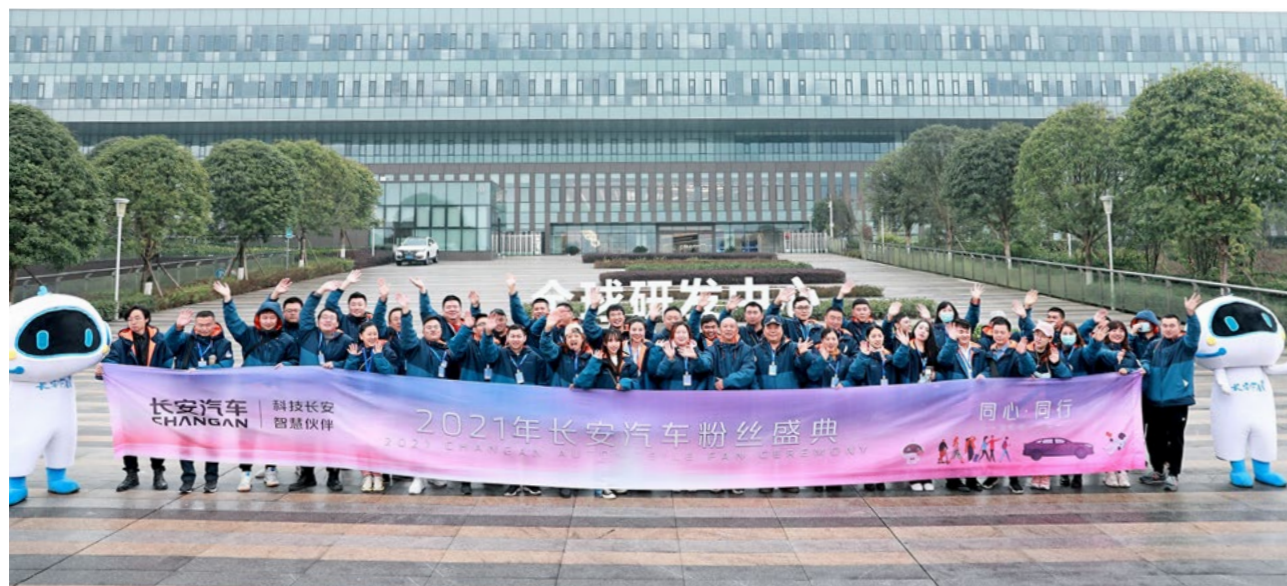


规范体验官参与产品策划及开发流程,开展产品体验类活动36场次,有效提升体验官参与感与体验感,实现客户驱动产品提升价值最大化。

It standardizes the experience officer's participation in the product planning and development process, and holds 36 product experience activities, which can effectively enhance the experience officer's sense of participation and experience, and maximize the value of customer-driven products.

与客户高频互动

High-frequency Interaction with Customers



06 构建全员共创共享价值平台

Construction of A Platform for All to Create and Share Values

员工就业

Employment

薪酬福利

Salary & Benefits

员工发展

Staff Development

活力长安

Motivating Changan

文化生活

Cultural Life



员工就业 Employment

长安汽车全面落实“六稳”“六保”要求，2021年新增各类就业**22971**余人，其中应届大学生965人。

目前，长安汽车及子公司从业人员总数42444人，建立了完善的招聘与录用机制，劳动合同签订率达到**100%**，不存在使用未成年员工情况，招聘录用中不存在性别、民族、生理歧视等情况。

据估算，长安汽车带动了产业上下游约**140**万人就业。

Changan Auto has fully implemented the requirements of “six-stability” and “six-guarantee”. More than **22,971** new employment were created in 2021, including the recruitment of 965 fresh college students.

At present, the total number of employees of Changan Auto and its subsidiaries is 69,728. We have established a complete recruitment and employment mechanism, with open and transparent recruitment standards and a labor contract signing rate of **100%**. There is no underage employee, still less gender, ethnic, or physical discrimination.

It is estimated that Changan Auto has provided about **1.4 million** jobs in the upstream and downstream industry.

