



16th

2023 可持续发展报告

SUSTAINABILITY REPORT

东风汽车集团有限公司

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2023

东风汽车集团有限公司 可持续发展报告

2023 SUSTAINABILITY REPORT
DONGFENG MOTOR CORPORATION



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董事长、党委书记 | 杨青

Yang Qing, Chairman and Party Secretary

感谢大家一直以来对东风汽车的关注和支持，这是我们发布的第十六份可持续发展报告。

2023 年是极为重要而特殊的一年。东风汽车在以习近平总书记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，深入学习贯彻党的二十大精神，深入学习贯彻党中央重大决策部署，牢牢把握新时代新征程国资央企新使命新定位，顽强拼搏、勇毅前行，交出了一份殊为不易的答卷。

一年来，我们扎实开展主题教育，坚持用习近平新时代中国特色社会主义思想凝心铸魂，砥砺国家队的使命和责任，坚定不移做强“东风”品牌，坚定不移发展新能源汽车，坚定不移推进转型升级，全面夯实企业高质量发展的基石。我们立足高水平科技自立自强，突破关键技术，增强核心能力，新增授权发明专利连续两年位居企业行业第一；加速培育发展新动能，全年新能源汽车销量突破 50 万辆，

海外销量突破 23 万辆；实施国企改革深化提升行动，谋定实施“转型升级三年行动”，打出“组合拳”，持续夯实建设世界一流企业基础。

东风化雨，润泽四方。一年来，东风汽车在实现自身发展的同时，积极按照“润”计划 3.0 的部署，围绕赈灾救援、公益助学、创新创业、乡村振兴等领域，用心用力用情践行责任担当，为社会可持续发展贡献东风力量。

2024 年是中华人民共和国成立 75 周年，是东风汽车成立 55 周年，是实现“十四五”规划目标任务的关键一年。东风汽车将以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的二十大精神，聚力前行、再攀高峰，加快建设一个绿色智能电动化的东风、一个高水平科技自立自强的东风、一个源源不断为客户创造价值的东风，在以中国式现代化全面推进强国建设、民族复兴伟业征程上，作出东风人应有的贡献！

领导致辞

Leadership Speech

董事长致辞

Speech of the Chairman

Thank you for your continued attention and support of Dongfeng Motor Corporation (DFM). This is the sixteenth sustainability report we have released.

2023 is a year of significant importance that really stands out. Under the strong leadership of the Party Central Committee with Comrade Xi Jinping at its core, and guided by Xi Jinping's Thought of Socialism with Chinese Characteristics for the New Era, DFM has deeply studied and implemented the spirit of the 20th National Congress of the Communist Party of China and the major strategic decisions and deployments of the Party Central Committee. With a firm grasp of the new responsibilities and roles of state-owned enterprises in the new era and journey, the company has shown resilience and determination, delivering a commendable performance that is not easily accomplished.

Over the past year, we have earnestly carried out thematic education, steadfastly using Xi Jinping's Thought of Socialism with Chinese Characteristics for the New Era to forge our spirit and soul. We have embraced our mission and responsibility as a state-owned company by strengthening the Dongfeng brand, developing new energy vehicles, and promoting transformation and upgrading. These efforts have laid a solid foundation for the high-quality development of our enterprise. We rely on advanced science and technology, break through key technologies, and enhance our core capabilities. For two consecutive years, we have ranked first in the enterprise industry for new authorized invention patents; we have accelerated the development of new growth drivers, with sales of new energy vehicles exceeding 500,000 units and overseas

sales surpassing 230,000 units; we have deepened and upgraded the reform of state-owned enterprises and plan to carry out three-year transformation and upgrade action, thus implementing a comprehensive strategy to continue building a solid foundation for becoming a world-class enterprise.

Dongfeng, the Nurturing East Wind. In the past year, DFM has not only pursued our own growth but also actively fulfilled our corporate responsibilities as outlined in the "RUN" Plan 3.0; concentrated our efforts on key areas such as disaster relief, public welfare education, innovation and entrepreneurship, and rural revitalization, contributing significantly to the sustainable development of society.

The year 2024 marks the 75th anniversary of the founding of the People's Republic of China and is a crucial year for achieving the goals of the 14th Five-Year Plan. DFM will be guided by Xi Jinping's Thought of Socialism with Chinese Characteristics for the New Era, deeply study and implement the spirit of the 20th National Congress of the Communist Party of China, gather strength to move forward, and strive to reach new heights. We aim to accelerate the development of a green, intelligent and electric Dongfeng, achieve high-level scientific and technological self-reliance, and continuously create value for our customers. On the journey of comprehensively promoting the construction of a strong nation and national rejuvenation through Chinese modernization, every employee will make their valuable and due contributions!



总经理、党委副书记 | 周治平

Zhou Zhiping, General Manager and Deputy Secretary of CPC

总经理致辞

Speech of the General Manager

2023 年，东风汽车以习近平新时代中国特色社会主义思想为指导，全面深入学习宣传贯彻党的二十大精神，完整准确全面贯彻新发展理念，着力应对各种超预期冲击和挑战，全力以赴夯实发展基础，推动经营逐月回升向好。

2023 年，我们加快布局新能源战略性新兴产业，交出变革新答案。大力推进“转型升级三年行动”，岚图实现从“一年一车”到“最快出海”，猛士 917 以七个“中国第一”刷新中国豪华电动越野新高度，面向主流市场的东风 eπ 品牌、聚焦国民纯电市场的东风纳米品牌相继发布；加快实施国企改革深化提升行动，谋定“4+2”事业布局，稳妥有序推进“跃迁行动”“跃动工程”及“跃升工程”，推行“双目标”考核管理，持续激发企业发展活力；深化

责任融入，按照“润”计划 3.0 整体部署，持续深耕“东风梦想车”大赛、“东风润苗行动”等特色履责活动，首次入围国企社会责任发展指数 5 强，东风公益基金会获评国家“4A 级社会组织”，迈上高质量发展新台阶。

春来潮涌东风劲，奋楫扬帆正当时。2024 年，是东风汽车实现“十四五”规划目标任务的关键一年，我们将坚持以习近平新时代中国特色社会主义思想为指导，紧扣行业趋势及公司发展目标，以“可持续，创未来”为主题，围绕“夯实基础、持续创新、赋能跃迁、核心突破”十六字方针，深化实施“润”计划 3.0 行动计划，全力构建可持续的履责发展新格局，为经济社会可持续发展贡献东风力量。

In 2023, under the guidance of Xi Jinping's Thought of Socialism with Chinese Characteristics for the New Era, DFM thoroughly studied, publicized and implemented the spirit of the 20th National Congress of the Communist Party of China, fully and accurately implemented new development concept and worked hard to cope with various unexpected shocks and challenges; focused on consolidating our development foundation and successfully promoted business recovery month by month.

In 2023, we accelerated the layout of strategic emerging new energy industry, delivering new answers to transformation. We vigorously promoted the "Three-Year Action Plan for Transformation and Upgrading", with the brand VOYAH achieving a transition from 'one car per year' to the 'being exported overseas first', and Brave Warrior 917 setting new heights for Chinese luxury electric off-road vehicles with seven "Top 1" in China. Dongfeng eπ, targeting the mainstream market, and Dongfeng NAMMI, focusing on the national pure electric vehicle market, were successively launched; we accelerated the implementation of deepening reform and upgrading actions for state-owned enterprises, formulated a '4+2' business layout, and steadily and orderly carried out the 'Yueqian Action', 'Yuedong Project' and 'Yuesheng Project', implemented a 'dual-target' performance

management system to continuously stimulate the enterprise development vitality; we deepened our commitment to responsibility in line with the overall deployment of the 'Run' Plan 3.0 and continued to conduct featured responsibility performance activities such as 'DFM Dream Car' competition and the 'Dongfeng Runmiao Action'. For the first time, we were ranked in the top 5 of the State-owned Enterprise Social Responsibility Development Index, and Dongfeng Public Welfare Foundation was rated as a national '4A Social Organization', marking a new level of high-quality development.

Spring's arrival brings a surge of vitality, and the east wind is in full force; it's the perfect moment to paddle hard and set sail. The year 2024 is a crucial year for DFM to achieve the goals set in the '14th Five-Year Plan'. We will guide our actions with Xi Jinping's Thought of Socialism with Chinese Characteristics for the New Era, and closely follow the industry trends and company's development goals. With 'sustainability and innovation' as our core theme, based on the policies of "solid foundation, continuous innovation, empowering for transition, and core breakthrough", we will further implement the 'Run 3.0' action plan to establish a new pattern of sustainable development and contribute to the sustainable economic and social development.

关于东风汽车

About DFM

公司简介

Company Profile

公司概要

Summary

● 1969

始建于 1969 年

DFM was founded in 1969

● 5210 亿元

现有总资产 5210 亿元人民币

The total assets are 521 billion yuan

● 120373 人

从业人员总数 120373 人

The total number of employees is 120373

● NO·188

《财富》世界 500 强：第 188 位

Fortune World 500: No. 188

● NO·17

中国制造业 500 强：第 17 位

17th place among China's Top 500 Manufacturers

● NO·7

中国企业 300 强社会责任发展指数排名：第 7 位

Ranking of responsibility development index of China's Top 300 enterprises: 7th

主营业务

Main businesses

● **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: covering pure electric cars, pure electric buses, pure electric engineering vehicles, pure electric logistics vehicles, pure electric sanitation vehicles and hybrid city buses, BSG hybrid cars, plug-in hybrid city buses, etc.

● **乘用车**：涵盖基本型、SUV、MPV、交叉型等全系列

Passenger cars: covering the basic model, SUV, MPV, crossover model and other full series

● **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 trucks as well as bus products

● **军车产品**：包括军用越野车和军用运输车

Military vehicle products: including military off-road vehicles and military transport 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

Auto parts: covering the power system, braking system, steering system, suspension system, interior system and automotive electronics, etc.

● **装备业务**：包括汽车自动线专用设备、模具、检具等

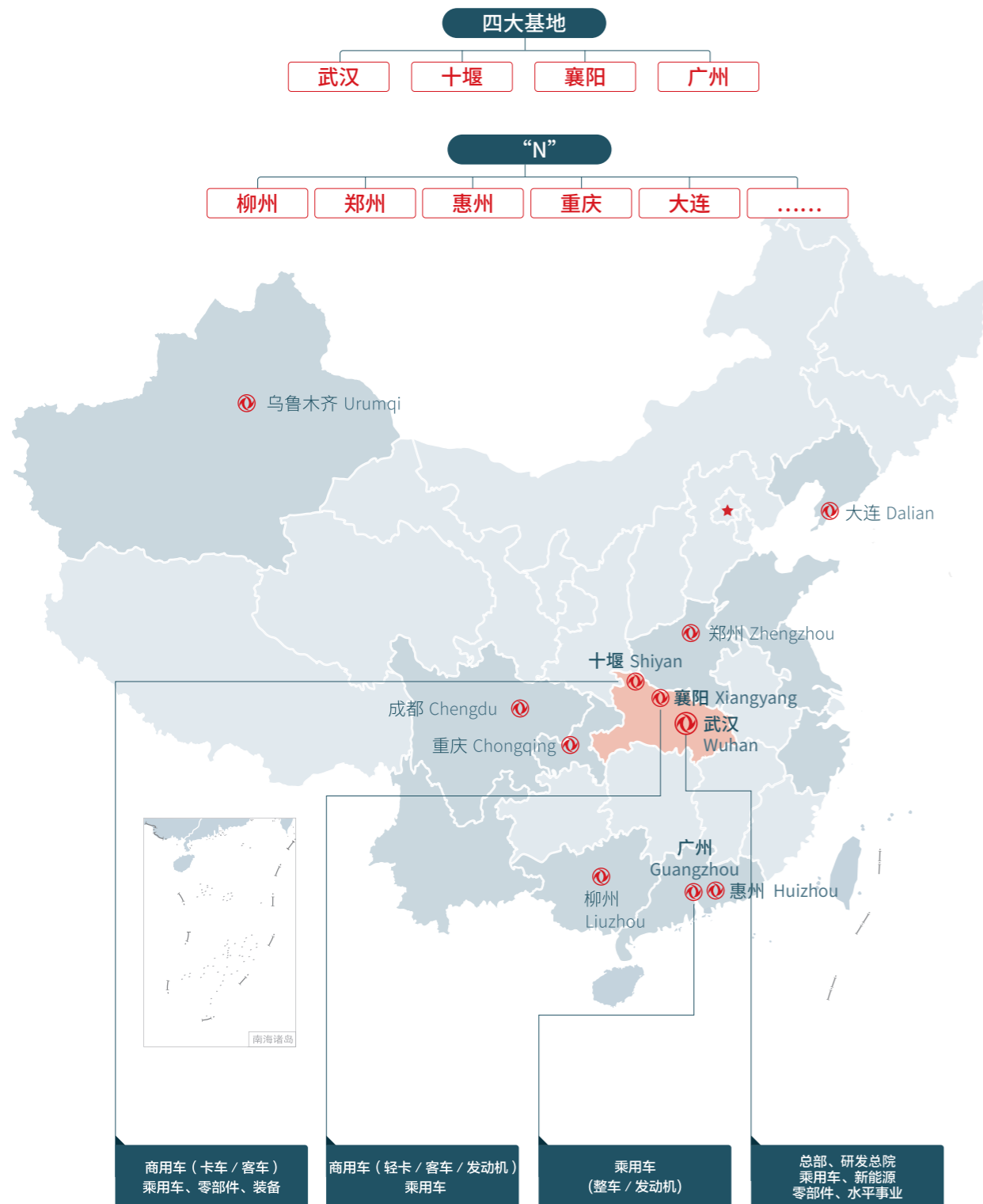
Equipment business: including auto automatic line special equipment, mold, inspection tools, etc.

● **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 business: covering auto finance, auto logistics, used car, car rental, travel service and other relevant businesses

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

东风汽车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。2023 年，东风汽车推动在公司治理中加强党的领导，动态调整党委前置研究讨论重大经营管理事项清单，不断完善中国特色现代企业制度，为建设成为世界一流企业提供保障。全年共召开 6 次董事会会议，共形成 31 项决议。

As a wholly state-owned enterprise managed by the State-owned Assets Supervision and Administration Commission of the State Council, DFM established the board of directors in April 2011, which built a governance structure with the SASAC as the investor representative, the board of directors as the decision-making institution, and the board of supervisors as the supervisory institution. In 2023, DFM strengthened Party leadership in corporate governance, dynamically adjusted the Party committee to make advance study and discussion on the list of major business management issues, and continuously improved the modern enterprise system with Chinese characteristics. These efforts have provided a safeguard for building a world-class enterprise. Throughout the year, we held 6 board meetings, forming 31 resolutions.

组织治理

Organizational governance

东风汽车集团有限公司

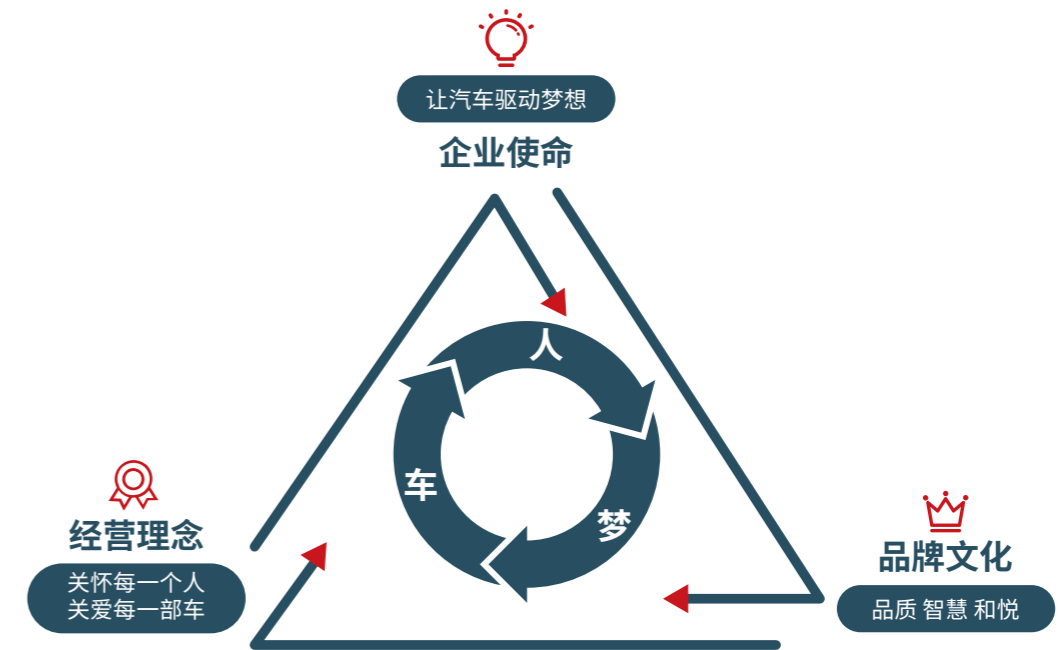


企业文化

Corporate culture

东风汽车于 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。2023 年，东风汽车在“润”计划 3.0 的指导下，推动社会责任工作高质量发展，持续夯实东风责任软实力。

DFM released the CSR “RUN” 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, “RUN” Plan and the Commercial Ethics Convention. In 2023, under the guidance of “RUN” Plan 3.0, DFM promoted the high-quality development of social responsibility work and constantly enhanced DFM’s soft power in responsibility fulfillment.



责任专题

CSR Special Topics

耕耘十载，润美疆桂新图景

Shaping a Flourishing Landscape for Xinjiang and Guangxi Through a Decade of Cultivation

乘万里东风，绘振兴蓝图。2023 年，是习近平总书记提出“精准扶贫”重要理念十周年，也是东风汽车援疆援桂十周年。十年来，东风汽车坚决贯彻落实党中央、国务院关于“三农”以及乡村振兴工作的各项决策部署，立足新疆柯坪县、广西马山县两地实际情况，打造独具东风特色的“赋能工程”，优化“帮扶套餐”，写就从脱贫攻坚到乡村振兴的东风故事。

十年来，东风汽车在新疆柯坪县、广西马山县



援疆十年·共绘“疆”来

A Decade of Aid to Xinjiang: Crafting the Future Together

2013 年以来，在中央对口援疆战略指引下，东风汽车先后在新疆柯坪县投入帮扶资金 6200 余万元，消费帮扶金额 5931 万元，实施项目 87 个。东风援建的无土栽培牧草、农产品展销中心、东风机电科技园等项目，探索了戈壁经济发展新模式、农牧民稳定增收新路径、柯坪税收新渠道，打造出“政企+”合作新样板。



推进农产品展销中心建设拓宽当地农产品销售渠道



扶持成立柯小驼服装公司带动当地群众就业增收



建设东风机电科技园助力柯坪本地汽车市场发展



无土栽培牧草项目解决冬季牧草短缺问题



向新疆客户交付东风车辆与当地群众共享美好出行



援建盖孜力克镇和悦文化广场丰富群众文化生活

援桂十年·山乡巨变

A Decade of Aid to Guangxi: Achieving the Remarkable Changes

东风汽车于 2013 年起对口支援马山县，在马山县投入帮扶资金 5600 万元，消费帮扶金额近 1.4 亿元，实施项目 162 个。为推动帮扶举措落地见效，东风汽车充分发挥产业优势并结合马山县特色资源，构建东风全价值链帮扶体系，在农业产业帮扶、基础设施帮扶、教育帮扶、消费帮扶等方面协同发力，助力马山县蝶变焕新。



援建马山县立星村产业发展中心打造地方产业发展重要引擎



打造东风菌坊、沃柑基地、“天涌·山泉”瓶装水等特色产业项目带动群众增收



结合车企特点，量身打造东风汽车全价值链消费帮扶马山赋能套餐



东风南方汽修技师班构建“教育+就业”的帮扶新模式

大美壮乡乘风来，壮丽天山绘风华。站在崭新的起点，东风汽车将深入贯彻落实党的二十大精神，在“润”计划 3.0 的指引下，继续做好定点帮扶工作，确保资金投入力度不减、干部投入力量不减、帮扶措施不减，尽全力为两地的乡村振兴强基赋能，为乡村振兴作出更大贡献。

回首 2023，彰显履责新担当

Embracing New Commitments to Responsibility in 2023

东风汽车深入推进消费帮扶

DFM deepens the assistance for consumption

东风汽车持续加大消费帮扶工作力度，2023年1月，积极参加国务院国资委组织的“央企消费帮扶迎春行动”，9月参加“央企消费帮扶兴农周”“央企消费帮扶聚力行动”等专项活动，同时加强自有电商平台与央企消费帮扶电商平台协同合作，充分利用市场化机制，推动消费帮扶工作取得新成效，消费帮扶金额达到 11100 余万元（含帮助销售）。

东风汽车荣获国资委 2022 年央企助力乡村振兴优秀案例荣誉称号

DFM is awarded with the honorary title of 'Outstanding Case 2022 of Rural Revitalization Supported by Central Enterprises' by the State-owned Assets Supervision and Administration Commission

2023年5月，东风汽车助力新疆柯坪县开展的“工厂化种植无土栽培牧草助力畜牧业现代化发展的探索与实践”入选国务院国资委社会责任局举办的“中央企业助力乡村振兴优秀案例”。东风汽车在新疆柯坪县专项援建的疆牧草原无土栽培牧草工厂，在戈壁滩上长出“营养草”，在盐碱地上绽放“幸福花”。

东风汽车开展援疆 10 周年暨乡村振兴工作会议

DFM holds work conference of 10th anniversary of Xinjiang assistance and rural revitalization project

2023年8月，东风汽车在新疆柯坪县召开援疆十周年暨乡村振兴工作会议。会上，总结回顾 10 年来援疆工作成效，并向柯坪县捐赠 1000 万元专项资金，用于支持柯坪县乡村振兴产业发展，进一步增进群众民生福祉。



• 东风汽车召开援疆十周年暨乡村振兴工作会议

创新打造国内首档青年汽车创意设计竞赛“真人秀”《闪亮的梦想》

DFM innovates China's first Youth Car Design Competition-Shining Dreams

2023年8月，由东风汽车、东风公益基金会携旗下郑州日产、岚图汽车、东风风神、东风日产、东风本田联合出品的国内首档青年汽车创意设计竞赛“真人秀”《闪亮的梦想》正式上线，向大众生动展现第六届“东风梦想车”大赛精彩实况，在激发青年创新能力、助力青年创新实践的同时，提升东风汽车及旗下子品牌的责任形象。

东风汽车参加第十届中国慈展会

DFM attends the 10th China Charity Fair

2023年9月，以“共建现代化慈善，聚力高质量发展”为主题的第十届中国公益慈善项目交流展示会在深圳召开。作为责任央企，东风汽车已九次亮相中国慈展会，在展示内容、展台设计、现场活动等方面再做创新，直观展现出“责任东风”扎实开展各项履责工作的坚定足迹。

