

15th

2022 可持续发展报告

SUSTAINABILITY REPORT

东风汽车集团有限公司

东风化雨 润泽四方
NURTURING





目录 Contents

2022

东风汽车集团有限公司 可持续发展报告

DFM CORPORATION
SUSTAINABILITY REPORT

| | | |
|----|------------------------------|--------------------------------|
| 02 | 领导致辞 Leadership Speech | |
| | | 润兴行动 Runxing Action |
| | | 42 |
| 04 | 关于东风公司 About DFM | |
| | | 润美行动 Runmei Action |
| | | 60 |
| 10 | 责任专题 CSR Special Coverage | |
| | | 未来展望 Outlook for the Future |
| | | 89 |
| 14 | 责任管理 CSR Management | |
| | | 责任荣誉 CSR Honors |
| | | 90 |
| 22 | 润丰行动 Runfeng Action | |
| | | 附录 Appendixes |
| | | 91 |

领导致辞

Leadership Speech



总经理、党委副书记 杨青

Yang Qing, General Manager and Deputy Secretary of CPC

这是东风公司发布的第十五份可持续发展报告，由衷感谢大家对我们的关心与支持。

2022 年是东风公司发展进程中极不平凡的一年，面对跌宕起伏的市场环境和异常严峻的转型发展考验，我们在以习近平同志为核心的党中央坚强领导下，以习近平新时代中国特色社会主义思想为指导，以党的二十大精神为指引，迎难而上、顶压奋进，保增长，抓创新，促转型，深改革，强党建，努力交上一份不负时代的合格答卷。

过去一年，东风公司以学习宣传贯彻党的二十大精神为主线，东风人奋进新征程、建功新时代的豪情与决心得到极大激发；坚定不移加强党的领导，高质量党建引领保障高质量发展作用进一步彰显；全力以赴稳产保供，克服芯片短缺、电池涨价等经营难题，奋力达成最好经营结果；持续推进“东方风起”计划和科技创新“跃迁行动”，加大科技创新投入，坚持科技自立自强，科技跃迁成果显著；加速布局自主品牌，自主乘用车销量规模大幅增长、新能源汽车增长提速、出口量创历史新高，实现品牌向上；国企改革三年行动任务高质量收官，业务战略性调整深入推进，企业治理体系不断完善，发展活力进一步释放。

过去一年，东风公司在加速向卓越东风和世界一流企业迈进的同时，秉承“东风化雨，润泽四方”的责任理念，按照“润”计划 3.0 部署，在乡村振兴、抗灾救灾、社会公益、教育助学等领域持续深耕，为地方经济、社会民生添活力，彰显责任东风的央企形象。

2023 年是全面贯彻落实党的二十大精神的开局之年，是深入实施“十四五”规划承上启下的关键之年。东风公司将深入学习贯彻党的二十大精神，围绕“国之大者”“两个大局”谋划和推进好东风事业，在稳增长、扩大内需、建设现代化产业体系、实现高水平科技自立自强、加快绿色低碳发展、助力乡村振兴等重大部署中展现东风作为，在加速推进卓越东风和世界一流企业建设的新征程中书写好新时代的东风故事。

Thank you for your concern and support to DFM. This is the 15th social responsibility report we have released.

The year of 2022 is an extremely special and important year in the development course of DFM. Facing the extremely complicated market environment and extremely severe transformation and development challenge, and under the leadership of the Party Central Committee with Comrade Xi Jinping at the core, taking the thought of socialism with Chinese characteristics in the new era of Xi Jinping as the guiding idea, under the guidance of 20th National Congress of the Communist Party of China, DFM takes the initiative to tackle the difficulties, works hard to keep growth and make new innovations, promotes transformation, deepens reform and strengthen the construction of the Party and strives for the best operation results.

In 2022, DFM has taken “studying, promoting and implementing the spirit of the 20th National Congress of the Communist Party of China” as the main line and encouraged all employees to forge ahead into a new journey and build a new era; firmly strengthened the leadership of the Party and further played a role in leading the high-quality construction of the Party and guaranteeing the high-quality development; made all efforts to keep the stable production and guarantee the supply and overcome operation difficulties in chip shortage and battery price increase and strives for the best operation results; constantly promoted “DFM Wind” plan and scientific and technological innovation “transition action”, accelerated the investments in scientific and technological innovation and achieved remarkable results in scientific and technological transition; accelerated

the layout of self-owned brands, thus achieving the substantial increase in the sales scale of independent passenger cars, growth of new energy vehicles, a record high of export volume and the upward development of the brand; deeply promoted the implementation of three-year reforms of state-owned enterprises as well as the strategic adjustment of business, thus constantly improving the enterprise’s governance system and further unleashing the vitality of development.

In 2022, DFM has not only accelerated developing the company into an outstanding and world-class enterprise but also adhered to the responsibility concept of “Dongfeng, the Nurturing East Wind” to earnestly practice in the fields such as rural revitalization, disaster relief, social welfare, and education aid according to deployment of “Nurturing” Plan 3.0, thus making contributions to local economy, society and people’s livelihood and showing the image of a central enterprise DFM.

The year of 2023 is the opening year of full implementation of the spirit of the 20th National Congress of the Communist Party of China as well as a key year for deep implementation of 14th Five-year Plan. DFM will thoroughly study and implement the spirit of 20th National Congress of the Communist Party of China and adhere to the plan of a powerful nation and two deployments to promote the development of DFM and work hard to create a new development chapter of DFM in the new era by stabilizing growth, expanding domestic demand, building a modern industrial system, realizing high-level independent scientific and technological development, accelerating green and low-carbon development, promoting rural revitalization and accelerating the construction of outstanding DFM and a world-class enterprise.

关于东风公司

About DFM

公司简介

Company Profile

公司概况

Summary

• 1969

始建于 1969 年
Founded in 1969

• 126553

从业人员总数 126553 人
Headcount: 126,553 employees

• No.9

中国制造业企业 500 强：第 9 位
The 9th place among China's Top 500 Manufacturers

• No.8

中国企业 300 强社会责任发展指数排名：第 8 位
Ranking of responsibility development index of China's Top 300 enterprises: 8th

• 4993

现有总资产 4993 亿元人民币
Total assets: 4,993 billion yuan

• 122

《财富》世界 500 强：第 122 位
The 122th place among the Fortune Global 500

主营业务

Main Businesses

商用车：涵盖重、中、轻、微全系列卡车和客车产品

Commercial vehicles (CVs): Covering a full range of mini, light-duty, medium-duty and heavy-duty truck as well as bus products

乘用车：涵盖基本型、SUV、MPV、交叉型等全系列

Passenger vehicles (PVs): Covering a full range of PVs such as basic cars, SUVs, MPVs and crossovers

新能源汽车：涵盖纯电动轿车、纯电动客车、纯电动工程车、纯电动物流车、纯电动环卫车及混合动力城市客车、BSG 混合动力轿车、插电式混合动力城市客车等

New energy vehicles (NEVs): Covering all-electric cars, all-electric buses, all-electric engineering vehicles, all-electric logistics vehicles, all-electric sanitation vehicles, hybrid urban buses, BSG hybrid cars, plug-in hybrid urban buses, etc.

军车产品：包括军用越野车和军用运输车

Military vehicles: Including military off-roaders and transportation vehicles

汽车零部件：覆盖动力系统、制动系统、转向系统、悬架系统、内饰系统、汽车电子等

Automotive parts: Covering the power, brake, steering, suspension, interior and electronic systems

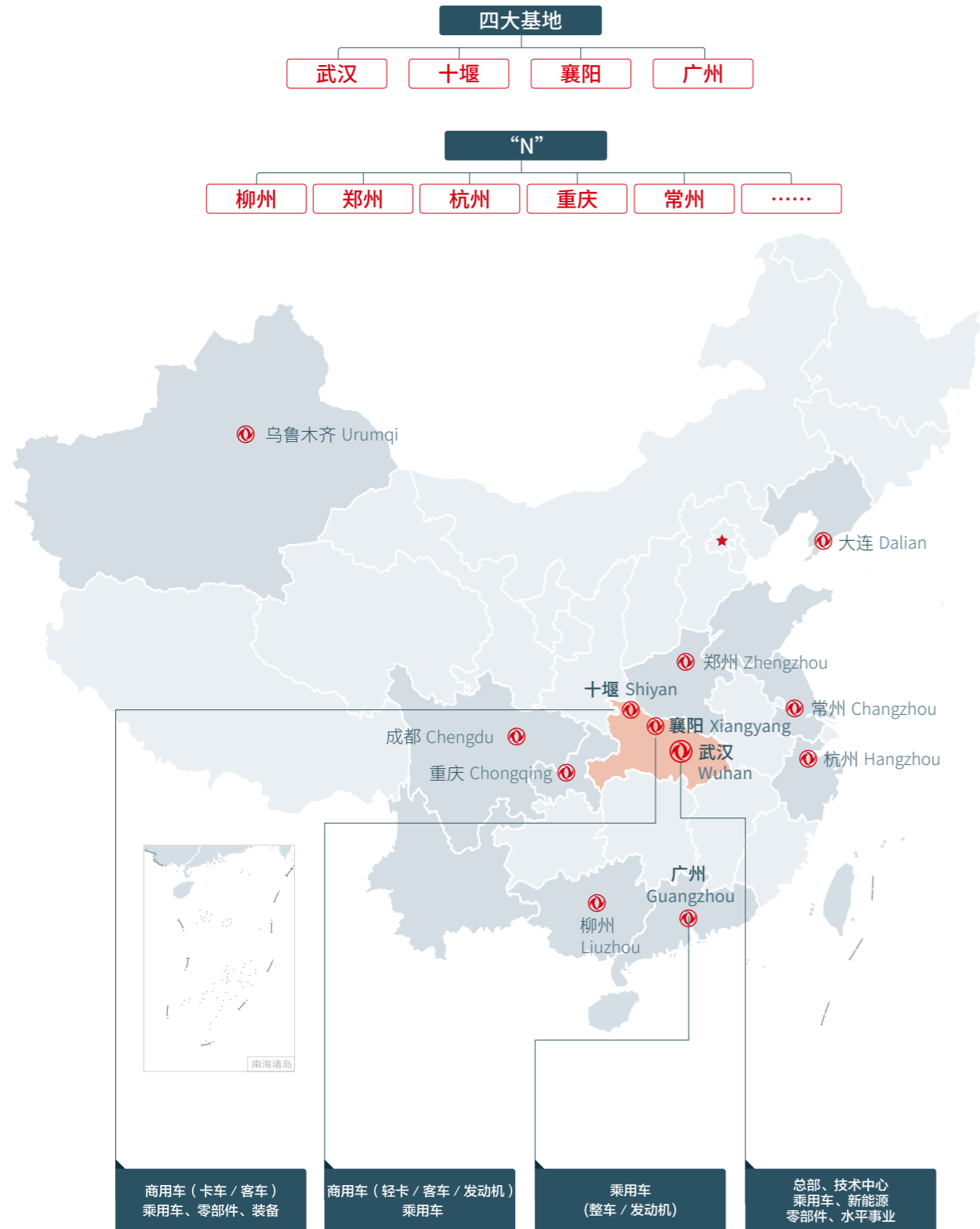
装备业务：包括汽车自动线专用设备、模具、检具等

Equipment: Including equipment, molds, gages and others for automatic automotive production lines

水平事业：覆盖汽车金融、汽车物流、二手车、汽车租赁、出行服务等相关业务

Relevant businesses: Covering automotive financial services, automotive logistics, used vehicles, leasing and other

运营地域 Operation Area



立足湖北、面向全国，形成“4 + N”事业布局，在国内 20 多个城市建有子企业

发展历程

Development History

东风 品牌发展历程



公司治理

Corporate Governance

东风公司是国务院国有资产监督管理委员会管理的国有独资企业，于 2011 年 4 月成立董事会，构建了以国资委为出资人代表、董事会为决策机构、监事会为监督机构的治理结构。2022 年，东风公司持续完善公司治理体系，切实加强党的领导，落实董事会职权，提升治理效能，进一步推进公司治理体系和治理能力现代化。全年共召开 8 次董事会会议，共形成 35 项决议。

DFM is a wholly state-owned enterprise (SOE) managed by the SASAC. The Company established the Board of Directors (hereinafter referred to as "the Board") in April 2011, creating a governance structure with the SASAC as the representative of contributors, the Board of Directors as the decision-making body and the Board of Supervisors as the supervisory body. In 2022, DFM has constantly improved the company's governance system, effectively strengthened the leadership of the Party, implemented the functions and powers of the board of directors, improved the governance efficiency and further promoted the modernization of the company's governance system and governance capacity. In 2022, 8 board meetings were held throughout the year, resulting in 35 resolutions.

组织治理

Organization Governance



企业文化

Corporate Culture

东风公司于 2012 年发布社会责任“润”计划，2014 年发布“和”文化战略，2015 年在中央企业和中国汽车行业中率先发布《商德公约》。至此，东风初步构建起以“和”文化、“润”计划和《商德公约》为主体的“三位一体”企业软实力体系。2022 年，东风公司持续以“润”计划 3.0 为纲领，将社会责任全面融入企业发展战略、企业生产经营和企业文化。

DFM released the CSR "Nurturing" Plan in 2012 and the "Harmony" Culture Strategy in 2014, and took the lead to launch the Commercial Ethics Convention in 2015 among central enterprises in the domestic automobile industry. Up to now, DFM has preliminarily established a "three-in-one" corporate soft power system composed by "Harmony" culture, "Nurturing" Plan and the Commercial Ethics Convention. In 2022, DFM constantly followed "Nurturing" Plan 3.0 and fully integrated the social responsibility into the corporate development strategy, corporate production & operation and corporate culture.



“和”文化

东风使命

让汽车驱动梦想

东风价值观

品质 智慧 和悦

东风愿景

永续发展的百年东风
面向世界的国际化东风
在开放中自主发展的东风

东风精神

海纳百川，砥砺前行

东风经营理念

关怀每一个人
关爱每一部车



责任专题

CRS Special Coverage

回首 2022·履责之路共奔赴 东风善行同见证

Look back to 2022-Witness the Responsibilities Assumption and Goodness of DFM

1 东风公司消费帮扶工作取得新成绩

DFM made new achievements in consumption and assistance work

2022 年 4 月，东风公司召开 2022 年消费帮扶工作推进会，表彰 2021 年消费帮扶先进单位，部署全年重点工作。2022 年，东风公司继续倡导推进工会福利、进食堂上餐桌、劳保用品、公务接待、营销伴手礼等消费帮扶工作，并通过产业协作平台进一步推动消费帮扶工作取得新成效，消费帮扶金额达到 7700 余万元。



• 东风公司举办高温季消费帮扶活动

2 东风公司 2021 年定点帮扶工作考评获最高等次

DFM's 2021 fixed assistance work won the highest rank during evaluation

2022 年 5 月，东风公司在 2021 年度中央单位定点帮扶工作成效考核评价中获得“好”的最高等次，定点帮扶工作荣获充分肯定。2022 年，东风公司通过拓宽渠道推动全价值链支持特色产业发展，多渠道、多方式助力当地项目做强做大；以组织振兴推动村集体产业发展，帮助村集体增收，有效增强村组织的号召力、凝聚力。

3 第九届东风“社会责任月”成功举办

Successfully held the 9th DFM "Social Responsibility Month"

2022 年 6 月，东风公司以“心赋能·筑美好”为主题，启动 2022 年（第九届）“社会责任月”系列活动，各单位围绕乡村振兴、公益助学、抗击疫情等主题开展 50 余项履责实践活动，用责任行动赋能美好。此外，东风公益基金会联合公司人力资源部、人事共享服务中心举办大学生游学活动，助力学生了解东风文化，提升东风品牌影响力。

4 第五届“东风梦想车”大赛圆满收官

The 5th "DFM Dream Car" Competition came to successful end

2022 年 8 月，由东风公司、中国青年创业就业基金会、东风公益基金会联合主办，岚图汽车、东风风神、猛士科技、东风本田、东风日产协办的第五届“东风梦想车”大赛圆满收官，本届大赛共吸引海内外 70 余所院校的 161 支团队参赛，涌现出一大批充满创意的优质作品。



• 第五届“东风梦想车”大赛圆满收官

5 积极助力四川泸定抗震救灾工作

Provided active assistance to Luding, Sichuan for earthquake relief work

2022 年 9 月，四川省甘孜泸定县发生 6.8 级地震，东风公司迅速行动，第一时间捐赠人民币 2000 万元，助力灾区抢险救灾工作，并迅速安排旗下在川单位积极做好支援抗震救灾工作，彰显央企社会责任担当。

6 东风公司开展纪念援藏 20 周年系列活动

DFM carried out a series of activities commemorating the 20th anniversary of aid to Tibet

2022 年 10 月，纪念东风公司对口援藏 20 周年座谈会以视频形式在武汉、十堰、贡觉三地连线举行，总结回顾东风 20 年援藏路。同时，通过开展系列传播活动，以专题报道、短视频等形式，系统、全面回顾东风援藏工作成果。



• 纪念东风公司对口援藏 20 周年座谈会

7 东风公司召开乡村振兴工作推进会

DFM held promotion conference for rural revitalization

2022 年 11 月，东风公司在武汉召开乡村振兴工作推进会，总结东风 2022 年乡村振兴工作。2022 年，东风公司紧扣“五大振兴”，实施升级版“赋能工程”，打造“帮扶套餐”，全面做实做优乡村振兴工作，得到各级部门、当地政府干部和群众的认可。

8 东风公司调研新疆柯坪乡村振兴工作

DFM investigated rural revitalization work in Keping, Xinjiang

2022 年 11 月，东风公司创新工作模式，采取视频连线的方式开展新疆柯坪乡村振兴工作调研，详细了解柯坪县东风机电科技园、无土栽培牧草工厂、柯小驼服饰有限公司等帮扶项目，并就下阶段援疆工作进行统筹安排和部署。



• 东风公司召开乡村振兴工作推进会

9 东风公司社会责任发展指数位列国企第 6 名

DFM's social responsibility development index ranked sixth place among state-owned enterprises

2022 年 11 月，中国社科院发布《企业社会责任蓝皮书（2022）》。《蓝皮书》显示，东风公司 2022 年社会责任发展指数位列中国企业 300 强第 8 名，国有企业 100 强第 6 名，较 2021 年均提升 1 位，创历史最好水平。

10 东风公司首份社会责任工作评价体系正式启用

DFM's first social responsibility evaluation system was formally initiated

2022 年 12 月，东风公司“润”计划 3.0 工作评价体系正式启用。该体系是东风公司首份社会责任工作评价体系，明确“聚焦主责主业、履行社会责任、服务乡村振兴”三大维度 20 个评价议题，系统科学衡量社会责任工作绩效，有效促进社会责任管理及实践水平提升。此次共有 26 个单位参与评价，最终评定出卓越型、领先型、追赶型、起步型四个类别的履责实践企业。

风暖暖藏路·心手相牵二十载 倾力兴藏一家亲

Assistance Road for Tibet, Twenty Years of Joint Efforts to Promote the Development of Tibet

东风公司自 2002 年开展援藏工作以来，始终以“兴藏有责”的担当和姿态，倾情、倾心、倾力开展援藏工作，立足帮扶县实际需求 and 资源禀赋，创新援藏方式，实施“赋能工程”，因地制宜打造“帮扶套餐”，取得一系列具有“东风特色”的援藏工作成果，为推动帮扶地区经济社会发展贡献了东风力量。

迹忆·援藏二十年

Memory- Assistance to Tibet for 20 years

东风公司向西藏地区投入大量财力、物力和人力，为建设团结富裕文明和谐美丽的社会主义现代化新西藏注入东风动力，让藏族同胞切实感受到东风的温暖。

DFM has invested a large number of financial, material and labor resources in Tibet and injected DFM power to construct a new, united, rich, civilized, harmonious and beautiful socialist modern Tibet, thus enabling Tibetan people to feel the warmth and sincerity of DFM.

截至 2022 年底

- 累计投入援藏资金 1.93 亿元
- 重点围绕民生、教育、产业、消费、党建等领域实施帮扶项目 171 个
- 派出 8 批 16 名东风援藏干部

光影·援藏二十年

Image-Assistance to Tibet for 20 years

东风公司构建全面联动广泛参与的帮扶格局，为受援地基础设施建设、产业发展、文教卫生、基层党建的全面提升提供有力支持和帮助，奋力开创社会主义现代化新西藏建设新局面。

DFM builds a comprehensive, interactive and widely participated pattern of assistance to provide strong support and assistance for the overall improvement of infrastructure construction, industrial development, culture, education and healthcare, and Party construction at grass-roots level for the areas requiring assistance and strives to open up a new situation in construction of socialist modern Tibet.

● 兴基建、补短板，为民生福祉“赋能”

Highlight infrastructure construction and tackle weakness to promote wellbeing of people

始终把民生改善放在帮扶工作突出位置，着力补齐人居环境、交通出行、医疗卫生等民生事业短板，为群众打造幸福家园。

● 兴教育、促就业，为志智双扶“赋能”

Encourage education and employment

创新推出“教育+就业”帮扶模式，打出志智双扶“组合拳”，实现教育帮扶与就业帮扶有效衔接，激发乡村振兴内生动力。

● 抓特色、促增收，为产业发展“赋能”

Focus on characteristic industry and add revenue to promote industrial development

坚持因地制宜培育特色产业，推动产业帮扶由“输血”向“造血”转变，援建糌粑加工厂、藏香加工厂、夏龙绿色农畜产品专业合作社、阿旺绵羊合作社、雪岩泉矿泉水厂等产业项目，有效带动周边群众就业。

● 搭平台、拓渠道，为消费帮扶“赋能”

Build platform and expand channel to promote consumption and help poverty alleviation

东风公司充分利用各类电商帮扶平台，线上销售和推广西藏地区特色农产品；畅通帮扶地区产品进食堂上餐桌、工会福利发放、员工自主购买等多种渠道，持续做优消费帮扶。

● 强引领、聚合力，为基层党建“赋能”

Strong leadership for construction of Party at grass-roots level

坚持发挥基层党组织的战斗堡垒作用，按照“十项精神文化援藏工程”要求，建设 6 个乡镇职工书屋；组织贡觉县、江达县优秀年轻干部到东风公司挂职锻炼，带动群众“感党恩、跟党走”，走上振兴“幸福路”。



● 东风公司倾情援助西藏贡觉县

众说·援藏二十年



● 扫一扫，倾听援藏干部心声

巨变二十载，东风再出发。立足“十四五”，面对乡村振兴新征程，东风公司将深入贯彻落实党的二十大精神，继续奋战在雪域高原，用信念凝聚奋进力量，用行动诠释责任担当，尽全力为帮扶地区乡村振兴强基赋能，谱写对口援藏新篇章。

After twenty years of development, DFM starts its new journey. According to "14th Five-year Plan" and facing the new journey of rural revitalization, DFM will deeply implement the spirit of 20th National Congress of the Party and continues to assume its responsibilities in snow-covered plateau and makes every effort to promote rural revitalization in the areas requiring assistance and writes a new chapter for targeted assistance for Tibet.

责任管理

CRS Management

责任组织

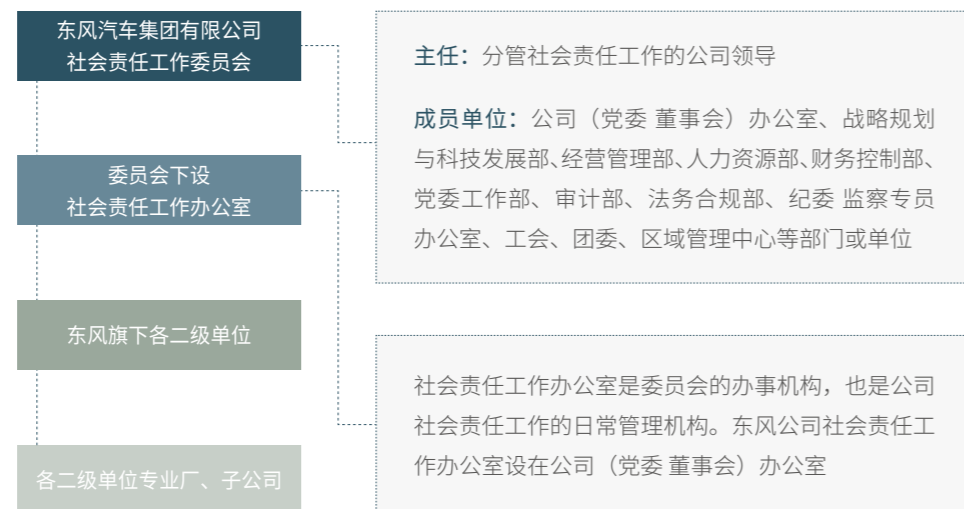
CSR Organization

责任治理

CRS Governance

东风公司设立东风公司社会责任工作委员会，委员会设主任、副主任和成员若干，社会责任工作办公室作为牵头部门，归口管理全系统社会责任工作，并组织公司旗下各单位相应部门和人员协调推进社会责任工作。

DFM has setup DFM SCR working committee, with several directors, deputy directors and members. The Work Department of the Party Committee acts as a leading department to be in charge of the CSR-related work and organize the relevant departments and personnel of various affiliated units to coordinate and advance the CSR related work.



责任理念

CSR Idea



责任规划

CSR Planning

“十四五”期间，为适应国家经济社会发展要求和企业发展战略，东风公司制定新一轮社会责任行动计划——“润”计划 3.0，明确东风公司新一轮社会责任工作的战略愿景、目标路径及实践体系，开启东风公司社会责任工作发展的新篇章。

During "14th Five-year Plan", in order to adapt to the national economic and social development requirement and corporate development strategy, DFM formulated a new round of social responsibility action plan-"Nurturing" Plan 3.0, clarifying the strategic vision, target path and practice system of DFM's new round of social responsibility work, and guiding DFM's social responsibility work to a new journey.