指标 Index	单位 unit	实际情况 Situation	备注 Remarks
员工总人数 Total number of employees	人 person	42444	按从业人员口径统计 Statistics according to the caliber of employees
新增就业人数 Number of new employees	人 person	22971	
劳动合同签订率 Labor contract signing rate	%	100	
社会保险覆盖率 Social insurance coverage rate	%	100	
人均带薪休假天数 The number of paid leave days per capita	天 Day	5.5	按职工实际带薪休假天数计算 Calculation based on the actual number of paid leave days of employees

薪酬福利 Salary & Benefits

薪酬待遇：长安汽车建立了完整的薪酬福利体系，不断完善员工收入与公司业绩、个人业绩及能力相匹配的薪酬管理机制，通过员工正常薪酬增长、年度业绩奖、利润分享奖等，让员工共享公司发展成果。

健康关怀：为员工提供健康管理，包括年度体检、EAP心理咨询服务。在五险一金等基础保障外，还为员工及其家属提供补充医疗保险，为女工办理女职工特殊疾病保险，减轻其医疗负担。

节日慰问：每年春节、中秋节、员工生日等，长安汽车都会为员工提供节庆福利，此外，长安汽车为员工提供弹性工作时间和充足的带薪假期，让员工更好地应对工作之外的一切。

Payment and benefits: Changan Auto has established complete salary and benefit system, in which, the employees' income is matched with company performance, their personal performance and abilities, allowing them to share the company's development results through regular salary growth, annual performance awards, and profit sharing.

Health care: we provide our employees with health management, including annual physical check and ERP psychological counseling services. In addition to basic guarantee such as five types social insurances and one housing fund, supplementary medical insurance is also provided for employees and their families to reduce their medical burden.

Holiday bonus: on every festivals like Spring Festival and Mid-Autumn Festival, and employee's birthday, we will give our employees special bonus. Besides, we provide our employees with flexible working hours and sufficient paid holidays to help employees better cope with everything outside of work.



员工发展 Professional Development

优化职业发展通道

长安汽车从评聘逻辑、职位体系、任职资格标准等方面对任职资格体系全面优化。构建“评能力”“聘职位”“升级”员工成长“三分开”任职资格体系。

促进科技、技能人才发展

2021年培养和发展国务院政府特殊津贴6人、全国五一劳动奖章1人、兵装青年科技拔尖人才4人、重庆市最美产业工人1人巴渝特级技师8人、巴渝青年技能之星4人。

搭建全员学习平台

开展数字化、软件平台化，硬件平台化战略人才培养共15期，约1.8万人次；培养和造就适应战略的技能领军人才，完成1个智能网联大师工作室和1个海外售后服务大师工作室的建设。

Optimizing professional development channels

The post qualification system in Changan Auto is optimized in terms of evaluation logic, position system, and qualification standards. The system, in the framework of “three-separation”, consist of ability evaluation, position appointment and level promotion.

Promoting the development of skilled talents

In 2021, we cultivated and developed 6 talents entitled to State Council Special Government Allowances, 1 National May 1st Labor Medal winner, 4 CSGC Outstanding Youth Scientific and Technological Talents winners, 1 Chongqing Best Industry Workers winner, 8 Chongqing Specialist Technician



winners, and 4 Chongqing Youth Technological Talents winners.

Building a learning platform for all employees

In 2021, we held 15 strategic talent trainings on digital, software platform and hardware platform, with 18,000 participations. Aiming at cultivating skilled leading strategic talents, we finished building an intelligent Internet connection Master Studio and an overseas after-sales service master studio.

举办技能竞赛

Holding skills competitions

举办第19届职工技术技能运动会，促进人才选拔，丰富和构建内部转型人才库。

坚持“技高行天下，能强走世界”的理念，承办、参加兵装职业技能大赛、重庆市职业技能大赛、“巴渝工匠”杯系列职业竞赛，派出25名代表参赛，最终获得一等奖3人，二等奖5人，三等奖5人，优胜奖2人。

Held the 19th Staff Technical Skills Game to promote talent selection and to enrich and build an internal talent pool for transformation.

Guided by the concept of “Ability and skill enable us to excel”, we co-organized and participated in the China South Industries Group Corporation Vocational Competition on Technical Ability, Chongqing Vocational Competition on Technical Ability, and “Technician of Chongqing” vocational competitions, in which, 25 competitors from Changan Auto won 3 first prizes, 5 second prizes, 5 third prize and 2 winning prizes.



活力长安

Motivating Changan

启动高职级人员任期制聘用

Initiation of Senior Personnel Tenure System

长安汽车实施总经理级及以下高管、党群、管理类高职级人员全体解聘、重新聘用的任期制聘用工作，通过人才结构调整与转型，实现干部年轻化；干部能上能下，激发干部队伍活力，提升竞争力。

Changan Auto initiated Senior Personnel Tenure System, which required the dismissal and reemployment for all senior managers, Party leaders and administration personnel at and below the general manager level. Through talent structure adjustment and transformation, the system will give more opportunities to the young. Promotion and demotion of senior personnel can stimulate the vitality and motivate the competitiveness.