第六届“东风梦想车”大赛圆满收官

Sixth "DFM Dream Car" Competition concludes successfully

2023年10月，由东风汽车、中国青年创业就业基金会、东风公益基金会联合主办，郑州日产、岚图汽车、东风风神、东风日产、东风本田协办的第六届“东风梦想车”大赛圆满收官，本届大赛共吸引海内外 48 所院校的优秀团队集结，创造出 183 件凝聚智慧与创想的作品。



• 东风汽车第六届“东风梦想车”大赛成果发布暨颁奖活动在武汉圆满举办

东风汽车首次进入国企社会责任发展指数五强

DFM enters Top 5 in the state-owned enterprise social responsibility index for the first time

2023年11月，由中国社会责任百人论坛、责任云研究院主办的第六届北京责任展暨《企业社会责任蓝皮书（2023）》发布会在京召开。《蓝皮书》显示，东风汽车社会责任发展指数综合评分 88.4 分，位列“国有企业 100 强指数”第 5，“中国企业 300 强指数”第 7。东风汽车不仅连续 4 年实现社会责任发展指数排名的持续提升，更首次入围国企社会责任发展指数 5 强，创历史最好水平。

东风公益基金会获评“4A 级社会组织”称号

Dongfeng Benevolence Foundation is awarded with the title of "4A Social Organization"

2023年12月，中华人民共和国民政部发布《2023 年全国性社会组织评估等级公告》，东风公益基金会获评“4A 级社会组织”。

举办东风援疆援桂十周年纪念展

DFM hosts the 10th Anniversary Exhibition of DFM's Aid to Xinjiang and Guangxi

2023年12月，以“壮丽天山绘风华 大美壮乡乘风来”为主题的东风援疆援桂 10 周年纪念展在东风汽车总部正式开展，纪念展通过图文、视频以及画册形式，全面展现东风汽车 10 年援疆援桂历程和丰硕成果。

积极参与赈灾救灾，勇担央企责任

DFM actively participates in disaster relief and bears the responsibility as a central enterprise

2023年，面对京津冀洪灾、甘肃青海地震两次重大自然灾害，东风汽车贯彻国家指示精神，迅速反应、统一协调，充分发挥央企保障地方和谐稳定的积极作用，携旗下东风商用车、东风本田、东风日产、岚图汽车、东风股份、郑州日产、东风柳汽、神龙公司捐赠款物共计 4500 万元（其中京津冀洪涝 3000 万元、甘肃青海地震 1500 万元），向灾区人民群众及客户开展关爱行动。

责任管理

CRS Management

责任组织

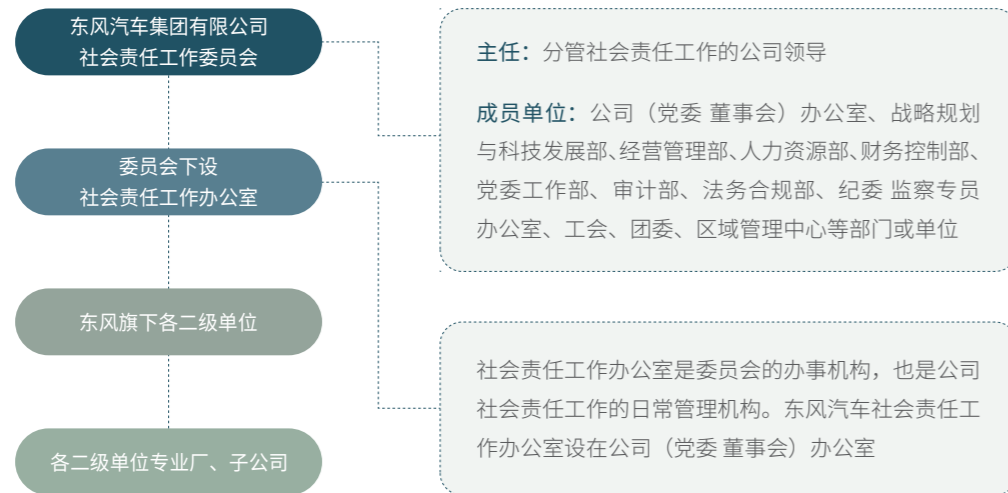
CSR Organization

责任治理

CSR Governance

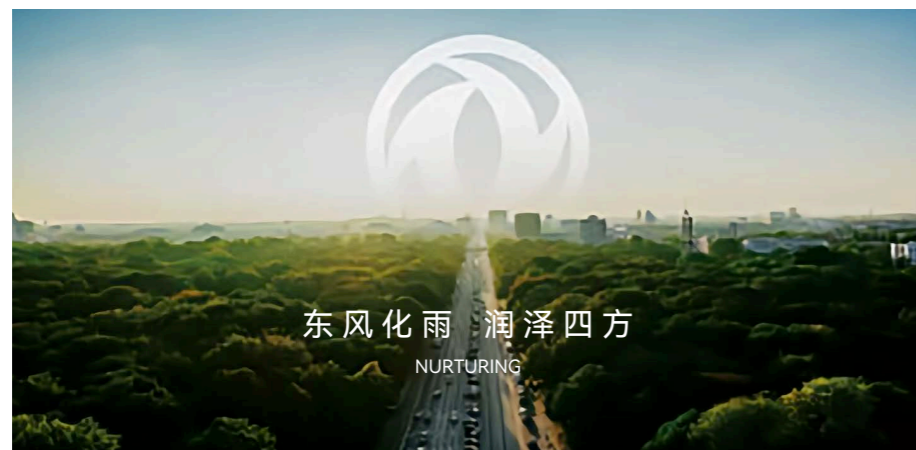
东风汽车设立东风汽车社会责任工作委员会，委员会设主任、副主任和成员若干，社会责任工作办公室作为牵头部门，归口管理全系统社会责任工作，并组织公司旗下各单位相应部门和人员协调推进社会责任工作。

DFM has set up DFM CSR 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

为适应国家经济社会发展要求和企业发展战略，“十四五”期间，东风汽车制定新一轮社会责任行动计划——“润”计划 3.0，明确东风汽车新一轮社会责任工作的战略愿景、目标路径及实践体系，为开展履责工作提供清晰方向和有力指导。

To meet the requirements of national economic and social development and enterprise development strategy, during the “14th Five-year Plan” period, DFM released a new round of social responsibility action plan - “RUN” Plan 3.0, clarified the strategic vision, target path and practice system of DFM’s new round of social responsibility work, thus providing clear direction and strong guidance for fulfilling the responsibilities.



支撑架构

Support Framework

东风汽车构建社会责任“3+1”支撑架构方面，着力打造和完善“三个体系”及“一个平台”，筑牢社会责任工作基础。

In terms of building “3+1” support framework for social responsibility, DFM focuses on developing and improving “three systems” and “one platform” to lay a solid foundation for its social responsibility practices.

社会责任“3+1”支撑架构



实践体系

Practice System

东风汽车积极构建社会责任“RUN”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 constructs the social responsibility “RUN” practice system of social responsibility, focuses on the three actions of “Runfeng Action”, “Runxing Action” and “Runmei Action”, promotes 12 social responsibility practice issues and improves the quality and efficiency of responsibility fulfillment work.



实施路径

Implementation Path

东风汽车“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 the “14th Five-year Plan” period 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.



责任制度

CSR System

为强化社会责任管理水平，东风汽车制定并不断完善《社会责任管理办法》《东风公益基金会基金管理办法》《东风汽车社会责任体系建设指导意见》等规章，推动全系统社会责任工作制度化、规范化。

To enhance the level of social responsibility management, DFM has established and is continuously refining regulations such as the Social Responsibility Management Regulations, Fund Management Procedures for DFM Public Welfare Foundation and Guidelines on the Construction of the Social Responsibility System of DFM, thereby promoting the institutionalization and standardization of social responsibility work throughout the organization.

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:

东风汽车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汽车社会责任议题。

● 审核确定:

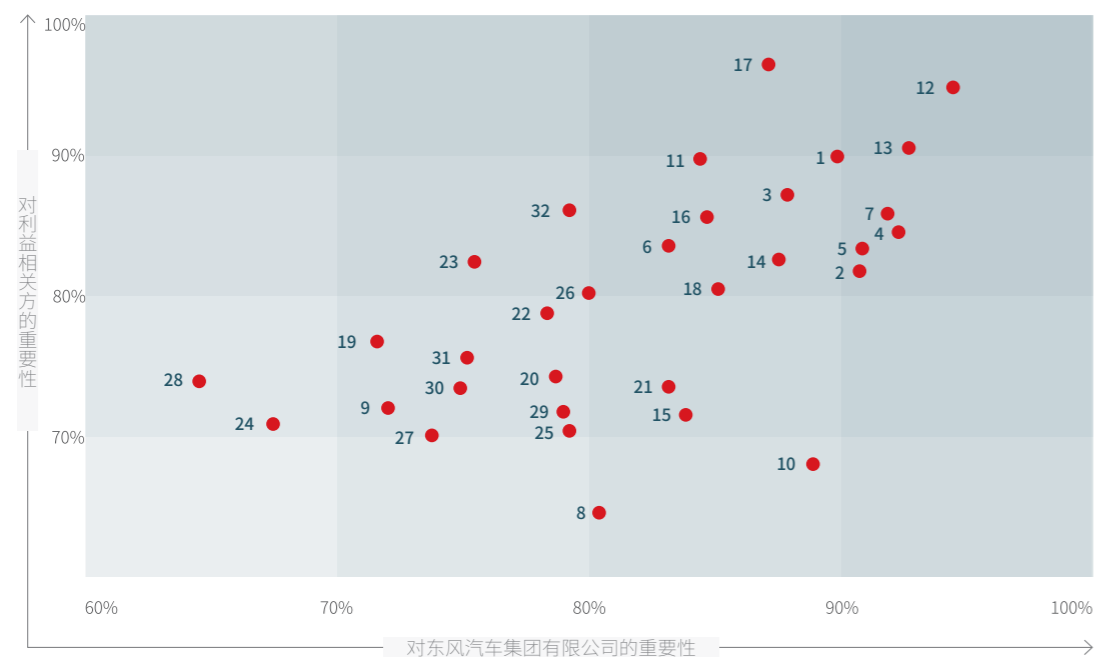
对筛选出的社会责任议题进行审核并最终确定东风汽车社会责任议题。

● 划分优先等级:

东风汽车通过电子问卷、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。

核心议题筛选结果

Selection results of core issues



1	完善公司治理	17	员工权益保障
2	守法合规经营	18	员工健康安全
3	坚持诚信廉洁	19	员工培训发展
4	贯彻国家决策部署	20	员工关心关爱
5	全面深化改革	21	积极参与“碳达峰”“碳中和”行动
6	坚持创新驱动	22	打造绿色产品
7	加速布局新能源	23	致力绿色制造
8	持续乡村振兴	24	践行绿色办公
9	加速海外布局	25	发展循环经济
10	支持地方经济发展	26	经销商管理
11	自主品牌建设	27	经销商能力建设
12	维护股东权益	28	供应商管理
13	产品安全与质量	29	供应商能力建设
14	客户服务满意度	30	践行 ESG 理念
15	投诉处理与汽车召回	31	打造公益品牌项目
16	市场开拓	32	开展社会公益实践

责任流程

CSR Process

2023年，东风汽车结合数字化转型的战略要求，将社会责任工作以公司课题的形式梳理，创新打造东风“大履责”数据库，通过数据整合，将可持续发展理念融入企业生产经营的各个环节，确保社会责任工作数据的完整性和延续性，提高工作效率，实现资源共享。

责任绩效

CSR Performance

在社会责任工作评价方面，东风汽车充分发挥“润”计划 3.0 实施评价体系“指挥棒”作用，连续第三年对各单位全年社会责任工作开展情况进行评价诊断，旨在通过以评价促管理、以管理促实践，进而推动业务系统整体发展，为企业可持续发展赋能增效。2023年，55%以上的参评单位履责指数达到领先水平，较上年度提升 7.18%。在社会责任工作评优方面，2023年，东风汽车为总结经验，表彰先进，遴选出 6 个典型项目评选“东风汽车 2022 年度典型履责实践案例和悦奖”。

责任能力

CSR Capacity

东风汽车积极主动强化社会责任能力建设，定期组织内部培训、参与外部社会责任培训，了解最新发展趋势，不断扩大社会责任工作的感召力和影响力，强化各单位以及全体员工的履责意识和履责能力。

责任沟通

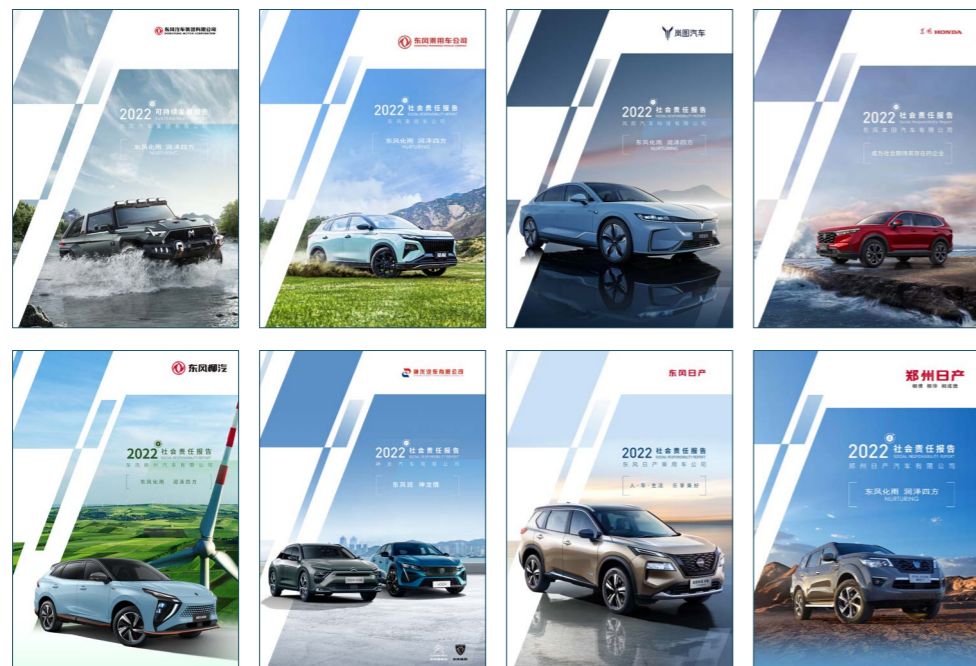
CSR Communication

责任报告

CSR Report

东风汽车主动披露履责信息，已连续十五年编制发布社会责任 / 可持续发展报告，系统披露公司年度履责实践和履责成效，切实增强公司责任品牌传播力。2023 年，东风汽车携手旗下 7 家子品牌联合发布 2022 年可持续发展 / 社会责任报告，形成“1+7”报告矩阵，全面展现履责成效、分享履责收获。

DFM has taken the initiative to share its performance information and has compiled and published its Social Responsibility and Sustainability Reports for 15 consecutive years; systematically reveals the company's annual performance practices and outcomes, effectively enhancing its brand communication on corporate responsibility. In 2023, DFM, along with its seven subsidiary brands, jointly published the 2022 Sustainability/Social Responsibility Reports, creating a "1+7" report matrix, showcasing the effectiveness of their performance and sharing the achievements.



• 东风汽车携手旗下 7 家子品牌联合发布 2022 年可持续发展 / 社会责任报告

利益相关方参与

Stakeholder Participation

东风汽车注重加强与内外部利益相关方的责任交流，畅通交流渠道，积极组织并参与多样化活动，倾听投资者、员工、伙伴、客户、政府、社区等利益相关方的期望与诉求，及时回应利益相关方的关切。

DFM has focused on enhancing responsible communication with both internal and external stakeholders, ensuring open channels of dialogue. The company actively organizes and participates in various activities, listens to the expectations and demands of investors, employees, partners, customers, government, and community, and promptly addresses their concerns.

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	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	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 不定期意见和建议征集
 经销商	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	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	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	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	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

01

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



润丰行动

为国计民生添新色、共繁荣

回应联合国可持续发展目标 (SDGs)
Responding to the Sustainable Development Goals (SDGs) of the United Nations



贯彻落实 国家政策部署

Implementing National Policy Deployment

加快建设卓越东风

Accelerating the construction of excellent DFM

东风汽车不忘振兴民族汽车工业的初心使命，以高质量发展为导向，坚持自主发展和创新驱动，全力推进经营从依靠合资业务转向合资与自主并重，产品以燃油车为主转向节能汽车与新能源并重，努力发挥科技创新、产业控制、安全支撑作用，加快建设“产品卓越、品牌卓著、创新领先、治理现代”的世界一流企业。

DFM steadfastly upholds its founding mission to rejuvenate the national automotive industry. With a commitment to high-quality development, we adheres to taking self-reliant growth and innovation as core drivers. The company is dedicated to evolving its business model from a dependency on joint ventures to a balanced coexistence with its own initiatives. It is also transitioning its product focus from conventional fuel vehicles to a dual emphasis on energy-efficient and new energy vehicles. The company is working hard to play its role in technological innovation, industry control, and security support, in order to rapidly build a world-class enterprise characterized by exceptional products, a distinguished brand, cutting-edge innovation, and contemporary governance.

2023年，东风汽车以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的二十大精神 and 党中央重大决策部署，积极培育壮大战略性新兴产业，推进核心能力构建，夯实发展基础。

产品卓越

完成“2+1”乘用车新能源专用平台打造（东风猛士越野架构、量子架构、绿色节能 DSMA 架构），2023 年推出 4 款新能源乘用车新产品。全力打造行业领先的中重卡新能源技术架构平台、乘商兼用的滑板平台，为客户提供高端化、定制化、智能化的新一代新能源商用车产品。

品牌卓著

推动品牌向上，打造卓著品牌。布局豪华电动越野品牌东风猛士，高端新能源品牌东风岚图，主流市场东风风神、东风奕派，入门级东风纳米。

创新领先

在电动化领域，深耕混动、纯电、氢能三条技术路线，在东风马赫电混 PHREV、马赫 E 纯电驱动、高比能全固态电池、东风氢舟 150kW 全功率氢燃料电池堆等领域锻造一批科技长板；在智能化领域，坚持自研与开放合作相结合，采用单车智能和网联智能驾驶并行技术路线，抢占智能化“下半场”竞争高地，L4 级无人公交车已在雄安新区、武汉等 35 个城市实现常态化运行。

治理现代

实施改革深化提升行动，着力构建“4+2”（“4”是商用车事业部、自主乘用车事业部、零部件事业部、金融服务事业部；“2”是东风本田与东风日产）业务布局。实施“跃迁行动”，实现公司总部直接运营自主乘用车事业；实施“跃升工程”，成立商用车事业部，推动商用车业务深度整合和一体化运营；展开“跃动工程”，构建以研发总院为“中枢”的“1+n”研发体系；实施新车型项目 PM 管理。

紧跟国家战略部署

Firmly following the national strategic deployment

东风汽车积极落实《新能源汽车产业发展规划（2021—2035 年）》《关于加快建设世界一流企业的指导意见》《央企产业焕新行动方案》等国家重大战略部署，已全面完成新能源品牌、平台、产品和关键资源的布局，形成了明显优于燃油车时代的战略布局，市场效果正在逐步显现。2023 年，东风汽车按照“转型升级三年行动”部署，坚定汽车行业“国家队”担当，顶压前行，勇争第一，加快推进自主和新能源转型。

创新领先

采用单车智能和网联智能驾驶并行技术路线，以自研的中央集中式电子电气架构为基础，以超算技术和人工智能大模型形成东风智能算法库，赋能东风 L2-L4 全品系智能驾驶产品。

电动化

东风汽车已基本完成新能源“三电”产业化布局，自主掌控平台架构、动力总成、智能驾驶、智能座舱、车规级芯片、自主控制器、轮毂电机、燃料电池等一批关键核心技术，打造东风量子架构、马赫动力、龙擎动力、东风氢舟动力等技术品牌。

前瞻研究技术

东风汽车自主研发的东风氢元 H₂·One 300 燃料电池系统，各项参数均达行业领先水平。

轻量化

东风汽车通过高集成等工艺，从模块化、碰撞、轻量化、成型性四个维度进行多目标参数优化，实现汽车车身一体化设计和制造，机舱压铸实现 66 合 1，轻量化效果达到 15%，整体扭转刚度提升 5%，碰撞达成 2024 版 C-NCAP 五星要求，创造行业集成化程度最高、重量最轻、开发周期最短“3 项第一”。

网联化

在乘用车领域，岚图打造新型数字化营销模式，让数字平台贯通用户售前、售中、售后全旅程，以“线下体验 + 线上购买”模式建立超级 APP，与用户在全生命周期互动并创造价值；在商用车领域，东风商用车首发主动服务系统“完好率中心”，通过 5G 大数据平台，紧密连接人、车、服务网络，为超过 60 万车主提供贴心网联服务。



• 东风氢元 H₂·One 300 燃料电池系统

深化国企改革

Deepening the reform of state-owned enterprise

2023年,东风汽车启动实施国企改革深化提升行动。稳妥有序构建“4+2”业务布局,即四个自主业务单元和两家合资企业。实施东风乘用车新能源“跃迁行动”,由总部直接运营自主乘用车事业,一体化管理东风风神、东风 er、东风纳米三大品牌产品的商企、营销和制造工作;推动新能源“跃动工程”,成立研发总院,构建“1+n”研发体系,整合优化研发资源;展开商用车“跃升工程”,提升商用车事业资源配置效率;优化车型项目管理体制机制,加强车型全生命周期管理,打造爆款产品;实施年度 KPI 和 MTP 能力建设“双目标”考核,激励挑战高目标,通过管理体制创新、机制创新,进一步加快转型升级的步伐,实现“产品跃迁”“品牌跃迁”“价值跃迁”。

In 2023, DFM initiated a deepened state-owned enterprise reform and upgrading action, steadily and orderly established “4+2” business structure, i.e. four self-governing business units and two joint ventures. The company implemented new-energy “Yueqian Action” for Dongfeng passenger vehicles and the headquarters directly operated the independent passenger vehicle business, conducted integrated management of the business, marketing, and manufacturing of the three major brand products: Dongfeng Fengshen, Dongfeng er, and Dongfeng NAMMI; promoted new-energy “Yuedong Project”, established a central research institute, and developed “1+n” R&D system to integrate and optimize R&D resources; initiated the “Commercial Vehicle Yuesheng Project” to improve the efficiency of resource allocation for the commercial vehicle operations; refined vehicle project management systems to enhance lifecycle management and to create top-selling products; implemented an annual KPI and MTP capability “dual-objective” assessment, encouraged the team to aim high. By innovating in our management structures and mechanisms, the company has further accelerated the transformation and upgrading, achieving the significant leaps in “product”, “brand” and “value”.