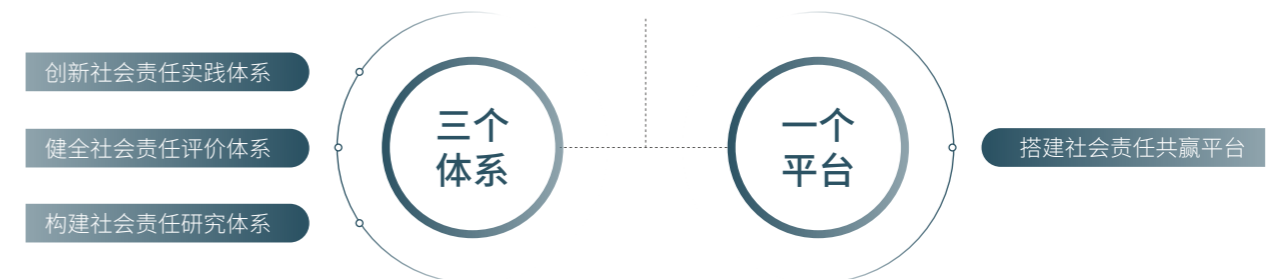


● 支撑架构 Support Architecture

东风公司构建社会责任“3+1”支撑架构方面，着力打造和完善“三个体系”及“一个平台”，夯实社会责任工作基础。

DFM conducts social responsibility "3+1" support architecture and strives to create and improve "three systems" and "one platform" and consolidates a work foundation for social responsibility.

社会责任“3+1”支撑架构



● 实践体系 Practice System

东风公司积极构建社会责任“RUN”（润）实践体系，重点开展“润丰行动”“润兴行动”“润美行动”3项行动，推进12个社会责任实践议题，推动履责工作提质增效。

DFM actively conducts social responsibility "RUN" practice system of social responsibility, focuses on the three actions of "Runfeng Action", "Runxing Action" and "Runmei Action", and promotes 12 social responsibility practice issues and promotes the quality and efficiency of the responsibility performance work.



● 实施路径 Implementation Path

东风公司“十四五”社会责任工作将采取完善机制，优化布局；深耕实践，打磨成果；稳固提升，传播价值的“三步走”路径，助力社会责任工作高质量发展。

The social responsibility work of DFM during "14th Five-year Plan" will adopt the "three-step" path to improve the mechanism, optimize the layout, deepen the practice, polish the results, and help the high-quality development of social responsibility work.

“润”计划3.0“三步走”路径 "Three-step" Path of "Nurturing" Plan 3.0

完善机制，优化布局（2021—2022年）
Improve the mechanism and optimize the layout (2021-2022)

在“3+1”支撑架构方面深入布局，提升社会责任管理支撑能力；二级单位按照“润”计划3.0规划推进落实，夯实社会责任管理及实践基础。

We will deepen the layout of "3+1" support framework, and improve the support capacity of social responsibility management. Secondary units shall promote the implementation of the "Nurturing" Plan 3.0 and consolidate the foundation of social responsibility management and practice.

深耕实践，打磨成果（2023—2024年）
Deeply implement practices and improve results (2023-2024)

全面落实“润”计划3.0实践体系，统筹推进社会责任工作，通过社会责任共赢平台实现资源整合与共享，推进公司社会责任工作的价值创造。

We fully implement the practice system of "Nurturing" Plan 3.0, promote the social responsibility as a whole, realize the resource integration and sharing through the social responsibility win-win platform, and promote the value creation of the company's social responsibility work.

稳固提升，传播价值（2025年）
Make steady improvement and spread value (2025)

形成社会责任工作闭环管理，不断推进社会责任工作的可持续发展；树立社会责任实践典范，持续推动东风履责共同体建设，打造央企履责典范。

We form a closed-loop management of social responsibility work, and constantly promote the sustainable development of social responsibility work; set up a model of social responsibility practice, continuously promote the construction of DFM responsibility community, and build a model of central enterprises.

责任制度
Responsibility System

为保障社会责任工作的顺利开展，东风公司建立并不断完善社会责任制度体系，修订《社会责任管理办法》《东风公益基金会基金管理办法》，制定《东风公司社会责任体系建设指导意见》等规章，加强东风社会责任系统建设和管理。2022年，东风公司优化完善社会责任工作相关制度和流程4份，保证项目执行合规。

In order to guarantee the smooth performance of the social responsibility work, DFM establishes and constantly improves the social responsibility system, modifies Social Responsibility Management Measures, Fund Management Measures of DMF Public Welfare Foundation, formulates Guiding Opinions of DFM Social Responsibility System Construction and other rules and enhances DFM's social responsibility system construction and management. In 2022, DFM has optimized and improved four social responsibility work related systems and processes and guaranteed the project compliance.

责任融合 CSR Integration

责任议题 CSR Issues

● 核心议题筛选流程 Selection Process and Results of Core Issues

议题识别：东风公司社会责任议题选择兼顾国内外主流社会责任标准、国家政策要求、社会舆论关注点、汽车行业企业和相关行业企业议题趋势以及公司发展规划。参考国际标准与趋势、国家政策要求和社会舆论关注点形成一般议题；通过分析国内汽车行业企业及相关行业企业形成行业议题；结合公司发展规划和运营实践形成东风公司社会责任议题。

Topic identification: DFM's social responsibility issues are selected after considering the international standards, national policy requirements, public opinion concerns, topic trends of automobile industry enterprises and related industries and the development plan of DFM. General issues are formed according to international standards and trends, national policy requirements and public opinions and concerns; industry issues are formed by analyzing domestic automobile enterprises and related industries; and DFM's social responsibility issues are formed in combination with corporate development planning and operation practice.

审核确定：对筛选出的社会责任议题进行审核并最终确定东风公司社会责任议题。

Review and determination: the selected social responsibility issues are reviewed to finally determine the social responsibility issues of DFM.

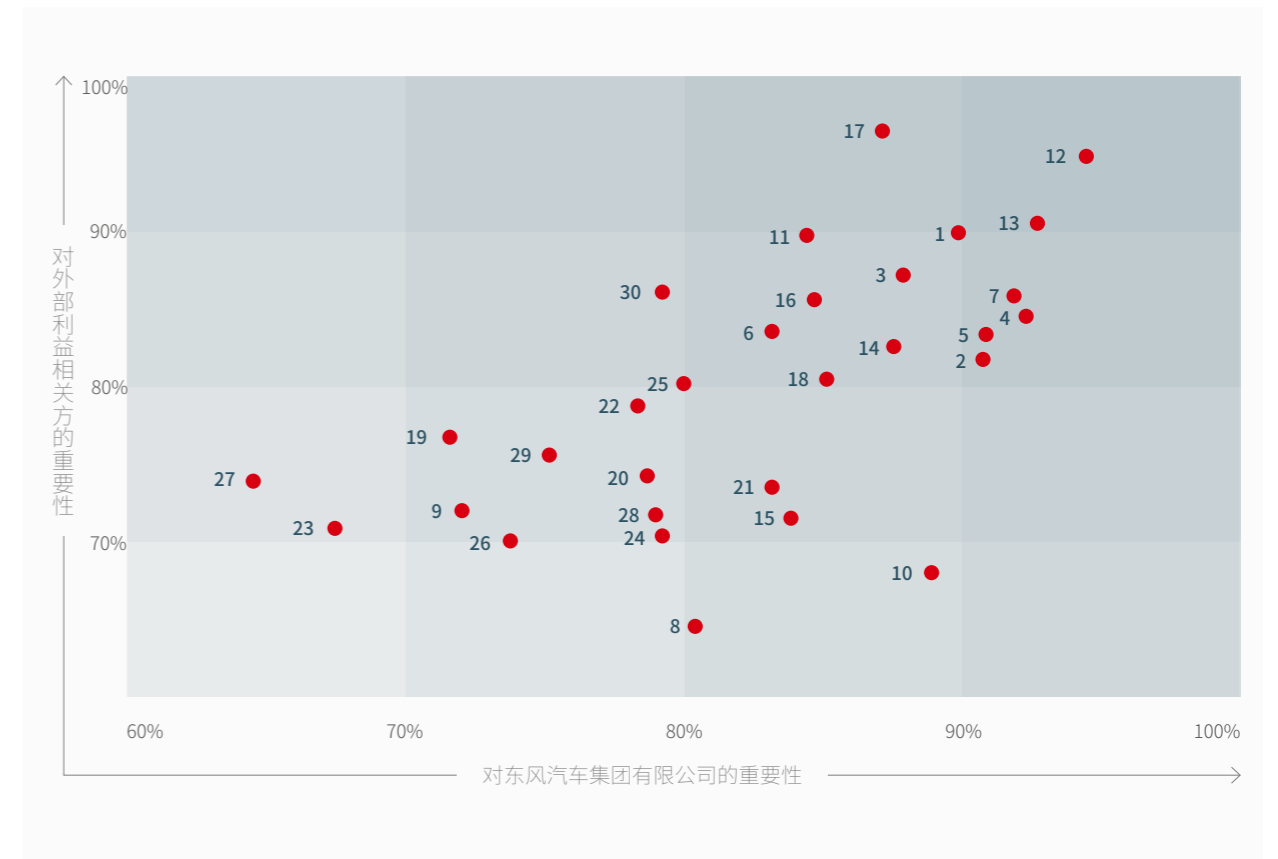
划分优先等级：东风公司通过电子问卷、访谈等形式，针对内外部利益相关方开展社会责任议题重要性调研。根据“对东风汽车集团有限公司的重要性”和“对利益相关方的重要性”两个维度建立核心议题矩阵，对议题池中的议题进行优先等级排序。

Division of priority classification: DFM carries out the research on the importance of social responsibility issues for internal and external stakeholders through electronic questionnaires and interviews. DFM establishes a core issue matrix from the two dimensions of "the impact on the operation of DFM" and "its importance for stakeholders" to prioritize the issues in the issue pool.

● 核心议题筛选结果 Selection Results of Core Issues

| | | |
|--------------|---------------|----------------------|
| 01. 公司治理 | 11. 自主品牌建设 | 21. 积极参与“碳达峰”“碳中和”行动 |
| 02. 守法合规 | 12. 维护股东权益 | 22. 打造绿色产品 |
| 03. 诚信廉洁 | 13. 产品安全与质量 | 23. 践行绿色办公 |
| 04. 贯彻国家决策部署 | 14. 客户服务满意度 | 24. 发展循环经济 |
| 05. 全面深化改革 | 15. 投诉处理与汽车召回 | 25. 经销商管理 |
| 06. 坚持创新驱动 | 16. 市场开拓 | 26. 经销商能力建设 |
| 07. 加速布局新能源 | 17. 员工权益保障 | 27. 供应商管理 |
| 08. 助力乡村振兴 | 18. 员工健康与安全 | 28. 供应商能力建设 |
| 09. 海外发展 | 19. 员工培训与发展 | 29. 打造公益品牌项目 |
| 10. 支持地方经济发展 | 20. 员工关爱 | 30. 开展社会公益实践 |

东风汽车集团有限公司 2022 可持续发展报告实质性议题矩阵图



责任绩效 CSR Performance

2022 年，东风公司正式发布《东风“润”计划 3.0 工作评价体系》，该体系是东风首份社会责任工作评价体系，明确三大维度 20 个评价议题，通过体系运行和管理改善，2022 年 47.82% 的二级单位社会责任工作水平处于“领先者”阶段；为激励旗下各单位更好地开展履责项目，通过专家评审 + 网络投票形式，评选“2021 年度典型履责实践案例·和悦奖”。

In 2022, DFM officially released DFM's Nurturing Plan 3.0 Work Evaluation System, which is the first social responsibility work evaluation system of DFM, defines 20 evaluation topics in three dimensions. Through system operation and management improvement, social responsibility work level of 47.82% of second-level units is in leading stage; in order to encourage all units of the company to better carry out accountability projects, "Typical Accountability Practice Case-Heyue Award for 2021" was selected through expert review and online voting.

责任能力 CSR Ability

东风公司重视可持续发展能力的提升，积极推进社会责任能力建设，定期组织内部培训、参与外部社会责任培训，夯实社会责任基础知识，带动各单位进一步重视社会责任工作、提升履责水平。此外，聚焦汽车行业责任品牌建设，支持相关课题研究，强化理论建设，引领责任前沿。

DFM attaches great importance to the improvement of sustainable development capacity, actively promotes the construction of social responsibility capacity, regularly organizes internal training, participates in external social responsibility training, strengthens the basic knowledge of social responsibility, drives all units to further pay attention to the social responsibility work and improves the performance level. Moreover, DFM focuses on the construction of the responsible brand in automobile industry, supports relevant subject research, strengthens theoretical construction and leads the forefront of the responsibility.

责任沟通

CSR Communication

责任报告

CSR Report

为强化公司社会责任信息披露能力，增强公司责任品牌传播效应，东风公司已连续十四年编制发布社会责任 / 可持续发展报告，全方位展现公司的履责实践与成效。与此同时，积极鼓励旗下各单位发布社会责任报告，系统披露责任绩效，增进责任沟通与信息共享。

In order to strengthen the company's ability to disclose social responsibility information and enhance the brand communication effect of corporate responsibility, DFM has prepared and released social responsibility/sustainable development reports for 14 consecutive years to fully show the company's responsibility practice and effectiveness in an all-round way. Meanwhile, DFM actively encourages all affiliated units to release social responsibility reports, systematically discloses the responsibility performance and enhances responsibility communication and information sharing.



- 旗下单位发布社会责任报告

利益相关方参与

Stakeholder Involvement

东风公司高度重视与投资者、客户、员工、伙伴、政府、社区等利益相关方的互动交流，积极开展或参与相关活动，搭建互动交流平台，回应相关方的期望和关切。

DFM attaches great importance to interaction and communication with investors, customers, employees, partners, government, communities and other stakeholders, actively carries out or participates in relevant activities, builds interactive communication platforms and responds to the expectations and concerns of concerned parties.

| 权益人组别 | 权益人最关注的议题 | 沟通渠道 / 反馈方式 | 频率 / 次数 |
|--------------|--|--|--|
| 股东 / 投资者 | <ul style="list-style-type: none"> • 经营业绩 • ESG 治理理念 | <ul style="list-style-type: none"> • 股东大会 • 投资者见面会 • 业绩发布会 • 新闻稿 / 公告 • 现场调研 • 路演和反向路演 | 每年举行一次股东大会 若有特殊情况举行临时股东大会或类别股东会议 不定期举行投资者见面会及现场调研 每年至少一次路演和反向路演 |
| 员工 | <ul style="list-style-type: none"> • 雇佣及劳工薪酬福利 | <ul style="list-style-type: none"> • 员工培训 • 工会活动 • 团委活动 • 职工代表大会 • 意见和合理化建议征集 | 每年每人至少一次员工培训 不定期举行工会活动 每年至少一次团委活动 每年至少一次职工代表大会 不定期征集意见和建议 |
| 经销商 | <ul style="list-style-type: none"> • 产品责任 • 社区投资 | <ul style="list-style-type: none"> • 产品培训 • 消费者投诉处理 • 产品维保 | 不定期 |
| 供应商 | <ul style="list-style-type: none"> • 供应链管理 • 产品责任 | <ul style="list-style-type: none"> • 现场调研 • 供应商考核 • 质量沟通 • 电话 / 书面来往 • 驻场办公 • 供应商大会 • 公开采购招标 | 每年一次供应商大会 每半年进行准入评价 不定期驻场办公 |
| 客户 / 消费者 | <ul style="list-style-type: none"> • 产品责任 • 研发创新 | <ul style="list-style-type: none"> • 线上推广 • 线下展销会 / 推广活动 • 电话 • 微信 / 微博 • 新品发布会 • 市场调研 • 客户满意度调研 • 客户座谈和走访 • 处理客户投诉 | 不定期 |
| 政府部门 | <ul style="list-style-type: none"> • 绿色生产 • 经营业绩 | <ul style="list-style-type: none"> • 现场调研 • 会谈 • 实地抽查 • 参与政策、标准、规划调研与制定 | 不定期 |
| 社区居民 | <ul style="list-style-type: none"> • 公益慈善 | <ul style="list-style-type: none"> • 现场调研 • 会谈 • 社区公益活动 • 社区共建活动 | 不定期 |



Runfeng Action: Add New Vitality to the National Economy and People's Livelihood and Share Common Prosperity

回应联合国可持续发展目标 (SDGs)
Respond to UN's sustainable development goals (SDGs)



润丰行动
为国计民生添新色
共繁荣

01

贯彻落实政策部署

Implement Policy Deployment

卓越东风新跨越

Develop Excellent DFM

面向“十四五”，东风公司发布“东方风起”计划，实施科技创新“跃迁行动”，打造“一主两翼”的事业格局，加快向卓越科技企业转型，为民族汽车品牌向上注入新动能。

During "14th Five-year Plan", DFM issued "Dongfeng" Plan and technology "action", created "the pattern integrating vehicle business, technology sector and service ecology", accelerated transformation into excellent technology enterprise and added new energy into the national automobile brand.

2022 年，东风公司加速转型升级，不断调整战略布局和销量结构，助推东风自主乘用车乘势而上，技术自信、产品自信、品牌自信、价值自信进一步增强；深刻把握电动化带来的行业转型升级窗口期，成功发布豪华电动越野品牌猛士，在市场、产品、品牌、技术等多方面取得突破，新能源赛道优势进一步凸显；开发国产自主可控、安全的汽车芯片，突破“卡脖子”技术，保障芯片供应链安全；加快国际化步伐，出口汽车同比增长 58%，创历史新高，为可持续发展夯实基础。

In 2022, DFM accelerated the transformation and upgrading, continuously adjusted the strategic layout and sales structure, promoted DFM's independent passenger vehicle development and further enhanced the confidence in technology, product, brand and value; deeply grasped the industry transformation and upgrading window brought by electrification, successfully launched luxury electric off-road brands and made breakthroughs in market, product, brand, technology and other aspects, thus further highlighting the advantages in new energy field; developed domestic autonomous, controllable and safe automotive chips, broke through the bottlenecks and guaranteed chip supply chain safety; accelerated the internationalization pace, achieved a historical record high in export of automobiles (with year-on-year growth of 58%), thus laying a solid foundation for the sustainable development.



• 东风公司发布豪华电动越野品牌猛士

响应政策见实效

Response to National Policies and Show the Effectiveness

东风公司积极响应、落实《汽车产业中长期发展规划》要求，加快改革创新，推动公司向智能化、网联化、数字化、电动化等方向升级。2022 年，东风公司持续推动转型升级，在做大自主品牌、科技创新、数字化转型、产业链布局等方面全面发力，开启新的篇章。

DFM actively responds to and implements the requirements of the "Automobile Industry Medium-and-Long-term Development Plan", accelerates the reform and innovation and promotes the upgrade of the enterprise in the intelligent, networked, digital and electric directions. In 2022, DFM constantly promoted the transformation and upgrading and made all efforts on development of independent brand, technological innovation, digital transformation and industrial chain layout, thus opening a new chapter.



• 东风公司自主开发的第三代无人集卡在厦门投入实船使用

国企改革促一流

Promote first-class reform of state-owned enterprise

2022 年，对照“可衡量、可考核、可检验、要办事”的标准，东风公司国企改革三年行动 106 项改革任务按要求如期完成，通过改革东风公司在完善治理体系、做深做实三项制度改革、打好“瘦身健体”攻坚战、以市场化改革激发创新活力等方面取得明显成效。

In 2022, according to the "measurable, verifiable and practical" standards, a total of 106 reform tasks in three-year action of state-owned enterprise reform of DFM were completed as scheduled. Through reform, DFM has achieved remarkable results in improving the governance system, deepening and implementing three system reforms, fighting the battle against reform and stimulating innovation through market-based reform.

| | | |
|--|------------------------|--|
| | 推进治理体系和治理能力现代化 | <p>坚持“两个一以贯之”，把党的领导融入公司治理各环节</p> <p>落实董事会职权，修订系列制度，推动各子企业董事会应建尽建和规范运行</p> <p>成立公司治理部，发布治理提升行动“远航计划”，强化集团对子公司的穿透管理和合规管理</p> |
| | “能下、能出、能减”机制常态化 | <p>全面完成第三轮任期制和契约化聘任，高管人员能上能下成为常态</p> <p>旗下东风汽车有限公司推进机关整合，压减管理层级，先后完成东风装备公司与东风零部件集团公司机关整合；东风有限机关业务下沉、与东风日产乘用车公司机关关联职能整合，提升管理效率，降低管理成本</p> |
| | 产业布局持续优化 | <p>通过改革打好“瘦身健体”攻坚战，彻底解决历史遗留问题，集聚优势资源做强自主事业，加速构建“一主两翼”融合发展的事业格局</p> |
| | 以市场化机制激发科技创新活力 | <p>加强科技人才的激励与培养，设立和评选首届“孟少农突出贡献奖”和“孟少农贡献奖”</p> <p>全面实施工效联动，探索营销领域的高目标高激励机制</p> |



• 东风龙擎动力有限公司正式揭牌，成为独立的动力总成制造企业

党建引领筑堡垒

Give Priority to Party Construction

2022 年是党的二十大召开之年，东风公司以习近平新时代中国特色社会主义思想为指导，以学习宣传贯彻党的二十大精神为主线，突出高质量党建引领保障高质量发展主题，推动党建与生产经营深度融合，为公司完成生产经营和改革发展任务提供坚强保证。

The year of 2022 is the year to hold 20th National Congress of the Communist Party of China. Taking the thought of socialism with Chinese characteristics in the new era of Xi Jinping as the guiding idea, under the guidance of 20th National Congress of the Communist Party of China, DFM highlights the topic of further enhancement of the system capacity that can guarantee the high-quality development of the undertakings, promotes the deep integration between Party construction and production operation and provides solid guarantee for the company to complete production, operation and reform development tasks.

★ 把迎接和学习宣传贯彻党的二十大精神作为贯穿全年的重大政治任务

Take "bracing and studying the spirit of 20th National Congress of the Communist Party of China" as the major political task throughout the year

开展“强国复兴有我”主题宣传教育，开辟“喜迎二十大”等专栏专题，为党的二十大召开营造良好思想舆论氛围；及时研究部署推进学习宣传贯彻，实现“四个全覆盖”，收听收看党的二十大开幕会直播盛况实现党员全覆盖、专题学习研讨实现各级党委全覆盖、专题宣讲实现各级党组织全覆盖、广泛宣传实现员工全覆盖。

★ 基层党建基础工作得到新提升

Newly improve the Party construction work at grass-roots level

跟进公司各领域改革步伐，全面落实“四同步、四对接”，不断优化基层党组织设置，实现党组织应换尽换，持续降低党员空白班组比；严格执行党员发展计划，持续提高在一线工人、青年职工和高知识群体中发展党员比例；落实党员教育培训规划要求，分层分类推进党组织书记、党务干部、党员培训；全面升级东风党建信息化平台，极大提升了党建基础工作效率。

★ 党建经营融合再上新台阶

Take Party construction and operation integration into a new level

各级党委聚焦战略重点、改革堵点、经营难点，确定党委“保落实”重点项目，运用党建的理念方法载体，引领保障经营目标的达成；立足产业链供应链创新链，以“党组织主导、业务协同”为模式，开启上下游、内外部党建共建实践；全面开展党支部“四提两干一跨越”大讨论，推进党员立项攻关。



• 东风公司及各基层单位党员干部职工集中收听收看党的二十大开幕会

做优做强国有资本

Making full use and empowering the state-owned capital

国有资产稳增值

Maintenance and appreciation of state-owned assets

● 风险管控 Risk Management and Control

2022 年，东风公司坚决贯彻落实习近平总书记关于防范化解重大风险重要讲话、重要指示批示精神和党中央、国务院决策部署，紧密围绕公司“十四五”战略规划、“四提两干一跨越”工作方针，紧扣“两融和一提升”风险管理总战略目标，牢牢守住不发生系统性风险的底线。

In 2022, DFM carefully implemented the important speech of General Secretary Xi Jinping on preventing and resolving major risks, important indications and spirits as well as the decisions and deployments of Party Central Committee and the State Council, adhered to the strategic planning of "14th Five-year Plan", working policy of "four-enhancements, two-improvement and one-breakthrough" and focused on the overall strategic objective of "two integration and one improvement" risk management and held the bottom line of "avoiding systematic risk".

坚持多措并举，提高风险管理体系能力

拓宽风险信息收集渠道、完善风险报告制度，进一步优化风险评估和报告机制；滚动编制发布集团风险管理 2022MTP，推进风险管理关口前移；对二级单位开展风险管理体系评价，以评促建，深化集团风控体制机制建设

强化责任担当，着力防范化解重大风险

高质高效应对战略落地风险、营销能力风险等公司级重大重要风险，制定 346 条防范化解措施，并将风险应对情况纳入党建考核评价，促进风险防范落地

开展专项风险排查，筑牢风险管理防火墙

开展“防范化解重大风险，营造良好政治和经济环境”专项风险排查与治理，有效防范市场与经营风险

● 市场开拓 Market Expansion

2022 年，东风公司全年销售 291.88 万辆，行业排名第 3 位。

In 2022, DFM sold 2.919 million vehicles through the year, ranking third in the industry.

东风公司继续深入推进渠道下沉，深耕县域市场，按照“3（乘）+1（商）+N”的品牌组合策略，在县域打造 4 类东风汽车商城构架，包括经销集团网络下沉的直营模式；核心经销商二网升级的联合模式；县域区域强势一网扩容的自营+增授模式；能力提升，自营+授权经营的综合模式，充分发掘出下沉市场潜力。

DFM continues to deeply promote the channel development, deeply cultivates the market at county level and creates four kinds of DFM shopping mall structures at county level based on the brand combination strategy of "3 (passenger vehicles)+1 (commercial vehicle) +N", including the distribution group network-based direct sales mode; combined mode of core distributor secondary network; self-operation+ enhanced authorization mode at county level; ability improvement, comprehensive mode of self-operation+ authorized operation and fully explores the market potential.