创新奖励机制

Innovation Incentive Mechanism

构建全面薪酬激励体系，牵引价值创造、价值共享，提升员工感知。在国企中率先采取股权激励、产品CEO、项目跟投等，建立企业长期稳定发展预期、绑定企业发展与个人分享，最大限度激发员工主动担当和激情活力。

A comprehensive salary incentive system is constructed to drive innovation, sharing, as well as employees' sense of it. As a state-owned enterprise, we pioneered measures like equity incentives, product CEOs, and project follow-up investment, to build long-term stable development expectations, matching the development of enterprise with employees' devotion, thus motivate their passion and sense of responsibility.



文化生活

Cultural Life

关心员工生活

Caring about employees' lives

关心青年婚恋交友，举办“爱有新益·有你更好”第十届青年集体婚礼，50对来自一线的青年新人参加，历年累计800对新人参加；分群体开展11场单身青年交友联谊活动，共计680余名单身青年参加，成功牵手69对。推进落实“择优招聘劳务工为合同工”等好事实事4件。

To help with young workers' marriage and match-making, the 10th Youth Group Wedding themed with “Better with You, Love is Mutuality” was held for 50 young couples from the front line, adding up to 800 couples in the past years; 11 match-making and dating parties were held for youths, allowing 69 pairs in 680 young people to find their desirable life partners. 4 activities including “elevating well-performed recruited workers to contract workers” were implemented.



组织特色活动

Organization of featured activities

组织各类大型文体活动15次。各级工会组织开展文体活动和建工会小家活动470余项次，参与员工4万余人次。

15 large-scale cultural and sports activities, more than 470 cultural and sports activities and small activities were organized by trade unions at all levels, with more than 40000 person-time participations.



07

坚持安全、绿色、低碳、可持续发展

Adherence to Safe, Green, Low-carbon and Sustainable Development

绝情抓安全

Zero Tolerance on Safety Issues

双碳环保

Double-carbon Environmental Protection

绿色制造

Green Manufacturing



绝情抓安全 Zero Tolerance on Safety Issues

层层落实主体责任。全年召开5次安委会会议，有序推进各项安全环保工作，安全主体责任事故为0。

疫情防控有效，员工“零”确诊。全年累计召开防疫例会45次。累计接种新冠病毒疫苗55082人，接种加强针19485人，工作场所员工“零”确诊。

持续优化体系，安全水平再上台阶。一次性通过国家环境、职业健康安全管理体系监督审核。完成本质安全项目232项，加大投入2.06亿元。

持续强化安全文化氛围。全面排查风险隐患，督促整改完成率100%；持续开展安全“到家”，员工家属安全寄语活动，促进员工牢记安全责任与使命；以正向激励引导，促进全员参与，全年累计奖励金额73万元，奖励1968人次。



Implement the main responsibility at various levels. Five safety committee meetings were held throughout the year to move forward on all fronts about safety and environmental protection in an orderly manner, and the number of accidents in the security principal was 0.

Effective epidemic prevention and control measures and "zero" confirmed case of COVID-19 in employees. A total of 45 regular meetings on epidemic prevention were held throughout the whole year. A total of 55,082 people have been vaccinated against the new coronavirus, and 19,485 people have been vaccinated with booster shots, and the number of COVID-19 cases here was "zero".

Continuously optimized system made higher safety level. At the same time, we have passed the supervision and audit of the national environmental and occupational health and safety management system with completing 232 intrinsic safety projects and increasing investment of 206 million yuan.

Continuously strengthened safety culture. Comprehensively investigate potential risks and urge the completion rate of rectification to achieve 100%; keep on safety messages activities to employees' families to remind employees of safety responsibilities and missions; guide them with positive incentives to promote full participation, and the cumulative reward amount for the year is 730,000 yuan with 1,968 people being rewarded.