• 东风自主乘用车新能源矩阵集中亮相

坚持党建赋能发展

Adhering to development empowered by Party construction

2023年,东风汽车以习近平新时代中国特色社会主义思想为指导,全面深入学习宣传贯彻党的二十大精神,坚持和加强党的全面领导,推动党建与生产经营深度融合,以高质量党建引领保障卓越东风和世界一流企业建设。

In 2023, guided by Xi Jinping's Thought of Socialism with Chinese Characteristics for the New Era, DFM has deeply studied and implemented the spirit of the 20th National Congress of the Communist Party of China, upheld and enhanced the comprehensive leadership of the Party, promoted the deep integration of Party construction with business operation, so as to ensure developing DFM into an excellent and world-class enterprise under the guidance of high-quality Party construction.

• 深入开展主题教育 Conducting thematic education deeply

东风汽车党委把开展好主题教育作为一项重大政治任务抓实抓好,坚持以高站位、高标准、高效率部署推动主题教育;围绕主题教育的总要求、根本任务和具体目标,结合当前面临的形势和工作实际,认真拟定主题教育学习工作方案,编制下发自学资料清单,明确 14 项学习重点,强调要肩负起汽车强国的使命担当。

• 建强人才战斗堡垒 Strengthening the construction of talent fortress

东风汽车深入贯彻落实全国组织工作会议精神,层层压紧压实党建工作责任,不断提高组织工作质量,坚持打造人才高地,锻造坚强战斗堡垒,发布《东风风起“156”人才行动计划》,不断夯实高质量发展人才基础。2023 年引进海内外博士人才 46 名,并成立“博士团”,以博士团例会、博士论坛讲堂、导师带徒、博士立项攻关、博士交流活动等方式构建成长平台,强化公司科技领军人才梯队建设。

• 促进党建经营共融 Promoting the integration of Party construction and business operation

各级党委聚焦转型发展,充分发挥“把方向、管大局、保落实”的领导作用,以“保落实”重点项目为载体,着力破解本单位重点难点问题,推动党建与经营有机融合;围绕“强体系、提销量、实现商业成功”的工作主题,明确“分解目标、分区挂帅、定点调研”工作方案;围绕“加速启辰新能源转型”重点项目课题,打造“凝心聚力”“担当作为”“先进性发挥”“攻坚克难”4 大平台,做到党建工作与企业改革发展同频共振。



• 东风汽车学习贯彻习近平新时代中国特色社会主义思想主题教育动员大会

坚定不移 做强国有资本

Firmly Optimizing the State-owned Capital

力促国有资产增值

Striving to guarantee the appreciation of state-owned assets

● 风险管控

Risk management and control

2023 年，东风汽车坚决贯彻落实党中央、国务院关于防范化解重大风险的重要决策部署，牢固树立风险意识和底线思维，锚定“转型升级三年行动”目标任务，落实年度“提升能力固基础、保持定力强自主、持续发力快转型、凝聚合力优体系、执行有力抓落实”的“五力”工作方针，加快推进公司转型发展，牢牢守住不发生系统性风险底线，保持公司持续稳定经营。

In 2023, DFM carefully implemented the decisions of the CPC Central Committee and the State Council on preventing and resolving major risks, firmly established a sense of risk and a mindset of bottom-line thinking, followed the goals of the “three-year action plan for transformation and upgrading”, and implemented the annual “Five Forces” work policy of “enhancing capabilities to solidify foundations, maintaining stability to strengthen autonomy, persistently driving for rapid transformation, gathering strength to optimize systems, and enforcing effectively to ensure implementation”; accelerated the company’s transformation and development, firmly held the bottom line of avoiding systemic risks, thus maintaining the company’s continuous and stable operation.

● 夯实重大风险防控制度根基

Enhancing the foundation of major risk prevention and control system

坚持将深化风险防控实践活动与建设有效风控制度体系有机结合起来，建立以《东风汽车全面风险管理办法》为基本制度，《东风汽车投资专项风险评估规定》《东风汽车重大经营风险事件报告管理办法》等配套制度相结合的 1+N 风控制度体系；持续动态拓展制度体系的内涵与范围，修订或出台 16 项制度，为有效防范化解重大风险提供强有力的制度依据。

● 扎实开展年度风险评估及防范化解

Carrying out annual risk assessment, prevention and solution effectively

评估出年度 8 项重大重要风险，制定阶段性管控目标 38 项和应对措施 132 项，全年努力克服转型升级“阵痛期”，精准施策、靶向发力，取得较好成效。

● 做实重点领域专项风险防控

Implementing targeted risk prevention and control in key areas

扎实开展商用车信用销售业务和新能源应收国补业务的风险评估与防控，进一步完善重点业务领域的风险防控体系，有效降低风险敞口。

● 市场开拓

Market expansion

2023 年，东风汽车全年销售 242.1 万辆，行业排名第六。

In 2023, DFM sold 2.421 million vehicles through the year, ranking sixth in the industry.

2023 年，东风汽车新能源乘用车事业提速疾进，全年新能源汽车销量达 52.4 万辆。猛士科技园区开园，豪华电动越野车猛士 917 上市交付，达成 7 项中国第一，并斩获“年度十佳汽车”奖；岚图汽车上市岚图追光、新岚图 FREE、新岚图梦想家、岚图追光 PHEV，销量节节攀升，12 月月销破万辆；东风风神“马赫 E”铝基轻量化平台首款纯电 SUV SKY EV01 正式上市；全新主流科技电动品牌东风 er 发布；国民纯电专业品牌东风纳米发布，为不同客户的多元化用车需求提供全方位的产品和服务。

In 2023, DFM accelerated its new energy passenger vehicle business, with a total annual sales volume of 524,000 new energy vehicles. The Brave Warrior Science and Technology Park was inaugurated, and the luxury electric off-road vehicle Brave Warrior 917 was launched and delivered, achieving seven “Top 1” in China and winning the “Top 10 Cars of the Year” award. VOYAH Automobile launched the Voyah Passion, the new Voyah FREE, the new Voyah Dream, and the Voyah Passion PHEV, with sales rising steadily, breaking the 10,000-unit mark in December; Dongfeng Aeolus Mach-E aluminum lightweight platform’s first pure electric SUV, the SKY EV01, was officially launched; the new mainstream technology electric brand Dongfeng er was released; and the national pure electric professional brand Dongfeng NAMMI was launched, providing a full range of products and services to meet the diversified driving needs of different customers.

旗下东风柳州汽车有限公司聚焦一体两翼，重点突破 KD、新市场和电商，KD 出口销量 18826 辆，同比增长 68%；开展全方位社交媒体平台矩阵营销，跨境电商出口同比大幅增长超 6 倍，乘用车全年出口 28904 辆，同比增长 56.8%。

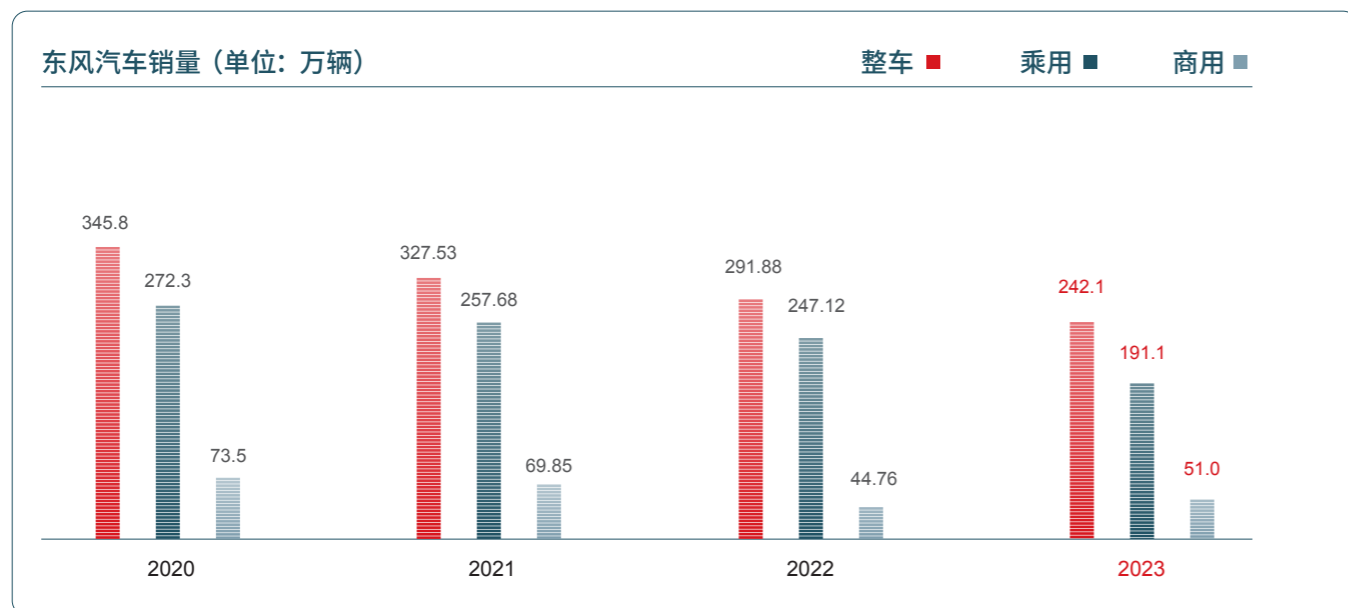
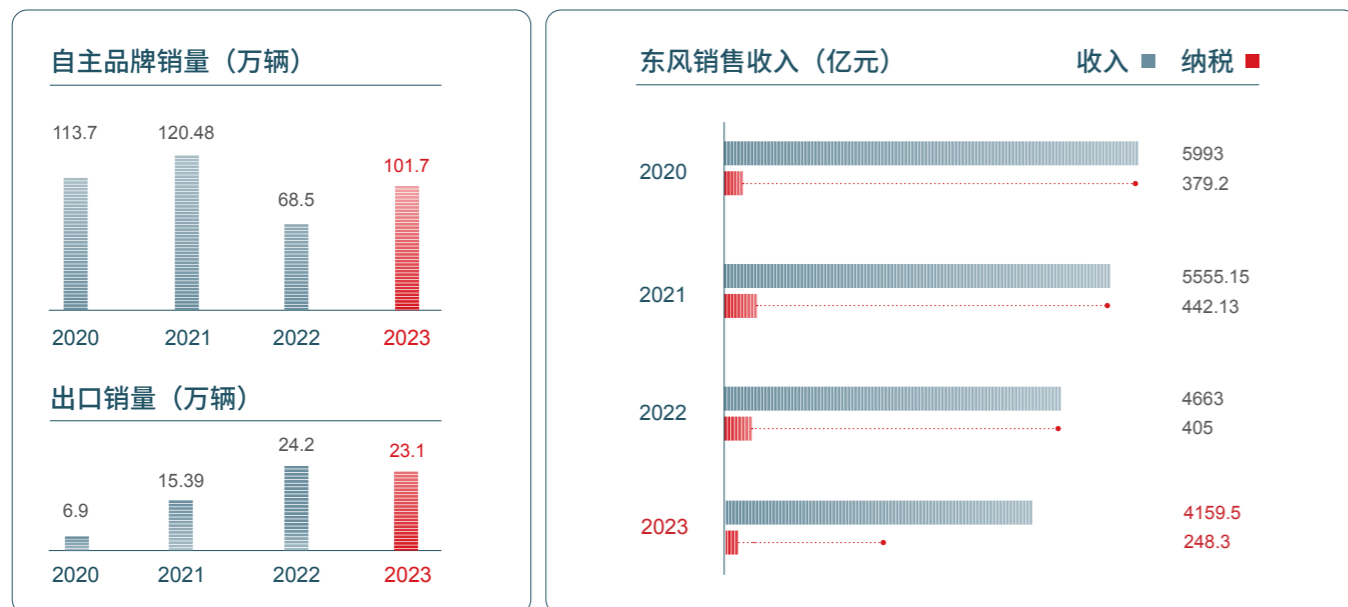
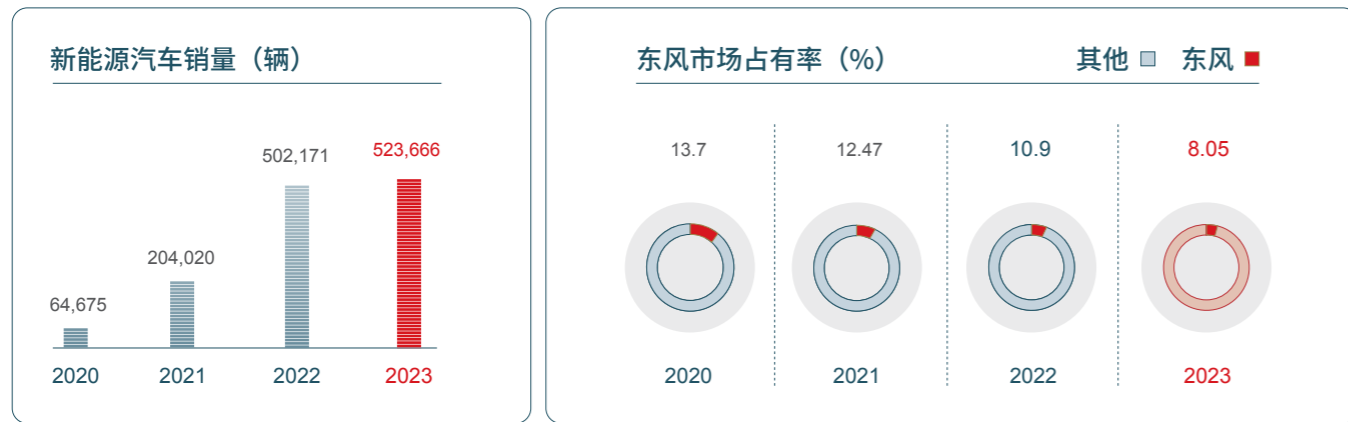
Dongfeng Liuzhou Automobile Co., Ltd. focused on a unified dual-wing strategy, made key breakthroughs in KD, new markets, and E-commerce, with KD export sales reaching 18,826 units, with a year-on-year increase of 68%; carried out comprehensive social media platform matrix marketing, with cross-border e-commerce exports growing significantly by more than six times year-on-year. The export volume of passenger cars for the whole year reached 28,904 units, with a year-on-year increase of 56.8%.

旗下东风越野车有限公司深耕军用市场，强化项目培育及装备需求研究，推进战略项目和配套项目落地列装。坚定推动猛士各军兵种战略型号项目落地，持续推进猛士配套底盘统型拓展。在战略项目方面，牵头组织推进全军火箭军项目实现批量续订；在配套拓展方面，加强配套市场细分，聚焦信息指控、火力打击、战场支援、勤务保障 4 大领域，在急救车领域取得增量突破。全年实现军品销量 3674 台。

Dongfeng SUV Co., Ltd. deeply cultivated the military market, enhancing project development and equipment requirement studies to ensure strategic and complementary projects were successfully implemented. The company is steadfast in promoting strategic model projects of “Brave Warrior” across all military forces and expanding the standardization of “Brave Warrior” supporting chassis. In terms of strategic projects, the company took the lead in developing the rocket force project across the entire military to achieve mass renewal orders. In terms of supporting equipment development, the company enhanced market segmentation for supporting equipment, focusing on four major domains: information command and control, firepower striking, battlefield support, and logistical support, and achieved an incremental breakthrough in the field of emergency vehicles. The annual sales volume of military products reached 3,674 units.

旗下东风汽车零部件（集团）有限公司推动新市场、新业务突破，做深东风内市场、做全东风外市场。2023 年，全年获取新订单 68 亿元，完成目标 114%，其中新能源业务占比超过 50%，乘用车业务占比超过 50%，东风外占比超过 40%，为东风转型升级和结构调整提供支撑；协同开拓海外市场，海外业务实现收入 10.3 亿元，同比提升 14%。

Dongfeng Auto Parts (Group) Co., Ltd. expanded the new market and made breakthroughs on new businesses, deepening its presence in domestic and foreign market. In 2023, the company obtained new orders totaling 6.8 billion yuan, exceeding the target by 114%. Among these, the new energy business accounted for over 50%, the passenger car business accounted for over 50%, and the external market share exceeded 40%, thus providing strong support for Dongfeng’s transformation and structural adjustment. The company also explored overseas markets, achieving the international business revenue of 1.03 billion yuan, with an increase of 14% compared to the previous year.



打造科研创新高地

Building a high ground for scientific research and innovation

1+n 研发体系 "1+n R&D system"

东风汽车现行研发体系是以总部统一协调指导，以东风汽车研发总院为核心主体，各子公司研发机构协同运作，建立与公司“4+2”业务布局相适应的“1+n”研发体系，以“共享协同战略”为抓手，以研发资源整合为依托，打造有竞争力的共性平台，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 was under the unified coordination and guidance of the headquarters, with DFM's Research and Development (R&D) General Institute as the core entity, subsidiaries' R&D institutions working in coordination to establish a "1+n" R&D system that aligns with the company's "4+2" business layout. Based on the "Shared Collaboration Strategy", the company relies on the integration of R&D resources to create a competitive common platform, developing a composite open innovation R&D system that allows the partners, scientific research institutes and external enterprises to make collaborative innovation.

东风汽车研发体系: DFM R&D system:

- **科技决策**——东风汽车科技领导小组
- **科技管理**——东风汽车战略规划与科技发展部
- **研发实体**——以东风汽车研发总院、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

东风汽车根据国家“加快建设世界一流企业”的总体要求，坚定“打造世界一流的汽车研发事业”的愿景使命，以构建“1+n”的研发体系，成为集团共性与核心技术的掌控者，以科技创新推动集团新能源转型为企业定位，以科技跃迁成果为基石，向品牌跃迁、产品跃迁和价值跃迁拓展。

自主创新战略实施情况

Implementation of independent innovation strategy

2023 年是东风汽车“转型升级三年行动”的关键之年，公司积极推进现有平台融合，持续推进中央集中式 SOA 电子电气架构迭代升级，并重点打造乘、商兼用的下一代滑板平台，加快研发速度，全面完成新能源品牌、平台、商品、关键总成及核心技术资源的战略布局，发明专利公开量、授权量连续两年位列行业第一。

2023 年，东风汽车在国家发改委发布的国家企业技术中心 2023 年评价结果中再次获评“优秀”。

东风马赫动力 E 品牌
——行业领先

Dongfeng Mach Power-an
Industry Leader

作为马赫动力子品牌，“马赫 E”的发布标志着马赫动力品牌正式拓展至新能源领域，全面覆盖节能动力、混合动力、纯电动力三大领域。马赫 E 主要由电驱、电池、补能三大产品平台组成。马赫电驱具有“极致融合、高效高速、动力澎湃、智能控制”四大亮点，集 20 余项行业领先技术。马赫电池具有“长续航、高安全、超快充、极智慧”的产品特点，采用“高强度铝合金框架、底部装甲”实现“军车装甲级”结构防护，可以让电芯温度在 1 分钟以内降低 80°C。在快充方面，可以做到充电 5 分钟，续航 300 公里。在换电领域，公司首创 T 型旋转换电机构、柔性定位结构与长寿命液冷换电接口，换电仅需 90 秒，且实现 10000 次以上寿命。

“氢舟”技术品牌
——国内首款

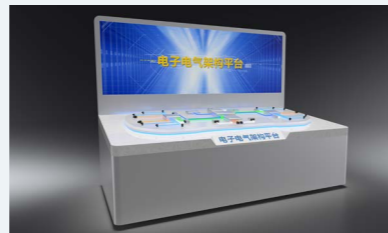
“Hydrogen Boat”
Technology Brand-First
Launch in China

氢动力研发方面，东风汽车打造“氢舟”技术品牌，覆盖 20-300kW，推出国内首款 80kW 全功率燃料电池乘用车，取得中国品牌首个全功率氢燃料电池乘用车公告，率先在大湾区开展示范运营。

东风量子智能电动架构
——中国首个

Dong Quantum Intelligent
Electric Architecture-First
Architecture in China

东风汽车自主打造中国首个全新一代中央集中式 SOA 电子电气架构，该 SOA 搭载 1 个中央智慧大脑和 4 个区域控制器，实现全域融合、软硬件解耦，与用户共创千人千面的多场景体验。



• 东风汽车三大科技品牌

猛士智能越野架构 M TECH

超级平台

[猛士滑板越野平台 MORA]

超级越野

[猛士越野全地形智能解决方案 M ATS]

超级动力

[猛士动力 MEGA POWER]



• 猛士豪华电动越野技术解决方案 M TECH 以“超级平台、超级越野、超级动力”三大硬核技术填补了中国豪华电动越野技术空白，在第三届《中国汽车风云盛典》中荣获评委会特别奖



扫一扫，了解东风汽车在关键核心技术方面取得的重要突破



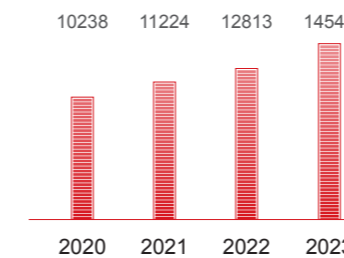
● **2023 年科技创新工作进展**

Work progress in scientific and technological innovation in 2023

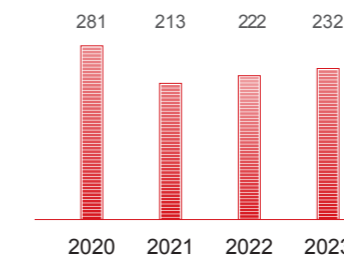
东风汽车扎实落实国资委“发挥中央企业中坚作用，加快突破关键核心技术”的总要求，以市场为导向，集中公司优势资源及力量协同攻克技术难题。2023 年，面对新时代汽车产业变革浪潮的到来，东风汽车在创新驱动发展战略下，着力打造原创技术策源地，不断提升科技成果转化和产业化落地水平，以高水平的科技自立自强，筑牢强企之基。

DFM effectively implemented the State-owned Assets Supervision and Administration Commission's (SASAC) general requirement to “play the central role of central enterprises and accelerate breakthroughs in key core technologies.” Guided by the market, the company gathered its advantageous resources and strengths to collaboratively tackle technological challenges. In 2023, facing the advent of the new era of automotive industry transformation, DFM, based on the strategy of innovation-driven development, focused on creating a hub for original technology and continuously enhanced the level of scientific and technological achievements transformation and industrialization, thus laying a solid foundation for a strong enterprise with high-level self-reliance in science and technology.

