

长安汽车员工培训与职业发展管理

Changan Automobile Employee Training and Career Development Management

长安汽车建立了覆盖全员、全层级、全链条的培训管理体系，通过“任职资格管理体系和绩效管理体系”双轮驱动，持续提升员工专业能力与综合素质。公司创新建立管理和技能双通道职业发展模式，为员工提供清晰的职业发展路径。2025年，长安汽车荣获多项雇主品牌荣誉，包括领英颁发的全球人才吸引力雇主奖，北森颁发的AI应用先锋奖，猎聘颁发的2025年度非凡雇主奖以及责任云研究院颁发的责任雇主奖等。

Changan Automobile has established a training management system covering all employees, all levels, and all functions. Driven by the dual mechanisms of the "Competency Management System" and the "Performance Management System," we continuously enhance employees' professional capabilities and overall competencies. The Company has established a dual career development model encompassing both management and professional tracks, providing employees with clear career advancement paths. In 2025, Changan Automobile received multiple Employer Brand awards, including Global Talent Magnet Employer Award by LinkedIn, AI Application Pioneer Award by Beisen, Exceptional Employer of 2025 Award by Liepin and Responsible Employer Award by Zerenyun, etc.

一、学位与学历提升支持 Support for Degree and Academic Advancement

长安汽车支持全体员工继续教育，为符合条件的员工提供学费支持、灵活工作时间安排以及奖励制度。公司与重庆大学等高校建立深度校企合作关系，在人工智能、新能源汽车、智能制造等领域共同培养人才。其中主要的项目包括：

1. 长安汽车与西南大学签署校企合作协议，开展“智能汽车卓越人才”联合培养，采用“1+1+1”分段培养模式及双导师制开展定制化培育，项目首届30名硕士已于2025年9月正式开班。

2. 长安汽车与重庆大学开展校企合作，在AI、新能源等领域共同培养人才，已选拔第一批共4名员工攻读在职博士。

Changan Automobile supports continuing education for all employees, providing eligible employees across all functions and levels with tuition assistance, flexible work arrangements, and incentive programs. The Company has established deep industry-university partnerships with universities such as Chongqing University to jointly cultivate talent in fields including artificial intelligence (AI), new energy vehicles, and intelligent manufacturing. Key programs include:

Changan Automobile signed an industry-university partnership agreement with Southwest University to launch a joint "Intelligent Vehicle Talent Excellence" program, using a "1+1+1" phased training model and a dual-mentor system for customized development. The first cohort of 30

master's students began the program in September 2025.

Changan Automobile has established an industry-university partnership with Chongqing University to jointly train talent in AI, new energy, and other fields. The first cohort of four employees has been selected to pursue part-time doctoral programs while employed.

二、职业资格与技能认证支持 Support for Professional Qualification and Skills Certification

特种作业持证上岗：对于特种作业、特种设备作业岗位（如电工、焊工、高处作业、叉车作业、起重机作业、特种设备焊接作业等），长安汽车集中统筹开展送外培训，保证相关岗位 100% 持证上岗。

100% Certification for Special Operations: For positions involving special operations or the operation of special equipment, such as electricians, welders, work-at-height personnel, forklift operators, crane operators, and special equipment welders, Changan Automobile has established a centralized training and certification support mechanism. The Company centrally funds external training, examination, and certification programs for employees in such roles, and coordinates participation through relevant departments to ensure that employees obtain the legally required qualifications before undertaking special operations. Through this mechanism, Changan Automobile ensures 100% certification coverage for all employees engaged in special operations or special equipment operation, strengthens operational

safety compliance, and supports employees in improving their professional skills and qualification levels.

三、人才国际化培养 International Talent Development

长安汽车常态化推进国际化人才储备培养项目，聚焦外语能力、国际化视野等核心素养开展培养，并为参训员工提供学费、考试费用支持。

Changan Automobile systematically advances international talent reserve and development programs, focusing on core competencies such as language proficiency and global perspective. The Company provides tuition and examination fee support for participating employees.

围绕产策、品牌、服务、物流等八大核心业务领域，选拔120名国际化窗口员工开展定向能力提升，针对性强化语言能力与国际化综合素养。全额支持参训员工相关学习、考试开支。

The Company has selected 120 employees in globally oriented roles across eight core business areas (including product planning, branding, service, and logistics) for targeted capability enhancement, with a focus on strengthening language skills and overall international competence. Full financial support is provided for employees' related study and examination expenses.

大力推进中外团队文化交融与能力共建，一方面邀请外籍核心骨干回司交流培训，通过基地参访、跨文化工作坊、专家授课、业务共创等多元形式，帮助海内外员工增进认知、畅通沟通；另

一方面选派专业跨文化讲师至海外一线，面向中国长期派遣海外、业务开展国当地招聘的主管及以上管理人员开展专题赋能，助力海内外团队打破协作壁垒，持续提升全球化协作能力。

Changan Automobile actively promote the integration of capabilities and cultural exchange between China and other regional teams. On the one hand, we invite overseas core personnel to visit and exchange through training sessions, on-site visits, cross-cultural workshops, expert lectures, and collaborative business activities, enhancing mutual understanding and communication among China and other regional employees. On the other hand, Changan Automobile assign professional cross-cultural trainers to overseas locations to provide specialized training to managers (supervisor-level and above) who are either long-term expatriates or locally recruited staff in business operation countries. This helps break down collaboration barriers and continuously enhance global collaborative capabilities.

推动公司 O 序列员工能力转型升级，以自主报名形式开展“国际化售后维修专家赋能项目”，项目立足海外高频工作场景，同步强化员工外语应用能力与专业维修技能，助力一线员工实现职业能力转型升级，拓宽职业发展路径。

Changan Automobile are driving the capability transformation and upgrading of frontline employees (O-sequence) through a voluntary "International After-Sales Maintenance Expert Empowerment Program." This program is based on high-frequency overseas work scenarios and

simultaneously enhances employees' foreign language application skills and professional maintenance capabilities, supporting frontline employees in transforming and upgrading their professional capabilities and broadening their career development paths.

长安汽车目前已搭建国际化储备人才库，累计入库人才 557 名，其中 235 名奔赴海外一线岗位，为员工搭建广阔的海外实践与职业发展平台。

Changan Automobile has established an international talent pool, with 557 employees currently in the talent pipeline, 235 of whom have been deployed to overseas frontline positions. This provides employees with broad overseas practice and career development opportunities.

四、其他专项培训 Other Specialized Training

长安汽车积极推进其它培训，如：红十字救护证培训覆盖全体管理人员等；还计划引入“ESG 基础素养”全员必修课程，涵盖气候变化、循环经济、人权保护等 ESG 知识。

Changan Automobile is actively promoting other training programs, such as: Red Cross First Aid Certification training covering all management personnel; and plans to introduce a mandatory "ESG Fundamentals" course for all employees, covering topics including climate change, circular economy, and human rights protection.