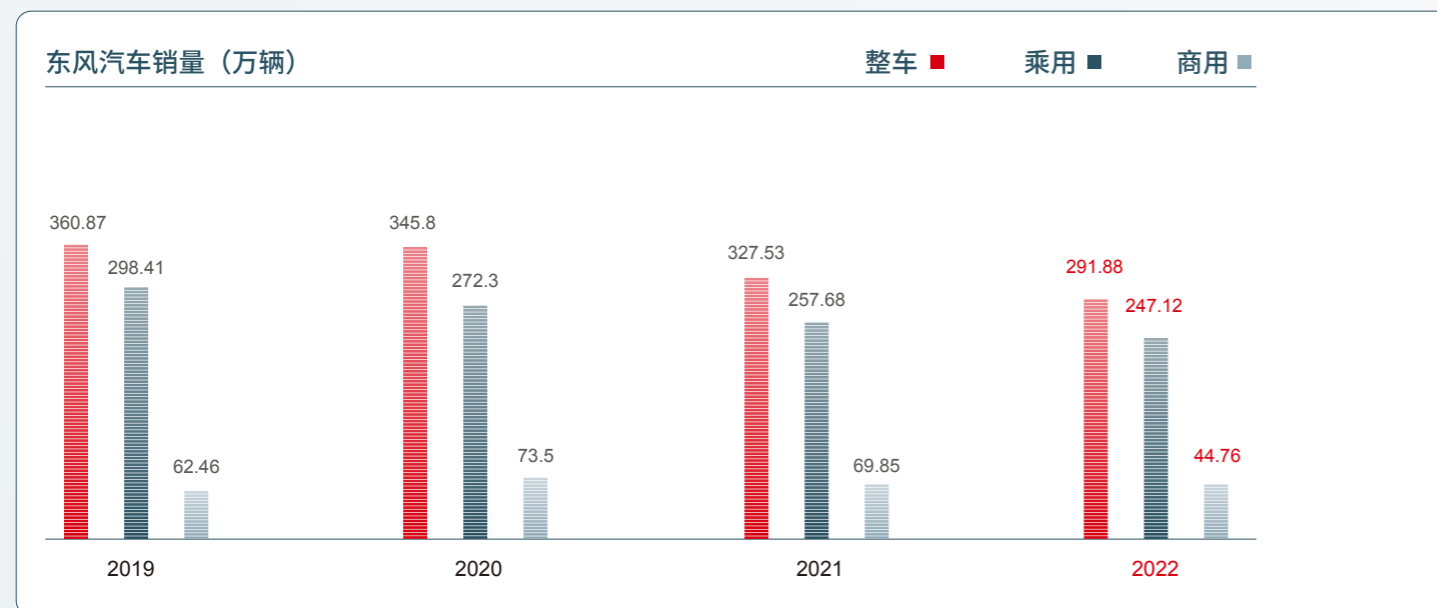
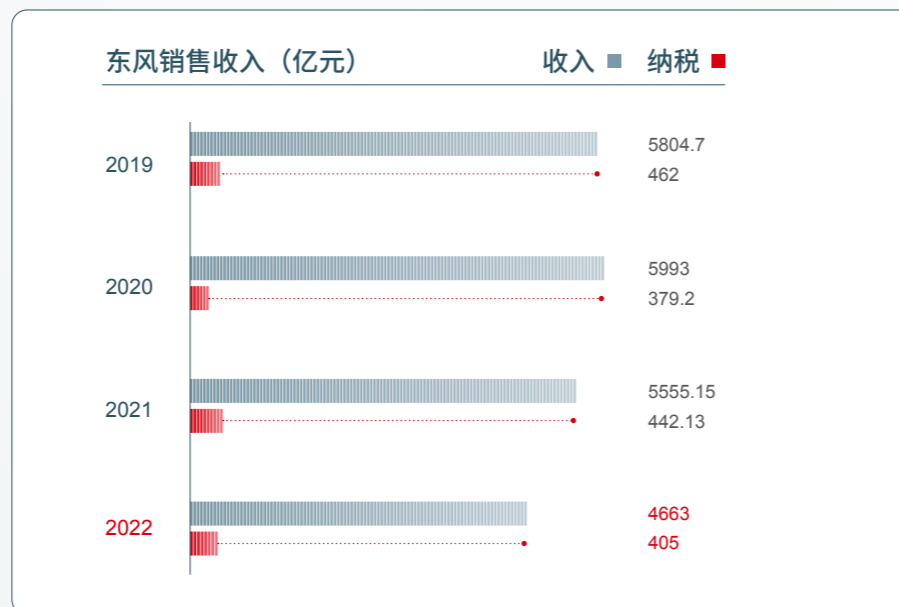
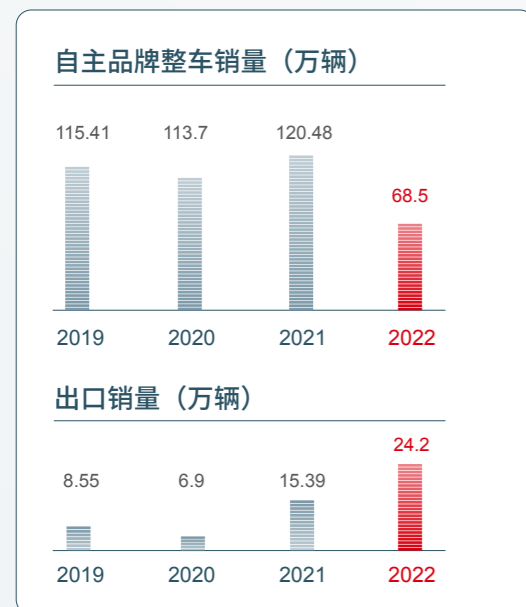
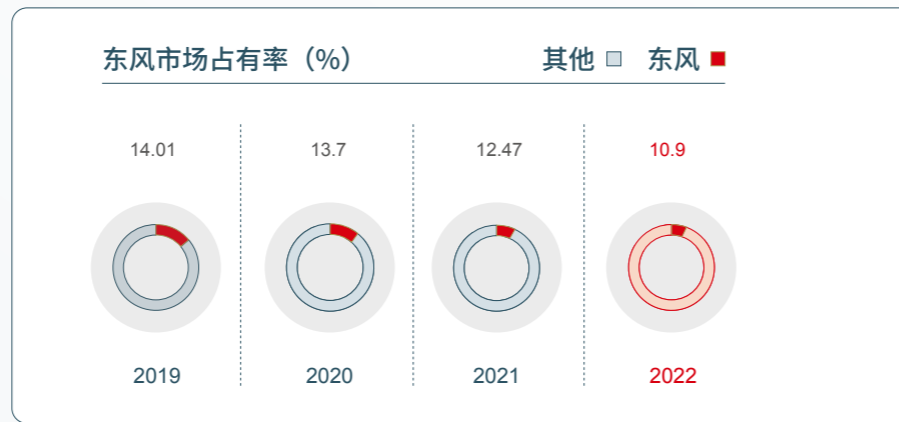
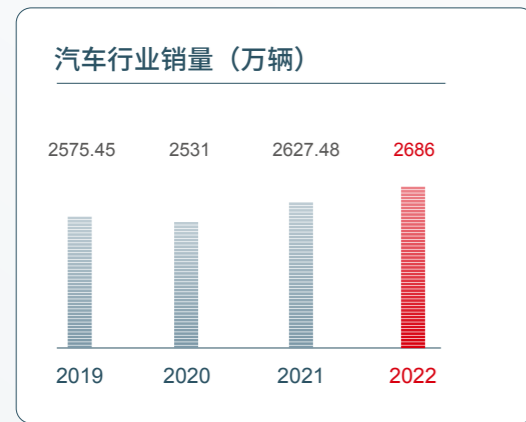
旗下东风汽车零部件（集团）有限公司抢抓新能源快速发展的机遇，加大“四新”市场拓展力度，获取新订单超 57 亿元，同比提升 14%，全年实现营业收入 140.17 亿元，行业地位逆势提升，在全球汽车零部件企业百强榜排名第 88 位，提升 12 位；在中国汽车零部件企业百强榜排名第 12 位。

Dongfeng Auomobile Pieces Co., Ltd., a subsidiary of DFM, seized the opportunity of rapid development of new energy, expanded "four new" markets, obtained new orders of more than RMB 5.7 billion, up by 14% on a year-on-year basis, achieved annual revenue of RMB 14.017 billion, with its position in industry being enhanced. It ranked 88th place in global Top 100 automobile parts companies, up by 12 places; and ranked 12th place in China's top 100 automobile parts companies.

旗下东风越野车有限公司着眼军方市场拓展，积极推进战略项目落地，联合上装企业培育重点项目列装；聚焦应急救援、公安特警、野外作业、医疗救护、越野旅居领域，完善民品营销体系建设，探索东风猛士越野装备平台行业市场发展新路径；“以援促贸、借船出海”，不断深化实践，培育新兴海外市场，军援军贸市场拓展思路更加清晰。



● 东风公司与湖北兴山县产业协作（汽车消费）示范县启动仪式



创新驱动促发展

Innovation-driven Development

● 研发机构 R&D Institutions

东风公司现行研发体系是以总部统一协调指导，以东风公司技术中心和东风商用车有限公司技术中心为核心主体，各子公司研发机构协同运作，合作伙伴、科研院所、外部企业等协同创新的复合开放式研究开发体系。

The current R&D system of DFM is under the unified coordination and guidance of the headquarters, with DFM Technology Center and Dongfeng Commercial Vehicle Co., Ltd. as the core entities, which is a composite and open R&D system allowing the R&D institutions of these subsidiaries to operate together and allowing the partners, scientific research institutes and external enterprises make collaborative innovation.

东风公司研发体系

- 科技决策——东风公司科技领导小组
- 科技管理——东风公司战略规划与科技发展部
- 研发实体——以东风公司技术中心、东风商用车有限公司技术中心为核心主体，包括各控股子公司和合资子公司的技术中心、专业研究所

● 科技创新战略 Scientific and Technological Innovation Strategy

东风公司“十四五”发展规划把企业定位明确为“为用户提供优质汽车产品和服务的卓越科技企业”。为加速向科技企业转型，东风公司以国家战略需求为导向，以科技创新“跃迁行动”为抓手，在新能源、智能驾驶两大领域，集聚力量进行原创性引领性科技攻关，坚持核心科技自立自强，筑牢强企之基。

DFM's "14th Five-year Plan" development plan has clearly positioned DFM as "an excellent technology enterprise providing customers with high-quality automotive products and services". In order to speed up the transformation into a science and technology enterprise, DFM takes the national strategic needs as the guidance and focuses on science and technology innovation action and gathers its strength to make original breakthroughs in science and technology in two major fields of new energy and intelligent driving, adheres to the core technology self-reliance and self-improvement and lays a solid foundation for a powerful enterprise.

● 自主创新战略实施情况 Implementation of Independent Innovation Strategy

2022 年是东风公司科技创新“跃迁行动”的进阶之年，公司坚持科技自立自强，持续加大科技创新投入，自主掌控芯片、平台、关键总成、智能驾驶、电子架构等核心技术和资源，自主乘用车关键核心技术掌控率达到 80%。2022 年，东风品牌研发经费投入强度达 8.8%、新增掌握 166 项关键核心技术、形成 52 项高价值专利群、3 项科技成果荣获汽车行业科技进步奖。

The year of 2022 is the year for DFM to make achievements in technology "action". DFM adheres to independent technology development, constantly enhances investment in scientific and technological innovation, independently grasps the core technologies and resources in the fields of chip, platform, key assembly, intelligent driving and electronic architecture. The control rate of key core technologies of independent passenger vehicles has reached 80%. In 2022, DFM brand research and development investment intensity has reached 8.8% and DFM has newly grasped 166 key core technologies, formed 52 high-value patent groups and its three scientific and technological achievements have won the award for progress in science and technology in the automobile industry.

全球首发，东风固态电池车产业化

搭载固态电池的东风风神 E70 已在浙江、河北、江苏、广东、湖南、江西等 6 省 10 地开展示范运营，运营里程超 50 万公里

中国首款，氢燃料乘用车技术达到国际先进水平

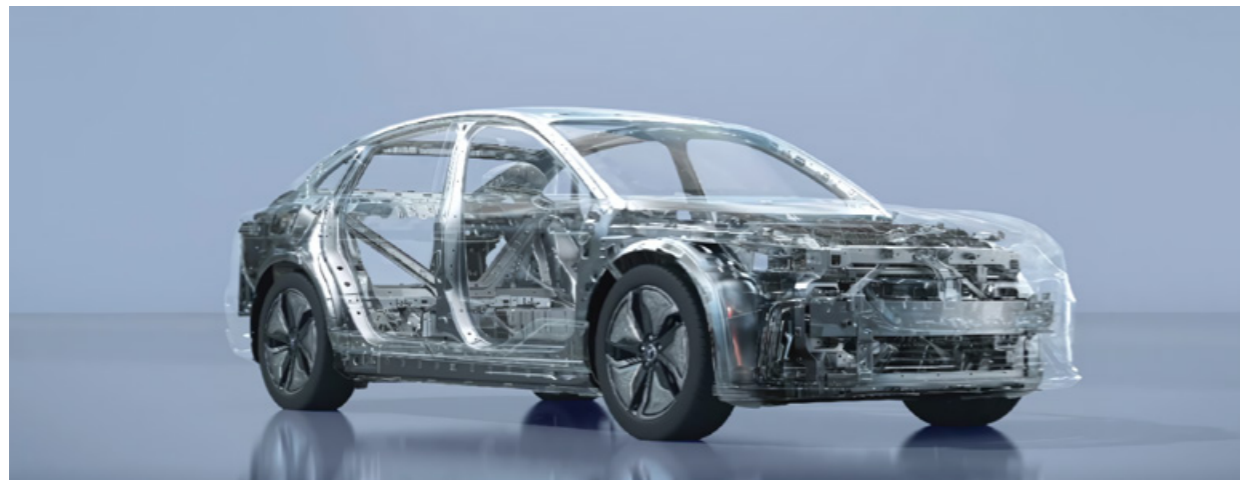
中国首款，也是目前唯一一款全功率燃料电池乘用车“东风氢舟”交付广东省佛山市，以网约车、园区摆渡车、公务用车等多种方式进行示范运营

行业首搭，东风在业内最早批量生产多规格扁线电机

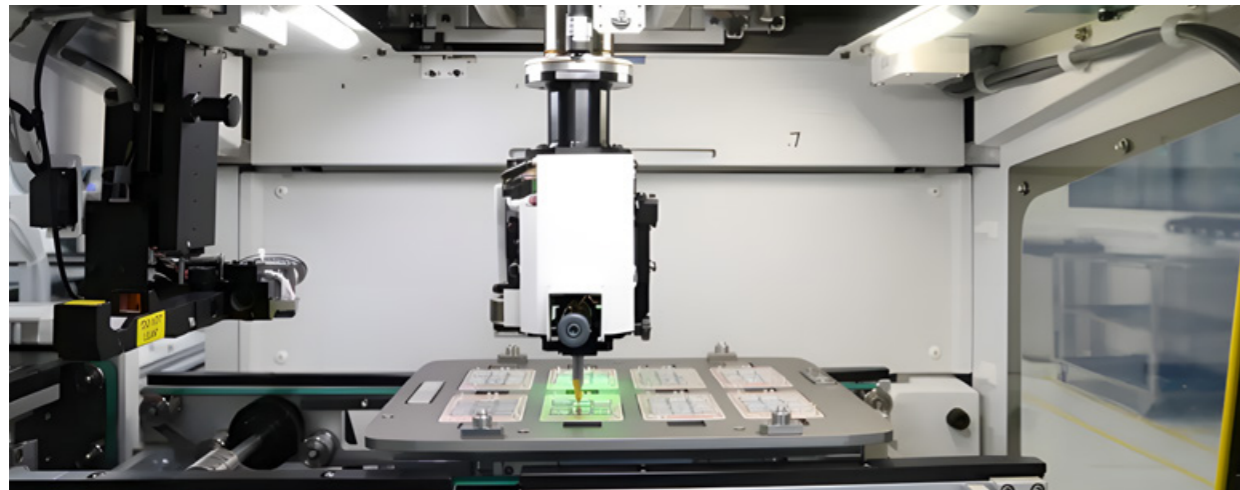
东风扁线电机 iD2-120、iD2-160、iD2-200 已实现量产，公司成为行业内最早批量生产多规格扁线电机系统的企业

行业首家，自主打造新一代中央集中式 SOA 电子电气架构

自主打造的行业首家新一代中央集中式、面向服务、软硬件解耦的 SOA 电子电气架构，是国内最领先的“软件定义汽车”的架构，该架构具有高效中枢、敏捷系统、智能互联、开发共创四大优势



• 东风公司新一代中央集中式 SOA 电子电气架构



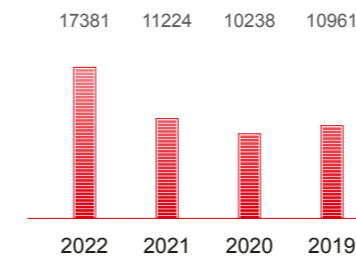
• “东风氢舟” H2-E 及动力系统平台

2022 年科技创新工作进展 Scientific and Technological Innovation Progress in 2022

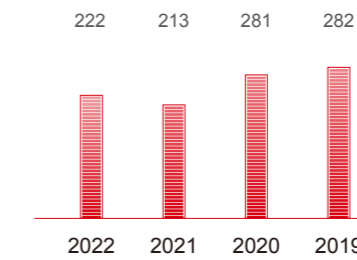
东风公司扎实落实国资委“发挥中央企业中坚作用，加快突破关键核心技术”的总要求，以市场为导向，集中公司优势资源及力量协同攻克技术难题。2022 年，面对新一轮科技革命，东风公司拥有 9 个国家级研发平台、重点推进 15 项关键核心技术重大项目“928 工程”课题，资源配置聚焦核心项目，全年重点推动新技术领域关键技术成果应用落地，让更多的创新成果在品牌向上、产品向上中落地。

DFM has steadily implemented the general requirements of SASAC on "playing the backbone role of central enterprises and accelerating the breakthrough of key core technologies", adhered to market-oriented development, gathered superior resources and strengths of the company to overcome technical problems. In 2022, in the face of a new round of scientific and technological revolution, DFM has 9 national R&D platforms and focuses on promoting 15 key core technology major projects - "928 Project" and allocated resource for key projects and promoted technological achievements in the field of new technology throughout the year and made more innovative achievements on brands and products.

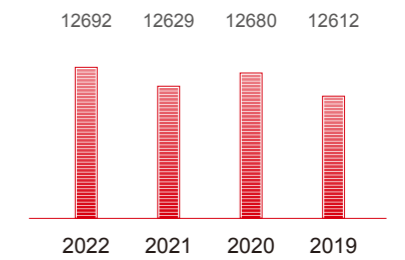
有效专利 (件)



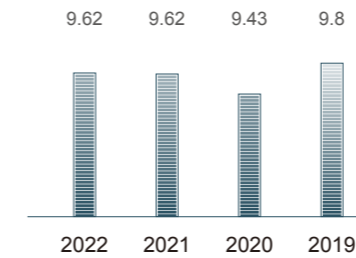
省部级以上专家数量 (名)



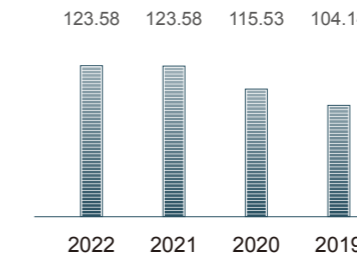
研发人员数量 (名)



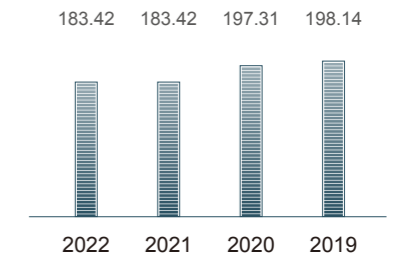
研发人员所占比例 (%)



东风研究与试验发展经费支出额 (亿元)



东风科技活动经费支出 (亿元)



重大创新项目 Significant Innovation Projects

- 开放环境下安全可信人机共驾测试场景构建与验证平台
- 混合动力重卡动力电池热管理技术研究
- 复杂行驶环境高级自动驾驶关键技术研究及应用
- 高性能铝合金高效制备与加工关键技术研究 / 高强铝合金铸锻一体成型技术及应用
- 智能网联商用车多车协同控制理论及关键技术
- 电动载货车多材料底盘结构轻量化关键技术开发

自主品牌乘势起

Independent Brand Development

东风公司坚持匠心造车，构建豪华、高端、主流、小型新能源品牌格局，把更优质的产品和更极致的服务呈献给消费者。在自主品牌领域，制定3个“一百万”计划，到2025年，商用车、自主乘用车和新能源汽车销量分别达到100万辆，东风自主品牌规模进入行业TOP3。2022年，东风公司乘势而上，推进自主品牌事业再上新台阶，东风技术自信、产品自信、品牌自信和价值自信进一步增强。

DFM adheres to manufacturing vehicles with ingenuity and building a luxury, high-end, mainstream and small new energy brand pattern and providing customers with better products and services. In the field of independent brands, DFM formulates three "1 million" plans. By 2025, the sales volume of commercial vehicles, autonomous passenger vehicles and new energy vehicles will reach one million respectively, and the scale of DFM's self-owned brands will rank TOP3 in the industry. In 2022, DFM has promoted its own brand business to a new level and further enhanced its product confidence, technology confidence, brand confidence and value confidence.



岚图梦想家

上市时间:

2022年5月7日

车型简介:

全球首款高端电动MPV，基于岚图ESSA原生高端智能电动架构开发，搭载新一代动力系统“岚海动力”，支持高性能纯电和智能多模两套动力系统

东风纳米 纳米 BOX

上市时间:

2022年7月17日

车型简介:

有快充才够闪，有五门才灵便，大空间可劲装，强底盘尽情野，高安全放心选

猛士 M-Terrain (概念车)

上市时间:

2022年8月27日

车型简介:

基于东风自主开发的猛士智能越野架构M TECH，配有MATS猛士越野智能全地形技术，可以实现后轮转向、“蟹行”模式，填补中国豪华电动越野技术空白

东风猛士逆行者 500

上市时间:

2022年9月28日

车型简介:

自动挡单双排及厢式车型，品质强悍、动力强劲、超长续航，承担“开路先锋”的责任担当

东风天锦 KR PLUS 载货车

上市时间:

2022年1月21日

车型简介:

适用于中长途冷链、绿通、散配运输，具有高舒适、高时效、高可靠、经济节油等特点，行业同级别最大驾驶室

东风乘龙 H5V 载货车

上市时间:

2022年6月7日

车型简介:

150项改进提升、300多项专利技术；准重型平台全新一代智享卡车，舒适性、经济性、轻量化、智能化全面升级



东风风行 T5 马赫版

上市时间:

2022年9月20日

车型简介:

搭载“中国心”十佳发动机——马赫动力1.5TD发动机，兼具超大车身尺寸，满足用户大家庭的高品质出行

东风风神全新 E70 PRO

上市时间:

2022年8月25日

车型简介:

面向运营市场打造，好开、好用、好省。宽适座舱，7×24小时无忧服务

东风风神皓极

上市时间:

2022年9月26日

车型简介:

基于DSMA平台打造，搭载“马赫双擎”，油耗水平行业领先

东风本田 e:NS1

上市时间:

2022年4月26日

车型简介:

作为本田在华首款纯电动车型 e:NS1 融合先进的电动化、智能化技术，为用户带来全新纯电出行体验

郑州日产锐骐 7

上市时间:

2022年6月16日

车型简介:

继承日产越野基因，与日产纳瓦拉同平台，完美兼顾城市SUV和高品质皮卡的双重体验，是一款高颜值、高性能、高品质，兼具舒适性和智能化的皮卡

东风日产 ARIYA 艾睿雅

上市时间:

2022年9月27日

车型简介:

基于云图专业纯电平台打造，具有前瞻性的结构设计；配备9重电池防护，历经111大项行业高标准安全测试，保障驾乘者安全

依法诚信经营

Operation in Accordance with Laws and Regulations

市场竞争更公平

Fairer Market Competition

东风公司恪守公平竞争理念，致力营造更公平、更有序、更和谐的市场环境，促进汽车行业稳健运行和高质量发展。2022 年，东风公司持续践行《商德公约》，在生产经营活动中，遵循自愿、平等、公平、诚信的原则；制修订《合规手册》，坚持“主动主导、做强做优”发展方针，依法公平有序参与竞争，反对垄断协议、反对滥用市场支配地位、依法实施经营者集中；坚持“客户意识、客户第一”原则，抢抓市场、抢抓机遇，积极主动、规范有序开展市场竞争活动；坚决反对具有排除、限制市场竞争的垄断行为；严格禁止和防范内幕人员及以不正当手段获取内幕信息的人员违反法律、法规，泄露内幕消息。

Adhering to the concept of fair competition, DFM is devoted to creating a fairer, more orderly and more harmonious market environment and promoting the stable operation and high-quality development of automobile industry. In 2022, DFM continuously strengthened the implementation of Convention on Business Ethics and adhered to the principles of free will, equality, fairness and integrity in the production and operation activities; DFM prepared and revised Compliance Manual and adhered to the development policy of "active leadership, developing the company into a stronger and better enterprise", participated in competition in a fair and orderly manner, opposed monopoly agreements, abuse of dominant market position and implemented centralized management of operators; adhered to the principle of "customer awareness and customer first", seized the market opportunity and actively carried out market competition activities in a standardized and orderly manner; resolutely opposed the monopolistic actions that excluded or restricted market competition; strictly avoided and prevented insiders and other personnel who obtained insider information by improper means from violating laws, regulations and leaking insider information.

依法合规守底线

Stick to the Bottom Line of Compliance

东风公司坚持依法合规治企，充分发挥合规经营在推动公司高质量发展、建设基业长青世界一流企业进程中保驾护航作用。

DFM adheres to managing enterprises according to laws and regulations and gives full play to the role of compliance operation in promoting high-quality development of the enterprises and establishing a world-class enterprise.

探索推进法务共享新路径

制定法务共享推广计划和三年发展规划。截至 2022 年底，已为 188 家下属单位提供法务共享服务，为各共享单位提供全过程、全方位的法务支持，严控法律合规风险

强化涉外法律人才队伍建设

组织涉外领域的法律人才培训，为集团内各事业单位依法合规开展涉外经营活动保驾护航

旗下东风鸿泰控股集团有限公司聚焦法务合规组织、制度、运行、文化等方面，通过法务合规体系的建立、运行、维护和改进，将法务合规管理融入公司“十四五”战略，持续推动公司高质量稳健发展。

Dongfeng Hongtai Holdings Group Co., Ltd. focuses on the legal compliance organization, system, operation and culture and incorporates legal compliance management into the company's 14th Five-year Plan strategy by establishing, operating, maintaining and improving legal compliance system and constantly improves the high-quality and stable development of the company.