保障安全投入，强化职业监护，保障员工健康

Guarantee safety investment, strengthen occupational supervision, and ensure employee health

2021年，长安汽车保持急性工业中毒事故连续“零”发生，完成职业病危害因素2727个点位检测；组织4519名职业病危害岗位接害员工周期性职业健康检查，覆盖率100%；全年投入安全生产费用4469万元，其中投入1827万元为员工配备和发放劳动防护用品，切实保障员工身体健康。

In 2021, Changan maintained "zero" occurrence of acute industrial poisoning, and detected 2,727 occupational hazard factors; organized periodic occupational health inspections for 4,519 employees



长安汽车总裁、党委副书记王俊到两江工厂开展安全检查
Wang Jun, the President and Deputy Secretary of the Party Committee in Changan went to Liangjiang Factory to carry out safety inspection

exposed to occupational hazard positions, with 100% coverage; invested 44.69 million yuan in safety manufacturing throughout the year, of which 18.27 million yuan was invested in personal protective devices for employees to effectively protect their health.

指标项 Index	2020年 In 2020	2021年 In 2021
安全生产费用投入(万元) Investment in safety production costs (10,000 yuan)	5230	4469
劳动保护经费投入(万元) Investment in labor protection funds (10,000 yuan)	1982	1827
安全培训人数(人次) Number of safety training (person)	167411	304316
工作场所职业病危害因素检测率 Test rate of occupational hazards	100%	100%
职工健康体检覆盖率 Coverage rate of employees health check-up	100%	100%

双碳环保 Double-carbon Environmental Protection

碳排放现状及目标 Carbon Emissions Status and Goals

2021年长安汽车自主品牌制造系统碳排放情况。从结构占比来看，企业制造系统电力使用排放占76.7%，天然气占20.3%，余下油料及保护气体占3.1%。从单位产品碳排放来看，较2020年，单车降低3.2%，单机降低3.26%。

双碳目标：2027年实现碳达峰，2045年实现碳中和。

Carbon emissions status in 2021: In terms of structure and proportion, the emissions from electricity accounted for 76.7%, natural gas 20.3%, as well as the remaining oil and protective gas 3.1%. In terms of carbon emissions per unit product, compared with 2020, carbon emissions of single unit vehicle reduced by 3.2%, and carbon emissions of single unit machine reduced by 3.26%.

Goals: Achieve emission peak in 2027 and carbon neutrality in 2045.

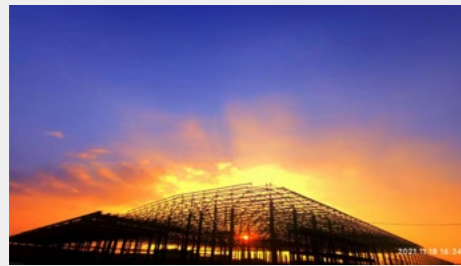
双碳推进举措

Measures

低碳工艺技术应用。组织各生产基地制定三年技改计划,已确定落地实施降碳措施30项(其中14项21年已实施,16项计划于23年前实施),预计共可降低碳排放2.8万吨。

Apply low carbon process technology. All production sites were organized to formulate a three-year technical transformation plan, and has decided to implement 30 carbon reduction measures (14 of which have been implemented in 2021 and 16 are proposed to be implemented before 2023), which are expected to reduce carbon emissions by a total of 28,000 tons.

案例 case 干式喷涂 Dry Spraying



涂装喷房采用干式漆雾分离,增加循环风量,降低能耗。预计每年降碳10343/tCO_{2e}。

The paint spray booth adopts dry paint mist filter to increase the air volume and reduce energy consumption. The annual carbon reduction is expected to be 10343/tCO_{2e}.

南京新工厂已规划实施干式喷涂
The new Nanjing factory has proposed to implement dry spraying

案例 case 作业场循环风 Wind Circulation in the Workplace



根据作业场实际需求设计导入循环风,以降低新风量节约能耗。预计每年降碳507/tCO_{2e}。

Design and import circulating air according to the actual needs of the workplace to reduce the amount of fresh air and save energy. The annual carbon reduction is expected to be 507/tCO_{2e}.

两江工厂已完成循环风技改
Liangjiang factory has finished the technical transformation of wind circulation

绿色能源开发。长安汽车合肥、河北基地已于厂内建成光伏电站,自产自用绿色清洁能源,2021全年共计消耗光伏电力37672MWh,实现降碳32270吨。

Develop green energy. The Hefei and Hebei bases of Changan has built photovoltaic power plants in their factories, which produce and use their own green and clean energy. In 2021, they consumed a total of 37,672MWh of photovoltaic power and also achieved a carbon reduction of 32,270 tons.