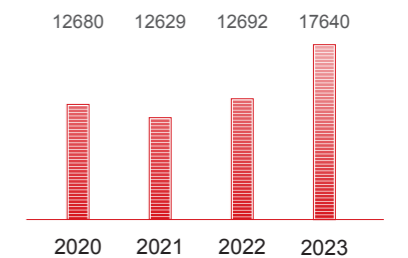
有效专利 (件)



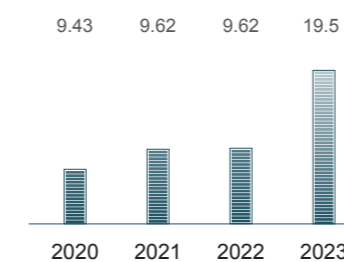
省部级以上专家数量 (名)



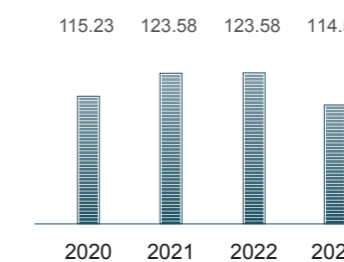
研发人员数量 (名)



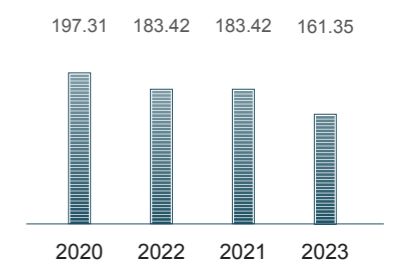
研发人员所占比例 (%)



东风研究与试验发展经费与支出 (亿元)



东风科技活动经费支出 (亿元)



● **重大创新成果**

Major innovation achievements

智能驾驶域控制器

L4 级 AI/CPU 芯片自动驾驶域控制器

智能网联车路协同计算平台

DDM 自主柴油机控制系统

DDi47 国六柴油发动机

无人公交调度系统

引领自主品牌向上

Leading the upward trend of homegrown brands

东风汽车坚持乘商并举引领中国汽车品牌向上，构建全品类自主品牌和产品矩阵，以扎实的技术积淀和完善的品牌矩阵满足用户多场景出行需求。2023 年，东风汽车发布猛士、岚图和天龙等产品，铸就多元化品牌建设，引领中国汽车品牌向上新潮流。

DFM adheres to leading the upward trend of Chinese automotive brands by developing both passenger and commercial vehicles. It has established a comprehensive brand and product matrix for its homegrown brands, leveraging solid technological foundations and a well-rounded brand portfolio to meet users' diverse travel needs across various scenarios. In 2023, DFM launched products such as the Brave Warrior, Voyah, and Tienon, forging a diversified brand construction and setting a new trend for the upward movement of Chinese automotive brands.



猛士 917

上市时间：2023 年 8 月 25 日

车型介绍：猛士科技首款车型、猛士智能越野架构 M TECH 的首发车型，搭载猛士越野平台 MORA、猛士动力 MEGA POWER、猛士全地形系统 M ATS，是中国第一个豪华电动越野综合技术解决方案的量产落地车型，定位中大型豪华电动越野细分市场，将带动硬派越野的全面进化，成就“中国越野”扛鼎之作



东风猛士 MS600

上市时间：2023 年 2 月 18 日

车型介绍：基于 MS-1 技术平台打造继承猛士军车“全域机动、坚实可靠”的基因，同时结合民用乘用车级前沿技术，以民用客户需求和应用场景为核心研发，完美实现四大特性：极限越野、坚实可靠、百变改装、舒适体验



岚图追光

上市时间：2023 年 4 月 18 日

车型介绍：岚图汽车首款轿车车型，搭载岚图自主研发 ESSA 架构和 SOA 电子电气架构，3 米轴距搭配头等舱后排座椅及母婴级环保座舱，拥有双电机四驱及 4D 智慧底盘，3.8s 零百加速，纯电续航 CLTC 工况下达到 730 公里



东风风神皓瀚

上市时间：2023 年 8 月 12 日

车型介绍：搭载马赫电混 +4 挡 DHT 动力组合，无论是 HEV 车型还是 PHEV 车型，都拥有强大的综合功率和扭矩，能够为用户提供澎湃的动力



东风天龙 GX

上市时间：2023 年 5 月 18 日

车型介绍：针对高效干线物流单趟运距长、区域跨度大、时效要求高、服务响应快的特点，能满足客户人停车不停、车好开不坏、维修不贵等一系列核心诉求



乘龙 H7 燃气牵引车

上市时间：2023 年 10 月 11 日

车型介绍：采用行业领先 15L 大排量，至高 680PS，满足长途运输多种工况运输需求；经过多场景试验验证，能耗水平业内领先，为长运距运输场景提供大马力、节能、舒适的牵引车解决方案



岚图梦想家

上市时间：2023 年 10 月 12 日

车型介绍：拥有超大七座宽享空间、百万级豪华全铝底盘，配备有前双叉臂 + 后五连杆独立悬架系统，并且带魔毯功能的空悬 + CDC 功能；荣获中汽研 C-NCAP 五星认证，其全车超 70% 车身高强度钢比例、2000MPa 一体式热成型门环，保证人员主、被动安全



东风风行雷霆

上市时间：2023 年 3 月 25 日

车型介绍：高安全四维防护技术、整车 IP68 级防水；L2+ 级智能辅助驾驶系统，实现全自动 APA2.0 泊车；空调、电驱、电池一体化热管理，低温环境续航提升 16%



东风风神奕炫 GS 马赫版

上市时间：2023 年 3 月 26 日

车型介绍：全系配备主副驾驶双安全气囊、胎压报警、后驻车雷达、倒车影像、定速巡航、自动驻车等配置



郑州日产新帕拉丁

上市时间：2023 年 8 月 14 日

车型介绍：装备 2.0T 黄金动力及采埃孚 8AT 变速箱，输出最大功率 168 千瓦，扭矩最大 360N·m，针对脱困、攀爬等极限场景，强悍的动力输出能够翻山越岭、飞沙逐浪



东风日产全新第三代逍客

上市时间：2023 年 8 月 16 日

车型介绍：基于雷诺 - 日产联盟第二代 CMF-CD 专业 SUV 平台开发设计变更率达到 100%，实现 70 多项焕新，完成史上最强换代，以更高的产品价值，满足消费者个性化和多样化需求



东风本田 HR-V

上市时间：2023 年 4 月 12 日

车型介绍：搭载 Honda CONNECT 3.0 智导互联、Honda SENSING 安全驾驶辅助系统等本田全球先端技术，在提供兼顾智能与安全的便捷出行体验的同时，带来越级的舒适性与静谧性

知行合一 坚守合规经营

Upholding Ethical Business Practices by Combining Learning with Practice

秉承公平竞争理念

Upholding the principle of fair competition

东风汽车秉承公平竞争理念，致力于营造公平公正、和谐有序的市场环境，以促进汽车行业合法有序竞争。2023年，东风汽车持续践行《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；修订《合规手册》，以“主动主导、做强做优”为方针，依法公平有序参与市场竞争，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准则；以“客户意识、客户第一”为原则，抢抓市场、抢抓机遇，开展规范有序的市场竞争活动；坚决反对违反公平竞争原则，以给予、收受财物或其他利益的手段，获取或提供交易机会及其他经济利益的行为；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 market environment that is fair, just, harmonious, and orderly, thereby promoting legitimate and orderly competition in the automotive industry. In 2023, 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; revised the Compliance Manual, adopting the guideline of “taking the initiative to lead and to be strong and excellent”, participating in market competition in a lawful, fair, and orderly manner, opposing monopoly agreements, opposing the abuse of market dominance, and implementing the rules for business concentration in accordance with the law. With the principle of “customer awareness and customer first”, DFM seized market opportunities and conducted standardized and orderly market competition activities; firmly opposed actions that violate the principles of fair competition, such as obtaining or providing trading opportunities and other economic benefits through giving or receiving property or other interests; was strongly opposed to the monopoly behaviors that exclude and restrict the market competition; strictly avoided and prevented the inside personnel from disclosing the inside information by improper means and in violation of the laws and regulations.

筑牢合规经营底线

Sticking to the bottom line of compliance management

东风汽车坚持“全面合规、主动合规、持续合规”的合规理念，发布《合规管理办法》，深化合规管理体系建设，强化合规经营保障；筑牢合规管理“三道防线”，促进合规与经营发展深度融合，有效防范和化解经营风险。

DFM has upheld the compliance philosophy of “comprehensive compliance, proactive compliance, and sustained compliance”; issued the “Compliance Management Measures”, deepened the construction of the compliance management system and strengthened the safeguarding of compliant operations; built “three lines of defense” in compliance management to promote a deep integration of compliance with business development, effectively preventing and resolving operational risks.

设置首席合规官

履行组织建立合规管理体系、建立健全合规管理机构、管理规章制度、推动合规风险防范和化解工作、参与重要经营决策的职责，有利于健全公司合规风险防范机制和内部控制体系。

旗下东风汽车股份有限公司针对日常运营中各方面合规运作发布相应的管理规定，以防范化解运营风险，保障实际工作中合规管理有效实施；对内部及外部市场做出的违规行为进行监测管控，建立《“灰名单”管理》制度。

Dongfeng Motor Co., Ltd. has issued corresponding management regulations for compliance operations in various aspects of daily operations to prevent and resolve operational risks, ensuring the effective implementation of compliance management in actual work; has monitored and controlled any non-compliant behavior in both internal and external markets, establishing a “Grey List” management system.

旗下东风柳州汽车有限公司以问题为导向，结合企业管理优化升级要求，梳理现有制度及流程，有效结合关键节点与风险点，进一步完善合规制度。2023年，发布《合规专刊》《普法简报》等专题宣传刊物，开展合规培训10次，有效增强员工合法合规意识。

旗下东风本田汽车零部件有限公司围绕公司合规发展思路，通过优化法务合规机构、建立相关合规制度、开展制度梳理评价、完善内控流程、加强法治合规宣贯等工作，筑牢合规风险防火墙。

旗下智新科技股份有限公司从健全法务合规管理体系、培养内控评价能力、提升制度管理能力、发挥法律专业能力，保障公司合法权益、创新法务合规文化宣贯载体五个方面稳步推进法务合规各项工作。



• 旗下东风柳州汽车有限公司开展预防职务犯罪相关法律知识培训



• 旗下智新科技股份有限公司开展合规文化宣传活动

遵守诚信经营原则

Adhering to the principle of honest business practice

东风汽车坚持以高标准的道德诚信行为作为健康发展的基石，坚持诚信经营，恪守商业道德，持续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，全年保持良好的合同履行情况。

DFM is steadfast in adopting high standards of ethical integrity as the cornerstone of its healthy development. It adheres to honest business practices, strictly follows business ethics, and continuously improves its system for honest business operations; abides by a code of conduct that emphasizes honesty and trustworthiness, ensuring that all disclosed information is true, accurate, and complete; provides advertising and commercial promotion that is genuine, healthy, and civilized, and stands against false advertising and misleading publicity. DFM strictly pays taxes in accordance with the law, with no arrears in corporate income tax or other operational taxes; regulates contract management, strictly fulfills all signed contracts, agreements, or other commitments, and maintains a good record of contract performance throughout the year.

2023 年，东风汽车坚持强化合规教育，厚植合规文化，对区域管理中心、研发总院等单位开展多次合规管理培训，覆盖 2000 余人次，详细阐述公司合规管理体系建设要求，指导下属单位健全合规管理组织机构与运行机制，实现依法依规稳健经营。

涵养廉洁自律之风

Cultivating a culture of integrity and self-discipline

东风汽车秉持不行贿、不受贿、不索贿、不“牵线搭桥”的经营底线，坚决抵制一切腐败行为，持续以严的基调推进党风廉政建设和反腐败工作，坚持惩治腐败高压态势、完善巡视巡察上下联动工作格局、推进作风建设常态化长效化、推动纪检监察工作高质量发展，紧盯新型腐败和隐性腐败，查处涉及“期权腐败”“影子股东”等案件，重点查处相关人员退而不休、顾而不问搞“期权腐败”等问题。以正风肃纪反腐实效服务保障卓越东风和世界一流企业建设。

2023 年，东风汽车纪委全年下发纪检监察建议书 8 份，向各级党委提出建议 24 条，在集团层面召开 3 次警示教育大会，组织观看专题警示教育片。发挥“廉洁东风”微信公众号廉洁教育平台作用，2023 年共发布推文 141 篇，总阅读量 54 万余次，通过纪法知识宣传、典型案例通报，进一步营造严的氛围。



• 2023 年 2 月 13 日，东风汽车召开 2023 年党建工作会暨党风廉政建设和反腐败工作会

全心投入 协同地方发展

Being Fully Committed to Collaborative Local Development

坚持本地合规雇佣

Strictly following local compliance in hiring practice

东风汽车在员工招录过程中严格按照《中华人民共和国就业促进法》，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。截至 2023 年底，东风汽车从业人员总数为 120373 人，外籍员工 155 人，本地化雇佣比例达 99.88%。

DFM adheres to local compliance in hiring, strictly following the “Employment Promotion Law of the People’s Republic of China” during the recruitment process, ensuring there is no employment discrimination based on ethnicity, gender, race, region, household registration, or employment form. By the end of 2023, DFM had a total of 120,373 employees, including 155 foreign employees, with a local employment rate of 99.88%.

东风汽车持续加大人才引进力度，为社会创造更多就业机会。采取春季及秋季招聘、线上线下相结合等方式，为广大高校毕业生提供就业机会；开展高端人才引进，吸引和鼓励更多优秀高层次人才加入公司。

推进本地责任采购

Promoting local responsible sourcing

东风汽车持续推进本地化采购工作，要求各主机厂逐步提高本地化供应商的比例，取得积极成效。2023 年，东风汽车一级供应商数量湖北省的占比为 30.7%。

DFM continues to promote the localization of its procurement efforts, requiring its main manufacturing plants to gradually increase the proportion of local suppliers, which has yielded positive results. In 2023, the proportion of DFM’s Tier 1 suppliers located in Hubei Province was 30.7%.

旗下岚图汽车科技有限公司鼓励和支持选择本地化供应商，在《零部件采购管理办法》中，规定同等条件下优先选择本地化供应商，挖掘、培育武汉及湖北省内的优质供应商资源；按照供本地化供应商优先原则制定采购策略，定时优先选择本地化供应商，本地化率由 2020 年的 36% 提升到 2023 年的 41%。

旗下东风日产乘用车公司加速推进近地化和国产化工作。2023 年，采埃孚广州电子工厂近地化、飞得滤机花都近地化等项目落地，为广州构建万亿级汽车智城、花都区打造大湾区智能网联汽车创新高地蓄力赋能；积极研讨关键海外进口部件的国产化可行性及技术路线。

旗下神龙汽车有限公司加快本土化进程促进降本保供，已完成 B 点开发 27 项；为加强供应商稳定，不断推进 KD 件深度国产化和芯片等关键资源保证，共完成 89 个零件国产化。

旗下东风鸿泰控股集团有限公司持续推进供应商本地化工作，主动开展供应商优化，在符合产品 / 服务要求和质量的前提下，扩大本地合格供应商纳入、实施零部件国产化等措施。

旗下东风本田发动机有限公司与供应伙伴共同努力，充分挖掘本地资源，在 QCD 全领域努力解决国产化课题，多维度地推动总成国产化、构成件国产化、材料 / 工序国产化以及本地化等各项降本增效举措。

02

Runxing Action: Common Growth and Development with the Industrial Economy

回应联合国可持续发展目标 (SDGs)
Developing Ingenious Products with Excellent Quality



润兴行动

与产业经济同济增、共发展

精益求精 铸品质产品

Developing Ingenious Products with Excellent Quality

驱动数智化转型

Driving digital and intelligent transformation

东风汽车学习贯彻习近平总书记关于“数字中国”“网络强国”的重要思想，围绕公司转型升级发展目标，针对性制定东风汽车数字化发展规划，从顶层设计角度引领数字化发展。

DFM studies and implements the important ideas of General Secretary Xi Jinping on “Digital China” and “Cyber Power”, focusing on the company’s transformation and development goals. It has formulated a targeted digital development plan for DFM, leading the digital development from a top-level design perspective.

● 强化数字化战略引领

Strengthening the strategic guidance of digitalization

东风汽车明确聚焦自主事业发展，把“以客户为中心”贯穿到工作始终，构建“一个平台”，打造“两大旅程”，推进“三个贯通”的数字化转型总体战略思路。

东风汽车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

东风汽车数字化转型成效

- “一个平台”：现已建成东风云武汉主数据中心、十堰容灾数据中心、信创资源专区，发布 70 余项服务，承载公司 100 余个项目上云，达国标 A 级、等保三级标准。通过统一建设和运营，上云率提高 12%，资源利用率提高 35%，投入降成本 24%
- “两大旅程”：结合公司工作会“推进业务与数字化深度融合、加快业务数字化转型”要求，在产品数字旅程上，全面梳理至 486 个三级场景，协同研发总院、销售公司等落地聚合充电平台、SOA 场景引擎、海外车联平台等场景；在客户数字旅程上，全面梳理至 189 个三级场景，协同猛士科技、东风乘用车销售公司等落地智慧门店、新媒体营销、用户运营、客户画像等场景。结合场景实践，编制并发布公司首版《数字化转型案例集》《客户数字旅程白皮书》
- “三个贯通”：持续健全公司数字化体系，推进平台贯通、数据贯通、体系贯通。根据国资委《国有企业数字化转型行动计划》指导意见，结合公司数字化转型发展要求，从 0 到 1 建立《东风汽车数字化转型成熟度评价模型》，对公司内 26 家单位开展评价，明确长板和短板，推进整体数转能力提升；组建成立公司数字化架构委员会，设立架构工作组，首批聘任 83 人，开展架构体系建设、标准制定、架构评审等工作，促进业务架构与应用架构、数据架构、技术架构融合

● 打造数字化技术平台

Building a digital technology platform

东风汽车遵照国资央企云“1+N+M”布局建设东风云。东风云整体以自主可控、安全可信、服务可靠为目标，依照“统一规划、滚动建设、刚性管控”原则，基于“两地三中心”布局，已建成武汉、十堰两地主数据中心、容灾数据中心、信创资源专区，服务公司内 100 余个项目上云需求，推进纳管原分散规模小等级低的数据中心。

旗下岚图汽车科技有限公司在智能制造全过程规划多个 5G 应用场景，已初步实现设备全连接、物料全连接、人员全连接、生产全连接、环境全连接和检测全连接。岚图汽车工厂通过 5G 全连接，实现对工厂生产全要素管理，成功取得网络时延降低至微秒级、网络可靠性提升至 99.9999%、能耗成本 / 空间成本降低 30% 以上、设备故障处理周期缩短至 30 分钟以内、OEE 设备综合效率提升至 92% 等成果。

● 抢占智能化制高点

Seizing the high ground in intelligent technology

东风汽车把握汽车产业发展趋势，担当先行者和探路者的角色，在智能网联领域下出“先手棋”，推动智能驾驶产品研发、生产制造、产品测试、用户体验和商业化落地，构建出一个全栈式的解决方案，加速向“智”而行。

DFM grasps the development trends of the automotive industry, taking on the role of a pioneer and pathfinder; makes a “preemptive move” in the field of intelligent connectivity, promoting the research and development, manufacturing, product testing, user experience, and commercialization of intelligent driving products; and constructs a full-stack solution, accelerating its journey towards intelligence.

旗下东风商用车有限公司智能无人驾驶产品实现干线物流、港口、矿区等开放及封闭场景应用。其中，“无限星”5G 无人驾驶集装箱运输卡车，已于港口实现高动态、多遮挡的复杂环境下的无人智慧物流作业，在厦门港、广西口岸、阳逻港等地全面运营，正由中远海运拓展至海外，为智慧港口赋能。



● 旗下东风商用车有限公司“无限星”无人集卡在湖北港口集团阳逻港二期码头运营

锚定新能源赛道

Anchoring in the new energy development direction

东风汽车把握新能源汽车快速发展的历史机遇，坚定不移推进新能源转型。2023年，东风汽车实施东风乘用车新能源“跃迁行动”，集团一体化管理“东风”品牌下东风风神、ert、东风纳米三大产品系列品牌，定位更加明晰；实施新能源“跃动工程”，成立研发总院，构建“1+n”研发体系，聚焦新能源转型升级，深度整合集团研发体系及研发资源，全面提升研发效能。

DFM seizes the historical opportunity of the rapid development of new energy vehicles and unswervingly advances the transformation to new energy. In 2023, DFM implemented the “Yueqian Action” for Dongfeng passenger car new energy, with the group’s integrated management of the “Dongfeng” brand, including Dongfeng Aeolus, ert, and Dongfeng NAMMI, which have become more clearly positioned; carried out “Yuedong Project” for new energy, establishing a general research institute and constructing a “1+n” research and development system, and focusing on the transformation and upgrading of new energy; deeply integrated the group’s R&D system and resources, comprehensively enhancing R&D efficiency.

2023年，东风汽车全年新能源汽车销量达52.4万辆，同比增长4.3%；主攻高端新能源市场的东风岚图销量突破5万辆，同比增长1.6倍。海外市场快速增长，全年累计出口汽车23.1万辆，同比增长15.4%，其中新能源汽车是出口的有生力量。

In 2023, DFM achieved annual new energy vehicle sales of 524,000 units, with a year-on-year increase of 4.3%. Dongfeng VOYAH, which focuses on the high-end new energy market, saw its sales exceed 50,000 units, with a year-on-year increase of 160%. The overseas market experienced rapid growth, with a total of 231,000 vehicles exported throughout the year, a year-on-year increase of 15.4%, with new energy vehicles emerging as a significant force in exports.

东风汽车，预计到2025年累计（2024—2025年）

在新能源乘用车市场中投放 21 款产品

在新能源商用车市场中投放 10 款基础车型

力争自主新能源销量达到 100 万辆以上



• 东风ert定位为专注于科技与电动化的品牌，其目标是打造出具有现代科技感和高性能的电动汽车

严保高质量产品

Ensuring high quality products strictly

东风汽车始终如一地保持对质量的极致追求，以质量方针为指引，持续完善质量管理体系，坚守产品质量底线，以匠心制造持续追求品质提升，致力于打造市场信任、客户信赖的卓越品质。

DFM consistently focuses on delivering top-notch quality. Guided by its quality principles, the company refines its quality management system to maintain the highest product standards. With a commitment to craftsmanship, DFM is dedicated to enhancing product quality, building a reputation for excellence that customers can trust and rely on.

● 质量管控

Quality management and control

旗下东风乘用车公司持续开展“质量大讲堂”培训，提升全员能力。2023年，公司策划并组织9项质量工具培训，参训2384人次，总学时2678小时，固化质量工具和方法的运用，提升质量管理效率。

Dongfeng Passenger Vehicle Company continuously conducts “Quality Lectures” to enhance the skills of all employees. In 2023, the company planned and organized nine quality tool training sessions, with 2,384 participants and a total of 2,678 training hours. These initiatives solidify the application of quality tools and methods, improving the efficiency of quality management.