旗下东风本田汽车零部件有限公司围绕集团法务、内控、合规、风险、审计管理要求和公司事业计划，通过规范各项制度流程、强化业务监督评价等措施，聚焦重点领域监督审计，持续完善构建合规高效运营的管理体制，实现“人—法—文”管理持续提升，强化公司合法合规经营。

Dongfeng Honda Auto Parts Co., Ltd. focuses on the compliance supervision for key fields based on the Group's compliance management requirements and business plan by standardizing various systems and process and strengthening the supervision and evaluation; constantly improves and constructs a management system for efficient operation of compliance, thus achieving constant improvement of "human-law-culture" management and enhancing the compliance operation of the company.

旗下东风物流集团股份有限公司有序开展合规培训工作，增强员工合法合规意识。2022 年，共组织 5 次普法宣传，宣传覆盖人数达 9884 人次。

Dongfeng Logistics Group Co., Ltd. carries out compliance training in an orderly manner to enhance employees' awareness of legal compliance. In 2022, the company has organized five campaigns for law popularization, covering 9884 people.



• 东风公司 2022 年涉外领域的法律人才培训



• 旗下东风柳州汽车有限公司开展宪法培训

诚信经营稳致远

Strengthen the Integrity Management

东风公司以实际行动践行诚实守信，将诚信贯穿于公司日常经营管理活动的全过程，不断完善公司诚信经营体系；遵守诚实守信的行为准则，保证披露信息真实、准确、完整，提供真实、健康、文明的广告和商业宣传，抵制虚假广告和不实宣传；严格依法纳税，未曾拖欠企业所得税等经营性税收；规范合同管理，严格履行所签订的合同、协议或其他承诺，全年合同履行情况良好。

DFM implements the honesty and trustworthiness principles with practical actions and penetrates the integrity throughout the whole process of the company's daily operation and management activities and constantly improves the company's integrity management system; abides by the code of conduct for honesty and trustworthiness, ensures that the information disclosed is true, accurate and complete, and provides true, healthy and civilized advertising and business promotion, avoids false advertisements and false propaganda; pay taxes in strict accordance with the laws, and has no arrear of business tax such as corporate income tax; strictly performs contracts, agreements or other commitments signed, perform contracts on time, and perform contracts well throughout the year.

2022 年，东风公司强化诚信合规经营意识宣贯，开展“合规管理强化年”专项行动，全体员工贯彻合规行为准则，遵守法规制度，忠实勤勉诚信，恪守职业道德，通过签订合规承诺书、开展专题教育培训等形式营造诚信合规经营的良好氛围。

In 2022, DFM has strengthened the awareness of integrity and compliance operation and carries out "year of strengthening compliance management" activity to implement code of conduct for compliance among all employees; abides by laws and regulations, adheres to professional ethics and integrity and created good atmosphere for integrity and compliance operation by signing compliance commitment letter and special subject education & trainings.

清正廉洁葆本色

Keeping honest and upright and adhering to the core values

东风公司坚定不移推进党风廉政建设和反腐败斗争，做实监督第一职责、保持惩治腐败高压态势、坚持纠治“四风”不止步、推进巡视巡察全覆盖、加强纪检监察队伍建设，以正风肃纪反腐实效服务保障企业高质量发展。

DFM firmly deepens the construction of the Party and clean government and anti-corruption work, performs the primary responsibility of supervision, strictly prevents corruption, constantly corrects the "four violations", promotes full coverage of inspections and inspections, and strengthens the construction of discipline inspection and supervision teams, so as to ensure high-quality development of enterprises with effective discipline and anti-corruption services.

● 保持反腐高压态势，强化“不敢腐”的震慑

Maintain a strict anti-corruption atmosphere and strengthen the deterrence of "do not dare to corrupt"

东风公司坚决落实二十届中央纪委二次全会关于推进反腐败斗争要求，严肃查处干部员工违纪违法问题，深挖细查背后腐败问题。2022 年，公司各级纪委立案 168 件，处分 167 人。加强与地方监委工作协同，对 14 名公职人员依法采取留置措施。协调公安机关对 17 名涉案人员采取强制措施。

DFM strictly implements the work requirements of the Fifth Plenary Session of the 20th Central Commission for Discipline Inspection on anti-corruption, seriously investigates and punishes the violations of discipline and laws by cadres and employees, and deeply investigates the corruption problems. In 2022, the company's discipline inspection commissions at all levels has filed 168 cases throughout the year and punished 167 people. DFM has strengthened work coordination with local supervisory committees, took detention measures on 14 civil servants and coordinated public security authority to take compulsory measures against 17 people involved in the cases.

● 坚持标本兼治，筑牢“不能腐”的笼子

Insist on addressing both symptoms and root causes and consolidate the foundation of "no corruption"

东风公司深入分析研判案件背后的政治生态问题、管党治党责任落实问题、体制机制问题、基础管理问题，公司纪委全年下发纪检监察建议 5 份。持续深化巡视整改和成果运用，探索构建“四评一测”整改评估模型，推动整改工作改到位、建机制、见成效。

DFM makes deep analysis and research on the political ecological issues behind the cases, the responsibility of governing the Party, the system and mechanism issues, and the basic management issues. The company's Disciplinary Committee has issued 5 disciplinary inspection and supervision recommends throughout the year. The company deepens inspection rectification and applies results fully, explores the establishment of a "four reviews and one test" rectification evaluation model, and promotes the sufficient rectification work and establishes proper mechanisms to achieve results.

● 强化纪律教育，增强“不想腐”的自觉

Strengthen the discipline education and enhance the consciousness of "don't want to have corrupt behavior"

做好反腐败形势任务宣传，传递中央信号，体现政治导向。发挥“廉洁东风”微信公众号廉洁教育平台作用，打造党性教育、纪律教育阵地，传播廉洁价值理念，弘扬新风正气。将案件“活教材”转化为警示教育资源，结合腐败案件，摄制警示教育片 2 部。组织 500 余名党员干部、关键岗位人员参加庭审旁听和以案说法“云课堂”。

DFM properly organizes the publicity on the anti-corruption tasks and transmits the central signal, and reflects the political orientation. The official WeChat account of "Clean DFM" is officially opened to create a position for Party spirit education and discipline education, spread the concept of incorruptibility and promote the new style and uprightness. The "living teaching materials" of the cases are transformed into warning education resources, and 2 warning education films are produced based on the corruption cases. The company has organized nearly 500 Party members, leading cadres and key personnel to attend the trial of corruption cases and the "cloud classroom" for cases.



● 2022 年 6 月 29 日，东风公司召开 2022 年年中党风廉政建设工作会议暨纪检监察系统表彰会



助力地方融合发展

Promote Local Government to Achieve Integrated Development

本地化合规雇佣

Local compliance employment

东风公司严格按照《中华人民共和国就业促进法》，在招聘环节不因民族、性别、种族、地域、户口、用工形式等因素而存在就业歧视，助力公司优化人才结构。截至 2022 年底，东风公司从业人员总数为 126553 人，外籍员工 131 人，本地化雇佣比例达 99.89%。

During recruitment of the employees, DFM strictly follows the Employment Promotion Law of the People's Republic of China, and establishes an open recruitment system to avoid employment discrimination due to factors such as nationality, gender, race, region, household registration and employment form. As of the end of 2022, DFM has a total of 126,553 employees, including 131 foreign employees, with a localized employment ratio of 99.89%.

本地化责任采购

Local responsible procurement

东风公司积极践行本地化采购政策，以实际行动支持当地经济发展。2022 年，东风公司加强当地供应商管理，推动建立合规、透明、规范的采购体系，进而推动地区经济发展。

DFM actively implements the local procurement policy and supports the local economic development with actual actions. In 2022, DFM has strengthened the management of local suppliers, promoted the establishment of a compliant, transparent and standardized procurement system, and driven regional economic development.

旗下东风商用车有限公司在质量、交付满足的前提下，优选本地化供应商，助推地方经济发展。2022 年，公司供货供应商 481 家，本地化供应商 263 家，采购金额 96 亿元，占比 77%。

Dongfeng Commercial Vehicle Co., Ltd. has selected local suppliers preferentially to promote local economic development under the premise that quality and delivery requirements can be met. In 2022, the company has 481 suppliers and 263 local suppliers, with the procurement amount of 9.6 billion yuan, accounting for 77%.

旗下东风柳州汽车有限公司成立“强链补链，推进本地化项目”专项课题小组，将自身需求和服务地方经济发展相结合，将市场导向和本地优先相结合，协同推动本地供应商转型升级和拓展合作，全力实施强链补链工程，构建属地汽车全产业链体系。

Dongfeng Liuzhou Automobile Co., Ltd. establishes a special subject group for "making supplementations and promoting localization project", combines their needs with local economic development, combines market direction with local conditions, promotes the transformation, upgrade and cooperation of local suppliers, fully implements the supplementation projects and develops a local automobile industry chain system.

旗下东风日产乘用车公司大连工厂积极引导供货量大的外地供应商在当地建厂，并给予优惠条件作为鼓励，已成功引入多家供应商，形成良性带动作用，助推当地经济发展。

Dalian factory of Dongfeng Nissan Passenger Vehicle Company actively guides foreign suppliers with large supply quantities to set up factories in the local area, and offer preferential terms as encouragement, thus having successfully introduced several suppliers, forming a positive driving effect and boosting the development of local economy.

旗下郑州日产汽车有限公司通过供应商体系优化、本地化供应商战略合作等积极推进本地化采购，提升本地化供应商供货比例，推动远距离供应商在本地设厂。2022 年，国内配套率实现 89%，有效拉动当地经济增长。

Zhengzhou Nissan Automobile Co., Ltd. actively promotes nearby procurement through supplier system optimization and local supplier strategic cooperation, increases the supply ratio of local suppliers and encourages remote suppliers to establish factories in local areas. In 2022, domestic allocation rate reaches 89%, which can effectively boost the local economic growth.

旗下东风鸿泰控股集团有限公司采取增加供应商平台、拓展本地供应商数量、零部件国产化等方式，在符合产品（服务）要求和质量的前提下，逐步引进本地企业参与和合作，助推当地经济社会发展。

Dongfeng Hongtai Holdings Group Co., Ltd. gradually introduces local enterprises to participate in the business and cooperation and promotes local economic and social development by adding supplier platforms, expanding the number of local suppliers and localization of spare parts under the premise that product (service) requirement and quality can be met.

旗下神龙汽车有限公司实现近 30 家新进本土供应商导入，有效支持新项目的成本目标达成以及再咨询项目的收益；积极推进 KD 件国产化和再咨询工作，成为降成本的有效手段。

Dongfeng Peugeot Citroen Automobile introduces nearly 30 new local suppliers and effectively supports the goal realization of new project cost and the revenue of re-consulting project; actively promotes KD part localization and re-consulting work, which becomes an effective means to reduce cost.



Runxing Action: Common Growth and Development with the Industrial Economy

回应联合国可持续发展目标 (SDGs)
Respond to UN's sustainable development goals (SDGs)



润兴行动

与产业经济同
济增
共发展

02

用匠心铸造高品质

Ingenious Products with Excellent Quality

全面数智化转型

Comprehensive digital intelligence transformation

以 5G、云计算、人工智能为代表的新一代信息技术快速发展，汽车产业进入数字化算力驱动的新阶段，东风公司深刻把握汽车产业数字化和数字产业发展大势，积极探索、加快推进数智化转型，在新赛道构筑新优势。

With the rapid development of the new generation of information technology represented by 5G, cloud computing and artificial intelligence, the automobile industry has entered a new stage driven by digital computing power. DFM deeply grasps the digitalization trend of the automobile industry and the development trend of the digital industry, actively explores and accelerates the transformation of digital intelligence and develops new advantages in the new field.

荣耀 2022·东风公司数字化成果获工信部肯定

- “基于 5G 无人驾驶车辆的远程数据监控和控制的 App 解决方案”和“基于商用车完好率和全生命周期运营价值提升的解决方案”成功入选“2022 年工业互联网 App 优秀解决方案”
- “生产协同管理系统软件”成功入选“2022 年工业软件优秀产品”



扫一扫，了解东风公司三项数字化成果

● 强化数字化战略引领

Strengthen strategic leadership of digitalization

面向“十四五”，东风公司把数字化转型纳入“东风风起”计划，发布数字化 2.0 战略，贯通研发、生产、采购、销售、服务、管理全链条各环节，实施数字化领航项目，构建数字化发展新生态。

During "14th Five-year Plan", DFM incorporates the digital transformation into "Dongfeng" Plan and releases the digital 2.0 strategy, fully implements digital pilot projects in different links namely research and development, production, procurement, sales, service and management chain to build a new digital development ecology.

东风公司数字化转型推进思路

- “一个平台”，即打造一个自主可控、安全可信、服务可靠的东风数字平台，包括云底座和云服务两大部分
- “两大旅程”，即围绕客户全触点和全场景构建贯穿“选车、买车、用车、修车、换车”的客户数字旅程，和贯穿“商品企划、产品设计、工艺设计、采购供应、生产交付”的产品数字旅程
- “三个贯通”，即推进基于东风数字平台的平台贯通、围绕数据治理的数据贯通和上下联动 PDCA 循环的体系贯通

● 增强数字化创新能力

Enhance digital innovation ability

东风公司以数字化研发推进构建核心竞争力，在整车的造型、智能软件、性能和验证等领域，全面推行云上设计，通过数字孪生、数字仿真以及远程交互式的虚拟现实 Sill and Hill 的结合，实现研发流程再造，研发周期缩短了三分之一。同时，借助数字化技术加速推进车规级芯片研发，打破诸多技术垄断。

DFM promotes the construction of core competitiveness through digital research and development. In the vehicle modeling, intelligent software, performance and verification fields, it comprehensively implements the cloud design and realizes the reproduction of research and development process through the combination of digital twin, digital simulation and remote interactive virtual reality Sill and Hill, thus shortening R&D cycle by 1/3. Meanwhile, with the help of digital technology, it accelerates the research and development of automotive-grade chip and breaks many technological monopolies.

旗下东风商用车有限公司投资 657 万元自主开发“基于商用车完好率和全生命周期运营价值提升的解决方案”，构建起上至产品、下达市场的端到端车联网业务体系和服务体系。截至 2022 年底，东风车管家 App 客户版注册用户突破 72 万人次，网联车辆突破 46 万辆。2022 年全年共实现线上订单 19699 个。

Dongfeng Commercial Vehicle Co., Ltd. invests 6.57 million yuan to independently develop "solutions based on the improvement of commercial vehicle integrity rate and operation value in the whole life cycle", and builds end-to-end business system and service system of vehicle networking from products at top level to market at bottom level. By the end of 2022, the number of registered users of the customer version of Dongfeng Car Management Home App exceeded 720,000, and the number of connected vehicles exceeded 460,000. In 2022, a total of 19,699 orders were placed online.



● 旗下东风商用车有限公司完好率服务运营平台

● 抢占智能化制高点

Take commanding height of intellectualization

东风公司大力发展智能网联汽车，深入实施绿能战略和智能战略，提升汽车的智能化水平，已实现 L2+ 智能辅助驾驶实车搭载，L3 级别的自动驾驶量产积极推进，L4 级无人驾驶车 Sharing-Van 等产品已在雄安新区、武汉等全国 30 多个城市和地区示范运行。

DFM vigorously develops intelligent connected vehicles, further implements green energy strategy and intelligent strategy, and improves the intelligent level of vehicles and has achieved configuration of L2+ intelligent assisted driving function in real vehicle and actively promoted the mass production of L3 level automatic driving products. The L4 level driverless vehicle Sharing-Van and other products have been put into demonstration operation in more than 30 cities in China, including Xiongan New Area and Wuhan.

旗下东风悦享科技有限公司开发的“基于 5G 无人驾驶车辆的远程数据监控和控制的 App 解决方案”，可通过 5G 低延迟技术，对受控无人驾驶车辆进行实时远程介入，解决驾驶和监视等环节和场景需求下存在的问题，同时可将 5G 技术在该场景下进行多方面展开。

The "5G driverless vehicle-based remote data monitoring and control App solution" developed by Dongfeng Yuexiang Technology Co., Ltd. can provide real-time remote intervention of controlled driverless vehicles through 5G low delay technology to solve problems in driving, monitoring and other links and scenarios. Meanwhile, 5G technology can be applied in many aspects in this scenario.



• 旗下东风悦享科技有限公司自主研发的 L4 级 5G 自动驾驶汽车——“春笋号”

发力新能源事业

Develop new energy undertakings

东风公司把握战略主动和战略机遇，在新能源汽车赛道上乘风破浪、加速前行。2022 年，东风公司建立起覆盖豪华、高端市场的新能源汽车品牌格局，持续推动品牌向上；全面完成新能源车品牌、平台、商品、关键总成及核心技术资源的布局；完成“三电”产业化布局，形成年产 47 万套电机及驱动总成、40 万套电控、30 万套 IGBT、16 万套电池系统和 1000 套燃料电池生产能力，在 IGBT 方面打破外企垄断，实现多规格扁线电机的率先量产搭载，为新能源汽车性能和体验提升注入新动能。

DFM takes the initiative to develop strategies, seizes strategic opportunity and accelerates the development in new energy vehicle field. In 2022, DFM has established a brand pattern of new energy vehicles covering luxury and high-end markets to constantly promote the brand expansion; fully completed the layout of new energy vehicle brands, platforms, commodities, key assembly and core technology resources; completed the "three electric" industrial layout, with annual output of 470,000 sets of motor and drive assembly, 400,000 sets of electronic control, 300,000 sets of IGBT, 160,000 sets of battery systems and 1,000 sets of fuel cell production capacity; broke the monopoly of foreign companies in IGBT, realized the mass production and configuration of multi-specification flat wire motors, thus injecting new power for the performance and experience improvement of new energy vehicles.

2022 年，东风公司 10 多款新能源产品上市和发布，销量为 47.1 万辆，同比增长 1.6 倍，市场占有率达到 6.8%，新能源销量整体行业排名第四。

In 2022, DFM have launched more than 10 new energy products, with the sales volume of 471,000 units, up by 1.6 times on a year-on-year basis, with the market share ratio being 6.8%, ranking fourth in the industry in terms of new energy sales volume.

打造更过硬质量

Create High-quality Products

东风公司坚持品质经营，完善全价值链的质量管理体系，不断提升产品研发、采购、制造、隐患排查等各环节的品质管控水平，向客户提供更高水平、更高质量、更安全的优质产品，以高品质不断满足消费者多元化需求。

DFM adheres to quality management, improves the quality management system of the whole value chain, continuously improves the quality level of product research and development, procurement, manufacturing, marketing and service, and provides customers with safer and more reliable high-quality products with higher level and higher quality.

● 质量管控 Quality control

旗下东风汽车股份有限公司导入 IATF16949 体系，对质量管理体系架构、过程、程序文件重新梳理；开展高管、中管、员工层级 16949 标准要求及五大工具等培训，共 700 余人次参加培训。

Dongfeng Motor Co., Ltd. introduces IATF16949 system to review the quality management system structure, process and procedure documents; carries out 16949 standard requirements and five tools training for senior executives, middle managers and employees, with more than 700 people attended the training.

旗下岚图汽车科技有限公司通过多方交流、走访市场客户并组织客户试乘试驾交流，与客户共同构建 2022 版本精致质量体系 V2.0；在产品设计和开发过程中，充分考虑对特殊群体（老、弱、病、残）的照顾和关爱，通过多项功能与体验的创新结合，改善用车便利性和舒适度。

Voyah Automobile Technology Co., Ltd. carries out multi-party exchange, visits customers in the market and organizes customers to have test drives and jointly builds a high quality system V2.0 (Version 2022); during product design and development, the company fully considers the care for special populations (the old, the weak, the sick and the disabled) and improves the convenience and comfort of vehicles through innovative combination of multiple functions and experiences.

旗下东风本田汽车有限公司围绕全员品质意识提升、品质基盘强化等方面持续组织各类品质活动。2022 年，从“士气、意识、知识、行动”四个维度开展一系列品质文化建设活动。

Dongfeng Honda Auto Parts Co., Ltd. constantly organizes different kinds of quality activities for improving quality awareness and base of all employees. In 2022, the company carries out a series of quality culture construction activities from four dimensions of "morale, awareness, knowledge and action".



● 安全出行 Safe travel

旗下东风商用车有限公司在整车安全技术领域持续开展技术攻关，逐步掌握并突破主被动安全开发验证技术，达到国际先进水平。在主动安全方面，通过 EEA 架构整合安全需求、功能及系统硬件开发，组合不同的感知技术、制动操稳技术，打造先进驾驶辅助与操控安全；在被动安全方面，通过正向设计规划整车及驾驶室的碰撞能量传递路径，对不同刚性区、吸能区进行针对性优化设计，打造先进碰撞安全。

Dongfeng Commercial Vehicle Co., Ltd. constantly solves technical bottlenecks in vehicle safety technology and gradually masters and breaks through the active and passive safety development and verification technology, thus reaching the international advanced level. In terms of active security, the company creates advanced ADAS safety system and integrates safety functions and hardware via EEA and combines the different vision+ radar perception technologies; in terms of passive security, forward design method is used to plan the path of energy transfer, and the targeted optimization design of different rigid zones and energy absorption zones is provided to create advanced collision safety.

旗下东风特种商用车有限公司策划、建成集整车下线调试和极限性能测试于一体的试车跑道，结合功能齐全的整车性能检测线，保证向用户交付安全产品。

Dongfeng Special Commercial Vehicle Co., Ltd. plans and builds a test track integrating vehicle off-line debugging and ultimate performance testing. Combined with a fully functional vehicle performance testing line, the company can ensure delivering safety products to users.

2022 年，旗下东风乘用车公司根据《缺陷汽车产品召回管理条例》和《缺陷汽车产品召回管理条例实施办法》的要求，向国家市场监督管理总局备案了召回计划。自 2022 年 1 月 14 日起，召回 2021 年 8 月 16 日至 2021 年 10 月 10 日期间生产的部分东风风神全新 AX7 马赫版汽车，共计 1257 辆。

召回原因：现因电子换挡器软件策略问题，在极端情况下，电子换挡器不跟随 TCU 自动跳回到 P 档，造成车辆会按照原档位继续自动行驶；若驾驶员是下车后从车外关闭车门，会造成车内无人而车辆在脱控状态下自动行驶的危险情况，存在安全隐患。

处理办法：为召回范围内车辆免费检查、升级电子换挡器软件，以消除安全隐患。

东风公司坚决贯彻落实《知识产权强国建设纲要（2021-2035 年）》，高度重视知识产权保护工作，从布局优化、管理创新、产权运用等方面打通知识产权创造、运用、保护、管理全链条，发挥出智力成果促进产业升级和可持续发展的重要驱动力。

DFM firmly implemented national requirements for the construction of intellectual property, attached great importance to intellectual property right protection, opened up the whole chain of intellectual property creation, application, protection and management from the perspectives of layout optimization, management innovation and property right application and gave full play to the intelligent results and developed the important driving force for industrial upgrade and sustainable development.

守护创新者成果

Protect Results of the Innovator



知识产权布局

将知识产权工作融入项目各研发节点，提出发明专利布局率概念，梳理总结“三层级四步法”并推广应用，打造严密专利保护网；研究、制定并发布东风公司高价值专利群定义及模型，举办首届高价值专利大赛

知识产权管理

规范公司专利管理工作，促进专利全生命周期管理，制修订《技术课题知识产权管理办法》《专利分级管理办法》等制度；建设知识产权信息化管理系统，实现知识产权工作信息化，提升专利、科技成果等知识产权工作质量和效率

知识产权品牌

开展东风公司知识产权强企行动，汽车行业知识产权保护站投入运营；基于东风汽车知识产权保护站，授权“车慧眼”项目知识产权成果在集团内外技术许可使用，实现经济效益 114 万

2022 年，东风公司累计拥有专利 17381 件，其中发明专利 4635 件，位居国内汽车行业第三；全年发明专利授权 2357 件、公开 6069 件，发明专利授权量和公开量均位居国内汽车行业第一。

In 2022, DFM has accumulated 17381 patents, including 4635 invention patents, ranking third place in domestic automobile industry; obtained 2357 invention patents and disclosed 6069 patents throughout the year, with the number of invention patents authorized and disclosed ranking first in domestic automobile industry.

旗下岚图汽车科技有限公司积极开展高价值专利群布局挖掘工作，通过对各专业技术分解和车型核心卖点的梳理分析，形成高价值专利群 22 项，挖掘专利 347 件。

Voyah Automobile Technology Co., Ltd. actively carries out the layout and exploration of high-value patent groups, and forms 22 high-value patent groups and explores 347 patents by decomposing different professional technologies and sorting out and analyzing the core sales points of different models.

旗下东风日产乘用车公司成立专利事务局，设立总部窗口、部门窗口、科室窗口三层级，推进公司知识产权工作；开展专利知识问答、专利达人表彰等活动，超 7000 人参与，营造良好保护知识产权氛围。

Dongfeng Nissan Passenger Vehicle Company establishes a patent bureau and establishes division window, department window and section window; promotes intellectual property work; carries out patent knowledge QA, patent expert commendation and other activities, with more than 7000 participants, and creates good atmosphere for protecting intellectual property rights.

旗下智新科技股份有限公司发布知识产权管理标准，明确在创造、运用、产业化、营销以及海外运营中加强知识产权保护，在平台产品开发和核心技术研发的同时，开展专利布局工作。

Zhixin Technology Co., Ltd. releases standards for intellectual property management, specifies that intellectual property rights protection shall be strengthened in creation, application, industrialization, marketing and overseas operation, and patent layout shall be carried out while developing platform products and core technologies.