合肥长安光伏电站
Hefei Changan Photovoltaic Power Plant



河北长安光伏电站
Hebei Changan Photovoltaic Power Plant

绿色制造 Green Manufacturing

环保信息

Environmental Information

2021年产生一般工业固体废物167,046吨,委托利用或处置167,046吨;产生危险废物17,436吨,委托利用或处置17,181吨。均对委托利用或处置的第三方进行了主体资格和技术能力核实。

2021年,共有大气污染物排放口585个,水污染物排放口25个。

公司各项污染物均达标排放,无超标超总量排放情况。主要污染物排污许可核定及实际排放总量如下:

In 2021, 167,046 tons of general industrial solid waste was generated, and all waste has been used or disposed of; and 17,436 tons of hazardous waste, 17,181 tons of which has been used or disposed of. The third parties entrusted to use or dispose of have been verified the subject qualification and technical capabilities.

In 2021, there were 585 air pollutant outlets and 25 water pollutant vents.

All pollutants of the company were discharged up to the standard, and there was no discharge exceeding the standard or the total. The approval and actual discharge amount of major pollutants are as follows:

污染物种类	COD	氨氮	总镍	总锌	磷酸盐	二氧化硫	氮氧化物	颗粒物	挥发性有机物
年许可排放量限值 (t/a) Annual permissible emission limits (t/a)	846.80	72.42	0.72	5.84	13.75	202.53	221.83	1182.57	4226.08
2021年实际排放量 (t/a) Actual emissions in 2021 (t/a)	204.04	10.37	0.11	0.10	0.72	18.18	101.24	121.17	338.16

绿色制造体系

Green Manufacturing System

以打造绿色汽车制造标杆工厂为目标,围绕**低碳制造、循环经济、绿色排放**三大抓手,通过能源结构调整、低碳工艺设计、设备能效提升、能源智能调配、固体废物循环利用、废水循环利用、工业污染物排放管控等7项关键路径,提升绿色制造体系的有效性,实现制造全过程高效化、节能化、环保化,建立全球一体化绿色制造管理体系,达到行业先进水平。

Aiming to build a benchmark factory for green automobile manufacturing with focusing on the three main points of **low-carbon manufacturing**, **recycled economy** and **green emissions**, through Seven key paths, including energy structure adjustment, low-carbon process design, energy efficiency improvement of equipment, intelligent allocation of energy, solid waste and waste water recycling as well as industrial pollutant discharge control, the system could improve the effectiveness of the green manufacturing system, and promote the whole manufacturing process to achieve efficiency, energy saving and environmental protection. Afterwards, it can help establish a global integration of green manufacturing management system and reach the advanced level of the industry.



全面推进工艺改进,降低废物排放。NE1铸造制芯实施负压抽排,降低矽尘、苯酚、氨等烟尘接触量70%以上,同步预留无机工艺,未来可实现无烟尘生产。

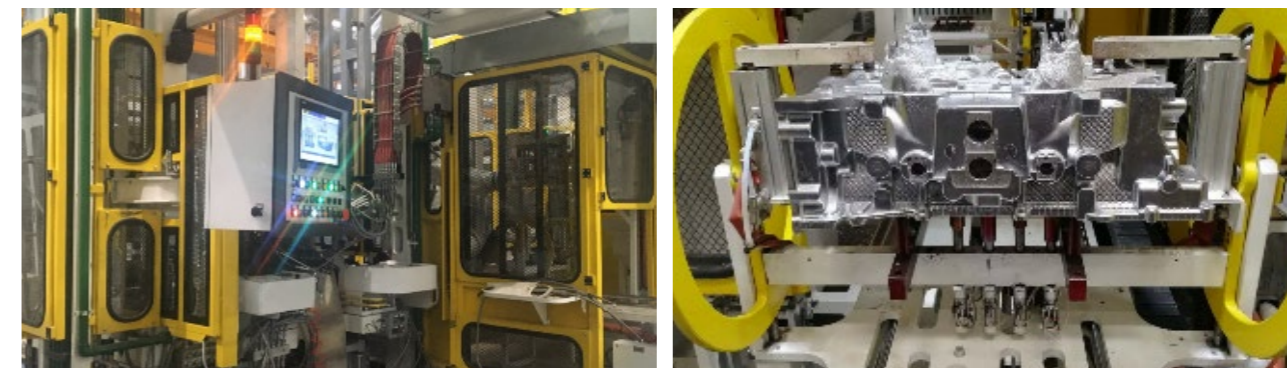
南京溧水项目应用干式漆雾分离等涂装新技术,每年可减少废水排放8160立方米,废气排放降低50%。

Comprehensively promoted the process improvement to reduce waste emission. NE1 casting core making has implemented negative pressure extraction to reduce the exposure to silica dust, phenol, ammonia and other fumes by more than 70%, and synchronously reserved the inorganic process to achieve fume free production in the future.