旗下东风商用车有限公司根据IATF16949的标准，建立24个质量体系过程，构建公司质量管理体系。2023年，公司接受质量管理体系三方审核，对质量管理体系成熟度进行量化评价，得分82分，较去年有所提升。

Dongfeng Commercial Vehicle Co., Ltd. establishes 24 quality system processes according to IATF16949 standard, to build its quality management system. In 2023, the company underwent a third-party audit of its quality management system, which provided a quantitative assessment of the maturity of the system, scoring 82 points, showing an improvement from the previous year.

旗下东风汽车股份有限公司深入贯彻“精益制造，精兵锻造，精准协同”的战略方针，积极实践具有鲜明东风特色的“MUST”2.0升级版计划，从产品力、一致性、体系力和满意度四个维度出发，建立高标准严要求的质量保证体系，力争落实全价值链共通、全生命周期追踪的质量保证模式，全力以赴迈向“打造世界一流的轻型商用车企业”的远景目标。

Dongfeng Motor Co., Ltd. deeply implements the strategic principles of “lean manufacturing, elite forging, and precise collaboration”, actively practicing the distinctive “MUST” 2.0 upgrade plan with Dongfeng characteristics. Starting from four dimensions-product strength, consistency, system strength, and satisfaction, the company establishes a high-standard, strict quality assurance system. It strives to implement a quality assurance model that is common across the entire value chain and tracks the entire lifecycle, fully committed to the vision of “becoming a world-class light commercial vehicle enterprise”.

● 安全出行

Safe travel

旗下东风商用车有限公司重视主被动安全技术的开发和应用，为减少商用车安全事故、提升商用车安全系数提供行业参考。在主动安全方面，积极推动先进驾驶辅助系统（ADAS）等安全技术研发和应用，通过电子电气架构（EEA）整合，将安全功能和硬件进行优化实现不同感知技术的组合，为驾驶员行车安全保驾护航。在被动安全方面，打造先进的碰撞安全系统，率先采用正向设计方法，规划碰撞能量传递路径；根据乘员乘坐位置，对不同的刚性区和吸能区进行针对性优化；全系产品采用高强度框架式的车身结构设计，并使用超过40%的高强度钢板，以满足欧洲ECE R29-03法规的要求。

旗下郑州日产汽车有限公司对 P15 MC 车型进行自动紧急制动 (AEB) 系统功能检测、车道保持辅助 (LKA) 系统功能检测、自适应巡航 (ACC) 系统功能检测, 确保向用户交付安全产品。

2023 年, 东风汽车集团有限公司根据《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召回计划。自 2023 年 12 月 1 日起, 召回 2021 年 3 月 27 日至 2022 年 12 月 19 日生产的部分东风 EX1 和东风 EX1 PRO 电动汽车, 共计 33618 辆。

召回原因

召回范围内车辆的车载终端 (T-box) 所采集的信息, 在某些特定充电场景时上传不完整, 致使远程数据监控平台无法及时发布预警信息, 存在安全隐患。

处理方法

通过车辆远程升级 (OTA) 技术, 为召回范围内的车辆免费升级软件; 对于无法通过 OTA 技术实施召回的车辆, 通过东风客服中心联系相关车主, 为车辆免费升级软件, 以消除安全隐患。

捍卫创新者权益

Protecting the rights and interests of innovators

东风汽车坚决贯彻落实“国家知识产权强国建设纲要”, 高度重视知识产权管理, 打造高价值专利培育及运用基地, 为转型升级持续提供源源不断的动力。2023 年, 东风汽车保持“国家知识产权示范企业”称号, 旗下东风商用车、岚图汽车、东风股份、东风柳汽等 4 家单位获批“国家知识产权优势企业”称号。

DFM firmly implements “national requirements for the construction of intellectual property power”, places a high emphasis on intellectual property management, aiming to create a base for cultivating and utilizing high-value patents, providing a continuous source of momentum for transformation and upgrading. In 2023, DFM maintained its title as a “National Intellectual Property Demonstration Enterprise”, and four of its subsidiaries, including Dongfeng Commercial Vehicles, VOYAH Automobiles, DFAC, and Dongfeng Liuzhou Automobile, were awarded with the title of “National Intellectual Property Advantage Enterprises”.

- **重视知识产权布局:** 通过举办专利检索分析大赛、高价值专利布局大赛等多项赛事, 激发广大研发人员的创新热情; 通过采集创新点, 可专利性判断, 确定布局方案, 专利批量提案, 有效解决专利申请零散、布局意识低等问题; 构建以《专利管理办法》《技术课题知识产权管理办法》为主的知识产权管理体系, 结合研发项目进程节点, 开展项目知识产权管控, 全流程打造高质量专利。
- **强化成果转化应用:** 在专利授权奖中拆分出 50% 作为专利实施奖, 鼓励专利转化实施, 全面应用于产品开发, 猛士 917、东风纳米 01、东风风神皓瀚等车型陆续上市预售, 一系列新技术新发明搭载投产, 获得市场良好反响。
- **创建知识产权保障机制:** 建设知识产权保护运用中心, 通过该平台, 打造从挖掘布局、申请、分级、管理、维持评估及转化运营的知识产权全流程信息管理系统; 设置专利关联性、经济效益等评价指标, 加强专利群的构建和评估, 形成对核心技术和产品的有效保护。

2023 年, 东风汽车累计拥有专利 14547 件, 其中发明专利 6553 件, 位居国内汽车行业第三; 全年申请专利 5850 件, 其中发明专利 4973 件, 发明专利申请占比达 85%, 新增授权专利 3196 件, 其中发明专利 2420 件, 发明专利授权量继续保持国内汽车行业第一。

In 2023, DFM accumulated a total of 14,547 patents, including 6,553 invention patents, ranking third in the domestic automotive industry. Throughout the year, the company applied for 5,850 patents, with 4,973 being invention patents, accounting for 85% of the total patent applications. Additionally, 3,196 new patents were granted, including 2,420 invention patents, maintaining the leading position in the number of invention patent grants within the domestic automotive industry.

旗下东风柳州汽车有限公司相继制定发布《知识产权实务手册》《专利及专有技术管理办法》《商标管理办法》《公司发明提升计划》等一系列知识产权体系管理文件, 确保知识产权管理工作的全面性和系统性。

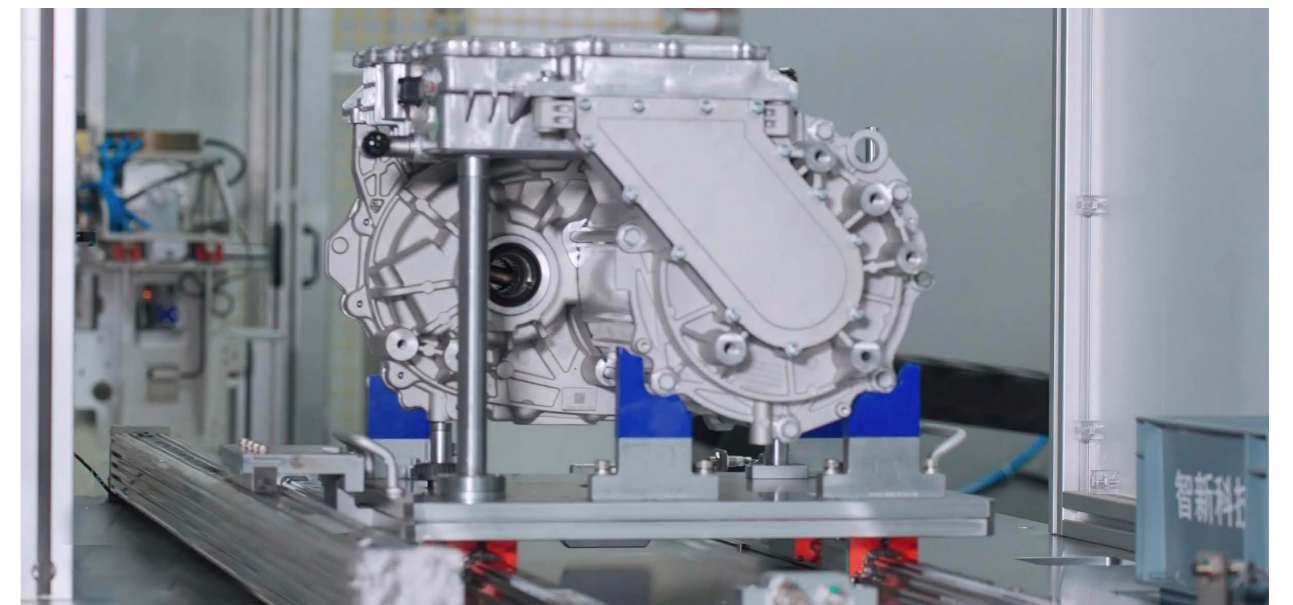
Dongfeng Liuzhou Motor Co., Ltd. successively formulated and published a series of intellectual property management documents, including the “Intellectual Property Practice Manual”, “Patent and Proprietary Technology Management Measures”, “Trademark Management Measures”, and the “Company Invention Enhancement Plan”, thus ensuring the comprehensiveness and systematic nature of intellectual property management work.

旗下东风本田汽车零部件有限公司积极推动公司科技创新及发展, 编制及发布《知识产权管理制度》《技术创新管理办法》。2023 年, 全年累计专利授权 9 项 (发明 3 项、实用 6 项), 发明专利受理 9 项。

Dongfeng Honda Auto Parts Co., Ltd. actively promoted the company’s technological innovation and development, improved and published the “Intellectual Property Management System” and “Technological Innovation Management Measures”. Over the year, the company was granted with a total of 9 patents (3 invention patents and 6 utility model patents), with 9 invention patents being accepted.

旗下智新科技股份有限公司制定《知识产权管理规定》, 明确专利、论文、专利奖项的激励措施, 对科技创新人员进行知识产权成果奖励; 将发明专利受理作为公司及部门 KPI 进行管控推进, 全年累计发明专利受理 145 项, 发明专利授权 45 项。

Intelligent Power System Co., Ltd. formulated “Intellectual Property Management Regulations”, clarifying incentive measures for patents, papers, and patent awards, and rewarding scientific and technological innovation personnel for their intellectual property achievements. The acceptance of invention patents is managed and promoted as a KPI for the company and its departments. Over the year, a total of 145 invention patents were accepted, and 45 invention patents were authorized.



● 旗下智新科技股份有限公司 iD2-400 电驱产品下线

至诚服务 赢客户信赖

Sincere Service Wins Customer Trust

倾心保障客户权益

Being committed to safeguarding customer rights and interests

东风汽车以客户满意为最高追求，着力打造覆盖全过程、全方位的服务，确保消费者在保修及三包期内合法权益得到保障，以优质服务不断提升客户满意度。

DFM pursues customer satisfaction as its ultimate goal, focuses on creating comprehensive and full-process services to protect the legitimate rights and interests of customers and enhances their satisfaction.

● 加强客户管理

Enhancing customer management

旗下东风商用车有限公司客服中心管理团队已有 20 余年管理经验，已通过 CC-CMM 呼叫中心能力成熟度模型认证、4PS 国际标准认证，行业认证核心管理人员 10 余名，获得“中国最佳客服中心”行业荣誉；客服中心现有人员 150 人，提供 365 天 ×24 小时不间断服务。

Customer service center management team of Dongfeng Commercial Vehicle Co., Ltd. has over 20 years of management experience and has passed the CC-CMM Contact Center Capability Maturity Model certification and the 4PS International Standard certification. There are more than 10 core management personnel with industry certifications, it has continuously received the industry honor of “China’s Best Customer Service Center”. The customer service center currently has 150 staff members, providing uninterrupted service 24/7, 365 days a year.

● 保护客户信息

Protecting customer information

旗下神龙汽车有限公司制定严格的隐私保护政策，明确客户信息收集、使用、存储和销毁等各个环节的规范和要求；客户服务中心建立完善的内部管理制度，对员工的隐私保护意识和行为进行规范和监督，确保客户隐私信息不被泄露或滥用。

Dongfeng Peugeot Citroen Automobile Company Ltd has established strict privacy protection policies, clarifying the standards and requirements for various stages such as the collection, use, storage, and destruction of customer information. The customer service center has a comprehensive internal management system in place to regulate and supervise employees’ awareness and behavior regarding privacy protection, ensuring that customers’ private information is not disclosed or misused.

旗下东风柳州汽车有限公司将客户信息纳入公司普通商业秘密文件中进行管理，不定期检查保密执行情况，对违反管理规定的情况通报批评。

● 应对投诉建议

Responding to complaints and suggestions

旗下郑州日产汽车有限公司为快速解决客户问题，制定并发布《客户投诉处理管理规定》，明确投诉处理工作流程及线下升级标准，促进客户投诉处理效率提升。2023 年投诉共计 1928 条，已全部结案，投诉 5 日结案率 94%，客户投诉回访满意度 85%。

Zhengzhou Nissan Automobile Co., Ltd. has formulated and published the “Customer Complaint Handling Management Regulations” to quickly resolve customer issues, clarifying the complaint handling process and the standards for offline escalation, which has

promoted the efficiency of customer complaint resolution. In 2023, a total of 1,928 complaints were received, all of which have been closed. The 5-day closure rate for complaints was 94%, and the customer satisfaction rate for complaint follow-up was 85%.

旗下东风越野车有限公司设置专线 24 小时客户服务电话 4006696666，24 小时自动传真 0719-8235996。对于客户的报修、投诉电话及时联系就近服务站进行服务，或反馈相关业务科室业务人员，并将安排结果反馈客户，对于客户的咨询等业务耐心解答、及时回复。

● 提升满意度

Improving customer satisfaction

旗下东风柳州汽车有限公司建立起顾客满意度测量与应用的管理系统，并制定颁布商用车《顾客满意度调查管理办法》。2023 年服务满意度调查结果为 96.02%。

Dongfeng Liuzhou Automobile Co., Ltd. has established a management system for measuring and applying customer satisfaction and has formulated and promulgated the “Commercial Vehicle Customer Satisfaction Survey Management Measures”. The 2023 service satisfaction survey results were 96.02%.

旗下东风越野车有限公司依据《顾客满意度评价管理办法》，组织多部门从质量满意度、交付满意度、服务满意度等多个维度对用户进行调查，最终满意度综合评分为 92.92 分，其中服务满意度 93.35 分、改装适应性 90.83 分、可靠性及改装质量 91.81 分、人机舒适性 92.22 分、交付 93.97 分、功能性能 93.83 分、保障响应 93.67 分。

贴心提供优质服务

Providing thoughtful and high-quality service

东风汽车坚持“以客户为中心”的品牌承诺，围绕顾客真实需求，在挖掘用户需求过程中，为用户提供更主动更贴心的服务。

DFM adheres to its brand commitment of “customer-centered”, focusing on the real needs of customers. In the process of exploring user demands, it provides more proactive and considerate services to customers.

● 温暖客户 美好出行

Warming customers' hearts for a better journey

旗下东风乘用车公司发布品牌关怀行动—东风风神 E70 “光芒计划”，希望通过品牌的力量，与所有车主共创美好未来。东风风神 E70 “光芒计划”的“子女助学计划”“风神好司机计划”获得社会各界广泛关注，相关视频播放量超 627 万、点赞近 3 万人次，形成良好社会效应，点亮文明美好出行。

● 加强培训 产品普及

Enhancing training and product popularization

旗下东风商用车有限公司为持续推进商用车知识普及，提高东风商用车产品影响力，促进公司可持续发展，在广西南宁开展交付内训师培训活动。

Dongfeng Commercial Vehicle Co., Ltd. continuously promotes the popularization of commercial vehicle knowledge to enhance the influence of Dongfeng commercial vehicle products and promote the company’s sustainable development and has conducted internal trainer training activities in Nanning, Guangxi.

旗下东风柳州汽车有限公司通过“东风风行俱乐部”公众号推送风行课堂、产品知识、服务活动等主题推文，提升客户粘性与活跃度。2023 年推送 287 篇推文，阅读量 936433 人次。

凝心聚力 绘合作蓝图

Uniting Efforts to Draw the Blueprint for Cooperation

与伙伴共谋发展

Seeking development in partnership with partners

东风汽车始终秉承“互利互信、合作共赢”的原则，与行业合作伙伴开展深层次、全方位、多领域的交流合作，共赢发展机遇、共享发展成果。2023年，东风汽车深化汽车产业链生态业务合作，共同推动制造业、汽车产业链自立自强、自主可控，加快打造原创技术策源地。

政企合作

- 与安徽省政府相关单位联合主办中国汽车独角兽大会，大会汇聚众多汽车行业的领军人物和专家学者，共同探讨新能源汽车时代的创新与发展
- 与湖北省宜昌市政府会谈并签署战略合作协议，双方将以汽车产业链为纽带不断深化全方位合作，共同推进更多优质产业和项目落地，打造企地合作共赢的新标杆

企业间合作

- 东风汽车、湖北移动和中移智行关于5G技术车联网行业应用、信息安全、智慧园区、自动化办公等领域的技术合作，将组建基于5G面向6G的联合创新中心，探索量子通信等前沿技术在智慧交通领域的应用场景
- 东风汽车和中兴通讯关于A1000基础平台操作系统内核开发项目的技术合作，将打造东风自主车用操作系统平台，联合开发4G、5G通讯芯片、计算芯片、智能座舱芯片等

校企合作

- 东风汽车联合清华大学、华中科技大学、武汉理工大学3所高校开展工程师交叉培养，武汉理工大学已选派近50名硕士研究生加入卓越工程师实践基地
- 东风汽车和合肥工业大学关于汽车产品轻量化、电动化、智能化、网联化等领域的技术合作，将联合成立汽车轻量化技术研究中心，加强技术研究与实车应用合作



2023年9月28日，东风汽车同时公布三大战略合作并举行签约仪式，加快推动新能源跃迁行动、智能驾驶跃迁行动落棋布子

与股东共创价值

Creating value together with shareholders

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》等相关规定，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 places a high priority on the work of information disclosure, institutionalizing and streamlining the process in accordance with listing rules and relevant laws and regulations. Based on the “Company Law”, “Securities Law” and the Stock Exchange’s “Listing Rules for Companies”, DFM has established the “Information Disclosure Management Measures for DFM”; has set up routine communication channels within the group, holding “Information Disclosure Contact Meetings” through the main business sectors and joint ventures, and has implemented an information disclosure contact system, thus ensuring smooth communication channels for information disclosure contacts across various departments, subsidiaries, and key business segments. Furthermore, the company has established a communication mechanism for information disclosure with joint ventures and their foreign shareholders; has communicated with and signed memoranda of understanding on information disclosure with multiple enterprises, achieving a consensus on the coordinated and unified disclosure of information for joint ventures.

2023年，东风汽车集团股份有限公司组织开展2022年业绩电话会和2023年中报业绩电话会；召开各类投资者交流活动共62次，其中一对一电话会18次，出席线上及线下大型投资峰会16次。通过联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110余次。

In 2023, DFM organized and conducted the 2022 annual report performance teleconference and the 2023 semi-annual report performance teleconference; held a total of 62 investor engagement activities, including 18 one-on-one telephone meetings and participated in 16 major online and offline investment summits. Insider information, related party transaction information, newsletters, and other announcements were disclosed more than 110 times through the Stock Exchange’s website and the company’s website.

股东权益维护

Protecting shareholder’s interests

中小股东保护

Protecting minority shareholders’ rights

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“独立人”的作用，可有效保护中小股东权益。

In order to guarantee rights of minority shareholders, DFM has specifically defined the conditions for convening a classified meeting of shareholders, the conditions for major shareholders to abstain from voting, and the procedures for holding a classified meeting of shareholders. The convening of a classified meeting allows shareholders with related interests to abstain from voting, enabling minority shareholders to fully express their voices at the classified meeting and effectively safeguard their rights. Additionally, in accordance with the rules of the listed company, DFM appoints external independent directors who play the role of an “independent person” in voting on matters such as related party transactions, which can effectively protect the interests of minority shareholders.

积极回馈股东

Actively offering rewards to shareholders

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。2023 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 2022 年度分红 0.3 元 / 股，分红金额约为 25.59 亿元，自上市以来累计分红约 331.58 亿元。

DFM's board of directors has formulated and published the "Dividend Policy of DFM", which clearly stipulates that under the conditions that the company's shares maintain sufficient funds to meet the company's capital needs, future growth, equity value, as well as the company's performance and cash flow, etc.; no less than 15% of the annual distributable net profit will be proposed to be distributed as dividends to shareholders each year. In 2023, DFM distributed dividends to the company's shareholders once, which was a dividend of 0.3 yuan per share for the year 2022, with a total dividend amount of approximately 2.559 billion yuan. Since its listing, the cumulative dividend payout is about 33.158 billion yuan.

与供应商共担责任

Sharing responsibilities with suppliers

东风汽车坚持与供应商合作共赢，持续深化“亲清合作”良性体制，坚持采购过程透明化，共同构筑互利共赢的产业链供应链，赋能汽车产业链价值提升，为客户创造更大价值。

DFM adheres to win-win cooperation with its suppliers, continuously deepens a positive system of "amicable and clean cooperation"; insists on transparency in the procurement process, jointly building a mutually beneficial industrial and supply chain, empowering the value enhancement of the automotive industry chain and value chain, and creating greater value for customers.

旗下东风柳州汽车有限公司致力于建设“阳光采购、价值采购、主动采购”的采购体系，从供应商准入、管理、评估、考核、扶持等方面搭建行业有竞争力的供应商体系，持续打造有竞争力的供应链。2023 年开展审查的供应商 377 家，其中 QCDD（质量、成本、开发、交期）考察 203 家、供应商监查 174 家。

Dongfeng Liuzhou Automobile Co., Ltd. is dedicated to establishing a procurement system characterized by "transparent, valuable, and proactive" purchasing. The company builds a competitive supplier system in the industry from aspects such as supplier admission, management, evaluation, assessment, and support, continuously forging a competitive supply chain. In 2023, the company conducted reviews of 377 suppliers, including QCDD (Quality, Cost, Development, Delivery) assessments for 203 suppliers and supervisions for 174 suppliers.

旗下东风汽车财务有限公司搭建东风跃链金融服务平台，服务集团科技转型战略跃迁行动，通过平台联通供需两端盘活产业链数据资产，解决中小供应商融资难和融资贵问题，降低供应链的整体融资成本，为保链强链稳链贡献金融价值。

Dongfeng Motor Finance Co., Ltd. establishes the Dongfeng Yue Chain financial service platform to serve the strategic transformation and leap of the group's technology. By connecting the supply and demand sides through the platform, it revitalizes the industrial chain's data assets, addresses the financing difficulties and high costs faced by small and medium-sized suppliers, reduces the overall financing costs of the supply chain, and contributes financial value to stabilize and strengthen the supply chain.

与经销商共拓市场

Expanding market together with distributors

东风汽车秉承共生共荣的态度，强化经销商管理，以辅导和培训为抓手，搭建学习交流平台，全面赋能经销商成长，携手并进、共创价值。

Based on a philosophy of symbiosis and shared prosperity, DFM strengthens the management of its dealers; focuses on guidance and training to build a platform for learning and exchange, empowering the growth of its distributors comprehensively; works together with distributors to move forward and create value.