以贴心提升满意度

Provide Quality Services to Improve Satisfaction

更优质客户体验

Better customer experience

东风公司坚持“以客户为中心”的品牌承诺，围绕成为倍受信赖的经营典范，真诚关爱每一位客户，让客户感受到更优质的体验、更暖心的关怀，让产品和服务更有温度。

DFM adheres to the brand commitment of "customer-oriented" and "becoming a highly trusted enterprise" and delivers sincere care to every customers and provides each customer with better experience, care and greater products and services.

● 完善布局 便捷客户

Improve layout and provide convenience to clients

旗下岚图汽车科技有限公司的岚图生态门店于 2022 年底达到 138 家，总门店达到 254 家，网络覆盖全国 86 座城市，网络密度达到 3.0，实现渠道增速发展，提升服务便捷度。

The number of Voyah ecological stores of Voyah Automobile Technology Co., Ltd. reached 138 at the end of 2022 and total number of stores reached 254, covering 86 cities in China, with the network density being 3.0, which achieves rapid development of channel and improves the service convenience.

旗下东风越野车有限公司设置客户服务中心，针对用户进行“一对一、点对点”跟踪服务，结合用户使用特点和服务需求，开展远程技术支持或遂行保障，保障用户完成荒漠演训、维和安保等各项任务。

Dongfeng SUV Co., Ltd. sets a customer service center and provides "one-to-one and point-to-point" tracking service for clients and carries out remote technical support or guarantee based on users' use characteristics and service requirements and guarantees users to complete desert exercise, training, peacekeeping & security and other tasks.

● 客户培训 产品普及

Customer training and product popularity

旗下神龙汽车有限公司于新产品投放前在网点开设用户课堂，开展产品知识普及和汽车日常使用、维护保养知识培训；编写《东风标致新 408 新车用户课堂》供网点开展用户培训和交流沟通使用。

Dongfeng Peugeot Citroen Automobile Company Ltd. opens the user classroom at the outlets before launch of new products, carries out product knowledge popularization and vehicle daily use and maintenance knowledge training; prepares Dongfeng Peugeot New 408 Vehicle User Classroom for outlets to carry out user trainings and exchanges.

旗下东风越野车有限公司全年为全军各军兵种、院校、海外客户培训 59 场次，培训总学时为 3624 个学时，强化客户的产品认知。

Dongfeng Off-Road Vehicle Co., Ltd. provides 59 trainings for all armed forces, colleges and overseas customers throughout the year, with a total of 3624 training hours, which can strengthen the customer's knowledge on products.

● 贴心服务 解忧纾难

Better service and solutions

旗下东风汽车财务有限公司第一时间响应国家助企纾困号召，积极贯彻东风公司“把好事办好”的总体要求，延期还款付息纾解货车司机还款困难，彰显国企持牌金融机构的责任担当。2022 年，累计受理纾困延期 19.4 万笔，涉及贷款金额 508 亿元。

Dongfeng Motor Finance Co., Ltd. promptly responds to the call of the state to help enterprises, actively implements the overall requirements of DFM on "doing things well", allows postponement of repayment to solve truck drivers' difficulties in repayment, shows the responsibilities of a state-owned licensed financial institution. In 2022, a total of 194,000 postponed payments are accepted, which involve 50.8 billion yuan of loan.



● 东风公司助力商用车车主金融纾困

更安心客户服务

Provide Better Customer Service

东风公司坚持以客户需求为导向，以客户满意为目标，持之以恒为客户提供从售前至售后的高品质服务，并确保消费者在保修及三包期内合法权益得到保障，以卓越服务赢得客户广泛认可。

DFM adheres to "taking user demand as guidance and taking customer satisfaction as the goal" and constantly provides customers with high quality services from pre-sales to after-sales links and has been widely recognized by customers.

● 加强客户管理

Improve customer management

旗下东风本田汽车有限公司不断创新客户关系管理，自导入“东风 Honda 售后服务”微信服务号以来，持续完善服务号功能和开展各类服务活动，截至 2022 年底，注册认证真实车主达 580 万。

Dongfeng Honda Automobile Co., Ltd. continuously innovates customer relationship management, and introduces the WeChat service account of "Dongfeng Honda After-sales Service" to promote customer management and maximize customer value. By the end of 2022, there will be 5.80 million real car owners registered with the service number.

● 保护客户信息

Protect customer information

旗下东风本田汽车有限公司制订了《客户信息安全管理规范》。主要从相关系统账号权限设置、账号 ID 管理、系统数据安全、数据使用、PC 安装软件管理、病毒管理、外部记忆媒体管理、邮件系统使用管理、局域网 / 互联网接入规范、文件 / 文件夹访问日志管理等方面实现系统化、立体化的管理。公司各级员工应严格遵守相关要求，保证整体业务工作有序推进的同时，保护客户信息安全，严禁泄露和滥用客户信息。

Dongfeng Honda Automobile Co., Ltd. formulates Customer Information Security Management Standards to realize systematic and three-dimensional management from the relevant system account permission setting, account ID management and other aspects; employees at all levels shall strictly comply with relevant requirements, protect the security of customer information, and strictly prohibit the disclosure and abuse of customer information.

● 应对投诉建议

Respond to complaints and suggestions

旗下郑州日产汽车有限公司优化《客户投诉处理管理规定》，狠抓投诉过程管理。2022 年，投诉单共计 1762 条，5 日关闭率为 88.6%，投诉处理时长在 10 天以上案件占比由 28% 下降至 0。

Zhengzhou Nissan Automobile Co., Ltd. optimizes the Regulations on Customer Complaint Handling Management and attaches great importance to the complaint process management. In 2022, the total number of complaints is 1762 and the five-day closure rate is 88.6% and the proportion of cases which complaint handling days are more than 10 days is decreased from 28% to 0.

旗下东风特种商用车有限公司建立多维度客户投诉主动预防及监控机制，通过实施对客户投诉快速识别、有效处置，全年服务质量整体得分 85 分。

Dongfeng Special Commercial Vehicle Co., Ltd. establishes a multi-dimensional proactive prevention and monitoring mechanism for customer complaints. The score for overall service quality is 85 after implementing rapid identification and effective handling of customer complaints.

● 提升满意度

Improve satisfaction

旗下岚图汽车科技有限公司采用客服中心电话调研方式，开展 SSI 销售满意度电话调研、CSI 售后满意度电话调研，并针对反映出的问题进行改进。2022 年，SSI 销售满意度净值为 89.7%，CSI 售后满意度净值为 81%。



守诚心构建生态圈

Construct Ecosystem in Good Faith

携手伙伴共进

Join hands with partners

东风公司秉承“共赢发展”理念，在电动化、智能化等领域持续深化与行业合作伙伴的战略合作，积极扩展“朋友圈”，与产业链上下游企业相互成就，助力汽车行业健康高质量发展。

DFM adheres to the concept of "win-win development", continuously deepens the strategic cooperation with industry partners in the fields of electrification and intelligence, actively expands the "Circle of Friends", and makes mutual achievements with upstream and downstream enterprises of the industrial chain to promote the healthy and high-quality development of the automobile industry.

2022 年，东风公司积极发挥央企联合创新优势，共建国家级实验室、国家级创新平台，推动先进技术联合攻关及产业化应用，加快汽车科技创新与升级迭代，大力提高汽车零部件、信息安全、智能制造系统的国产化水平，持续夯实汽车产业链。

In 2022, DFM gives full play to the joint innovation advantages of the central enterprise, builds a national laboratory and national innovation platform, promotes the joint research and industrialization of advanced technologies, accelerates the innovation and upgrading of automobile technology, vigorously improves the localization level of auto parts, information security and intelligent manufacturing system, and constantly consolidates the development of automobile industry chain.

政企合作

- 与湖北襄阳市签署战略合作协议，双方将推动东风襄阳基地建设，共同促进襄阳汽车产业高质量发展
- 与湖北十堰市签订战略合作协议，双方将着力把东风十堰基地建成一流的商用车和军车基地、经济型电动车基地、汽车零部件和装备生产基地

企业间合作

- 与兵器装备、中国电科、中国一汽等 6 家单位共同签订汽车芯片战略合作框架协议，共同推动汽车电子与先进智能制造等领域深度发展，共建汽车芯片产业链生态

校企合作

- 与武汉理工大学签约共建现代产业学院并开设首届“东风跃迁班”，双方将进一步共享高端人才，联合开展校企合作揭榜挂帅项目
- 东风公司技术中心与华中科技大学、西安交通大学、四川大学、武汉理工大学等多所高校现场签约，将在芯片自主攻关、V2G、人工智能、新能源及动力等领域开展深度合作



• 2022 年 9 月 9 日，东风公司与武汉理工大学共建现代产业学院签约仪式暨首届“东风跃迁班”开班仪式



• 2022 年 5 月，东风公司牵头 9 家企业、高校、科研机构成立湖北省车规级芯片产业技术创新联合体

携手股东共享

Joining hands with shareholders for win-win sharing

● 股东关系管理 Shareholder relationship management

东风汽车集团股份有限公司高度重视信息披露工作，根据上市规则和相关法律法规，将信息披露工作制度化流程化，根据《公司法》《证券法》以及上交所上市公司规则等法律法规，制定《东风汽车集团股份有限公司信息披露制度管理办法》；在集团内部构建日常沟通渠道，通过主要业务板块和合营公司召开“信息披露联系人会议”，并建立信息披露联系人制度，畅通各职能部门、下属合资企业以及重要业务板块的信息披露联系人渠道；与合营企业、合营企业外方股东建立信息披露沟通机制，东风汽车集团股份有限公司先后与多家企业沟通并签署信息披露备忘录，就合营企业的信息披露协同统一达成一致意向。

DFM attaches great importance to information disclosure. According to the listing rules and relevant laws and regulations, the information disclosure work becomes more institutionalized. DFM formulates Administrative Measures for Information Disclosure System of Dongfeng Motor Corporation according to Company Law, Securities Law and the Listed Company Rules of the Stock Exchange and other laws and regulations; establishes daily communication channels within the Group and holds "information disclosure contact person meeting" through major business segments and joint ventures, and establishes information disclosure contact person system to improve the information disclosure contact channels for functional departments, subordinate joint ventures and important business sectors; establishes information disclosure communication mechanisms with joint ventures and foreign shareholders of joint ventures and has communicated with many companies and signed information disclosure memoranda to reach a consensus on the collaboration and unification of information disclosure of joint ventures.

2022 年，东风汽车集团股份有限公司组织开展 2021 年报业绩电话会和 2022 年中报业绩电话会；通过法定渠道（上交所网站及公司网站）披露内幕信息、关联交易信息、新闻信等公告共计 102 次；召开一对一电话会 16 余次，出席线上及线下大型投资峰会 11 次。

In 2022, DFM has organized 2020 annual report results conference and the 2021 interim report and performance conference; disclosed insider information, related party transaction information, news-letters and other announcements through statutory channels (the website of the Stock Exchange and the company) for 102 times; held more than 16 one-to-one telephone conferences and attended 11 online and offline large-scale investment summits.

● 股东权益维护 Maintain the Rights and Interests of Shareholders

中小股东保护 Protection of medium and small shareholders

为保证中小股东权利，东风汽车集团股份有限公司特别界定了召开类别股东大会的条件、大股东回避表决条件以及类别股东大会召开程序。类别股东大会的召开使利益相关股东回避表决，而中小股东在类别股东大会充分表达自己的声音，有效保障了中小股东权利。另外，东风汽车集团股份有限公司根据上市公司规则要求聘请的外部独立董事，在涉及如关联交易的独立董事表决中起到了“独立人”的作用，可有效保护中小股东权益。

In order to guarantee the rights of medium and small shareholders, DFM has specially defined the conditions for holding classified shareholders' meetings, the conditions for major shareholders to abstain from voting, and the procedures for convening classified shareholders' meetings. The convening of the classified shareholders meeting can make the interested shareholders abstain from voting, while the medium and small shareholders can fully express their voices at the classified shareholders' meeting, thus effectively guaranteeing the rights of the medium and small shareholders. In addition, the external independent directors hired by DFM in accordance with the requirements of the listed company rules have played the role of "independent persons" in the voting of independent directors involving related transactions, which can effectively protect the rights and interests of small and medium shareholders.

股东回馈数据 Shareholder feedback data

东风汽车集团股份有限公司董事会制定并发布《东风汽车集团股份有限公司股息政策》，明确规定在东风汽车集团股份有限公司股份维持足以应付公司资金需求、未来增长、股权价值以及公司业绩、现金流等条件下，每年度拟分发不少于当年可分配净利润的 15% 作为股东股息。2022 年，东风汽车集团股份有限公司向公司股东分红派息 1 次，为 2021 年度分红 0.3 元/股，分红金额为 25.85 亿元，自上市以来累计分红约 305.99 亿元。

The board of directors of DFM formulates and issues the Dividend Policy of DFM to clearly specify that DFM proposes to distribute at least 15% of the distributable net profit of the year every year as the dividends of shareholders under the condition that DFM can properly meet the corporate fund needs, future growth, equity value, company performance and cash flows. In 2022, DFM has distributed dividends to the shareholders of the company once, including dividends of 0.3 yuan per share in 2021, with dividend amount being 2.585 billion yuan per share in total. Since its listing, DFM has accumulated the dividends of about 30.599 billion yuan.

携手供应商共建

Work Together to Construct Suppliers

东风公司与广大供应商伙伴勠力同心，精诚合作，积极开展供应商能力培训和社会责任相关议题培训及座谈会，携手共建“互信、共赢、共担、透明、亲清”的供应链生态。

DFM and all supplier partners work together to build a supply chain of mutual trust, win-win, shared responsibility, transparent and harmonious ecology.

旗下东风商用车有限公司召开 2022 年供应商大会，致力于与全体供应商伙伴构建安全可靠、高效共赢、具有竞争力的供应链，践行品牌向上战略。

Dongfeng Commercial Vehicle Co., Ltd. holds the 2022 Supplier Conference and is committed to building a safe, reliable, efficient, win-win and competitive supply chain with all supplier partners and practicing promising brand strategy.

旗下神龙汽车有限公司与全体零部件供应商签署《采购通则》，传达、宣贯、明确自身与供应商共同的社会责任，严格审核供应商 ISO14001 资质。2022 年，公司近 500 家活跃供应商均具备 ISO14001 环境管理体系。

Dongfeng Peugeot Citroen Automobile Company Ltd and all spare parts suppliers sign General Rules of Procurement to convey, publicize and clarify their own social responsibilities and common social responsibilities with suppliers, and strictly review suppliers' ISO14001 qualification. In 2022, the company's nearly 500 active suppliers are equipped with ISO 14001 environmental management systems.

旗下东风柳州汽车有限公司通过供应商帮扶、培训诊断、协同提升等方式，提升供应链体系综合实力。2022 年，开展供应商培训 46 场，对 37 家以上供应商开展专项帮扶改善工作。

Dongfeng Liuzhou Automobile Co., Ltd. improves the comprehensive strength of supply chain system by means of supplier assistance, training and diagnosis and collaborative improvement. In 2022, 46 supplier training sessions are held and special assistance and improvement services are provided for more than 37 suppliers.

旗下东风本田汽车零部件有限公司修订完善《供应商管理规程》，强化供应商准入要求，制定供应商评价标准细则，实现采购业务评价的“全覆盖”。依据采购管理制度，通过招标竞价等方式选择供应商，2022 年采购额共计 15.74 亿元，实现年度降成本 0.8 亿元。

Dongfeng Honda Auto Parts Co., Ltd. revises and improves the Supplier Management Regulations, strengthens the access management of suppliers, formulates supplier evaluation rules and achieves "all-round" procurement business evaluation; according to procurement management systems, suppliers are selected through bidding. In 2022, total procurement amount reaches 1.574 billion yuan, achieving an annual cost reduction of 80 million yuan.



• 旗下东风柳州汽车有限公司与战略供应商合作交流

携手经销商共赢

Work Together with Distributors to Achieve Win-win Cooperation

东风公司秉承与经销商战略互信、合作共赢的理念，从服务能力、管理规范、运营质量、盈利能力等方面，帮助经销商持续改善提升，打造和谐稳定、健康向上、互惠互利的价值链条。

DFM adheres to the concept of strategic mutual trust and win-win cooperation with distributors, helps distributors to make constant improvements from the aspects of service ability, management specification, operation quality and profitability and creates a harmonious, stable, healthy and mutually beneficial value chain.

旗下东风特种商用车有限公司以渠道持续盈利能力提升为前提，坚持与经销商共同成长、共担风险、共享收益，最终实现长久合作、商道共赢。2022 年，面向 149 名销售人员、64 家经销商开展培训，不断提升人员的客户群开发能力。

On the premise of continuous improvement of channel profitability, Dongfeng Special Commercial Vehicle Co., Ltd. insists on growing together with distributors, shares risks and benefits and finally achieves long-term cooperation and win-win transactions. In 2022, trainings are provided for 149 salesmen and 64 distributors to constantly improve their customer base development ability.

旗下东风本田汽车有限公司全面推进经销商改善提升行动，通过搭建销售培训体系、产品培训体系、岗位培训体系，完善经销商支持体系和多元化线上培训平台建设，提升经销商产品销售能力与运营管理能力。

Dongfeng Honda Automobile Co., Ltd. comprehensively promotes the improvement and upgrading actions of distributors. Through the establishment of sales training system, product training system and job training system, distributor's support system is improved and diversified online training platform is constructed, and the product sales ability and operation management ability of distributors are improved.



• 2022 年 1 月 18 日，东风公司采用全球零时差直播方式召开 2022 年海外经销商大会，60 多个国家和地区的 150 多位海外经销商相聚“云端”

更凝心加速全球化

Accelerate Globalization in a More Condensed Manner

海外战略布局

Overseas strategic layout

东风公司海外事业以“建设世界一流企业”愿景及“国际化战略”为指引，围绕“整车海外事业、国际化品牌、全球供应链服务”三大战略任务持续深耕海外市场，不断拓展海外业务的广度和深度，加速东风品牌国际化进程。

DFM's overseas business is guided by the vision of "building a world-class enterprise" and the "internationalization strategy" and focuses on three strategic tasks of "vehicle overseas business, international brand and global supply chain service". DFM continuously deepens the overseas market, constantly expands the breadth and depth of overseas business, and accelerates the internationalization process of Dongfeng brand.

东风公司海外事业“十四五”战略目标:

2025 年实现自主品牌海外出口 27 万辆，中国汽车行业出口排名进一步提升；东风风神、东风商用车、岚图等核心自主品牌海外市场份额实现突破，率先走向成熟市场。

持续推进海外事业



• 推进本地化运营:

按照“本地化营销、本地化制造”两种模式统筹推进，实现 2-3 个规模型 KD 市场；通过品牌营销资源统筹及供应链服务支持，实现本地化能力突破。

• 加强顶层设计:

战略层面制定海外品牌体系化建设方案；品牌内容创意层面，制作东风风神、岚图海外品牌整体创意 TVC、KV；品牌传播执行层面，策划系列活动，品牌曝光量超过 1.5 亿次。

• 完善产品体系:

统筹海外商品资源协同，丰富海外产品系列，推进全球车型走向海外；建立健全海外车型生命周期与收益管理体系；加强海外法规研究。

• 优化海外渠道:

加快推进战略经销商的发展和培育，持续完善销售服务网络的布局和能力建设；加强售后服务能力建设，不断提升售后服务响应速度和备件满足率；推进重点经销店面 VI 形象改造，加快统一规范东风海外渠道形象。

• 加强供应链管理:

围绕“双循环”新发展格局，推进供应链服务业务向整车制造全价值链渗透融合。

• 提升运营效率:

业财一体化项目上线实施；搭建全面风险防控体系；针对重大涉外项目引入第三方专业团队协助提供法务支持。

拓展海外市场

Expand overseas market

2022 年，东风公司全年实现汽车出口 24.2 万辆，同比增长 58%，再创历史新高，跑赢行业大市。其中，东风进出口公司主导出口 2.5 万辆，同比销量翻番；东风风神出口 6202 辆，同比增长 7.1 倍；岚图出口 1300 辆，成功导入挪威等市场试点运营；东风商用车出口 5016 辆，同比销量翻番。全员劳动生产率和经营现金流指标均大幅改善，持续保持高效稳健运营。

In 2022, DFM has exported 242,000 vehicles in the whole year, with a year-on-year growth of 58%, reaching a new record high, outperforming the general market of the industry. Among them, Dongfeng Import and Export Company led the export of 25,000 vehicles, with the year-on-year sales doubled, Dongfeng Fengshen exported 6,202 vehicles, up by 7.1 times on a year-on-year basis; Voyah exported 1,300 vehicles and successfully introduced them into Norway and other markets for pilot operation. Dongfeng exported 5,016 commercial vehicles, with the year-on-year sales doubled. All labor productivity and operating cash flow indicators have improved significantly, and efficient and stable operations were maintained constantly.



• 2022 年 9 月，岚图 FREE 从武汉发往挪威



• 2022 年 11 月，中拉合作项目完成首批交付工作



Runmei Action: Develop Beautiful and Harmonious Social Environment

回应联合国可持续发展目标 (SDGs)
Respond to UN's sustainable development goals (SDGs)



润美行动

为社会环境赋美好
共和谐



03

怀“国之大者”促乡村振兴

Promote Rural Revitalization

乡村振兴管理

Rural Revitalization Management

作为中央企业，东风公司坚决贯彻落实党中央、国务院决策部署，持续推进在广西马山县，新疆柯坪县，西藏贡觉县，湖北房县、兴山县、恩施市、五峰县等4省7县（市）的帮扶工作，形成总部统筹全局抓、二级单位协同抓、帮扶干部具体抓的工作体系，各方联动齐参与、责任层层压实，全力为帮扶地区乡村振兴赋能增效。

As a central enterprise, DFM resolutely implements the decisions and deployments of the CPC Central Committee and the State Council, and continuously promotes the assistance work in 7 counties (cities) in 4 provinces, including Mashan County of Guangxi, Keping County of Xinjiang, Gongjue County of Tibet, Fang County, Xingshan County, Enshi City and Wufeng County of Hubei, forming a work system of overall management by the headquarters, coordinated management by secondary units and specific management of cadres. All parties participated in the work in a coordinated manner and consolidated their responsibilities, making every effort to contribute to the rural revitalization.

东风乡村振兴工作新部署



• 保持帮扶力度不减:

继续严格按照“四个不摘”要求，坚持做到资金投入力度不减、干部投入力量不减、帮扶措施不减，全面巩固现有脱贫攻坚成果，带领当地群众从脱贫向致富迈进。

• 筑牢防止返贫致贫底线:

持续跟踪脱贫户生活工作情况，从机制、政策、项目等方面给予关心支持，重点以扩大农民就业、提升农民收入为主，激发内生动力，带动农民创造更多价值，提升生活品质。

• 继续大力推进产业帮扶:

持续加大项目投入，提升项目质量，助力帮扶地区产业做强做大。同时充分发挥自身产业优势，探索与帮扶地区产业提升结合之道，为受援地区交通运输、群众出行等领域“赋能”。

• 扩大消费帮扶途径:

动员公司全价值链利益相关者参与消费帮扶，继续创新扩展多种消费帮扶途径，同时推动帮扶产品的规模化、标准化和品牌化运作，推动消费帮扶产品走向更大的市场。



• 扫一扫，观看东风公司乡村振兴回顾片

乡村振兴实践

Response to National Policies and Show the Effectiveness

东风化雨润九州，4省7县（市）换新颜。2022年，东风公司秉承“东风化雨、润泽四方”的理念，持续做好乡村振兴赋能者角色，聚焦乡村产业、人才、文化、生态、组织振兴精准施策，交出乡村振兴高质量“答卷”。在2022年度中央单位定点帮扶工作成效考核中东风公司获得“好”的最高等次评价，这也是公司第四次获得最高等次评价。

Nurturing the areas, DFM helps four provinces and 7 counties (cities) change their image. In 2022, DFM adheres to the concept of Dongfeng, the Nurturing East Wind and continues to play the role of enabler in rural revitalization, focuses on precise implementation of policies for rural industry, talent, culture, ecological and organization revitalization and achieves high-quality results in rural revitalization.

截至 2022 年底

• 累计实施帮扶项目 139 个

• 直接投入帮扶资金 8288 万元

• 实现消费帮扶金额累计 1.5 亿元



• 援藏 Provide assistance to Tibet

2022年，东风公司投入援藏资金800万元，对口支援西藏贡觉县，实施帮扶项目12个。立足东风公司援藏二十周年的关键节点，开展纪念东风公司对口援藏20周年座谈会；加大资金投入，在项目推进、产业帮扶、文教卫生、美丽乡村建设等多个领域进行全面帮扶，助力西藏地区乡村振兴。



• 东风公司在西藏贡觉县援建东风路



• 援疆 Provide assistance to Xinjiang

2022年，东风公司投入援疆资金851万元，定点帮扶新疆柯坪县，实施帮扶项目12个。支持建设标准化骆驼养殖基地；专项建设疆牧草源无土栽培牧草工厂，让柯坪羊吃上水培牧草；投资建设东风机电科技园项目，带动当地群众就业增收。



• 东风公司在新疆柯坪县建设无土栽培牧草工厂

● 援桂 Provide assistance to Guangxi

2022 年, 东风公司投入援桂资金 967 万元, 定点帮扶广西马山县, 实施帮扶项目 18 个。加大高温季消费帮扶采购活动力度, 购买鹰嘴桃、阳光玫瑰葡萄等该县应季水果, 共帮扶消费近 350 万元, 以消费带动产业发展; 充分发挥立星村产业发展中心和深圳 - 东风产业园的引领作用, 帮扶建设东风果蔬示范园和沃柑基地; 与马山县各支部开展党建共建, 推进马山县人才振兴、文化振兴和组织振兴。



● 东风公司援建广西马山县基础设施

● 润楚 Provide assistance to Hubei

2022 年, 东风公司积极探索润楚新路径, 投入房县帮扶资金 500 万元, 实施帮扶项目 9 个。与房县签订 2022 年消费帮扶采购协议, 并签订十堰职工文旅年票协议, 助力十堰乡村振兴和旅游有序复苏; 投入 200 万元, 支持房县五台乡小微产业园发展, 助推当地经济社会更快更好发展; 持续在恩施开展基础设施建设、教育帮扶、消费帮扶等项目, 为乡村振兴工作贡献东风力量。



● 东风公司助力湖北房县教育事业

守绿水青山助生态永续

Pay Attention to Ecological Protection and Sustainable Ecosystem

助力“双碳”目标

Promote Achievement of "Dual Carbon" Objective

● “绿色东风 2025” “Green DFM 2025”

“十四五”期间, 东风公司坚持“品质 智慧 和悦”价值观, 战略性推进“绿色东风 2025”和“科技跃迁”行动, 从绿色产品、绿色制造、绿色生态入手, 加强绿色工艺和低碳制造技术应用, 推动汽车全生命周期和全产业链节能减排, 努力在实现“双碳”目标方面走在前、做表率, 力争到 2025 年碳排放强度与 2020 年相比降低 15%。

During the 14th Five-Year Plan period, DFM adheres to the values of "quality, wisdom and joy", strategically promotes the actions of "Green DFM 2025" and "Technological Development" Action, starts with green products, green manufacturing and green ecology, strengthens the application of green technology and low-carbon manufacturing technology, promotes energy conservation and emission reduction in the whole life cycle of automobiles and the whole industry chain and strives to take the lead in achieving the "dual carbon" goal and compared with 2020, DFM tries to reduce carbon intensity by 15% by 2025.