Applied new coating technology such as dry paint mist separation in Nanjing Lishui project, which can reduce wastewater discharge by 8,160 cubic meters and exhaust gas emission by 50% per year.



封闭式设备+负压抽排
The Enclosed Equipment and Negative Pressure Extraction



污染物清洁处理后排放
Pollutants Discharged after Cleaning

08

积极履行企业社会责任

Proactive Fulfilling of Social Responsibility

切实保障股东权益

Effectively Protected the Rights and Interests of Shareholders

乡村振兴, 脱贫帮扶

Rural Revitalization and Poverty Alleviation Assistance

传递公益理念, 弘扬志愿精神

Participated in Volunteer Activities to Promote Public Welfare



切实保障股东权益

Effectively Protected the Rights and Interests of Shareholders

召开股东大会3次，组织新能源、智能化、新产品发布等专题交流6场，应邀参加机构投资者策略会7场，现场接待13次50余家机构，电话会议42场，深交所互动易平台回复率保持在98%以上，通过多种形式与资本市场保持顺畅、良好的沟通，提升了投资者对公司的信心和满意度。

召开2020年年报业绩说明会，据全景网统计，有超过2.5万人参加，短短1小时内提问105条，公司逐一回答，回复率达到100%，有效引导投资者正确解读公司经营业绩及发展规划。

2021年，公司充分听取股东，特别是中小股东的意见和诉求，结合公司资金规划，第一次将现金分红比例提升到50%，并实施转增股本，提升了股东满意度，获得资本市场一致好评。

In 2021, we held 3 general assemblies of shareholders, organized 6 special exchanges on new energy, intelligence and new product release, participated in 7 institutional investor strategy meetings upon invitation, received 13 on-site meetings with more than 50 institutions, and held 42 teleconferences. Reply to the inquiries on the platform of Shenzhen Stock Exchange remained over 98%. Through various forms of efficient communication with the capital market, investors' confidence and satisfaction with the Changan Auto significantly improved.

We held the performance explanation meeting of 2020 annual report. According to the statistics of panorama.com, more than 25,000 people participated, and asked 105 questions in less than one hour, which were answered 100% with no one left. It has effectively guided investors to correctly interpret the company's business performance and development plan.

In 2021, we accepted the opinions and demands of shareholders, especially small and medium-sized shareholders, about increasing the proportion of cash dividends to 50% for the first time, taking the company's capital planning into consideration at the same time, and implemented the conversion to share capital, which improved the satisfaction of shareholders and won unanimous praise from the capital market.



乡村振兴, 脱贫帮扶

Rural Revitalization and Poverty Alleviation Assistance

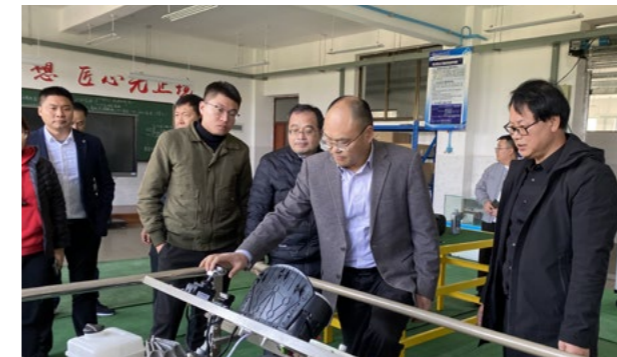
保障帮扶资金

Funds Assistance

统筹拨付帮扶资金1,070万元，其中，云南泸西县450万元，云南砚山县600万元，重庆酉阳县20万元，用于美丽乡村建设、乡村特色产业发展壮大、基础设施改善等项目。



In 2021, Changan Auto donated 10.7 million Yuan to build rural areas, rural industries, infrastructure improvement and other projects, among which, 4.5 million Yuan was given to Luxi County and 6 million Yuan to Yanshan County, Yunnan Province and 200,000 Yuan to Youyang County, Chongqing.



推进就业帮扶

Employment Promotion Assistance

连续十一年慰问希望小学；发挥汽车主业优势，以技能培训为抓手，在云南两县各开设“长安汽车班”2个，在帮扶地区实施专家进校园、社会招聘工作。

We have been visiting Hope Primary Schools for consecutive 11 years; Taking our advantages in auto industry, we opened two “Changan Auto Training Courses, and dispatched experts and employed local residents” in the two counties of Yunnan Province mentioned above, altogether 633 people were engaged.