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。2023 年，东风 Honda 进一步完善销售培训体系搭建，构建产品培训体系、岗位培训体系、经销商支持体系和多元化线上培训平台（在线学习平台、网络直播平台），帮助经销商打造具备综合竞争优势和可持续健康发展的销售团队。

Dongfeng Honda Automobile Co., Ltd. fully promotes actions to improve and enhance its dealers. In 2023, Dongfeng Honda further improved the sales training system; built a comprehensive training system that includes a product training system, position training system, dealer support system, and a diversified online training platform (online learning platform and live broadcast platform), helping distributors to build a sales team with comprehensive competitive advantages and sustainable and healthy development.

旗下神龙汽车有限公司聚焦重点城市，投入资源，提升重点城市和网点的战力，助力整体整车销售目标的达成；加速双品牌网络融合和新产品投放节奏，进一步提升产品竞争力和品牌价值。

Dongfeng Peugeot Citroen Automobile Company Ltd focuses on key cities, invests resources to enhance the combat effectiveness of key cities and outlets, thus assisting in the achievement of overall vehicle sales targets. It also accelerates the integration of two networks, ensuring coverage and complementary models.



• 旗下东风柳州汽车有限公司举办东风风行 T5EVO&M4 售后维修技能培训班

走向国际 促全球繁荣

Embracing Internationalization to Promote Global Prosperity

海外战略部署

Overseas strategic deployment

2023 年是共建“一带一路”倡议提出十周年。十年来，东风汽车认真贯彻落实习近平总书记关于“走出去”“一带一路”重要讲话和指示批示精神，将国际化作为公司成长和发展的主要推动力，在产品出海、服务出海、设备出海等方面均取得较大进展，形成全方位对外开放新格局。截至 2023 年底，东风汽车已构建立足湖北、布局全国、面向全球的事业布局，业务遍布东欧、拉美、东南亚、中东、非洲等五大区域市场，全系列乘用车、商用车及新能源产品已销往全球 150 多个国家，海外累计销量超 140 万辆，东风海外事业实现跨越式发展，不断推动东风汽车品牌高质量“走出去、走进去、走上去”。

东风汽车海外事业“十四五”战略目标：

- “十四五”实现 40 万辆出口

响应“一带一路”建设，持续推进海外事业

- **做强战略自主品牌：**制定东风自主品牌海外规范化使用规则，在自主乘用车方面形成主流（东风双飞燕）、高端（岚图）、豪华（猛士）立体化品牌；在自主商用车方面强化东风双飞燕品牌；加大品牌海外传播力度，开设海外官方社媒账号，组织东风海外经销商大会、中俄博览会等系列公关活动，指导“一带一路”沿线国家如越南、沙特、菲律宾、智利、埃及等经销商开展属地品牌推广活动，提升品牌影响力。
- **加大海外商品投入：**根据海外市场需求，围绕国内现有商品快速开展适应性改进，同步开展海外专属车型开发，商品矩阵得以快速完善，全年累计完成 27 款新车开发、1 款右舵车型 SOP、3 款右舵车立项；面向全球市场和欧洲高法规市场，立项开发多款新能源车型和右舵车型，为更好地满足“一带一路”沿线国家市场需求提供有力的商品保障。
- **坚定海外业务布局：**细化“一国一策”市场开发策略，深度拓展智利、秘鲁等拉美市场；持续布局印度尼西亚、越南、巴基斯坦等东盟、南亚市场；纵深推进阿曼、沙特阿拉伯等中东市场与挪威、芬兰、德国等欧洲市场，不断完善海外战略支点；加快推进海外经销商发展和建设，制定网络发展规划和经销商建店标准，明确经销商加盟与退出机制，全年新增经销网点 116 家，目标市场覆盖度超过 85%。
- **稳步推进本地化建设：**不断强化海外协同与营销基础能力建设，积极谋划国际产能合作及海外研发布局，在欧洲（瑞典）设立一家海外研发机构，在俄罗斯设立属地营销公司；通过合作伙伴的生产阵地在俄罗斯、伊朗、尼日利亚等国家实现本地化制造；构建俄罗斯区域营销中心，统筹独联体中亚区域的营销与服务工作；设立越南办事处负责越南市场的开发与营销。

海外经营实践

Overseas business operation

东风汽车坚定不移推进国际化发展战略，推动科技跃迁成果广泛应用于海外市场，海外产品矩阵不断丰富，营销体系竞争力进一步夯实，品牌海外影响力有效提升。2023 年，东风汽车出口销量持续增长，核心自主产品系实现快速突破，全年累计出口汽车 23.1 万辆。其中，自主品牌出口 14.5 万辆，同比增长 45.6%；新能源出口 9.2 万辆，同步增长 14%；“一带一路”沿线国家出口占比达 63.8%。

DFM firmly implements its international development strategy, actively applies the technological improvement results overseas markets; continuously expands its range of products available internationally, strengthens the competitiveness of its marketing system, and effectively enhances its brand's influence abroad. In 2023, DFM's vehicle export sales continued to grow, with core independent product lines achieving rapid breakthroughs, accumulating to 231,000 vehicles exported throughout the year. Among them, the export volume of independent brands reached 145,000 vehicles, with a year-on-year increase of 45.6%; export volume of new energy vehicles was 92,000 vehicles, with a 14% increase; volume of vehicles exported to countries along the "Belt and Road" accounted for 63.8%.



- 2023 年 4 月，东风汽车海外经销商大会在武汉成功举行，来自智利、挪威、沙特、越南等 30 多个国家及地区的东风海外经销商与合作伙伴参加此次大会，进一步凝聚共识，加深合作



- 2023 年 10 月 26 日，岚图品牌在丹麦隆重发布，开启东风进军海外新篇章

回应联合国可持续发展目标 (SDGs)
Responding to the Sustainable Development Goals (SDGs)
of the United Nations



03



润美行动

为社会环境赋美好、共和谐

Runmei Action: Develop Beautiful and Harmonious Social Environment

乡村振兴续华章

Supporting Rural Revitalization and Writing a New Chapter

乡村振兴管理

Rural revitalization management

全面深入推进乡村振兴是东风汽车作为央企的重要政治责任和历史使命，“十四五”以来，东风汽车始终坚决落实党中央、国务院各项决策部署，秉承“东风化雨 润泽四方”履责理念，围绕“五个一”目标，持续推进在广西马山县、新疆柯坪县、西藏贡觉县、湖北房县、神农架林区、兴山县、恩施市、五峰县 4 省 8 县（市）的帮扶工作，用持之以恒、卓有成效的行动书写东风对口帮扶工作的新答卷。

2023 年乡村振兴重点工作 Key Tasks for Rural Revitalization in 2023

- 坚持高位推动，贯彻落实党的二十大精神及上级部门相关要求与部署
- 做好统筹部署，明确责任，推进公司乡村振兴工作体系高效运行
- 推进现场督导调研，推进公司乡村振兴工作走深走实
- 不断优化派驻干部队伍，保证乡村振兴工作高效推进
- 发挥公司产业优势，推进与帮扶地区协作发展
- 丰富形式，不断推进公司全价值链力量参与消费帮扶
- 扭住产业龙头，在帮扶地区全面深入推进“五大振兴”



● 2023 年 8 月 24 日，东风汽车在新疆柯坪县召开援疆十周年暨乡村振兴工作会议

乡村振兴实践

Rural revitalization practice

2023 年，东风汽车按照“五个一”工作思路，在帮扶地开展一批好的项目、培训一批好的人才、打造一片好的生态、培育一批好的特色产品、开展一系列消费帮扶活动，围绕资金配置、项目安排、组织调度、动员部署，打造独具东风特色的升级版“赋能工程”，优化“帮扶套餐”，扎实推进乡村振兴工作不断做深做实，不断促进帮扶地区农业农村现代化取得新进展。

2023 年

● 投入帮扶资金 3390.98 万元

● 实施帮扶项目 51 个

● 实现消费帮扶金额达 1.11 亿元



● 援桂

Providing assistance to GuangXi

2023 年，东风汽车投入援桂资金 792 万元，定点帮扶广西马山县，实施帮扶项目 11 个。以产业振兴为主要抓手，制定“一企一园多产业”发展思路，促进群众持续增收；推进实施深圳东风食品加工产业园二期建设，公司投入 300 万元，引入粤桂资金 2300 万元共建，预计每年可带来产值超过 2 亿元，年综合利润 3000 万元以上；建成产业发展中心，培训干部、致富带头人、脱贫户超 1000 人次，带动农特产品年均销售超 500 万元，推动当地农业产业向品牌化、规模化、数字化方向发展。



● 东风汽车援建深圳东风食品加工产业园，推进当地产业升级



● 援藏

Providing assistance to Xizang

2023 年，东风汽车投入援藏资金 880 万元，对口支援西藏贡觉县，实施帮扶项目 9 个。积极探索“企业+合作社+农户”的发展模式，在贡觉县投资建成 8 个养殖点和 1 个饲草基地，建立规范化的宰杀、检疫及冷链运输渠道，为阿旺绵羊保种扩繁及产业化发展打下坚实基础，助力阿旺绵羊成为当地经济发展和百姓致富的“领头羊”；推进贡觉县乡村示范村居建设-果普村自然村建设项目，为受援地擦亮生态宜居美丽乡村的幸福底色。



● 东风汽车支持西藏贡觉县阿旺绵羊产业



● 援疆

Providing assistance to Xinjiang

2023 年，东风汽车投入援疆资金 871 万元，定点帮扶新疆柯坪县，实施帮扶项目 16 个。策划实施东风机电科技园建设、供销基层服务社建设、电商平台二期、网络货运平台、恰玛古产业等 21 个援疆项目，涉及产业、生态、人才、组织以及文化“五大振兴”领域，升级拓展援疆力度、援疆维度，助力柯坪县经济发展迎来新飞跃。柯坪县东风汽车商城项目投产运营以来，累计销售东风系列车 326 辆，营业额 4800 余万元，贡献税收 455 万元，带动就业 204 人。



• 东风汽车助力新疆柯坪恰玛古产业发展



● 润楚

Nurturing Hubei

2023 年，东风汽车积极探索润楚新路径，投入帮扶资金 847.98 万元，实施帮扶项目 15 个。在房县坚持大力发展“3+1”（中药材、蓝莓、魔芋种植+肉牛养殖）产业，同步发展农产品加工业提升产品价值，促进一二三产业融合发展，推动产业帮扶落地见效；持续开展人居环境改善，提档升级村级主干道、建设红场村生态游步道，共同缔造房县人民幸福生活；推动兴山县榛子乡幸福村美丽庭院项目建设、协助推动兴山县乡村振兴示范区清风岭、紫龙山农村污水处理工程项目建设，加快推进库区移民安稳致富。



• 东风汽车援建湖北房县基础设施

绿水青山映未来

Future in Nature's Mirror: Green Mountains and Clear Waters

瞄准“双碳”目标

Targeting “dual carbon” goal

● “绿色东风 2025”

“Green DFM 2025”

为坚决贯彻落实党中央重大决策部署，“十四五”期间，东风汽车坚守“为用户提供优质汽车产品和服务的卓越科技企业”的定位，践行“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 年碳排放强度较 2020 年相比降低 15%。

To resolutely implement the major decisions and plans of the Party Central Committee, during the “14th Five-Year Plan” period, DFM adheres to its positioning as “an outstanding technology enterprise that provides high-quality automotive products and services to users”, practices the values of “quality, intelligence, and harmony”, and strategically promotes the “Green Dongfeng 2025” and “Technology Leap” action. Starting from green products, green manufacturing, and green ecology, the company strengthens the application of green processes and low-carbon manufacturing technologies, promotes energy saving and emission reduction throughout the entire life cycle and the entire industrial chain of automobiles; strives to be a leader and a role model in achieving the “dual carbon” goals, and aims to reduce carbon emission intensity by 15% compared to 2020 by the year 2025.

2023 年，东风汽车所属 12 个单位获得国家级“绿色工厂”的称号、3 个单位获得国家级“绿色供应链管理企业”的称号、有 4 家单位 6 款产品获得国家级“绿色设计产品”称号，拉动全价值链各环节的降碳减排，促进公司全面绿色发展。

In 2023, 12 units of DFM were awarded the title of “Green Factories” at the national level, three units received the title of “National Green Supply Chain Management Enterprises”, and four units with six products were honored with the title of “National Green Design Product”. These recognitions have driven environmental management across all links of the entire value chain, promoting the company’s comprehensive green development.

● 应对气候变化

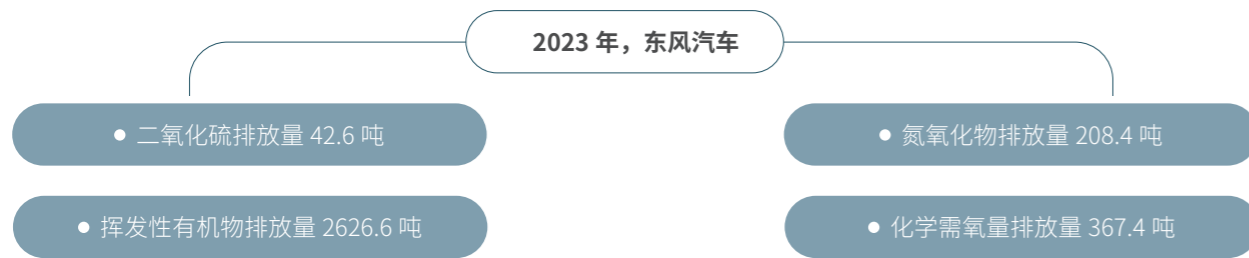
Cope with climate change

东风汽车在全球气候变化大环境下，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建议报告》（“TCFD 框架”）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。

DFM is dedicated to sustainable growth in the face of global climate change. It incorporates environmental care and eco-friendly practices into all its business activities. Under the guidance of the Suggestion Report for Task Force on Climate-related Financial Disclosures (“TCFD Framework”), the company manages climate issues related to climate governance, strategy, risk management, targets and metrics.

2023 年东风汽车所属 9 个单位参与湖北省碳排放权交易，政府核定碳配额 983188 吨二氧化碳，实际排放 803136 吨二氧化碳，履约完成后净卖出 122785 吨二氧化碳，实现收入 529.7 万元。

In 2023, nine units of DFM participated in the carbon emission trading in Hubei Province. The government allocated a carbon quota of 983,188 tons of CO₂, while the actual emissions were 803,136 tons of CO₂. After fulfilling their obligations, they net sold 122,785 tons of CO₂, generating an income of 5.297 million yuan.



气候风险识别工作：

Climate risk identification:

风险类型	风险参数	应对举措
实体风险	急性	台风、洪水、干旱、极端高温和寒冷气候等极端天气事件 ● 紧密关注天气预报以确保生产人员安全，并做出充足准备 ● 制定应急预案以应对突发天气事件对生产的影响
	慢性	气温与降雨量的变化等影响 ● 对慢性气候风险进行前瞻性风险识别及评估，并纳入生产计划的考虑因素
转型风险	政策和法律	节能减排相关政策出台 ● 及时了解和遵守相关监管法律法规
		更严格的排放量报告义务及合规要求 ● 在产品研发设计及生产管理的过程中将环保因素纳入考虑
		汽车行业监管要求及标准变化 ● 持续更新和完善企业的产品标准和原材料采购标准 ● 逐步开展针对碳补偿、碳消除等新机遇的探索
	技术	低碳技术的转型 ● 及时了解政府对低碳技术的激励政策
		对新技术的失败投资 ● 持续将节能减排理念纳入产品设计及研发的过程中 ● 加强对项目可行性分析，减少投资失败及效果不稳定等风险
	市场	客户对低碳产品的需求增加 ● 深入调研市场，持续关注市场动向，逐步增加对新能源汽车等低碳产品的研发投入与生产
		原材料成本上涨 ● 主动识别原材料市场变化趋势，建立供应商合作的机制，降低供应链风险，提高供应链抗风险能力
	声誉	客户对企业可持续发展形象的关注 ● 逐步推动产品的低碳转型以迎合客户的需求
利益相关方对负面消息的关注 ● 加强关注可持续发展及气候变化相关披露要求，在确保合规的同时，优化企业的对外传播渠道 ● 持续关注并参与认可度高或适用性强的国际和国内绿色环保活动，提升行业竞争力		

● 环境管理体系

Environmental management system

东风汽车严格遵守《中华人民共和国环境保护法》《中华人民共和国清洁生产促进法》等法律法规，制定并完善《节能环保水平评价细则》《节能环保监督管理办法》等内部制度，指导环境管理工作稳步运行；完善环境管理体系制度，推进目标考核体系、法规制度体系、管控体系、监控体系、事业计划体系及信息交流平台的“5+1”管理体系建设与运行；依托全面扎实的环境管理体系与平台，建立覆盖集团总部、附属公司及子公司（工厂）的节能环保三级责任制度。2023 年，东风汽车主要生产单位通过 ISO14001 环境管理体系认证的比例达 97%。

DFM strictly complies with laws and regulations such as the Environmental Protection Law of the People's Republic of China and the Clean Production Promotion Law of the People's Republic of China; has established and perfected internal regulations such as Energy Conservation and Environmental Protection Level Evaluation Rules and the Supervision and Management Measures for Energy Conservation and Environmental Protection to guide the steady progress of environmental management; has refined its environmental management system by promoting the construction and operation of a "5+1" management system framework; by relying on a comprehensive and solid environmental management system and platform, DFM has established a three-tier responsibility system for energy conservation and environmental protection that covers the group headquarters, affiliated companies, and subsidiaries (factories). In 2023, the proportion of DFM's main production units that have passed the ISO14001 Environmental Management System certification reached 97%.

● 环保应急管理机制

Environmental emergency management system

东风汽车及各单位依据国家、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救援预案，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。2023 年，东风汽车开展环境风险识别及分类工作，共识别出风险点总量 498 个，其中 I 级风险点 47 个、II 级风险点 119 个、一般风险点 332 个，各单位对每个风险点均制定管控措施，杜绝各类风险事故的发生。

旗下郑州日产汽车有限公司与当地消防大队联合开展液氨储罐泄漏应急演练，通过演练检验防汛和消除环境风险的快速反应和协调配合能力，验证应急预案可行性和可操作性。

旗下东风本田发动机有限公司为持续提升环境应急管理能力，组织各科室开展环境风险全面识别、评估，编制《突发环境事件应急预案》《环境风险评估报告》等资料，经专家组、关联企业代表和周边居民代表共同评审，获得区生态环境局备案认证。



● 旗下郑州日产汽车有限公司开展液氨储罐泄漏应急演练

淬炼绿色产品

Refining green products

● 环保技术

Environmental protection technology

东风汽车加快前瞻技术、突破性技术、关键“卡脖子”技术研究，坚持电动、混动和氢动并举发展。在“三电”产品技术方面，实现“三电”关键资源的内制化、产业化和近地化；在攻坚卡脖子技术方面，有序推进国家重大专项及链主项目，为绿色低碳发展打牢坚实技术基础。2023年，东风汽车研发的马赫 E iD3-160 电驱动总成高能效率百分比经中汽研华诚权威认证达到 92.7%，创造行业新纪录，获得“能效之星”认证。

DFM accelerates the research on forward-looking technologies, breakthrough technologies, and key “bottleneck” technologies, and insists on the development of electric, hybrid, and hydrogen energy in parallel. In terms of “three electric” product technology, the company achieves the internalization, industrialization, and localization of key “three electric” resources; in tackling bottleneck technologies, it orderly promotes major national projects and leading projects, which lays a solid technical foundation for green and low-carbon development. In 2023, the Mach E iD3-160 electric drive assembly developed by DFM achieved an energy efficiency percentage of 92.7%, which was authoritatively certified by CAERI Huacheng, setting a new industry record and obtaining the “Energy Efficiency Star” certification.



● 马赫 E iD3-160 电驱动总成

● 低碳产品

Low-carbon products

东风汽车坚持电动、混动、氢动等绿色低碳技术路线并举，推动产品向低碳化、节能化方向转型，为实现“双碳”目标贡献力量。2023年，东风汽车全面完成新能源品牌、平台及产品的战略布局，在自主品牌新能源乘用车方面，形成豪华品牌东风猛士，高端品牌东风岚图，主流品牌东风风神、东风奕派和入门级品牌东风纳米等新能源品牌格局，实现各区隔市场全覆盖；在氢能领域，东风汽车打造“东风氢舟”品牌以及氢元、氢芯两个子品牌，取得“五项行业第一”，150kW 全功率氢燃料电池堆率先获得乘用车和商用车公告并开展示范运营。

DFM adheres to a multi-pronged approach of developing electric, hybrid, and hydrogen energy and other green, low-carbon technologies, driving the transformation of products towards low-carbon and energy-saving directions, contributing to the achievement of “dual carbon” goals. In 2023, DFM fully completed the strategic layout of new energy brands, platforms, and products. In the field of self-owned branded new energy passenger vehicles, it has formed a new energy brand structure including the luxury brand Dongfeng Brave Warrior, the high-end brand Dongfeng VOYAH, the mainstream brand Dongfeng Aeolus, Dongfeng eπ and the entry-level brand Dongfeng NAMMI, achieving full coverage of various market segments. In the field of hydrogen energy, DFM has created the “Dongfeng Qingzhou” brand and two sub-brands, Qingyuan and Qingxin, achieving “five industry firsts”. The 150kw full-power hydrogen fuel cell stack took the lead in obtaining announcements for passenger and commercial vehicles and has started demonstration operations.



● 启辰大 V 氢境排出物只有水，真正实现零排放，做到“终极环保”

打造绿色工厂

Developing green factories

● 能源管理

Energy management

东风汽车严格遵守《中华人民共和国能源法》《中华人民共和国节约能源法》等国家及地方法律法规，持续落实《能源管理办法》等内部制度，加强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，采取合理可行的高效节能技术和措施降低能耗，提高能源利用效率。2023年，东风汽车内重点用能单位积极开展 ISO50001 能源管理体系建设，共有 24 家单位通过第三方认证审核。

DFM strictly complies with national and local laws and regulations such as the Energy Law of the People’s Republic of China and the Energy Conservation Law of the People’s Republic of China; continues to implement internal systems such as Energy Management Measures and strengthens and refines its comprehensive energy management mechanism. By relying on digital management platforms to analyze energy usage data, the company adopts reasonable and feasible energy-saving technologies and management measures to reduce energy consumption and improve energy efficiency. In 2023, key energy-consuming units within DFM actively carried out the construction of the ISO50001 Energy Management System, with a total of 24 units passing third-party certification audits.