2022 年, 东风公司全力推进“绿色东风 2025”行动计划。在 2022 年度国家工业和信息化部公布的绿色制造名单中, 东风公司共有 9 个单位获得工信部“绿色工厂”的称号、3 个单位获得工信部“绿色供应链管理企业”的称号、4 家单位 5 款产品获得工信部“绿色设计产品”称号, 拉动全价值链各环节的环境管理。

In 2022, DFM has fully promoted the "Green DFM 2025" action plan. In the green manufacturing list announced by Ministry of Industry and Information Technology of the People's Republic of China in 2022, nine units of DFM were awarded the title of "green factory" by the Ministry of Industry and Information Technology, three units of DFM were awarded the title of "green supply chain management enterprise" by the Ministry of Industry and Information Technology and four units and five products were awarded the title of "green design products" by the Ministry of Industry and Information Technology, thus promoting the environmental management of full value chain in different links.

● 应对气候变化 Cope with Climate Change

东风公司始终坚持可持续发展的企业战略, 将环境保护和绿色运营融入各商业模式和业务场景中, 参照《气候相关财务信息披露工作组 (TCFD) 建议报告》的建议, 对气候相关治理、战略、风险管理、目标和指标等方面进行全面管理; 开展气候变化风险识别工作, 并将其纳入企业管理的重要部分; 积极探索增加碳汇的可能性, 通过购买林业碳汇等手段抵消企业范围内的温室气体排放量。

DFM always adheres to the corporate strategy of sustainable development, integrates environmental protection and green operation into various business models and business scenarios, and carries out comprehensive management over climate-related governance, strategy, risk management, objectives and indicators in accordance with the Recommendations and Report of the Working Group on Climate-related Financial Information Disclosure (TCFD); conducts climate change risk identification and incorporates it into an important part of business management; actively explores the possibility of increasing carbon sequestration capacity and offsetting enterprise-wide greenhouse gas emissions by purchasing forestry carbon sequestration and other means.

● 环境管理体系 Environmental Management System

东风公司严格遵守法律法规，制定并完善《建设项目环境保护管理办法》《节能环保管理办法》《绩效管理办法》等内部制度，指导环境管理工作稳步运行；持续实行“6+1”节能环保管理体系，加快推进安全环保信息化、智能化建设；不断强化顶层设计，加强安全环保领导力，形成完善的管理汇报机制。2022年，东风公司通过ISO14001环境管理体系认证的生产单位比例达95.5%；达成杜绝各类环境污染事故和重大违规事件、持续深化污染防治攻坚战实施方案的2022年环境管理目标。

DFM strictly abides by laws and regulations, formulates and improves internal systems such as Environmental Protection Management Measures for Construction Projects, Energy Conservation and Environmental Protection Management Measures and Performance Management Measures to guide the steady operation of environmental management work; continuously implements the "6+1" energy conservation and environmental protection management system, and accelerates the information-based and intelligent construction of safety and environmental protection; continuously strengthens the top-level design, strengthens the leadership in safety and environmental protection, and forms a sound management and reporting mechanism. In 2022, 87 factories (subsidiaries) of DFM have passed the environmental management system certification. Moreover, DFM has established the three-level responsibility system audit mechanism for energy conservation and environmental protection (ISO14001) covering the group headquarters, secondary units and subsidiary companies (factories), with the system coverage rate of 95%; and has achieved the 2022 environmental management target of eliminating all types of environmental pollution accidents and major violations and continuously deepening the implementation plan of the pollution prevention and control.

● 环保应急管理机制 Environmental Emergency Management Mechanism

东风公司及各单位依据国家、地方环境法规以及环境管理体系要求，系统地识别、评估环境风险，各子公司或工厂均编制有突发环境事件应急预案，车间现场编制有应急作业指导书，并且每年均组织开展应急预案演练活动。

DFM and all units systematically identify and assess environmental risks in accordance with national and local environmental laws and regulations and environmental management system requirements. All subsidiaries or factories have prepared emergency rescue plans for environmental emergencies, prepared on-site emergency operation instructions for workshops, and organized and carried out emergency plan drills every year.

旗下东风本田汽车有限公司建立《环境管理应急准备和响应控制程序》，全面明确公司环境应急管理机构职责、工作流程和控制要点、应急准备及其响应等环境应急管理工作。2022年，各工厂完成突发环境事件应急预案的修订备案工作，公司未发生环境污染事件。

Dongfeng Honda Automobile Co., Ltd. establishes the Control Procedures for Environmental Management Emergency Preparedness and Response to fully clarify the responsibilities of the company's environmental emergency management organization, work flow and control points, emergency preparedness and response and other environmental emergency management work. In 2022, all factories have completed the revision and filing of emergency plans for environmental emergencies, and no environmental pollution incidents are found.

旗下郑州日产汽车有限公司开展防汛和突发环境事件应急演练，共有76人参与演练、37人现场观摩学习，通过学练结合、以练代训，切实提高企业应对暴雨灾害和次生突发环境事件的快速反应和协调配合能力。

Zhengzhou Nissan Automobile Co., Ltd. carries out drills for flood control and environmental emergencies, with 76 participants participating in the drills and 37 persons studying on site. Through learning and training, the enterprise's ability in rapid response to rainstorm disaster and secondary environmental emergencies and the ability in coordination and cooperation have been truly improved.



● 旗下郑州日产汽车有限公司防汛和突发环境事件应急演练

开发绿色产品

Develop Green Products

● 环保技术 Environmental Protection Technology

东风公司加大开展研究创新与资源共享力度，实施三电核心总成、整车平台架构、充电技术、氢能源等多条技术发展路线，为汽车行业实现低碳环保、可持续发展作出东风贡献。

DFM has intensified its efforts in research and innovation and resource sharing, and implemented several technological development routes, such as the core assembly of three electric vehicles, vehicle platform architecture, charging and replacing technology and hydrogen energy to make contributions to the low-carbon, environmental protection and sustainable development of the automobile industry.

2023年，东风公司研发的全新马赫1.5T发动机最高热效率经中汽研权威认证达到45.18%，是行业首款热效率认证突破45%的汽油机，获得“能效之星”认证，混动总成实现40%的节油率，推进民族汽车工业技术达到新高度。

In 2023, the highest thermal efficiency of new Mach 1.5T engine researched and developed by DFM reaches 45.18% upon authoritative certification of China Automotive Research Institution, which is the first gasoline engine in the industry which thermal efficiency exceeds 45% and has obtained the certification of "Energy Efficiency Star". The hybrid assembly achieves 40% fuel saving rate, which promotes the national automobile industry technology to a new height.



● 旗下东风商用车有限公司自主研发的龙擎自主控制系统氢发动机成功点火

● 低碳产品 Low-carbon Products

东风公司从生产端和消费端双向发力，大力推动产品向低碳化、节能化方向转型，推动东风高效燃油车、新能源车健康快速发展，为“双碳”助跑。2022年，实施新能源“跃迁”战略，东风纳米BOX、风神全新E70、岚图梦想家和追光等10余款新能源产品。

DFM drives the development at production end and consumption end and vigorously promotes the development of products in a low-carbon and energy-saving direction, promotes rapid and healthy development of DFM efficient fuel vehicles and new energy vehicles and provides a driving force for "dual carbon" development. In 2022, DFM implements new energy "development" strategy and releases more than 10 new energy products such as DFM EV NM BOX, Fengshen New E70, Voyah Dreamer and Light Tracing Series.



● 国内首款全功率燃料电池乘用车“东风氢舟”百公里耗氢量仅为0.751公斤，达到国际领先水平

创建绿色工厂

Build Green Factory

● 循环经济 Circular Economy

东风公司加快推动绿色低碳循环发展，进一步强化循环经济产业链延伸，改造和推广中水、废水、固废的循环使用，实现资源利用最大化、污染物排放最小化，提升绿色发展水平。

DFM accelerates the development of green and low-carbon cycle, further strengthens the extension of the industrial chain of circular economy, transforms and promotes the recycling of reclaimed water, wastewater and solid waste, realizes the maximum utilization of resources and minimization of pollutant discharge, and improves the level of green development.

旗下东风鸿泰控股集团有限公司围绕电池全生命周期产业进行布局，探索电池材料循环，降低动力电池原材料开采及生产环节所产生的碳排放，显著减少动力电池全生命周期碳足迹。

Dongfeng Hongtai Holdings Group Co., Ltd. focuses on the battery life cycle industry, explores the battery material cycle development, reduces the carbon emissions generated by the mining and production of power battery raw materials, and significantly reduces the carbon footprint of power battery life cycle.

旗下东风畅行科技股份有限公司开展报废车辆回用件项目，连续两年回用件产值超过300万元，在解决停产车型备件短缺等问题的同时，减少生产新件的碳排放。

Dongfeng Changxing Technology Co., Ltd. carries out the project of recycled parts for scrapped vehicles, with the output value of recycled parts exceeding 3 million yuan for two consecutive years. When solving problems such as the shortage of spare parts for discontinued models, the company has also reduced carbon emissions from the production of new parts.

● 能源管理 Energy Management

东风公司严格遵守国家及地方法律法规，持续落实《能源管理办法》等内部制度，完善综合能源管理机制；依托数字化管理平台分析用能数据，综合采取合理、可行的技术和管理措施，实现智能、有序用能。2022年，东风公司14个单位通过建设并运行光伏发电，消纳可再生能源，实现多能高效互补利用。

DFM strictly abides by the national and local laws and regulations, continues to implement the "Measures for Energy Management" and other internal systems, and improves the comprehensive energy management mechanism; relying on digital management platform to analyze energy use data, DFM takes reasonable and feasible technical and management measures to realize intelligent and orderly energy use. In 2022, 14 units of DFM consume renewable energy through the construction and operation of photovoltaic power generation to realize the efficient and complementary utilization of multiple energy sources.

旗下猛士科技有限公司致力于打造包括智能制造生产单元、精益高效办公单元、豪华越野体验单元在内的零碳示范区，园区建筑从建设开始就考虑节能及光伏应用，焊装、涂装以及办公楼上面全部采用光伏发电，打造绿色、低碳园区，建设全新现代化标杆工厂。

旗下东风商用车有限公司加速推广清洁能源应用，采取“自发自用、余电上网”模式，建设约14.9万平方米的建筑屋面光伏发电项目。工程全部竣工投运后最大发电量可满足工厂白天50%至75%的满产负荷要求，年发电量预计1500万度，每年可减少碳排放8000吨。一期项目于2022年8月成功并网发电。



● 旗下猛士科技有限公司建设“零碳”工业园示范区



● 旗下东风商用车有限公司一期光伏发电项目



● 旗下东风柳州汽车有限公司光伏发电清洁能源项目

按类型划分的直接及 / 间接能源总耗量 (2022 年)

| 指标名称 | | 计量单位 | 2022 年实际 |
|--------|-----|-------|----------|
| 一次能源 | 煤炭 | 万吨标煤 | 0 |
| | 天然气 | 万立方米 | 9884 |
| | | 吨标煤 | 131457 |
| 二次能源 | 电力 | 万千瓦时 | 248951 |
| | | 吨标煤 | 305961 |
| | 热力 | 百万千焦 | 290306 |
| | | 吨标煤 | 9899 |
| | 汽油 | 吨 | 12588 |
| | | 吨标煤 | 18522 |
| | | 柴油 | 吨 |
| | 吨标煤 | 22674 | |
| 其他 | 吨标煤 | 29291 | |
| 能源消费总量 | | 吨标煤 | 517804 |

东风公司 2022 年工业总产值 40319475.0887 万元
万元产值综合能耗 0.0125 吨标煤 / 万元

● 节能减排 Energy Saving and Emission Reduction

东风公司各单位结合自身实际和业务特点，从汽车产品全价值链的各个环节开展节能减排改善活动。2022 年，东风公司投资 79194.8 万元实施节能环保项目。

All units of DFM carry out the energy saving and emission reduction activities at different links from the whole value chain of automobile products based on their own actual conditions and business characteristics. In 2022, DFM invests 791.948 million yuan to implement energy saving and environmental protection project.

东风汽车集团有限公司技术中心投入 44.5 万元对发动机试验室风冷冷水机组进行更新，集中控制后实现节能 5%，年节电 17 万 kWh，降本 10 万元。

Technical Center of DFM invests 445000 yuan to update the air-cooled chiller in the engine test room. After centralized control, energy saving objective of 5% is achieved, with an annual electricity saving of 170,000 kWh and cost reduction of 100,000 yuan.

旗下岚图汽车科技有限公司通过对标分析，将综合站房的空压机、制冷机的冷却循环水补水改为中水实施方案，单日节水量约 110 吨。

Voyah Automobile Technology Co., Ltd., through standard analysis, changes the cooling and circulating water replenishment of air compressors and chillers in the comprehensive station room into reclaimed water implementation plan, saving about 110 tons of water per day.

● 三废管理 Three-waste Management

东风公司制定《深化污染防治攻坚战实施方案》，以源头控制、过程管控、末端治理为实现路径，突出精准治污、科学治污、依法治污，保证污染防治攻坚战取得成效。

DFM formulates the Implementation Plan for Deepening the Battle of Pollution Prevention and Control, takes source control, process control and end treatment as the realization path, highlights precise pollution control, scientific pollution control and legal pollution control to ensure the effectiveness of pollution prevention and control.

废水治理 Waste water treatment

东风公司重点推进 11 家二级单位开展废水在线监测设备设施改造，累计完成 214 台废水在线监测设备设施更新升级。

DFM focuses on promoting the renovation of online wastewater monitoring equipment and facilities in 11 secondary units, and has upgraded 214 sets of online wastewater monitoring equipment and facilities.

旗下东风本田汽车有限公司通过制水机浓水回用、污水站中水回用能扩及改善等方式扩大中水回用的范围，减少污染物排放。

Dongfeng Honda Automobile Co., Ltd. increases the scope of reclaimed water reuse through the recycling of concentrated water from the water generators and the expansion and improvement of the recycling capacity of reclaimed water from the sewage station to reduce the discharge of pollutants.

废气治理 Waste gas treatment

东风公司通过定期测量、监控并分析废气及其污染物的排放情况，采取专项治理措施进行废气的控制和处理，实现从排放源头降低废气排放量。

DFM regularly measures, monitors and analyzes the discharge of waste gas and its pollutants, and takes special treatment measures to control and treat the waste gas, so as to reduce the emission from the emission source.

旗下东风乘用车公司、神龙汽车有限公司积极治理铸造和焊接废气，通过增设焊接烟气收集罩、更换除尘器滤芯等，减少焊接废气排放。

Dongfeng Passenger Vehicle Company and Dongfeng Peugeot Citroen Automobile Company Ltd. actively control the casting and welding waste gas and reduces the welding waste gas emission by adding welding flue gas collection cover and replacing the dust collector filter elements.

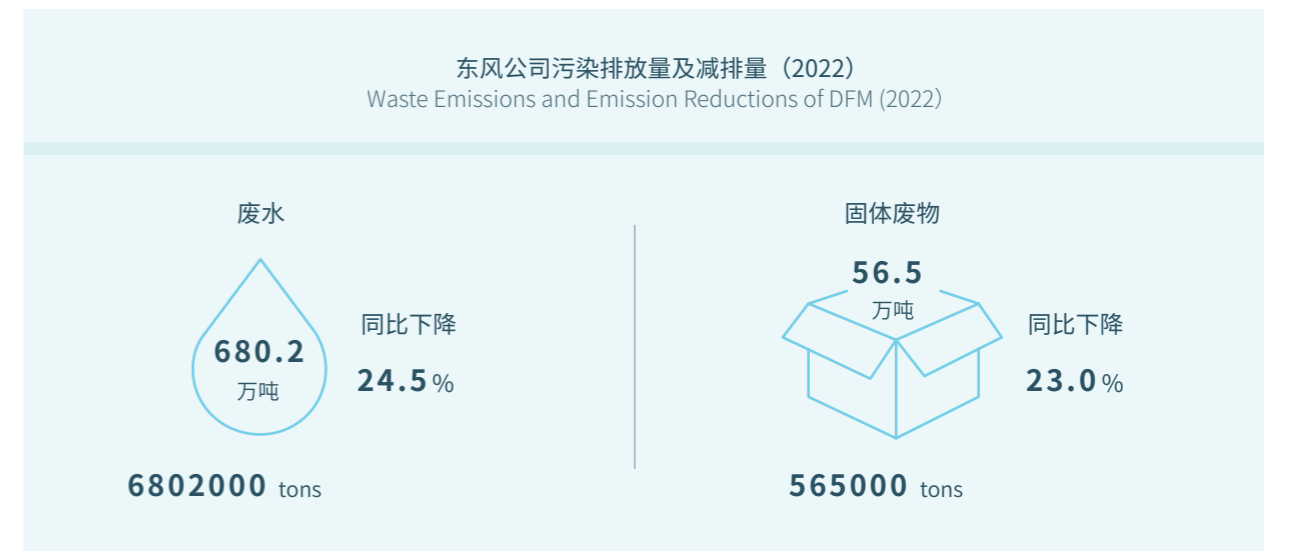
旗下东风本田发动机有限公司在厂内安装铸造机油雾收集装置收集废气、运用废气在线监控系统对排放物进行监测，确保废气排放符合标准。

Dongfeng Honda Engine Co., Ltd. installs casting oil mist collection devices in the plant to collect waste gas, and uses exhaust gas online monitoring system to monitor emissions to ensure that exhaust gas emissions can meet standards.

废弃物治理 Waste treatment

旗下东风商用车有限公司积极探索危险废物减量化和资源化再利用，将龙擎动力废棕刚玉磨屑进行回收。2022 年，公司回收 10 余吨，危废产生量同比减少 1168.12 吨，处置费用减少 259.04 万元。

Dongfeng Commercial Vehicle Co., Ltd. actively explores the reduction and recycling of hazardous waste, and recycles the waste brown corundum abrasive dust of Dragon Power. In 2022, the company recycled more than 10 tons of hazardous waste, reducing the production volume by 1,168.12 tons on year-on-year basis, and reducing the disposal cost by 2,590,400 yuan.



● 绿色供应链 Green Supply Chain

东风公司致力于推动全产业共创环保价值，持续推进绿色采购，带动供应链伙伴开展绿色转型，开拓合作共赢新局面；制定完善的供应商准入和管理标准，将环境体系管理工作与日常采购工作相融合，对供应商进行环保监控，降低供应链 ESG 风险。

DFM is committed to promoting the whole industry to create environmental protection value, continuously promoting green procurement, driving supply chain partners to carry out green transformation, and opening up a new situation of win-win cooperation; establishes perfect supplier access and management standards, integrates environmental system management with daily procurement, performs environmental protection monitoring over suppliers and reduces supply chain ESG risks.

• 供应商准入

采购制度中明确要求新进入供应商必须具备环保资质，并将供应商环境管理体系认证作为审核项，对不符合标准的供应商采取否定策略，明确要求项目类采购应签订安全环保协议。

• 供应商风险管理

定期对供应商资质进行核查，督促供应商及时更换、更新相关证书，确保其资质。

• 供应链协同赋能

借助严格的要求，规范并推动供应商加强碳排放管理，规范项目的运行。

旗下东风本田汽车有限公司推动 70% 的供应商开展企业碳管理或能源管理项目，并通过公司内部绿色采购系统披露其二氧化碳减排量。2022 年，总计 228 家重点供应商引入绿色采购系统，温室气体排放量同比减少 1.44%。

Dongfeng Honda Automobile Co., Ltd. promotes 70% of suppliers to carry out corporate carbon management or energy management projects, and discloses their carbon dioxide emission reduction through the company's internal green procurement system. In 2022, a total of 228 key suppliers introduced green procurement systems, reducing greenhouse gas emissions by 1.44 percent on year-on-year basis.

● 绿色包装 Green Packaging

东风公司严格遵循包装材料可循环、减量化的原则，增加可回收包装材料的采购力度，降低资源使用对环境的影响。2022 年，公司包装材料消耗量为 1459 吨，其中可回收包装材料消耗量为 1450 吨，占比约为 99%。

DFM strictly follows the principle that packaging materials can be recycled and reduced, and increases the procurement of recyclable packaging materials to reduce the impact of resource use on the environment. In 2022, the company consumed 1,459 tons of packaging materials, among which 1,450 tons of recyclable packaging materials accounted for about 99%.

● 绿色运输 Green Transportation

东风公司打造绿色智能的物流体系，将产品、门店和客户等相联结，构建绿色低碳循环生态，在绿色运输、绿色仓储等物流关键环节发力，不断推进物流机械化、自动化、信息化，加速向低污染、低消耗、低排放、高效率的现代化物流转型。

DFM creates a green and intelligent logistics system, connects products, stores and customers, builds a green, low-carbon and circular ecology, make efforts in green transportation, green warehousing and other key links of logistics, constantly promotes logistics mechanization, automation and information, and accelerates the its transformation to low-pollution, low-consumption, low-emission and high-efficiency modern logistics.

旗下东风汽车股份有限公司积极开展物流运输及仓储电气化，构建绿色物流体系。2022 年，公司厂内叉车、牵引车电动化率已经达到 90%；要求入厂物流车辆排放 100% 达到国五以上标准，全面淘汰老旧车辆。

● 绿色文化 Green Culture

旗下东风乘用车公司围绕环保主题，先后开展主题签名、环保知识教育培训、全员节能环保知识答题等活动，大力宣传节能环保、碳达峰碳中和等知识。

Dongfeng Passenger Vehicle Company focuses on the environmental protection subjects and carries out activities such as subject signature, education and training on environmental protection knowledge and answering questions on energy conservation and environmental protection knowledge and vigorously promotes the knowledge of energy conservation as well as the carbon dioxide emission and carbon neutrality.

旗下东风特种商用车有限公司积极倡导环保意识、生态意识，利用环境保护法宣传周及安全环保月组织相应活动与宣传，为公司推进环保工作注入绿色动能。

旗下智新科技股份有限公司面向员工开展工业固体废弃物分类、节能降碳知识宣传等环保知识普及培训，增强员工环保意识。

Zhixin Technology Co., Ltd. carries out environmental protection knowledge popularization and training for employees in the fields such as industrial solid waste classification, energy saving and carbon reduction knowledge publicity, so as to enhance the environmental awareness of employees.

● 绿色办公 Green Office

旗下东风日产乘用车公司在办公中全面树立生态责任意识，以智能楼宇控制系统为助力，对楼宇资源共享系统、智能灯光系统、智能中控系统等进行节能控制，节能效果可达 45%。

Dongfeng Nissan Passenger Vehicle Company develops a comprehensive awareness of ecological responsibility in the office. With the help of intelligent building control system, the company carries out energy saving control on building resource sharing system, intelligent lighting system, intelligent central control system and other systems, with the energy saving effect being 45%.

旗下郑州日产汽车有限公司开展节能环保宣传活动，鼓励员工在办公区域内减少能源和资源消耗，通过午休关灯一小时活动、乘坐班车通勤等减少二氧化碳排放。

Zhengzhou Nissan Automobile Co., Ltd. carries out energy conservation and environmental protection publicity activities, encourages employees to reduce energy and resource consumption in the office area, and reduces carbon dioxide emissions by turning off lights for one hour during lunch break and encouraging commuting by shuttle bus.

旗下深圳市东风南方实业集团有限公司有效推进环保行动，倡导员工节水、节电、节约办公用品、光盘行动、绿色出行、绿色会议等绿色方式，引领低碳生活。

Shenzhen Dongfeng South Industrial Group Co., Ltd. effectively promotes environmental protection actions, advocates employees to save water, electricity, office supplies, Clean Your Plate Campaign, green travel, green meetings and other green lifestyles and leads a low-carbon life.

● 绿色公益 Green and Public Service

旗下岚图汽车科技有限公司与东风日产乘用车公司开展党支部共建活动，近 80 名党员及岚图志愿者协会代表齐聚武汉，开展以“履行植树义务 共建美丽武汉”为主题的“岚图公益林”植树活动。

Voyah Automobile Technology Co., Ltd. and Dongfeng Nissan Passenger Vehicle Company carry out the Party branch co-construction activities and gather nearly 80 Party members and representatives of Voyah Volunteer Association in Wuhan to carry out tree planting activity of Voyah Public Welfare Forest themed by "performing tree planting obligations and building a beautiful Wuhan".



● 旗下岚图汽车科技有限公司与旗下东风日产乘用车公司联合开展植树活动

旗下东风本田汽车有限公司开展“悦·蓝天”碳中和林植树项目，共投入 540 余万元，在武汉市将军山开展 1100 余亩碳汇林种植活动，该项目兼顾产业发展和资源保护，是具有示范效应的全新碳中和林项目运营模式。

Dongfeng Honda Automobile Co., Ltd. carries out "Yue-Blue Sky" carbon neutral forest planting project and invests more than 5.4 million yuan to plant carbon sequestration forest of more than 1100mu in Jiangjun Mountain, Wuhan. The project combines industrial development and resource protection and is a new operation mode of carbon neutral forest project with demonstration effect.