创新产业帮扶

Industry Promotion Assistance

长安汽车响应乡村振兴助力酉阳茶油品牌专场活动, 签订《乡村振兴定点帮扶合作协议》, 帮助建立促销渠道和扩大品牌传播。

帮助酉阳茶油拓宽营销渠道, 实现销量快速增长, 全年销售超7100万元, 第一年销售规模进入全国前十, 惠及农户4.4万户, 近16万人, 每户增收4000元。

To help Youyang Tea Oil industry in Rural Revitalization, Changan Auto signed cooperation agreement on targeted assistance for Rural Revitalization, helping to build promotion channels and brand expansion.

We were able to achieve rapid sales growth, and help reach sales of 71 million Yuan in 2021, among the best ten sales results in our first-year assistance, benefiting 44,000 families, about 160,000 people, and a revenue increase of 4,000 Yuan for each family.

加大消费帮扶

Consumption Assistance

长安汽车组织购买帮扶地区农产品494万元, 以实际行动助力乡村振兴, 促进地方产业持续发展。

The labor union organized the company and the staff to buy agricultural products from our assisted regions for 4.94 million Yuan, helping Rural Revitalization with concrete actions.



传递公益理念, 弘扬志愿精神

Rural Revitalization and Poverty Alleviation Assistance

近三年累计公益捐赠资金投入5757.99万元。长安汽车切实推进救灾帮扶、科技教育、健康环保和乡村振兴等工作, 履行共建共创美好生活的社会责任。

Over the past three years, a total of 57.5799 million yuan has been donated for public welfare. Changan Auto has earnestly promoted disaster relief assistance, science and technology education, health and environmental protection and rural revitalization, and fulfilled its social responsibility of jointly building a better life.

救灾帮扶

Disaster Relief Assistance

坚持开展公益捐赠工作。驰援河南、山西洪涝灾区、泸州地震灾区, 2021年累计公益捐赠1625.96万元, 传递公益理念, 展现长安的责任担当。

We participated in many public welfare and volunteer activities, including donating altogether 16.2596 million yuan in the past three years to flood-tricken areas in Henan and Shanxi Province and earthquake-stricken area in Luzhou, Sichuan Province, to show our sense of responsibility.

健康环保

Health and Environment Protection

坚持赞助重庆马拉松。连续多年赞助重庆国际马拉松赛, 将活力进取的企业形象与持之以恒、健康环保的马拉松精神紧紧绑定在一起, 践行着健康中国理念。

坚持每年义务植树。每年由志愿者种植“智慧林”“北斗天枢林”等具有环保寓意、文化特色的植物和树木, 推广传播绿色发展、双碳环保的责任理念。

We have been sponsoring Chongqing Marathon for many years. In line with the Healthy China Initiative, we combined Changan Auto's vital and courageous spirit with the marathon concept of perseverance, health and environmental protection.

We have been planting trees for many years. We promote green development, carbon neutralization and carbon peaking by encouraging our staff to plant trees. In this way, we not only protect the environment, but also cultivate corporate culture with Changan's characteristics, such as "Smart Forest" and "Dubhe Forest".

科技教育

Science and education

坚持科技教育进农村。组织技能大师深入云南技师学院砚山分院、泸西分院, 深化校企合作、援建希望小学。近三年累计捐助23.1万元。

We promoted science and education in rural areas. We sent technological talents to Yanshan County and Luxi County of Yunnan Technician College to promote college-company cooperation; and we donated RMB 231,000 to Hope Primary School in the past three years.



企业荣誉
Honors

长安汽车2021年获得荣誉

Honor of 2021 by Changan Auto

序号	荣誉名称 Name of the honor	颁发单位 From
1	C-NCAP碰撞试验五星安全评价 C-NCAP Five-star Safety Rating in Crash Test	C-NCAP
2	2021上半年度智能座舱创新系统奖 Smart Cockpit Innovation System Award for the First Half of 2021	第十三届高工智能汽车开发者大会 The 13th Gaogong Intelligent Automobile Developers Conference
3	“中国心”2021年度十佳发动机 C-NCAP Five-star Safety Rating in Crash Test	汽车与运动 AUTO SPORTS
4	UNI-V项目组获2021年度中国十佳车身 Smart Cockpit Innovation System Award for the First Half of 2021	中国汽车安全大会、中国车身大会 Automotive Safety, CHINACARBODY
5	“两江工厂获2021年中国汽车标杆智能工厂 Liangjiang Plant won China Automotive Benchmark Smart Factory in 2021	中国设备管理协会汽车智能制造技术中心 Automotive Intelligent Manufacturing Technology Center of China Association of Plant Engineering (CAPE)
6	“降低某工厂能源站单机制造耗电量的研究”荣获中国质量协会质量技术奖 C-NCAP Five-star Safety Rating in Crash Test	中国质量协会 China Association for Quality