旗下猛士汽车科技公司的猛士工厂成为世界级的智能制造、绿色零碳标杆工厂，通过数字化赋能、工艺创新和提升能源利用率，制造环节能耗降低 30% 以上，该园区绿色能源项目建设，通过大规模采用可再生能源和能源储存技术，实现园区内 100% 可再生能源供应，从而实现净零碳工业园区的目标。

Brave Warrior factory of Brave Warrior Automobile Technology Co., Ltd., has developed a world-class intelligent manufacturing and green zero-carbon benchmark facility. Through digital empowerment, process innovation, and improved energy utilization rates, the factory has reduced energy consumption in the manufacturing process by more than 30%. The green energy project in the park, by massively adopting renewable energy sources and energy storage technology, achieves 100% renewable energy supply within the park, thus reaching the goal of establishing a net-zero carbon industrial park.

旗下东风日产乘用车公司大连工厂不断优化能源结构，购置核电清洁能源，照明全面实施 LED 改造；完成 14.3MW 的分布式光伏电站建设与投运，年减排二氧化碳达 13300 吨，并进一步规划建设规模为 9.6MW 的二期光伏电站，推进整车制造低碳减排。

Dalian factory of Dongfeng Nissan Passenger Vehicle Company continuously optimizes its energy mix, purchases nuclear-generated clean energy and fully implements LED lighting upgrades. The plant has completed and commissioned a 14.3MW distributed photovoltaic power station, which annually reduces carbon dioxide emissions by 13,300 tons and is further planning and developing a second phase photovoltaic power station with a capacity of 9.6MW, thus promoting the low-carbon emission reduction in complete vehicle manufacturing.



● 旗下猛士汽车科技公司建设“零碳”工厂



● 旗下东风日产乘用车公司大连工厂

2023 年
水资源利用情况

● 年度新鲜水用水量
1234.7 万吨

● 单位产值新鲜水耗
0.3436 吨 / 万元

● 重复用水量 31924 万
吨，重复用水率为 96.3%

指标名称		总量	
		计量单位	2023 年实际
直接能源	天然气	万立方米	9213.7
	煤炭	吨标煤	0
间接能源	电力	万千瓦时	227635.3
		吨标煤	279763.8
	热力	百万千焦	224430.7
		吨标煤	7653.1
	汽油	吨	10643.4
		吨标煤	15660.7
	柴油	吨	13084.2
		吨标煤	19064.9
其他	吨标煤	17133.3	
能源消费总量		吨标煤	461818

万元产值综合能耗 0.0125 吨标煤 / 万元

与 2020 基期相比产值节能量 28749 吨标煤

● 节能减排

Energy saving and emission reduction

东风汽车从设备能效、信息化、绿色制造工艺、光伏发电及储能电站五大维度，制定节能技术课题改善计划，预计将于 2026 年年底全部完成，计划投入金额超 100 万元，预期实现经济效益 300 余万元每年，预计实现能耗节约 290 吨标准煤，碳排放减少 9065 吨二氧化碳当量。

DFM has formulated an energy-saving technology improvement plan from five major dimensions namely equipment energy efficiency, informatization, green manufacturing processes, photovoltaic power generation, and energy storage power stations. The plan is expected to be fully implemented by the end of 2026, with an investment of over one million yuan, and it is anticipated to achieve an economic benefit of more than three million yuan per year. It is also expected to save 290 tons of standard coal in energy consumption and reduce carbon emissions by 9,065 tons of CO2 equivalent.

旗下东风本田汽车零部件有限公司将降低压缩空气电能消耗作为节能减排重点课题推进。通过对现场调查分析，采取多项措施改善，实现年节电 84.1 万 kWh，减少 CO₂ 排放量 443 吨，节省电费成本 53.4 万元。

旗下东风本田发动机有限公司推动高能耗溶解炉进行改造升级，改善后每吨铝液天然气消耗量从 60m³ 降低至 50m³，平均二氧化碳削减吨数为 327 吨 / 年。

● 三废管理

Three-waste management

旗下东风汽车股份有限公司积极践行“绿水青山就是金山银山”的绿色发展理念，制定《大气污染防治管理程序》《废水污染防治管理程序》《噪声污染防治管理程序》《固体废物防治管理程序》等三废管理制度，严格执行各类污染物检测要求，建立废水、废气、固体废物、噪声处理及监测方案，邀请第三方机构定期检测土壤及地下水，针对公司活动、产品、服务中产生的废水、废气、噪声和固体废物实现全流程管控，确保达标排放。

废水治理 Waste gas treatment

东风汽车研发总院对食堂扩建后的油水分离设施的运行情况，及时开展监督，督促食堂外包方及时清理设施浮油，同时增加一级油水分离装置，有效保证食堂含油废水的净化效果，实现总排放口的达标排放。

DFM's General Institute for R&D has promptly conducted supervision on the operation of the oil-water separation facilities after the expansion of the canteen; has urged the canteen outsourcing party to clean the floating oil from the facilities in a timely manner and added a first-level oil-water separation equipment to ensure the purification effect of the canteen's oily wastewater, achieving compliance with the discharge standards at the total outlet.

废气治理 Waste gas treatment

旗下东风乘用车公司、神龙汽车有限公司通过增设焊接烟气收集罩、更换除尘器滤芯等改造减少焊接废气排放。

Dongfeng Passenger Vehicle Company and Dongfeng Peugeot Citroen Automobile Company Ltd have reduced the welding exhaust emission by adding welding fume collection hoods and replacing the dust filter elements in the dust collectors.

旗下东风商用车有限公司等单位完成铸造烟粉尘、机加油雾等有组织废气治理，确保满足《铸造工业大气污染物排放标准》。

Units such as Dongfeng Passenger Vehicle Company have completed the organized waste gas treatment for casting smoke dust and machine oil mist, ensuring compliance with the Emission Standards for Air Pollutants from the Casting Industry.

废弃物治理 Waste treatment

旗下东风乘用车公司根据《危险废物贮存污染控制标准》《关于开展 2023 年公司危险废物合规管理专项整治的通知》要求，开展危险废物专项整治工作，规范出入库台账记录、更新标识标签、开展全员培训，推进漆渣烘干减量，单台漆渣减重达 50% 左右。

In accordance with the Standards for the Control of Pollution from the Storage of Hazardous Waste and the Notice on the Special Rectification of Hazardous Waste Compliance Management for the Company in 2023, Dongfeng Passenger Vehicle Company has carried out special rectification work for hazardous waste, including standardizing the ledger records of warehouse in/out process, updating identification labels, conducting comprehensive training for all employees, and promoting the reduction of paint slag through drying processes, thus achieving an approximate weight reduction of around 50% per unit of paint slag.

东风汽车污染排放量及减排量 (2023)
DFM Pollution Emission Amount and Emission Reduction (2023)

排放物	排放量	同比下降
废水	655.67 万吨	3.6%
固体废物	49.8 万吨	11.9%

● 循环经济

Circular economy

东风汽车在合规处理废弃物的基础上，坚持在源头减少废弃物产生，并以提高废弃物综合利用价值为目标，利用汽车关键零部件的再制造能力开展发动机、变速箱等再制造，持续探索废弃物回收再利用的潜力，实现环境效益与经济效益双丰收。

Based on compliant waste management, DFM insists on reducing waste generation at the source and aims to enhance the comprehensive utilization value of waste. By leveraging the re-manufacturing capabilities of key automotive components, the company carries out the re-manufacturing of engines, transmissions, and other parts, and continuously explores the potential for waste recycling and reuse, thus achieving a dual harvest of environmental and economic benefits.

旗下东风鸿泰控股集团有限公司产品拆解和废旧金属处置 104543 吨，实现产值 31202 万元；再制造利用 9000 件汽车零部件，实现产值 350 万元。

Dongfeng Hongtai Holdings Group Co., Ltd. has dismantled and disposed of 104,543 tons of products and waste metal, achieving a production value of 312.02 million yuan; re-manufactured and utilized 9,000 automotive components, achieving a production value of 3.5 million yuan.

旗下东风龙擎动力有限公司、东风康明斯发动机有限公司再制造发动机 1400 台，实现产值 6066 万元。

Dongfeng Longqing Power Co., Ltd. and Dongfeng Cummins Engine Co., Ltd. (DCEC) re-manufactured 1,400 engines, achieving a production value of 60.66 million yuan.

● 绿色供应链

Green supply chain

东风汽车始终致力于推动全产业共创环保价值，注重与供应商合作持续推进绿色采购，带动下游供应商绿色转型，开拓合作共赢新局面；制定完善的供应商准入和管理标准，积极落实《供应商平台管理办法》《采购通则》《供应商准入评价标准》及《非生产性采购管理办法》等管理制度，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，降低供应链风险。

DFM is always committed to promoting the co-creation of environmental value across the entire industry, focusing on working with suppliers to continuously advance green procurement, driving downstream suppliers to undertake green transformations, and opening up new situations of win-win cooperation; it has established comprehensive supplier access and management standards, actively implementing management systems such as the Supplier Platform Management Regulations, General Rules of Procurement, Supplier Access Evaluation Standards, and Non-Production Procurement Management Measures; integrated environmental system management work with daily procurement and conducted environmental monitoring of suppliers, thus reducing supply chain risks.

旗下猛士汽车科技公司将 ESG 指标纳入供应商资质要求、准入制度及绩效考核，帮助供应商更好地从环境、安全和人员健康方面实现社会价值，提高企业的可持续性和竞争力。2023 年，共审核供应商 599 家，其中具备有 ISO14001、IOS45001 证书 325 家，因不合规被中止合作的供应商数量 4 家。

Brave Warrior Automobile Technology Co., Ltd. has incorporated ESG (Environmental, Social, and Governance) indicators into supplier qualification requirements, access systems, and performance assessments, thus helping suppliers to better realize social value in terms of the environment, safety, and health of personnel, enhancing the sustainability and competitiveness of the enterprise. In 2023, a total of 599 suppliers were audited, of which 325 had ISO14001 and ISO45001 certificates, and 4 suppliers were terminated for non-compliance.

旗下东风本田汽车有限公司积极组织物流供应商开展物流碳排放数据的收集和核算工作，通过供应商填报环境数据管理平台来实现对供应商温室气体排放的管控。2023 年，东风本田推动占比采购量 70% 供应商开展企业碳管理或能源管理项目，并披露温室气体减排量。

Dongfeng Honda Automobile Co., Ltd. has actively organized logistics suppliers to carry out the collection and accounting of logistics carbon emission data, and achieved control over the suppliers' greenhouse gas emissions through environmental data management platform in which data will be filled in by suppliers. In 2023, Dongfeng Honda promoted suppliers whose procurement amount accounting for 70% to carry out corporate carbon management or energy management projects, and disclosed the reduction of greenhouse gas emissions.

旗下郑州日产汽车有限公司依据《重要相关方环境及安全调查基准书》，2023 年 12 月对体系中 89 家危化品供应商、及大宗业务供应商展开环保监察，2023 年均未受到当地政府环保处罚，合格率为 100%。

Based on Environmental and Safety Survey Standards for Key Stakeholders, Zhengzhou Nissan Automobile Co., Ltd. Conducted environmental supervision on 89 hazardous chemical suppliers and bulk business suppliers in the system in December 2023. In 2023, no environmental penalties were received from local governments, with a pass rate of 100%.

● 绿色包装

Green packaging

东风汽车秉持可循环、减量化的原则，增加可回收包装材料的采购力度，推行绿色包装，降低资源使用对环境的影响。2023 年，公司制成品所用包装材料消耗量为 1696.5 吨，其中可回收包装材料消耗量为 1655.5 吨，占比约为 97.6%。

DFM adheres to the principles of recyclability and minimization, increasing the procurement of recyclable packaging materials, promoting green packaging, and reducing the environmental impact of resource use. In 2023, its consumption of packaging materials for finished products was 1696.5 tons, of which the consumption of recyclable packaging materials was 1655.5 tons, accounting for approximately 97.6%.

● 绿色运输

Green transportation

东风汽车倡导全过程的绿色物流理念，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，降低碳排放。

DFM advocates a green logistics concept throughout the entire process, continuously promotes the mechanization, automation, and informatization of logistics; accelerates the transformation towards a modern logistics system characterized by low pollution, low consumption, low emissions, and high efficiency, thereby reducing carbon emissions.

旗下岚图汽车科技有限公司搭建供应链协同平台，实现零部件“收、发、存”全价值链业务在线化率 100%，创新性实现供应链系统三大功能升级改造。在物流环节，通过采用集配式供货模式（KIT），实现场内物流精准供应，线边库存大幅度削减，保障生产稳定性和零部件供应精准性。

Voyah Automobile Technology Co., Ltd. has established a supply chain collaboration platform, achieving a 100% fulfillment rate for the entire value chain of parts “receiving, shipping, and storage”; innovatively carried out three major functional upgrades and transformations of the supply chain system. In terms of logistics, by adopting a kit-based supply model (KIT), it realizes precise on-site logistics supply, significantly reducing line-side inventory, and ensuring the stability of production and the precision of parts supply.

倡导绿色运营

Promoting green operation

● 绿色文化

Green culture

旗下岚图汽车科技有限公司在安全环保月和六五环境日期间开展环境保护宣传教育，印发习近平总书记生态环境重要讲话和公民生态行为规范等 10 余份，强化绿色文化阵地建设；开展环保培训 20 余次，增强全员环境保护意识。

旗下东风鸿泰控股集团有限公司开展“绿色鸿泰 低碳有我”活动，在全体员工中倡导绿色低碳节能生产生活方式，推动碳达峰碳中和理念深入人心。

● 绿色办公

Green office

旗下东风商用车有限公司实施分体空调集中智能控制节能改造，规范工厂的分体空调运行，减少单体空调使用的能源浪费，增强员工的节能减碳意识。

旗下东风汽车财务有限公司营造“绿色、开放、科技、智能、关爱”的办公环境，大力推进无纸化办公、移动办公、网络视频会议、在线培训直播等，打造绿色智能共享办公区，采取智能预约管理方式，创新办公空间应用策略，降低空间运营成本，努力做绿色运营的践行者和推动者。

● 绿色公益

Green public service

东风汽车根据国务院国资委关于开展中央企业长江黄河流域生态环境保护专项整治的工作要求，结合长江、黄河流域生态环境实际情况制定专项整治方案，立查立改问题点 109 项，有效保护了生物多样性、促进生态系统平衡发展。

旗下东风本田汽车有限公司“悦·蓝天”碳中和林项目被纳入“武汉市 2023 年度绿色低碳典型案例”。此项目是华中地区首个由车企发起的碳中和战略环保项目，以油茶、枫香、乌桕等树木为主要栽培树种，兼顾了森林防火、产业发展和碳汇效益三方需求，预计 20 年内可产生碳汇量 1.04 万吨，有效降低大气中温室气体浓度，减缓全球气候变暖。

旗下东风汽车零部件（集团）有限公司和中国东风汽车工业进出口有限公司共同开展“联合净滩行动——共护绿色星球”。2023 年，公司青年志愿者义务植树 5 次，植树超过 300 棵；在白莲湖湿地公园、汤湖公园等地组织江河护水净滩活动 3 次；在十堰地区组织江河护水净滩活动 4 次，为当地水资源生态修复作出积极贡献。



● 旗下东风本田汽车有限公司开展“悦·蓝天”碳中和林项目



● 旗下东风汽车零部件（集团）有限公司“滤青”青年志愿服务队

厚植沃土育英才

Nurturing Talents on Fertile Ground

维护员工权益

Protecting rights and interests of employees

- 东风汽车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.
- 东风汽车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.
- 东风汽车充分尊重员工隐私，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.
- 东风汽车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.
- 东风汽车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.
- 东风汽车加强民主管理，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 makes full use of the enthusiasm and initiative of the majority of employees in participating in democratic management, supervision, and decision-making.
- 东风汽车认真贯彻实施带薪年假制度，2023 年员工人均带薪年假为 10.42 天。
- DFM carefully implements paid annual leave system. In 2023, the average paid annual leave for employees reaches 10.42 days.

指标名称 Index name	2023	2022	2021	2020	2019	2018
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 (%) Collective bargaining agreement signing rate between affiliated units and labor union	100	100	100	98	98.12	98
参加工会员工的比例 (%) Proportion of employees participating in the labor union	99.9	99.9	99.9	100	99.1	99
吸纳就业 (人) Employment capacity	19071	24069	22696	16762	16222	19208
本地化雇佣比例 (%) Local hiring ratio	99.88	99.89	99.98	99	99	98
少数民族员工比例 (%) Proportion of ethnic minority employees	4.02	3.89	4.24	3.92	3.8	1.4
员工流失率 (%) Employee turnover rate	8.69	9.46	8.7	9.8	5.99	6.1
人年均带薪年休假 (天) Per capita paid annual leave	10.42	9.94	9.98	10	10.6	10
女性高级管理者比例 (%) Proportion of female senior managers	7.59	7.83	8.31	7	6	6
公司残疾人总数 (人) Total number of disabled employees in the company	288	359	447	1512	1600	1650
男女员工比例 Ratio of male to female employees	81.3:18.7	81:19	8:2	8:2	8:2	7:3

压实员工安全

Safeguarding the safety of employees

● 安全生产管理

Safety production management

东风汽车依据《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。2023年，东风汽车对17个分子公司工厂开展安全管理评价，共评价各类生产车间36个，易燃易爆场所57个，通过评价问题点的发现及推进整改，督促各单位管理水平持续提升。

Based on the Regulations on the Management of Safety Production and Environmental Protection Responsibility Performance in Various Business Fields of DFM, DFM establishes four-in-one all-round safety production responsibility system for each business field based on job characteristics, thus laying a solid foundation for safety production. In 2023, DFM conducted a safety management evaluation across 17 subsidiary company factories, assessing a total of 36 production workshops and 57 flammable and explosive sites. Through the identification and rectification of issues discovered in the evaluation, the company has urged relevant units to continuously improve their management standards.

● 安全隐患排查

Safety hazard identification

东风汽车建立完善的隐患排查治理及风险分级管控体系，发布《关于强化安全风险分级管控和隐患排查治理双重预防机制的通知》《关于开展重大事故隐患专项排查整治行动的通知》《关于开展安全管理强化年行动的通知》，严格过程管控，确保各级责任落实。2023年组织对22个单位、92个工厂开展71次安全环保督查，对各单位不同管理层级安全生产履责情况进行重点检查，共发现757项问题并督促整改。

DFM has established a comprehensive system for the identification and management of hidden dangers and the classification and control of risks; issued Notice on Strengthening the Dual Prevention Mechanism of Classified Control of Safety Risks and Identification and Management of Hidden Dangers, Notice on Carrying Out Special Inspection and Rectification Actions for Major Accident Hidden Dangers, and Notice on Carrying Out Actions to Strengthen Safety Management to strictly control the process, thus ensuring that responsibilities at all levels are implemented. In 2023, DFM organized 71 safety and environmental protection inspections for 22 units and 92 factories, focused on the inspection over safety production responsibilities of various management levels of the units and identified a total of 757 issues and urged their rectifications.

● 安全文化建设

Safety culture development

东风汽车制定发布《东风汽车集团有限公司安全生产培训管理办法》及高管安全培训大纲，对安全教育培训要求进行补充；建立《东风汽车集团有限公司安全环保督查管理规定》，将安全培训实施情况纳入各分(子)公司安全环保督查内容，促进安全教育培训要求在全公司贯彻执行。2023年，东风汽车安全教育培训总人数39372人，其中特种作业人数4149人，特种设备作业人员3542人，为提升安全专业化管理水平夯实基础。

DFM has formulated and issued the Safety Production Training Management Measures of DFM and the executive safety training outline, supplementing the requirements for safety education and training; established the Safety and Environmental Protection Supervision Management Regulations of DFM, incorporating the implementation of safety training into the safety and environmental protection supervision content of various subsidiaries, promoting the implementation of safety education and training requirements throughout the company. In 2023, the total number of people trained in safety education by DFM was 39,372, including 4,149 special operation personnel and 3,542 special equipment operation personnel, thus laying a solid foundation for improving the professional safety management level.

● 保障身心健康

Guaranteeing the physical and mental health

东风汽车将呵护员工健康落在实处，通过建立健康体检档案实现所有员工全覆盖，年度开展健康体检、女工专项体检、职业病体检、EAP 员工心理健康咨询等活动，为员工营造健康安全的环境，缓解员工心理焦虑，保障广大劳动者的身心健康。

DFM takes practical steps to care for the health of its employees by establishing comprehensive health check-up files, covering all employees; carries out annual activities such as general health check-ups, special check-ups for female workers, occupational disease check-ups, and EAP (Employee Assistance Program) psychological health consultations to create a healthy and safe environment for employees, thus alleviating psychological anxiety, and guaranteeing the physical and mental health of the employees.

● 预防职业病及工伤

Preventing occupational diseases and work-related injuries

东风汽车发布《东风汽车集团股份有限公司职业健康管理办法》，规范全公司职业健康管理，公司职业健康管理工作坚持预防为主、防治结合的方针，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，保障职工获得职业卫生保护；完善工伤预防管理，为工伤预防项目的开展及各单位落实预防工伤措施提供管理依据。2023 年东风汽车新增职业病 0 例。

DFM has issued the DFM Occupational Health Management Measures, which standardizes the occupational health management of the entire company. The company carries out occupational health management work based on the policy of “prevention first, combination of prevention and treatment” and implements classified management and comprehensive governance, thus creating proper working environment and conditions that meet national occupational health standards and health requirements for employees, ensuring that employees receive occupational health protection; moreover, the company also enhances the management of work-related injury prevention, providing a basis for the implementation of work-related injury prevention projects and the implementation of work-related injury prevention measures by various units. In 2023, DFM reported zero new cases of occupational diseases.

旗下郑州日产汽车有限公司 2023 年针对电焊烟尘、噪音超标的岗位进行课题挖掘，实施排焊接工艺调整、工具改善、现场噪声源隔音等方案，实现尘毒监测达标率 100%，噪音 II 级岗位全部消除，综合达标率提升 0.31% 的效果，并持续完成管理制度修订 16 项，发布《ZNA 安全生产监督管理办法》。

In 2023, Zhengzhou Nissan Automobile Co., Ltd. conducted in-depth research on specific positions having issues related to welding fumes and noise levels exceeding standards; took strategies such as increasing exhaust frequency, adjusting welding processes to reduce fumes, improving tools, and soundproofing noise sources at the site, achieving a 100% compliance rate for dust and toxic substances; completely eliminated positions that are classified as Noise Level II, and increased the overall compliance rate by 0.31%; moreover, it continued to revise 16 management systems and issued the ZNA Safety Production Supervision and Management Measures.