● 旗下东风本田汽车有限公司“悦·蓝天”碳中和林植树项目签约及启动仪式

践行绿色运营

Implement Green Operation

聚焦“双碳” 乘绿色东风绘“30·60”碳中和蓝图

党的二十大报告提出，“要加快发展方式绿色转型，加快推动产业结构、能源结构、交通运输结构等调整优化。实施全面节约战略，发展绿色低碳产业，倡导绿色消费，推动形成绿色低碳的生产方式和生活方式”。践行“双碳”战略，推动绿色低碳发展，已成为车企履行经济责任、政治责任和社会责任的必选题。东风公司作为车企国家队，争做减碳“行动派”，将绿色融入企业发展，积极探索减碳路径，以实现环境与汽车产业的可持续发展。

我们的目标：

坚决贯彻落实国家“双碳”战略，2025年万元产值（营业收入）碳排放较2020年下降15%，2028年较2020年下降20%；2024年不再推出全新纯燃油车，2028年开始停售纯燃油车，并在2028年实现“碳达峰”。

绿色技术·低碳转型

技术创新突破是实现碳减排最重要的手段之一。东风公司通过加大新能源和智能化技术研发投入，大力推进轻量化研发，实现极致降低能耗，助推节能减碳、绿色转型。

纯电车型：开发研制东风量子架构2号平台，应用该平台的车型可实现能耗<12.5kWh/100km

高速电机：实现单台电机的体积较传统电机减少12.5%以上

电池：自主开发电芯到电池包成组技术（CTP）、电芯到底盘成组技术（CTC）。以60kWh磷酸铁锂电量核算，单车每年可实现17.5吨碳减排

专用混动发动机：采用高压压缩比、低压EGR等多种核心关键技术，相对一般混动可降低8.6%的碳排放

氢能：东风公司累计销量超过3500辆氢燃料电池车，每年估算可减排1.8万吨二氧化碳

轻量化：建立整车轻量化碳排放的减排模型并提出轻量化的减碳目标，即2025年实现整车减重20%，整车降碳5%的目标

补能生态技术：开发完成智能光储充放微电网系统、800V无线充电技术，落成V2G零碳超级场站，实现无线充电小批量装车

绿色工艺·低碳减排

东风公司持续推进绿色生产方式，全面打造绿色工厂，加强绿色工艺和低碳制造技术应用，致力达到节能减碳。

冲压工厂

- 改造高速线废料传送带，能耗从原来的17%降低至10%，减少二氧化碳排放83.3吨/年

焊装工厂

- 引入智能化焊接群控系统，实现无火花焊接，有效控制焊烟生成，实现工艺调试速度提升90%，节约能耗30%以上
- 通过焊装机器人断电能耗降低改善，降低长假能耗，减少二氧化碳排放290.5吨/年

涂装工厂

- 采用薄膜型前处理工艺代替传统磷化工艺，为公司节约电能50.9万千瓦时，节约天然气60.2万立方米，减少碳排放约4000吨

总装工厂

- 引入AGV输送链，可以实现多种车型配置混线生产；以定制化生产模式应对不同订单数量的生产方式，提升设备利用率和生产效率



• AGV车门输送链

绿色生态·加码碳市场

东风公司积极倡导与产业链、生态圈企业一起携手打造绿色生态系统，与交通、能源、信息、金融等行业企业深化战略合作，共建跨产业绿色生态与履行社会责任相结合，以建设“碳平衡”生态经济林等方式积极进行“碳补偿”。

绿色保障·夯实低碳

● 1+2+3+N 节能降碳运营模式

东风公司在制造领域实施“双碳”战略过程中，逐步建立独具特色的管理运营模式，即1+2+3+N节能降碳运营模式，为绿色东风夯实基础。其中，节能PDCA管理机制可带来万元产值能耗下降26.2%，单台二氧化碳削减44.4%，实现碳减排10%，收益659万元/年。

1+2+3+N 节能降碳运营模式

| 1 | 2 | 3 | N |
|--|--|---|---|
| 一种机制 | 二个BM活动 | 三级节能诊断 | New技术，N种类 |
| <ul style="list-style-type: none"> 节能PDCA管理机制 | <ul style="list-style-type: none"> 涂装工程BM活动 压缩空气压力BM活动 | <ul style="list-style-type: none"> 车间级节能诊断 工厂级节能诊断 PV级节能诊断 | <ul style="list-style-type: none"> 自主开发（内部） 节能新技术（外部） 清洁能源导入 |

● 监控制度

东风公司重点围绕可视化、碳排放数据模型，能耗优化、整车碳排放模型等角度积极探索搭建碳排放数据智能管理系统。

● 标准制定

东风公司积极参与国家碳排放标准体系的建立，第一批加入全国汽车标准化技术委员会下的“汽车绿色制造标准工作组碳中和研究小组”，深度参与整车企业和整车产品的碳排放核算标准的国行标制定，并牵头制定《发动机碳排放核算技术规范》行业标准；在团标方面，牵头中国汽车工业协会《汽车行业生产企业温室气体排放核算与报告规范》标准制定。

聚员工合力绘奋进篇章

Employees Work Together to Create A New Chapter

保障员工权益

Guarantee Rights and Interests of Employees

- 东风公司全面落实劳动法律法规，依法制定招聘录用、劳动合同、劳动纪律、休息休假、人事档案等劳动用工管理制度，严守法律底线，积极履行企业道德规范，维护公司和员工的合法权益。
- DFM fully implements the labor laws and regulations, formulates labor management systems such as recruitment, labor contracts, labor discipline, rest and vacation and personnel archives, strictly undertakes legal responsibilities, actively implements corporate ethics, and safeguards the legitimate rights and interests of the company and employees.
- 东风公司建立人力资源合规管理评价体系，定期对下属用人单位开展劳动用工合规管理诊断，通过 PDCA 循环，不断提高人力资源管理水平，积极构建和谐稳定的劳动关系。
- DFM establishes a human resources compliance management evaluation system, regularly makes labor and employment compliance management evaluation for subordinate employers, continuously improves human resources management level through the PDCA cycle, and actively builds a harmonious and stable labor relationship.
- 东风公司充分尊重员工隐私，不收集与工作无关的员工隐私信息。
- DFM fully respects employee privacy and does not collect the employee privacy information not related to work.
- 东风公司依法按时按标准支付员工劳动报酬，及时为员工缴纳养老、医疗、失业、工伤、生育等社会保险和住房公积金、企业年金、补充医疗保险、重大疾病保险、意外伤害和交通工具意外伤害保险、困难救助基金等。
- DFM pays the labor remuneration to employees on time based on standards and pays the social insurances such as pension, medical care, unemployment, work-related injury, maternity insurance, housing accumulation fund, enterprise annuity, supplementary medical insurance, major disease insurance, accidental injury and accident insurance of transportation for employees and hardship relief fund.
- 东风公司严格遵守国家相关法律法规，在招聘过程中对员工实际年龄进行核实，杜绝使用童工，充分尊重员工的择业自由及工作自由权利，杜绝任何理由的强制性劳动，不以任何方式限制员工的人身自由。
- DFM strictly abides by the relevant national laws and regulations, checks the actual age of employees during the recruitment, avoids recruitment of child labor, fully respects the employees' freedom in choosing occupation and working, eliminates forced labor for any reason, and prohibits restricting the personal freedom of employees in any way.
- 东风公司加强民主管理，充分发挥广大员工参与民主管理、民主监督、民主决策的积极性和主动性。
- DFM enhances the democratic management and fully encourages employees to actively participate in the democratic management, democratic supervision and democratic decision-making.
- 东风公司认真贯彻实施带薪年假制度，2022 年员工人均带薪年假为 9.94 天。
- DFM carefully implements paid annual leave system. In 2022, the average paid annual leave for employees reaches 9.94 days.

| 指标名称 The index name | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|--|---------|-------|-------|-------|-------|-------|
| 劳动合同签订率 (%) Labor contract signing rate | 100 | 100 | 100 | 100 | 100 | 100 |
| 所属单位与工会集体合同签订率 (%) Unit of affiliation and labor union collective contract signing rate | 100 | 100 | 98 | 98.12 | 98 | 98 |
| 参加工会员工的比例 (%) The percentage of unionized employees | 99.9 | 99.9 | 100 | 99.1 | 99 | 98 |
| 吸纳就业 (人) Employees recruited | 24069 | 22696 | 16762 | 16222 | 19208 | 25577 |
| 本地化雇佣比例 (%) Localized employment ratio | 99.89 | 99.98 | 99 | 99 | 98 | 95 |
| 少数民族员工比例 (%) Proportion of minority employees | 3.89 | 4.24 | 3.92 | 3.8 | 1.4 | 1.68 |
| 员工流失率 (%) Employee turnover rate | 9.46 | 8.7 | 9.8 | 5.99 | 6.1 | 5.7 |
| 人均带薪年假 (天) Annual paid vacation | 9.94 | 9.98 | 10 | 10.6 | 10 | 10 |
| 女性高级管理者比例 (%) The proportion of women in senior management | 7.83 | 8.31 | 7 | 6 | 6 | 7 |
| 公司残疾人总数 (人) Total number of disabled persons in the company | 359 | 447 | 1512 | 1600 | 1650 | 1726 |
| 男女员工比例 Ratio of male to female employees | 81 : 19 | 8 : 2 | 8 : 2 | 8 : 2 | 7 : 3 | 7 : 3 |

牢守安全底线

Safeguard the Safety Bottom Line

● 安全生产管理 Safety production management

东风公司依据《东风汽车集团有限公司各业务领域安全生产及环境保护履责管理规定》，建立基于岗位特征的风险、责任、能力、考核四位一体，各业务领域安全生产责任制横向到边、纵向到底的责任体系，夯实安全生产基础；发布《东风汽车集团股份有限公司安全生产应急管理办法》，在全公司范围内建设各级各类生产安全事故应急管理体系。

DFM releases the Regulations on the Management of Safety Production and Environmental Protection Responsibility Performance in Various Business Fields of DFM and establishes four-in-one all-round safety production responsibility system for each business field based on job characteristics to strengthen the foundation for safety production.

● 安全隐患排查 Investigation of potential safety hazards

东风公司明确公司各层级管理人员安全隐患排查职责及管理要求，通过专项整治工作部署、开展安全环保督查，严防死守，杜绝安全隐患。2022 年，对 27 个单位、52 个工厂开展 107 次安全环保督查，共发现 970 项问题并督促整改。

DFM clearly identifies the investigation responsibilities and management requirements of the company's management personnel at all levels for the potential safety hazards, carries out safety and environmental supervision through the deployment of special remediation work, and strictly prevents safety risks. In 2022, DFM has conducted 107 safety and environmental protection inspections in 27 units and 52 factories, and found 970 problems and urged them to take rectification measures.

● 安全文化建设 Safety culture construction

东风公司发布《东风汽车集团有限公司安全生产培训管理办法》，规范安全教育培训流程机制，通过完善管理办法，对安全教育要求进一步细化、具体化、可实施化。2022 年，东风公司共培训员工 99667 人次，其中三级教育 2599 人次、危险作业人员 520 人次、班组长 177 人次、相关方 17 人次、“四新”培训 38 人次、职业健康培训 3603 人次，其他培训 92713 人次，为提升安全专业化管理水平夯实基础。

● 保障身心健康 Guarantee physical and mental health

东风公司建立健康体检档案实现员工全覆盖，年度开展健康体检、女工专项体检、职业病体检，保障员工职业健康；推进 EAP 员工心理健康咨询项目，配置减压设备设施，开设心理咨询室，通过每月邀请心理咨询专家到公司开展现场咨询、开设免费心理咨询热线等活动，纾解员工心理压力，全力守护员工身心健康。



● 旗下东风越野车有限公司健康小屋

● 预防职业病及工伤 Occupational disease and injury prevention

东风公司对全公司职业健康管理进行规范，实行分类管理、综合治理，为职工创造符合国家职业卫生标准和卫生要求的工作环境和条件；鼓励工伤预防项目投入、对工伤预防项目给予补贴及支持，促进旗下各单位积极改进现场作业环境，提升改造环境本质化安全水平。积极推进去石棉化项目，消除石棉对员工身心健康的危害；推进泡沫夹芯板替换项目，对存留泡沫夹芯板等易燃厂房统一进行更换、替换，杜绝厂房易燃带来的员工生命伤害风险。

DFM standardizes the occupational health management of the whole company, implements classified management and comprehensive treatment, and creates working environment and conditions that meet the national occupational health standards and health requirements for its employees; encourages investment in industrial injury prevention projects, provides subsidies and support for industrial injury prevention projects, and encourages all affiliated units to actively improve the site operating environment and improves the intrinsic safety level of the transformation environment; actively promotes the asbestos removal project to eliminate the harm of asbestos to the physical and mental health of employees; promotes the foam sandwich board replacement project, and replaces the remaining foam sandwich boards in flammable workshops in a unified manner, so as to prevent the risk of life injury of employees caused by the inflammable workshops.

旗下东风日产乘用车公司赤坨发动机工厂变速箱车间，通过对生产现场设备进行自动化改造、加装隔声罩及隔声控制间，员工在隔声控制间内操作设备，降低噪声带来的危害。

In the gearbox workshop of Dongfeng Nissan Passenger Vehicle Company's Chini Engine Plant, the company carries out automatic transformation of the production site equipment, installs sound insulation cover and establishes sound insulation control room, so that the employees can operate the equipment in the sound insulation control room, which can reduce the harm caused by noise.

赋能员工成长

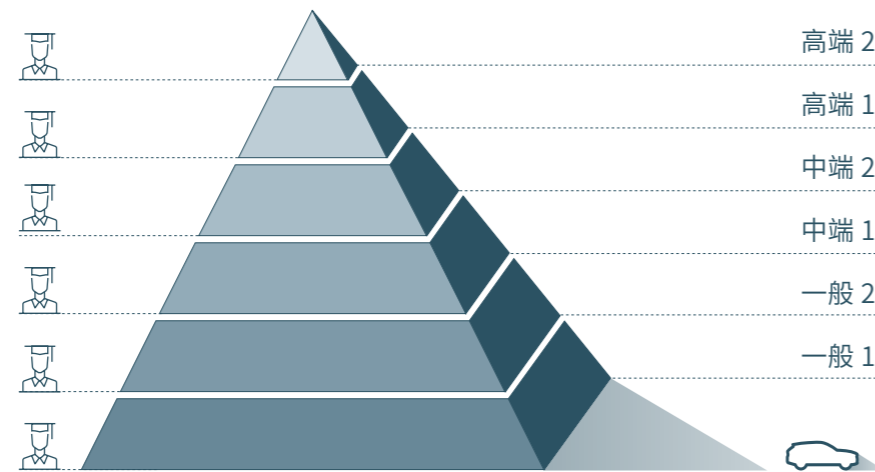
Promote Employee Growth

● 人才发展渠道 Talent Development Channel

东风公司建立了完善的专业人才发展通道。高端领军人才方面，公司以《东风公司“公司级”专业人才管理办法》为指引，建立公司级专业人才网；科技领军人才方面，发布《东风公司技术总师管理办法》和《公司科技人才队伍建设的实施意见》，建立公司各专业技术委员会平台；青年人才方面，提供管理和专业双渠道职业发展路径，以《东风公司青苗人才管理办法》为指引，以“建机制、树品牌、活全局、育人才”为主要方向，构建东风青苗 U30 人才生态系统，向高级管理人才和专业技术、高技能人才梯队源源不断输送年轻力量。

DFM establishes a sound development channel for the professional talents and establishes a professional talent pool at corporate level for high-end talents under the guidance of Management Methods of DFM for Professional Talents at "Corporate Level"; releases Administrative Measures of DFM for Chief Technical Engineer and the Implementation Opinions on the Construction of the Company's Scientific and Technological Talent Team for the leaders in science and technology field and establishes the company's professional technical committee platform; provides management and professional dual-channel career development paths for young talents under the guidance of Management Measures of DFM for Young Talent, takes "building mechanism, cultivating brand, overall planning and cultivating talents" as the main direction and constructs Dongfeng Qingmiao U30 talent ecological system to constantly cultivate senior management talents, professional technical personnel and high-skilled talents.

东风人才结构图



● 人才培养体系 Talent Cultivation System

东风公司构建多层次、多形式、多维度的培训体系，为打造高素质专业化干部人才队伍夯实基础。以培训为载体识别优秀干部，不断夯实后备干部梯队；根据时事热点、行业趋势、公司发展需求开展专题培训；升级“科创学堂”2.0版，强化“五化”人才内生培养；服务市场一线，完善营销人才培养体系；强化数控加工、机电一体化等技能人才培育，提升高技能人才占比；推进国际化人才培养，为建设世界一流企业储备人才。

DFM establishes a multi-tiered, multi-form and multi-dimensional training system to lay a solid foundation for building a team of high-quality professional cadres and talents. Taking training as the carrier, DFM identifies outstanding cadres and constantly consolidates the reserve cadres echelon; carries out special training according to current events, industry trends and company development needs; upgrades the 2.0 version of the "Science and Innovation School" and strengthens the internal cultivation of talents in the "Five Modernizations"; serves the front line of the market, improves the training system of marketing talents; strengthens the training of CNC machining, mechatronics and other skills to increase the proportion of highly-skilled personnel; promotes the cultivation of international talents and reserves talents for the construction of world-class enterprises.

2022年，东风公司以《东风公司2018-2022管理人员教育培训规划》《东风公司“十四五”领跃2025人力资源规划》为指引，组织培训30847期，培训人次达110.88万，人均64.63学时，培训费用达0.97亿元。

In 2022, under the guidance of DFM's Management Personnel Education and Training Plan for 2018-2022 and DFM's 14th Five-year Plan for 2025 Human Resources, DFM organizes 30847 trainings and trains 1.1088 million trainees, with 64.63 training hours per capita and 97 million yuan of training expense.



● 东风公司第42期中青班



● 东风公司青苗课堂学员合影

关爱员工生活

Care for Employees' Life

● 提升员工满意度 Improve Employee Satisfaction

东风公司“心悦契合”员工调查覆盖旗下29家主要单位，发放问卷85930份，抽样率86%，问卷答复率94%，有效抽样率73%。2022年，东风公司员工满意度整体得分73%，较上年度提升3%，高于中国汽车行业75分位和中国制造业水平。

DFM's Employee Satisfaction Survey covers 29 major units, with 85,930 questionnaires issued, sampling rate of 86%, response rate of 94% and effective sampling rate of 73%. In 2022, DFM's employee satisfaction can reach 73%, up by 3% compared with that of last year, which is 75% higher than the automobile industry of China and Chinese manufacturing industry level.

● 愉悦员工生活 Help Employees Live a Happy Life

东风公司倡导健康东风、全员健身新风尚，满足广大员工健身需求，东风公司工会创新活动载体，连续两年开展“悦·东风”全员健身打卡活动，截至 2022 年底，“悦东风”App 下载量达 6.1 万人次；与十堰市联合开展全民健康跑活动，本次赛事参加人数多、员工覆盖面广，近 1 万人参与，有效带动员工健康生活；开展“喜迎二十大 幸福在东风”东风公司百对员工云端集体婚礼活动，为 100 对新人送祝福。

DFM advocates the new fashion of healthy DFM and all-staff fitness to meet the needs of employees for fitness. The union of DFM, as the carrier of innovation activity, carries out the "Joy·DFM" all-staff fitness activity for two consecutive years. By the end of 2022, the App of "Joy·DFM" has been downloaded by 61,000 people. Moreover, DFM also carries out the National Health Run with Shiyan City, which attracts a large number of participants and has a wide coverage of employees, with nearly 10,000 participants, thus effectively promoting the healthy life of employees; DFM carries out "Welcome the 20th National Congress-Happy Life Created by DFM" cloud group wedding activity to deliver blessing to 100 couples in DFM.



● 东风公司与十堰市联合开展全民健康跑活动

守护员工幸福

Bring Happiness to Employees

东风公司注重增进员工福祉，面向女性员工、困难员工、离退休员工等细分群体加大关怀慰问力度，提升员工幸福感、归属感。2022 年，加强对女性员工关爱，对 10 家爱心妈咪小屋升级服务，竭力帮助女性员工解决生育后顾之忧；支持女性科技工作者施展才华，开展“巾帼创新工作室”创建考评工作，授予 6 个集体“巾帼创新工作室”荣誉称号；慰问困难员工 551 人次，发放困难员工慰问金 185.78 万元；“爱心工程”救助 349 人，发放帮扶资金 161.25 万元；开展“金秋助学”，解决困难员工子女就学难问题，共计帮扶 24 人，发放慰问金 8.6 万元。

DFM attaches importance to improving the employees' wellbeing and provides more care for female employees, employees with difficulties, retired employees and other segmented customers to improve employees' happiness and sense of belonging. In 2022, DFM enhances care for female employees and upgrades the service of 10 loving mommy houses to help female employees solve their worries about childbirth; supports female science and technology staff to give full play to their talents, creates and evaluates Women's Innovation Studios, and awards the title of "Women's Innovation Studios" to six collectives; expresses sympathy and solicitude for employees with difficulties for 551 times, and provided them with 1,857,800 yuan of compensation; helps 349 people via "Love Project" and distributes 1,612,500 yuan of assistance funds; carries out "Golden Autumn Education Aid" to solve the problem for employees whose children have the difficulties in going to school and has helped 24 employees and distributed 86,000 yuan of consolation fund.

以民生为本促社会和谐

Adhere to the Principle of "People's Wellbeing Comes First" and Promote Social Harmony

公益管理

Public service management

● 东风公益基金会介绍 Introduction of Dongfeng Benevolence Foundation

东风公益基金会是 2012 年由东风公司经国家民政部审批筹建的非公募基金会，原始注册资金为 5000 万元人民币，主要为公司“润”计划中公益项目的实施提供执行平台和资金支持。

Dongfeng Benevolence Foundation is a non-public foundation built by DFM in 2012 upon approval of Ministry of Civil Affairs of the People's Republic of China, with the original capital of 50 million yuan, which mainly aims to provide execution platform and fund support for the public welfare project in "Nurturing" Plan.

2022 年，东风公益基金会全年支出人民币 969.33 万元，捐赠领域涵盖抗险救灾、教育事业、残疾人事业和公共福利事业，以及项目活动支出。

In 2022, the annual expenditure of Dongfeng Benevolence Foundation reached 9.6933 million yuan, mainly including the donations for flood relief, education, disabled people and public welfare, as well as the expenditures for project activities.



● 召开东风公益基金会理事会

● 基金会管理体系 Management System of the Foundation

东风公益基金会设置系统完善的管理制度，严格遵守《基金会章程》，按时召开理事会，向与会成员单位通报基金会的情况，报请理事会审议相关议题，并就基金会的重大事项进行决策。经国家民政部审计，东风公益基金会 2022 年度总体运作情况良好，各项业务均按照业务范围开展，无违规事项。

Dongfeng Benevolence Foundation establishes a systematic and sound management system, strictly abides by Articles of Association of Foundation, holds the board meeting on time, reports the foundation information to the membership units, files an application to the board for deliberation of issues and makes decisions on significant matters of the foundation. Upon audit of Ministry of Civil Affairs of the People's Republic of China, Dongfeng Benevolence Foundation is under good operation in 2022 and the operations are carried out within the business scope, without any violation.

公益实践

Public Service Practice

● 志愿服务 Volunteer Service

志愿服务体系 Volunteer service system

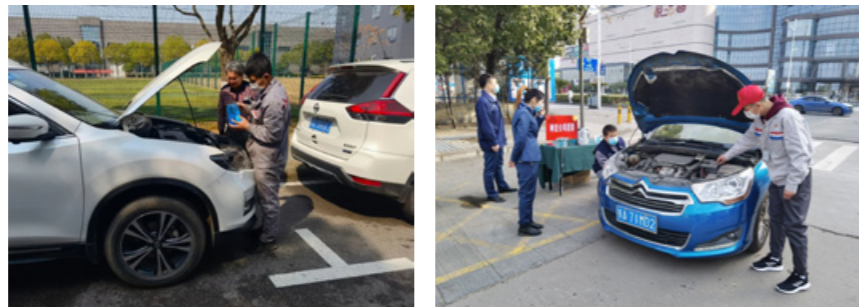
东风公司成立“东风志愿者工作指导委员会”，统一规划东风公司志愿服务工作。委员会根据社会责任“润”计划 3.0 的总体部署，持续组织和动员广大青年积极参与志愿者服务活动；出台《活动运营流程制度》《志愿者激励细则》等重点管理规范；定期开展表彰评价，设置专门小组管理资金，保障项目可持续发展。截至 2022 年底，已构建 129 支“三化四有”（规范化、机制化、常态化，有组织、有制度、有计划、有活动）志愿服务队，注册志愿者 9211 人。

DFM establishes "DFM Volunteer Work Steering Committee" to plan DFM's volunteer service activities in a unified manner. The committee makes an overall deployment according to the social responsibility "nurturing" plan 3.0 and continuously organizes and encourages young people to participate in the volunteer services; issues key management codes such as Activity Operation Process System and Volunteer Incentive Rules; regularly carries out commendation and evaluation activities, establishes a special group to manage funds and guarantee the sustainable development of the project. As of 2022, the company has built 129 "three-standardized and four organized" (standardized, institutionalized, normalized, organized, systematic, planned and activity-based) volunteer teams, with 9211 registered volunteers.

志愿者活动 Volunteer's activities

在东风志愿者工作指导委员会的统一领导下，东风公司各级团组织内部围绕重大赛事、生产经营重点工作，外部围绕便民利民、助学帮扶、抢险救灾、社企共建等工作，合计开展大型志愿服务活动 1333 次，弘扬志愿服务精神，促进社会和谐友爱。

Under the unified leadership of DFM Volunteer Work Steering Committee, the organizations of DFM at different levels organize the epidemic prevention and control, major events, and key production and operation work internally, and provide convenience, study assistance, rescue and relief and co-construction of the community and enterprise externally and have organized 1333 large and small-sized volunteer service activities in total, carrying forward the volunteer spirit and promoting social harmony and love.