序号	荣誉名称 Name of the honor	颁发单位 From
7	刘源:全国劳动模范 Liu Yuan: National Model Worker	中共中央、国务院 Central Committee of the Communist Party of China (CCCCP), the State Council
8	刘泗磊大师工作室:国家级技能大师工作室 Master Liu Silei Studio: National Skill Master Studio	国家人社局 Ministry of Human Resources and Social Security of the People's Republic of China (MOHRSS)
9	河北长安张赫荣获全国五一劳动奖章 Zhang He in Hebei Changan won the National May 1st Labor Medal	全国总工会 All-China Federation of Trade Unions
10	长安汽车荣获2019-2020年度重庆市富民兴渝贡献奖特别奖 Changan won the special award of the 2019-2020 Chongqing Contribution Award for Enriching the People and Rejuvenating Chongqing	重庆市人民政府 Chongqing Municipal People's Government
11	蒋敏荣获全国中央企业抗击新冠肺炎疫情先进个人 Jiang Min won the honorary title when the Government Honors People Fighting COVID-19	国务院国资委党委 State-owned Assets Supervision and Administration Commission of the State Council
12	唐跃辉汽车性能试验工国家级技能大师工作室 C-NCAP Five-star Safety Rating in Crash Test	中华人民共和国人力资源和社会保障部 State-owned Assets Supervision and Administration Commission of the State Council
13	中国外观设计金奖 Liu Yuan: National Model Worker	国家知识产权局 National Intellectual Property Administration, PRC
14	UNI-K获2021世界智能驾驶挑战赛落地先行赛金奖 Master Liu Silei Studio: National Skill Master Studio	世界智能大会组织委员会、中国汽车技术研究中心有限公司 Organizing Committee in World Intelligence Congress, China Automotive Technology and Research Center Co., Ltd.
15	王建洪获创新与知识管理成果征集及评选活动 一等奖 Zhang He in Hebei Changan won the National May 1st Labor Medal	清华大学技术创新研究中心 Research Center of Technological Innovation, Tsinghua University

展望未来 Prospect

2022年是长安汽车诞生160周年, 让我们坚定转型方向, “强基固本、创新求进、系统重构、担当领行”, 坚决完成全年目标, 奋力打造世界级中国品牌, 为客户、为股东创造更大的价值。

展望未来, 我们致力于做负责任的企业楷模, 持之以恒向社会做出源源不断的贡献, 向行业输入长期持续的创新, 满足人们对美好自由出行的向往, 从客户的需求和体验出发, 提供高品质的出行生活, 为社会、经济和环境的发展作出更大的贡献!

2022 witnesses the 160th anniversary of Changan Auto. Steering in the direction of “Shoulder Responsibilities and Forge ahead with a Strong Foundation and an Innovative Spirit”, we will resolutely fulfill our annual goals, strive to build a world-leading Chinese auto brand, and bring greater values to customers and shareholders!

Looking forward to the future, we are committed to the business model of responsibility and integrity, continuous contributions to the society, and sustaining innovation, to create better and flexible mobility. Starting from the customer's needs and experience, Changan drives improvement of life quality, and the development of society, economy, and the environment.



报告说明 Description

报告说明:

2008年以来, 长安汽车每年编写和发布社会责任报告, 《长安汽车2020年社会责任报告》时间跨度为2021年1月1日至2021年12月31日。

Report content: since 2008, Changan Auto has been preparing and publishing social responsibility reports every year, and the Changan Automobile 2021 Social Responsibility Report covers the period from January 1, 2021 to December 31, 2021.

报告内容:

本报告真实披露了长安汽车在企业社会责任管理及践行经济、环境、社会等责任方面的理念、实践和绩效。

Report content: this report discloses the concept, practices and performance of Changan Auto in corporate social responsibility management and performance of economic, environmental and social responsibilities.

质量保证:

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