赋能员工成长

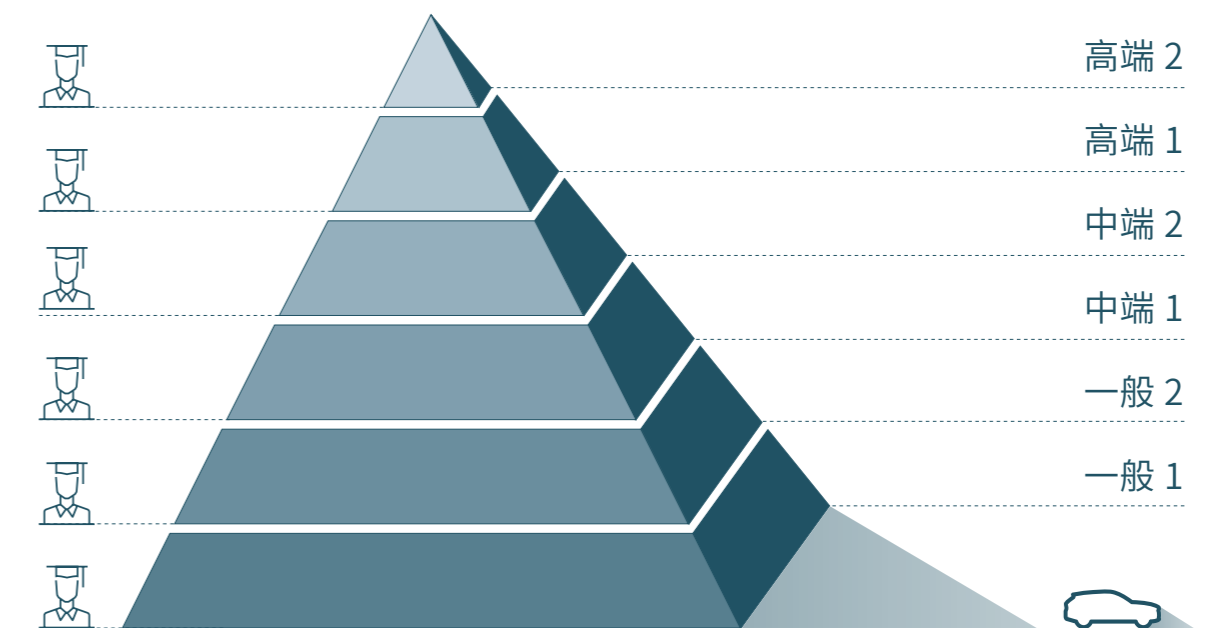
Promoting employee growth

● 人才发展渠道

Talent development channel

东风汽车建立完善的专业人才发展通道。高端领军人才方面，公司以《东风汽车“公司级”专业人才管理办法》为指引，建立公司级专业人才库；科技领军人才方面，发布《东风汽车技术总师管理办法》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《东风汽车青苗人才管理办法》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

东风汽车进一步树立人才强企、人赢则赢的理念，加大人才工作投入，努力朝着建设技术高地、人才高地的目标大步前进。2023 年，东风汽车落实“十四五”战略规划、新能源和自主事业高质量发展要求，围绕公司人才工作会精神和《东风风起“156”人才行动计划》，结合东风新能源“跃迁行动”“跃动工程”，提升职工教育培训工作的体系化、专业化水平，为公司转型发展和职工学习成长提供有力支撑；颁发公司首届“孟少农贡献奖”，以高质量人才队伍支撑公司向世界一流卓越科技企业转型。

DFM further establishes the philosophy of “talents can strengthen the enterprise, and success in talents leads to success in business”, increases investment in talent development and strives to make significant progress towards the goal of building a highland of technology and talent. In 2023, DFM implemented the “14th Five-Year” strategic plan and the high-quality development requirements for new energy and independent businesses. Centering on the spirit of the company’s talent work conference and the Dongfeng Cultivating 156 Talent Action Plan and in conjunction with DFM’s new energy “Yueqian Action” and “Yuedong Project”, the company has enhanced the systematic and professional level of employee education and training, thus providing strong support for the company’s transformation as well as the learning and growth of employees. The company also presented the first “Meng Shaonong Contribution Award”, supporting the company’s transformation into a world-class outstanding technology enterprise with a high-quality talent team.

2023 年，东风汽车累计开展员工培训 3.27 万期，培训 100.7 万人次，人均 76.12 学时，职教经费累计投入 1.15 亿元。

In 2023, DFM conducted a total of 32,700 training sessions for employees, with 1,007,000 trainees, averaging 76.12 hours of training per person, and invested a total of 115 million yuan as vocational education funds.



● 开展第 44 期中青班，培养高素质年轻干部队伍



● 开展青苗营销人才训练营，加快营销人才队伍建设



● 开展“五化”特训营，打造高水平科技人才队伍建设



● 开展工业机器人技能转型培训班，加强工匠型技能人才培养

● 关心员工生活

Caring for employees' life

● 提升员工满意度

Improving employees' satisfaction

东风汽车“心悦契合”员工调查覆盖集团 28 家主要单位，发放问卷 84659 份，抽样率 89%，问卷答复率 95%，有效抽样率 77%。2023 年，东风汽车员工满意度整体得分 71%，较上年度下降 2%，较中国汽车行业 75 分位高 1%，较中国制造业水平高 5%。

DFM’s “Pleasant Match” employee survey covered 28 major units of the group, with 84,659 questionnaires distributed, with a sampling rate of 89%, a questionnaire response rate of 95%, and an effective sampling rate of 77%. In 2023, DFM’s overall employee satisfaction score was 71%, decreased by 2% compared with that of previous year, 1% higher than the 75th percentile in China’s automotive industry, and 5% higher than the level in China’s manufacturing sector.

● 愉悦员工生活

Enhancing employees' well-being

东风汽车贯彻落实《体育强国建设纲要》，倡导健康东风、全员健身新风尚，满足广大员工的健身需求，东风汽车工会创新活动载体，持续三年开展“悦·东风”全员健身打卡活动，截至 2023 年 12 月，6.56 万人下载并进行日常打卡活动；分十堰、武汉、襄阳、广州四个赛区举办东风汽车活力操大赛，共有 40 支参赛队、1200 名队员参加；开展第十三届“东风杯”全民健身羽毛球，共有 87 支参赛队、1305 名职工参加；各分会积极组织集体生日会、趣味活动、才艺大比拼等活动，员工参与率达到 80%，形式多样的文体活动丰富东风员工的精神文化生活，增加员工幸福感和归属感。



● 东风汽车 2023 年职工活力操大赛

● 落实员工关怀

Providing care to employees

东风汽车坚持以人为本，着力提升员工的幸福感、归属感，面向女性员工、困难员工、离退休员工等细分群体不断加大关怀慰问力度。2023 年，全年爱心帮扶及慰问 11924 人次，发放各类慰问金、物资共计 406 万。高温慰问一线职工 11000 人次，金额 55 万元；加强对女性员工关爱，建立移动爱心母婴室 5 个，创建湖北省 2023 年“百优爱心母婴室”2 家；开展困难职工精准识别、分类建档，慰问困难员工 314 人次，发放困难员工慰问金 47 万元；关注困难职工子女就学，开展“金秋助学”，共扶持 26 人，发放助学金 10.4 万元；积极推动公司医疗互助体系，更新“爱心工程”政策，提高帮扶救助比例，一个医疗年度“爱心工程”共救助 581 人次，金额 291 万元；积极落实《对遭遇重大困难职工家庭紧急救助办法》，帮助 3 位遭遇重大困难职工，发放慰问 3 万元；关爱离退休员工，组织成立“十堰慈善·东风离退休职工关爱基金”。

聚善聚力传温情

Uniting in Kindness and Spreading Warmth

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 年由东风汽车经国家民政部审批筹建的非公募基金会，原始注资金额为 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 "RUN" Plan.

2023 年，东风公益基金会全年支出人民币 4394.41 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 2023, the annual expenditure of Dongfeng Benevolence Foundation reached 43.9441 million yuan, mainly including the donations for flood relief, education, disabled people and public welfare, as well as the expenditures for project activities.

● 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 2023 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，并获评全国性“4A 级社会组织”称号。

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 2023 and the operations are carried out within the business scope, without any violation. Moreover, the Foundation was awarded with the national title of "4A Social Organization".



● 召开东风公益基金会理事会

公益实践

Public service practice

● 志愿服务

Volunteer service

志愿服务体系

Volunteer service system

东风汽车成立“东风志愿者工作指导委员会”，统一规划东风汽车志愿服务活动。委员会根据公司社会责任“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到志愿者服务活动中。截至 2023 年底，已构建 120 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 "RUN" plan 3.0 and continuously organizes and encourages young people to participate in the volunteer services. As of 2023, the company has built 120 "three-standardized and four organized" (standardized, institutionalized, normalized, organized, systematic, planned and activity-based) volunteer teams, with more than 9,211 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，东风汽车各级团组织全年开展汽车义诊、学雷锋社区服务、关爱少年儿童、环境保护等各类志愿服务活动 1300 余次，累计志愿服务时长超过 3000 个小时。

Under the unified leadership of DFM Volunteer Work Steering Committee, the organizations of DFM at different levels carry out more than 1,300 volunteer service activities, including free car problem diagnosis, Lei Feng community service, care for children and adolescents, and environmental protection, with a total volunteer service time exceeding 3,000 hours.



● 旗下东风畅行科技股份有限公司开展爱心送考志愿服务



● 旗下东风乘用车公司东风风神 E70 车队助力杭州亚运会

● 特色公益实践

Featured public service practice

减灾赈灾

Disaster relief

2023 年，面对京津冀洪涝、甘肃青海地震两次重大自然灾害，东风汽车积极贯彻国家指示精神，迅速反应、统一协调，充分发挥央企保障地方和谐稳定的积极作用，共捐赠款物 4500 万元。其中，为京津冀洪涝救援捐赠 3000 万元、为甘肃青海地震救援捐赠 1500 万元，彰显东风汽车的责任与担当。

In 2023, in the face of two major natural disasters, the floods in the Beijing-Tianjin-Hebei region and the earthquake in Linxia, Gansu, DFM actively implemented the national policy and spirit, responded swiftly, and coordinated uniformly to fulfill the proactive role of a central enterprise in ensuring local harmony and stability; made a total donation of 45 million yuan, of which 30 million yuan was donated for flood relief in the Beijing-Tianjin-Hebei area, and 15 million yuan for earthquake relief in Linxia, Gansu, demonstrating the responsibility and commitment of DFM.



● 东风汽车旗下各单位前往地震灾区现场参与救援

打造东风公益品牌

Creating Dongfeng public welfare brand

第六届“东风梦想车”中国青年汽车创意设计大赛

Sixth "DFM Dream Car" - Youth Automobile Creative Design Competition for Chinese Youth

东方风正起，赤子逐梦来。东风汽车坚持以社会责任“润”计划 3.0 为指引，成功举办第六届“东风梦想车”大赛，持续助力汽车行业人才培育。本届大赛共吸引 48 所高校参与，收到 183 件参赛作品，参赛作品数量较上届提升 13.6%。同时，通过绿色人才通道，吸引大赛杰出青年加入东风，为中国汽车工业的繁荣发展注入无限可能。



● 举办第六届“东风梦想车”大赛



● 组织优秀选手开展敦煌研学

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 2023 年底，东风汽车通过“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（中）小学，有效改善欠发达地区办学条件。2023 年，东风汽车通过举办“益路平安”研学夏令营，建设“智慧益家”创客教室，开展“汽车梦想课堂”等微公益活动，助力青少年健康成长。



• 东风润苗行动-2023 年研学夏令营

各单位爱心助学微公益活动 Education-aid and micro public welfare activities organized by units

东风汽车联合旗下各单位围绕“衣、食、住、行、学”五个方面，开展阳光关爱、研学夏令营、公益课堂形式多样的公益助学实践活动，以拓宽学生眼界，扩展助学边界，挖掘青少年全方位发展潜力。



• 旗下东风日产乘用车公司开展“向日葵课堂”志愿服务



• 旗下深圳市东风南方实业集团有限公司开展爱心助学活动

暖心公益事业 Warmhearted public welfare undertaking

东风送暖，大爱“润”心。作为汽车行业排头兵，东风汽车在公益领域持续发力，携手旗下各单位在卡友关怀、弱势群体帮扶、促进就业等领域开展公益活动，用真情回馈社会，致力于为美好生活赋能，为社会创造更大价值。

Dongfeng brings warmth and its great love “moistens” the heart. As a pioneer in the automotive industry, DFM continues to make strides in the field of public welfare. Together with its subsidiaries, DFM carries out charitable activities in areas such as caring for truck drivers, assisting vulnerable groups and promoting employment; and gives back to society with genuine compassion, thus creating a better life and greater value for the society.



• 旗下东风商用车有限公司开展 2023 “东风商用车幸福卡车关爱计划”



• 旗下东风汽车财务有限公司成立东风金融“抱抱”关爱基金，拜访问困难客户



• 旗下东风资产管理有限公司对乡村地区残疾人开展农机培训作



• 旗下东风柳州汽车有限公司实施“望子乘龙”公益计划，关爱卡车司机家庭教育

未来展望

Future Outlook

面向未来，东风汽车将坚持以习近平新时代中国特色社会主义思想为指导，全面贯彻落实党的二十大精神，围绕国务院国资委要求，在社会责任“润”计划 3.0 的总体部署下，进一步完善责任管理体系，继续坚持自主发展和创新驱动，坚定绿色低碳发展方向，做好强链固链工作，在乡村振兴、社会公益等领域积极作为，以实际行动诠释央企责任与担当，携手员工、客户、伙伴等利益相关方，奋力加快公司“转型升级三年行动”目标实现，推动中国汽车产业实现新跨越，为中国汽车品牌向上书写新辉煌，为汽车强国建设贡献新力量。

Looking ahead, DFM will always be guided by Xi Jinping's Thought of Socialism with Chinese Characteristics for the New Era, and fully implement the spirit of the 20th National Congress of the Communist Party of China. Centered on the directives from the State-owned Assets Supervision and Administration Commission of the State Council and under the overall framework of the Social Responsibility "RUN" Plan 3.0, DFM will further improve our responsibility management system, remain steadfast in independent development and innovation-driven development, firmly pursuing a green and low-carbon development path and strengthening our industrial chain. DFM will also actively participate in rural revitalization and social welfare undertaking, demonstrate the responsibility and commitment of a central enterprise through practical actions. Together with our employees, customers, partners and other key stakeholders, DFM strives to accelerate the achievement of "Three-Year Transformation and Upgrading Action Plan", thus driving the Chinese automotive industry to new heights, making new progress for Chinese automotive brands, and bringing new vigor to developing a powerhouse in the automotive sector.

责任荣誉

CSR Honors



- 东风汽车社会责任发展指数位列国有企业 100 强第 5 名、中国企业 300 强第 7 名，首次进入国企社会责任发展指数五强



- 入选“央企责任管理·先锋 30 指数 (2023)”



- 2022 年度中央企业品牌建设对标榜单得分蝉联汽车行业第一，总体排名位列第八



- 荣获 2023 “责任犀牛奖” 责任企业奖



- 东风公益基金会获评“4A 级社会组织”



- “东风梦想车”大赛案例入选“2023 企业 ESG 杰出社会责任实践案例”、中国汽车产业十大 ESG 品牌项目榜单

附录

Appendix

报告说明

About the Report

时间范围: 本报告内容的时间跨度自 2023 年 1 月 1 日至 2023 年 12 月 31 日, 部分内容超出上述范围。

Time range: the time span of the contents in the Report starts from Jan. 1, 2023 and ends on Dec. 31, 2023. Some contents are beyond the above range.

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“东风汽车”“公司”“集团”“我们”等称谓。

Organization scope: the contents of the Report come from DFM and its subsidiaries (refer to the organizational structure). In order to facilitate expression, the terms of “DFM”, “the company” and “we” are respectively used in the report.

以往报告发布情况: 公司已连续发布 2008—2022 年度报告, 此报告为第十六次发布的年度社会责任 / 可持续发展报告。

Release of previous reports: the company has successively released the annual report of the company from 2008 to 2022 and this report is the 16th annual report released.

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: all data quoted in this report come from the internal statistical data of the company. In case of any discrepancy with the financial report, the financial report 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《关于新时代中央企业高标准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 report is prepared in strict accordance with the principles of truthfulness, objectivity and openness and based on Guiding Opinions on the Fulfillment of Social Responsibility of Central Enterprises in New Era by Central Enterprises issued by State-owned Assets Supervision and Administration Commission of the State Council, GRI's Standards and Guidelines for Chinese Corporate Social

Responsibility Report (CASS-CSR4.0) and Chinese Social Responsibility Reporting Guidelines (CASS-CSR4.0) for the Automobile Manufacturing Industry issued by Chinese Academy of Social Sciences and Guidelines on Environmental, Social and Governance Reporting issued by the Stock Exchange of Hong Kong.

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。

Procedures and ways for stakeholders to participate in the reporting: the report is prepared under the support of partial stakeholders. We collect information from internal and external stakeholders through questionnaires, score important social responsibility issues and form a matrix of key issues; meanwhile, the company invites stakeholders to make an objective evaluation of DFM's social responsibility practices, which will constitute a 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。

How to obtain the report: the report is made in paper version and electronic version in PDF format. You can obtain the report through following address or download the report from the column “Social Responsibility” in 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, Economic and Technological Development Zone, Wuhan, Hubei Province

邮政编码: 430056
Zip code: 430056

电话: 027-84285555
Tel: 027-84285555

网址: <https://www.DFM.com.cn/>
Website: <https://www.DFM.com.cn/>

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报告评级

Rating of the Report

《东风汽车集团有限公司 2023 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 2023 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，东风汽车集团有限公司董事、党委副书记担任组长，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；推动下属岚图汽车、东风本田、东风日产等 7 家企业独立编发社会责任报告，构建“1+7 报告矩阵”，深化社会责任管理的纵向融合力度；计划召开可持续发展共创周发布报告，并将以电子版、长图版、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 94.05%，完整性表现卓越。

平衡性 (★★★★★)

《报告》披露了“环保处罚”“员工流失率”“安全生产事故数”“新增职业病”等负面数据信息，并详述东风 EX1 和东风 EX1 PRO 电动汽车的召回原因及处理办法，平衡性表现卓越。

可比性 (★★★★★)

《报告》披露了“出口销量”“自主品牌整车销售量”“女性高级管理者比例”“东风公益基金会全年支出”“能源消费总量”等 47 个关键指标连续 3 年的对比数据，并通过“中国制造企业 500 强第 17 位”“国企社会责任发展指数五强”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融入企业主营业务元素“汽车”实景图，既凸显行业特色，又提升了报告辨识度；嵌入二维码进行影像化延伸，扩展报告内容，增强了报告易读性和沟通性；整体设计简约大气，案例详实，充分向公众展示履责成效，具有卓越的可读性表现。

创新性 (★★★★★)

《报告》设置“耕耘十载，润美疆桂新图景”专题，集中展现企业援疆援桂十年的数据、成效，彰显出企业为乡村振兴战略作贡献的责任担当；设置“回首 2023，彰显履责新担当”，聚焦企业年度履责重点实践，凸显了企业的履责意义；举办东风援疆援桂十周年纪念展，通过图文、视频以及画册形式，展现企业十年来援疆援桂历程和丰硕成果；打造东风“大履责”数据库，以数字化方式将可持续发展理念融入企业生产经营的各个环节，提升企业责任管理水；持续开展社会责任工作评价诊断，推动可持续发展理念在公司落地，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 2023 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。



- 东风汽车可持续发展报告连续六年获得五星级、连续第四年获得五星佳级评价

四、改进建议

建议增加环境领域指标的披露，进一步提高报告的完整性。

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



扫码查看企业评级档案

出具时间：2024 年 8 月 8 日

关键绩效

Key Performance

经济绩效					
项目	单位	2020	2021	2022	2023
总资产	亿元	4,353	5,513	4,993	5,210
有效专利	件	10,238	11,224	12,813	14,547
省部级以上专家数量	名	281	213	222	232
研发人员数量	名	12,680	12,629	12,692	17,640
研发人员所占比例	%	9.43	9.62	9.62	19.5
东风研究与试验发展经费支出	亿元	115.53	123.58	123.58	114.59
东风科技活动经费支出	亿元	197.31	183.42	183.42	161.35
纳税总额	亿元	379.2	442.13	405	248.3
营业收入	亿元	5,993	5,555.15	4,663	4,159.5
出口销量	万辆	6.9	15.39	24.2	23.1
自主品牌整车销售量	万辆	113.7	120.48	68.5	101.7
行业销量排名	位	3	3	3	6
汽车行业销量	万辆	2,531	2,627.48	2,686	3,009
市场占有率	%	13.7	12.47	10.9	8.05
东风汽车销量	万辆	345.8	327.53	291.88	242.1
其中商用车销售量	万辆	73.5	69.85	44.76	51.0
其中乘用车销售量	万辆	272.3	257.68	247.12	191.1

社会绩效					
项目	单位	2020	2021	2022	2023
从业人员总数	万人	13.4	13.1	12.7	12.0
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	100	100	100
参加工会员工的比例	%	100	99.9	99.9	99.9
吸纳就业	人	16,762	22,696	24,069	19,071
本地化雇佣比例	%	99	99.98	99.89	99.88
员工流失率	%	9.8	8.7	9.46	8.69
人均带薪年休假	天	10	9.98	9.94	10.42
女性高级管理者比例	%	7	8.31	7.83	7.59
男女员工比例	/	8:2	8:2	81:19	81.3:18.7
困难员工帮扶人数	人次	2,395	1,819	551	314
发放慰问金	万元	553.92	293.95	185.78	406
安全培训	人次	34,735	571,554	127,362	104,794
安全生产投入金额	万元	48,055	49,704	51,280	47,783
安全生产事故数	起	8	8	10	0
培训次数	万次	2.58	3.42	3.08	3.27
培训投入	亿元	4.45	0.81	0.97	1.15
志愿服务队	支	190	190	129	120
东风公益基金会年末余额	万元	5,569.11	5,482.46	6,938.87	5,300.77
东风公益基金会全年支出	万元	6,414.23	1,112.34	969.33	4,394.41

环境绩效					
项目	单位	2020	2021	2022	2023
ISO14001 环境管理体系覆盖率	%	93.5	94	95.5	97
天然气使用量	万立方米	12,325	13,059	9,884	9,213.7
能源消费总量	吨标煤	685,660	661,536	517,804	461,818
废水排放量与 2014 年相比增减	%	-59.1	-60.4	-70.1	-71.2
固体废物产生量与 2014 年相比增减	%	-18.0	-34.6	-49.6	-55.5
二氧化硫排放量与 2014 年相比增减	%	-98.6	-98.4	-98.8	-98.8
产值节能量与 2014 年相比增减	万吨标煤	69.4	55.1	64.4	57.4
万元产值综合能耗与 2014 年相比增减	%	-53.3	-53.4	-56.1	-56.1

意见反馈

Feedback

尊敬的读者：

您好！本报告是东风汽车向社会公开发布的第十六份社会责任 / 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、准确地反映了本公司对经济、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 2023 年可持续发展报告 / 社会责任报告发布矩阵





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



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



扫码查看企业
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