● 旗下东风乘用车公司、神龙汽车有限公司开展汽车义诊志愿服务



● 旗下岚图汽车科技有限公司开展爱心送考志愿服务

● 特色公益实践 Featured Public Service Practice

减灾赈灾 Participate in disaster relief

2022 年 9 月，四川甘孜州泸定县发生 6.8 级地震。东风公司高度关注此次地震灾情，向四川省慈善联合会捐赠人民币 2000 万元，用于帮助地方政府开展抢险救灾工作；迅速安排旗下神龙汽车有限公司、东风汽车零部件（集团）有限公司、东风鸿泰控股集团有限公司等单位在川分公司、工厂积极做好支援抗震救灾工作；东风公司旗下各单位立即行动，陆续推出一系列关爱行动，携手四川灾区人民共渡难关。

In September 2022, a 6.8-magnitude earthquake struck Luding County, Ganzi Prefecture, Sichuan Province. DFM was highly concerned about the earthquake and donated 20 million yuan to Sichuan Charity Federation to help local government to carry out rescue and relief work; promptly arranged subsidiaries such as Dongfeng Peugeot Citroen Automobile Company Ltd., Dongfeng Auto Parts (Group) Co., Ltd. and Dongfeng Hongtai Holdings Group Co., Ltd. to actively support the earthquake relief work in Sichuan branch companies and factories; all units of DFM took immediate action to launch a series of caring actions to overcome difficulties together with the people in Sichuan disaster areas.



● 东风公司全力驰援四川地震灾区

东风润苗行动

Dongfeng runmiao action

“东风润苗行动”是东风公益基金会联合湖北省青少年发展基金会自 2013 年起持续开展的系列公益助学项目。截至 2022 年底，东风公司通过“东风润苗行动”，累计投入 3000 余万元，在湖北、四川、云南、广西等地援建 20 所东风希望小（中）学，为 1.3 万余名学生打造安全、美丽的校园。2022 年以来，东风公司在襄阳东风中学、东风风神希望小学、东风柳汽希望小学等多个学校开展“润苗·点亮微心愿”助学活动，为孩子们送去东风的爱心与温暖。

"Dongfeng Runmiao Action" is a series of public welfare student-aid projects launched by Dongfeng Benevolence Foundation and Hubei Youth Development Foundation in 2013. As of the end of 2022, through the public welfare project of Dongfeng Runmiao Action, DFM has invested a total of more than 30 million yuan to build 20 Dongfeng Hope Primary (Middle) Schools in Hubei, Sichuan, Yunnan, Guangxi and other places, creating safe, bright and beautiful schools for more than 13,000 students. Since 2022, DFM has carried out the "Runmiao · Lighting Micro Wish" education activities in Dongfeng Xiangyang Middle School, Dongfeng Fengshen Hope Primary School, Dongfeng Liuqi Hope Primary School and many other schools, delivering DFM's love and warmth to children.



● 东风公司各单位组织开展“润苗·点亮微心愿”助学活动

打造东风公益品牌 Create Dongfeng public welfare brand

第五届“东风梦想车”中国青年汽车创意设计大赛

Fifth "DFM Dream Car" Youth Automobile Creative Design Competition for Chinese Youth

东风公司以社会责任“润”计划 3.0 为指引，立足青年人才培养，聚焦创新创益，打造“东风梦想车”大赛，为广大青年实现自我价值提供舞台，为中国汽车行业筑梦造星。2022 年 8 月，第五届“东风梦想车”大赛圆满收官，本届大赛共吸引海内外 70 余所院校的 161 支团队参赛，涌现出一大批充满创意的优质作品。同时，启动人才绿色通道，引进大赛优秀选手加入东风，为汽车领域科技创新注入青春力量。

Under the guidance of social responsibility "Nurturing" Plan 3.0, DFM focuses on training young talents, innovation and benefits and creates "DFM Dream Car" to provide a stage for the majority of young talents to realize their self-value and cultivate talents for Chinese automobile industry. In August 2022, the 5th "DFM Dream Car" Competition came to a successful conclusion. This competition attracted 161 teams from more than 70 universities at home and abroad, during which a large number of creative and high-quality works are produced. Meanwhile, DFM launches the green channel for talents and introduces outstanding participants to join DFM, thus injecting youth power into the technological innovation in the automotive field.



• 2022 年 8 月 23 日，“梦想车之夜·2022”将“岗图梦想家”与“东风梦想车”进行创意联合，激发新的火花，引发各界广泛关注与讨论



• 扫一扫，观看梦想车之夜·2022 精彩瞬间



• 第五届“东风梦想车”大赛大奖作品《SNOWSTORM CONCEPT》发布



• 扫一扫，了解第五届“东风梦想车”大赛大奖作品《SNOWSTORM CONCEPT》

各单位爱心助学微公益活动

Education aid and micro public welfare activities organized by units

东风公司联合旗下各单位围绕“衣、食、住、行、学”五个方面，开展“心语心愿”“向日葵课堂”“爱心工程”等形式多样的助学公益实践活动，向社会各界展示东风的赤子情怀与责任担当。

DFM has cooperated with different units to carry out different kinds of education-aid and public welfare practice activities such as "Hearty Wish", "Sunflower Classroom" and "Love Project" from five aspects of "clothing, food, housing, transportation and learning" to display DFM's sincerity and responsibility to the society.



• 旗下东风乘用车公司开展研学公益交流普及交通安全知识



• 旗下东风日产乘用车公司 2022 年“阳光关爱·i 读计划”公益活动



• 旗下郑州日产汽车有限公司“牵手工程·快乐成长计划”



• 旗下深圳市东风南方实业集团有限公司捐建东风南方爱心图书室



• 旗下东风越野汽车有限公司联合十堰市团委开展“红领巾成长夏令营”主题活动



• 旗下东风鸿泰控股集团有限公司开展“向日葵课堂”活动

暖心公益事业 Developing heartwarming public welfare undertakings

东风公司长期致力于公益实践，持续润美公益事业，积极联合旗下各单位在乡村振兴、弱势群体关怀、促进就业等领域开展公益活动，健全有效的社区沟通渠道和参与机制，不断增进民生福祉，塑造有温度、有情怀、有担当的责任东风形象。



• 旗下东风汽车股份有限公司向襄阳高新区捐赠价值 100 万元的爱心车辆



• 旗下东风商用车有限公司开展 2022 “东风商用车幸福卡车关爱计划”



• 旗下神龙汽车有限公司支持社区抗疫



• 旗下东风资产管理有限公司为残疾群体提供技术培训和生产社会化服务



• 旗下东风本田发动机有限公司组织无偿献血活动

未来展望

Outlook for the Future

面向未来，站在新的“赶考”路上，东风公司将深入学习贯彻习近平新时代中国特色社会主义思想，以党的二十大精神为指引，按照“润”计划 3.0 的整体部署，踔厉奋发、勇毅前行，在实现高水平科技自立自强、助力绿色低碳转型、加快卓越东风和世界一流企业建设、助力乡村振兴、深耕社会公益事业等领域中展现东风作为，为人民群众享有新时代美好汽车生活，为建设汽车强国作出新的更大的贡献！

In the future, DFM will deeply study and implement the Thought of Xi Jinping on Socialism with Chinese Characteristics in a New Era and strives to develop its independent innovation ability, promotes green and low-carbon transformation, accelerates the construction of excellent DFM and world-class DFM, promotes rural revitalization and deeply develops the social and public welfare undertakings under the guidance of the spirit of the 20th National Congress of the Communist Party and according to the overall deployment of "Nurturing" Plan 3.0, thus making new and greater contributions to helping people live a good automobile life in the new era and constructing a powerful nation of automobile.

责任荣誉

CSR Honors

- 荣登 2021 年度中央企业品牌建设第 5 名、汽车企业第 1 名



- 位列 2022 社会责任发展指数中国企业 300 强第 8 名、国有企业 100 强第 6 名



- 入选“央企责任管理·先锋 30 指数”榜单，位列第 6 名



- 荣获 2022 年度“中国汽车行业公益典范”



- 荣获“2022 年度中国益公司”

- 荣获中国汽车行业公益典范“公益慈善杰出企业”

- 荣获 2022 “责任金牛奖” 责任企业奖



- “东风梦想车”大赛案例入选《中央企业社会责任蓝皮书（2022）》优秀案例、2022 中国汽车行业企业社会责任实践优秀案例



- “东方风起 向卓越科技东风转型” 案例入选 2022 中国上市公司优秀品牌案例



附录

Appendixes

报告说明

About This Report

时间范围：本报告内容的时间跨度自 2022 年 1 月 1 日至 2022 年 12 月 31 日，部分内容超出上述范围。

Time scope: The time span of contents in this report is from January 1, 2022 to December 31, 2022, and part of the contents goes beyond the scope.

组织范围：本报告内容来自东风汽车集团有限公司及下属机构（参见公司组织结构）。为便于表达，在报告的表述中使用“东风公司”“公司”“集团”“我们”等称谓。

Organization scope: The contents of this report come from the Dongfeng Motor Group Co., Ltd. and its subsidiaries (see the Company's organizational structure). For ease of expression, "DFM", "the Company", "Group" and "we" are used in this report.

以往报告发布情况：公司已连续发布 2008—2021 年度报告，此报告为第十五次发布的年度社会责任 / 可持续发展报告。

Release of previous reports: The Company has released 2008-2021 annual reports and this is the 15th annual social responsibility/sustainable development report.

数据说明：本报告所引用的数据均来自公司内部统计数据，如与财报有出入，以财报为准。

Data description: Data cited in this report are all from the Company's internal statistics, and in case of a discrepancy with the financial statements, the latter shall prevail.

参考标准：本报告编制严格遵守真实、客观、公开原则，参照国务院国有资产监督管理委员会《关于中央企业履行社会责任的指导意见》、全球报告倡议组织 GRI Standards、中国社会科学院《中国企业社会责任报告指南（CASS-CSR4.0）》《中国企业社会责任报告指南（CASS-CSR4.0）之汽车制造业》、香港联合交易所《环境、社会及管治报告指引》等。

Reference standard: The compilation of this report is in strict compliance with the principles of truthfulness, objectivity and openness, with reference to the State-owned Assets Supervision and Administration Commission of the State Council's Guidance on the Implementation of Social Responsibility of Central Enterprises, GRI Standards, and China Guidelines for the Preparation of CSR Reports (CASS-CSR4.0) on Automobile Manufacturing Industry, HKEX Environmental, Social and Governance Reporting Guide.

利益相关方参与报告过程的程序和方式：本报告编写得到了部分利益相关方的支持。我们通过问卷调查的方式向内外部利益相关方收集信息，对重要社会责任议题进行评分并形成关键议题矩阵；同时，公司邀请利益相关方对东风社会责任实践做出客观评价，并作为报告内容的一部分。

Procedure and method for stakeholders to get involved in the reporting process: The preparation of this report received support from some stakeholders. We collected information from internal and external stakeholders through questionnaires, scored on important issues of social responsibility and formed a key issue matrix; at the same time, the Company invited stakeholders to make an objective evaluation of the practices of Dongfeng's CSR practices and made the evaluation part of the report.

获取方式：本报告提供纸质印刷版和 PDF 格式电子文档两种版本。您可以通过以下地址索取报告，或通过公司网站社会责任专栏下载。

Access: This report provides printed and electronic PDF formats. You can access the report through the following address, or download it through the CSR column on the Company's Website:

地址：湖北省武汉市经济技术开发区东风大道特 1 号

Address: No.1, Dongfeng Avenue, Wuhan City Economic and Technological Development Zone, Hubei Province

邮政编码：430056

Post Code: 430056

电话：027-84285555

Tel.: 027-84285555

网址：http://www.dfm.com.cn

Website: http://www.dfm.com.cn

指标索引

Indicator Index

东风汽车集团有限公司 2022 可持续发展报告指标索引

| 目录 | 《中国企业社会责任报告指南 (CASS-CSR4.0)》 | ESG 报告指引 | 页码 |
|---------------------------|--|--|--|
| 领导致辞 | P2.1, P2.2 | | 02 |
| 关于东风公司 | P4.1, P4.2, P4.3, P4.4, P4.5, G1.1, G1.2 | | 04 |
| 责任专题 | P3.1, P3.2, G1.1, G2.2, G2.3, G2.4, S4.12, S4.13, S4.14 | | 10 |
| 责任管理 | G1.1, G1.2, G2.2, G2.3, G3.1, G3.2, G3.3, G4.1, G4.2, G6.1, G6.2, G6.3 | | 14 |
| 润丰行动： 为国计民生 添新色、共繁荣 | 贯彻落实政策部署 | M2.4, M2.7, S1.4 | 24 |
| | 做优做强国有资本 | M1.1, M1.3, M1.6, M1.7, M1.8, M2.4, M2.5, M2.6, M3.4, M3.5, M3.6 | 28 |
| | 依法诚信合规经营 | G6.3, M1.1, M1.3, M1.4, M3.1, M3.8, S1.1, S1.2 | B7(a), B7(b), B7.2 |
| | 助力地方融合发展 | S1.5, S1.6, S2.2, S4.2, S4.3, S4.4 | |
| 润兴行动： 与产业经济 同增进、共发展 | 用匠心铸造高品质 | M2.1, M2.2, M2.4, M2.5, M2.6, M3.5, E2.1, E2.2 | B6(a), B6(b), B6.1, B6.3, B6.4 |
| | 以贴心提升满意度 | M2.1, M2.9, M2.13, M2.14, M2.15, M2.16, M2.18 | B6.5 |
| | 守初心构建生态圈 | M1.2, M1.4, M1.5, M1.7, M3.4, M3.6, M3.7, M3.8, M3.10, M3.12, M3.14, M3.15, M3.16 | B5.2 |
| | 更凝心加速全球化 | M2.2, M3.4, S1.4, S4.2 | |
| 润美行动： 为社会环境 赋美好、共和谐 | 怀“国之大者”促乡村振兴 | S4.12, S4.13, S4.14 | 62 |
| | 守绿水青山助生态永续 | E1.1, E1.2, E1.3, E1.4, E1.5, E1.6, E1.7, E1.8, E1.9, E2.1, E2.2, E2.3, E2.4, E2.5, E2.6, E2.7, E2.8, E2.12, E2.13, E2.14, E2.15, E2.16, E2.17, E2.18, E2.19, E2.20, E2.22, E2.24, E2.25, E3.1, E3.2, E3.6 | A1(a), A1(b), A1.1, A1.2, A1.3, A1.5, A1.6, A2.1, A2.2, A2.3, A2.4 |
| | 聚员工合力绘奋进篇章 | S1.5, S1.6, S2.1, S2.2, S2.3, S2.4, S2.5, S2.6, S2.7, S2.8, S2.9, S2.10, S2.11, S2.12, S2.13, S2.14, S2.15, S2.16, S2.17, S2.18, S2.19, S2.20, S3.1, S3.2, S3.3, S3.4, S3.5, S3.6, S3.7, S4.3 | B1(a), B1(b), B1.1, B2(a), B2(b), B2.3, B3.1, B3.2, B4(a), B4.1 |
| | 以民生为本促社会和谐 | S4.6, S4.7, S4.8, S4.9, S4.10, S4.11 | B8.1, B8.2 |
| 未来展望 | A1 | | 89 |
| 责任荣誉 | A3 | | 90 |
| 附录 | 报告说明 | P1.1, P1.2, P1.3 | 91 |
| | 指标索引 | A5 | 92 |
| | 报告评级 | A4 | 93 |
| | 关键绩效 | A2 | 94 |
| | 意见反馈 | A6 | 95 |

报告评级

Report Rating

《东风汽车集团有限公司 2022 可持续发展报告》评级报告

受东风汽车集团有限公司委托，“中国企业社会责任报告评级专家委员会”抽选专家组成评级小组，对《东风汽车集团有限公司 2022 可持续发展报告》（以下简称《报告》）进行评级。

一、评级依据

中国社会科学院《中国企业社会责任报告指南之汽车制造业 (CASS-CSR 4.0)》暨“中国企业社会责任报告评级专家委员会”《中国企业社会责任报告评级标准 (2020)》。

二、评级过程

1. 评级小组审核确认《报告》编写组提交的《企业社会责任报告过程性资料确认书》及相关证明材料；
2. 评级小组对《报告》编写过程及内容进行评价，拟定评级报告；
3. 评级专家委员会副主席、评级小组组长、评级小组专家共同签署评级报告。

三、评级结论

过程性 (★★★★★)

公司社会责任工作办公室牵头成立报告编制工作组，工会主席、东风公益基金会副理事长担任组长，把控整体方向及关键内容，并负责报告终审；将报告定位为完善社会责任工作体系、提升社会责任管理水平、强化利益相关方沟通的重要工具，功能价值定位明确；根据国家宏观政策、国际国内社会责任标准、行业对标分析、公司发展规划、利益相关方调查等识别实质性议题；推动下属东风本田、东风日产等 7 家企业独立编发社会责任报告，深化社会责任管理的纵向融合力度；计划召开社会责任报告发布会议，并将以电子版、印刷品、中英文版的形式呈现报告，具有卓越的过程性表现。

实质性 (★★★★★)

《报告》系统披露了贯彻宏观政策、客户关系管理、确保产品安全、支持科技研发、产品召回机制、职业健康管理、安全生产、新能源汽车研发与销售、节约能源资源等汽车制造业关键性议题，叙述详细充分，具有卓越的实质性表现。

完整性 (★★★★★)

《报告》主体内容从“润丰行动”“润兴行动”“润美行动”等角度系统披露了汽车制造业核心指标的 93.96%，具有卓越的完整性表现。

平衡性 (★★★★★)

《报告》披露了“投诉单”“员工流失率”“安全生产事故数”“纪委处分人数”等负面数据信息，并详述召回东风风神全新 AX7 马赫版汽车的原因及处理办法，平衡性表现卓越。

可比性 (★★★★★)

《报告》披露了“纳税总额”“市场占有率”“东风科技活动经费支出”“女性高级管理者比例”“东风公益基金会全年支出”等 47 个关键指标连续 3 年的对比数据，并通过“央企责任管理·先锋 30 指数第 6 名”“中国制造企业 500 强第 9 位”等进行横向比较，可比性表现卓越。

可读性 (★★★★★)

《报告》延用“东风化雨 润泽四方”的主题，紧扣主题，以“润”为关键字，通过三大行动系统阐述年度履责理念、实践及成效，全面回应利益相关方的期望与诉求；封面设计及篇章跨页设计各品牌“汽车”实景图，凸显行业特征，增强了报告的辨识度与感染力；嵌入二维码延伸阅读报告内容、利益相关方证章板块，强化报告的沟通效果；整体设计简约大气，案例详实，充分向公众展示履责成效，可读性表现卓越。

创新性 (★★★★★)

《报告》设置“回首 2022·履责之路共奔赴 东风善行同见证”，集中呈现年度行动，凸显了企业的履责意义；设置“风暖援藏路心手相牵二十载 倾力兴藏一家亲”专题，集中展现企业援藏二十年的数据、变迁以及援藏干部感言，彰显企业响应乡村振兴国家战略的责任担当；发布《东风“润”计划 3.0 工作评价体系》，作为东风首份社会责任工作评价体系，明确三大维度 20 个评价议题，并对二级单位开展系统考评，促进企业社会责任工作纵深推进；聚焦汽车行业责任品牌建设，支持相关课题研究，强化行业社会责任理论建设，创新性表现卓越。

综合评级 (★★★★★+)

经评级小组评价，《东风汽车集团有限公司 2022 可持续发展报告》的过程性、实质性、完整性、平衡性、可比性、可读性及创新性均达到五星级，综合为“五星佳”级，是企业社会责任报告中的典范。



东风公司可持续发展报告
连续六年获得五星级、连续第三年获得五星佳级评价

四、改进建议

增加行业核心指标的披露，提高报告的完整性。

黄群慧

评级专家委员会副主席

钟宏武

魏香丽

评级小组组长

评级小组专家

出具时间：2023 年 7 月 26 日



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关键绩效

Key Performance

| 经济绩效 | | | | | |
|----------------------|------|----------|----------|----------|----------|
| 项目 | 单位 | 2019 | 2020 | 2021 | 2022 |
| 总资产 | 亿元 | 3,753 | 4,353 | 5,513 | 4,993 |
| 有效专利 | 件 | 10,961 | 10,238 | 11,224 | 17,381 |
| 省部级以上专家数量 | 名 | 282 | 281 | 213 | 222 |
| 研发人员数量 | 名 | 12,612 | 12,680 | 12,629 | 12,692 |
| 研发人员所占比例 | % | 9.8 | 9.43 | 9.62 | 9.62 |
| 东风研究与试验发展经费支出 | 亿元 | 104.14 | 115.53 | 123.58 | 123.58 |
| 东风科技活动经费支出 | 亿元 | 198.14 | 197.31 | 183.42 | 183.42 |
| 纳税总额 | 亿元 | 462 | 379.2 | 442.13 | 405 |
| 销售收入 | 亿元 | 5,804.70 | 5,993 | 5,555.15 | 4,663 |
| 出口销量 | 万辆 | 8.55 | 6.9 | 15.39 | 24.2 |
| 自主品牌整车销售量 | 万辆 | 115.41 | 113.7 | 120.48 | 68.5 |
| 行业销量排名 | 位 | 2 | 3 | 3 | 3 |
| 汽车行业销量 | 万辆 | 2,575.45 | 2,531 | 2,627.48 | 2,686 |
| 市场占有率 | % | 14.01 | 13.7 | 12.47 | 10.9 |
| 东风公司销量 | 万辆 | 360.87 | 345.8 | 327.53 | 291.88 |
| 其中商用车销售量 | 万辆 | 62.46 | 73.5 | 69.85 | 44.76 |
| 其中乘用车销售量 | 万辆 | 298.41 | 272.3 | 257.68 | 247.12 |
| 社会绩效 | | | | | |
| 项目 | 单位 | 2019 | 2020 | 2021 | 2022 |
| 从业人员总数 | 万人 | 14.1 | 13.4 | 13.1 | 12.7 |
| 劳动合同签订率 | % | 100 | 100 | 100 | 100 |
| 所属单位与工会集体合同签订率 | % | 98.12 | 98 | 100 | 100 |
| 参加工会会员的比例 | % | 99.1 | 100 | 99.9 | 99.9 |
| 吸纳就业 | 人 | 16,222 | 16,762 | 22,696 | 24,069 |
| 本地化雇佣比例 | % | 99 | 99 | 99.98 | 99.89 |
| 员工流失率 | % | 5.99 | 9.8 | 8.7 | 9.46 |
| 人年均带薪年休假 | 天 | 10.6 | 10 | 9.98 | 9.94 |
| 女性高级管理者比例 | % | 6 | 7 | 8.31 | 7.83 |
| 男女员工比例 | / | 8:2 | 8:2 | 8:2 | 81:19 |
| 困难员工帮扶人数 | 人次 | 2,829 | 2,395 | 1,819 | 551 |
| 发放慰问金 | 万元 | 379.89 | 553.92 | 293.95 | 185.78 |
| 安全培训 | 人次 | 327,546 | 34,735 | 571,554 | 127,362 |
| 安全生产投入金额 | 万元 | 69,000 | 48,055 | 49,704 | 51,280 |
| 安全生产事故数 | 起 | 11 | 8 | 8 | 10 |
| 培训次数 | 万次 | 3 | 2.58 | 3.42 | 3.08 |
| 培训投入 | 亿元 | 3.1 | 4.45 | 0.81 | 0.97 |
| 志愿服务队 | 支 | 200 | 190 | 190 | 129 |
| 东风公益基金会年末余额 | 万元 | 5,359.4 | 5,569.11 | 5,482.46 | 6,938.87 |
| 东风公益基金会全年支出 | 万元 | 997.9 | 6,414.23 | 1,112.34 | 969.33 |
| 环境绩效 | | | | | |
| 项目 | 单位 | 2019 | 2020 | 2021 | 2022 |
| ISO 14001 环境管理体系覆盖率 | % | 90.91 | 93.5 | 94 | 95.5 |
| 天然气使用量 | 万立方米 | 13,073 | 12,325 | 13,059 | 9,884 |
| 能源消费总量 | 吨标煤 | 687,594 | 685,660 | 661,536 | 517,804 |
| 废水排放量与 2014 年相比增减 | % | -54.55 | -59.1 | -60.4 | -70.1 |
| 固体废物产生量与 2014 年相比增减 | % | -30.36 | -18.0 | -34.6 | -49.6 |
| 二氧化硫排放量与 2014 年相比增减 | % | -98.55 | -98.6 | -98.4 | -98.8 |
| 产值节能量与 2014 年相比增减 | 万吨标煤 | 70.9 | 69.4 | 55.1 | 64.4 |
| 万元产值综合能耗与 2014 年相比增减 | % | -50.81 | -53.3 | -53.4 | -56.1 |

意见反馈

Feedback

尊敬的读者：

您好！本报告是东风公司向社会公开发布的第十五份社会责任 / 可持续发展报告，为了不断改进报告编制工作，我们特别希望倾听您的意见和建议。请您协助完成意见反馈表中提出的相关问题，扫码填写问卷，谢谢。

邮寄：湖北省武汉市经济技术开发区东风大道特 1 号 602 室

邮编：430056



扫码填写问卷

您的信息

姓名：_____ 工作单位：_____

联系电话：_____ 传真：_____

选择题 (请在相应位置打 ✓)

1. 本报告全面、准确地反映了公司对经济、社会、环境的重大影响。

很好 较好 一般 较差 很差

2. 本报告对利益相关方所关心问题的回应和披露。

很好 较好 一般 较差 很差

3. 本报告披露的信息、指标、数据清晰、准确、完整。

很好 较好 一般 较差 很差

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。

很好 较好 一般 较差 很差

开放性问题

1. 您认为本报告最让您满意的方面是什么？

2. 您认为还有哪些您需要了解的信息在本报告中没有反映？

3. 您对我们今后发布可持续发展报告有何建议？



东风汽车集团有限公司
DONGFENG MOTOR CORPORATION



中国企业社会责任报告
评级专家委员会
Chinese Expert Committee on CSR Report Rating



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评级档案

报告出版的环境考虑

纸张：采用环保纸张印刷

油墨：采用环保油墨以减少空气污染

东风汽车集团2022年可持续发展/社会责任报告矩阵



东风公司



东风乘用车



岚图汽车



东风柳汽



东风日产



东风本田



神龙汽车



郑州日产