

## *2023 CRRC Training Plan (Selected Chapters)*

No.	Training Title	Training Objectives	Time of Training	Duration (Days/Hours)
1	Training on Studying and Implementing the Spirit of the 20th National Congress of the Communist Party of China	The first political task of the Group at present and in the future is to study and implement the spirit of the 20th National Congress of the Party. The comprehensive and systematic study and discussion of the spirit of the 20th National Congress of the Party help to educate and instruct the cadres to integrate the study and implementation of the spirit of the 20th National Congress of the Party with Xi Jinping's practice of socialism with Chinese characteristics in the new era, deeply understand the rich connotation, spiritual essence and practical requirements contained therein, systematically improve the political literacy of the cadre team, and provide strong ideological and political guarantee for promoting CRRC high-quality development and accelerating the construction of the world-class enterprise.	May -August	/
2	Training on Improving the Comprehensive Quality and Ability of CRRC Reserve Talents	By studying the spirit of the 20th National Congress of the Communist Party of China, it focuses on improving the political literacy of reserve leaders and cadres; By studying practical management courses such as business management and business knowledge, it aims to cultivate the strategic thinking, improve learning, development, execution and innovation abilities, systematically enhance the performance and comprehensive qualities, and strengthen the construction of a reserve cadre team for the enterprise leaders.	May-September	5 days
3	Training on Management Practices for CRRC to Become a World-class Enterprise	Focusing on the construction of the "Five Strong" leadership team, studying and implementing the spirit of the 20th National Congress of the Communist Party of China help to enhance the political literacy of the cadres and promote the integration and development of Company Party building and business management; Systematically	May	5 days

		studying the series of courses on Company management practice helps the Subsidiaries accurately understand the relevant business requirements of the Group, review and exchange the management experience, promote the improvement of performance ability and continuously improve the construction of the leadership team of enterprise.		
4	Training on Improving the Comprehensive Ability of CRRC Technology Talent	By studying the spirit of the 20th National Congress of the Communist Party of China and the professional courses of the cutting-edge technologies, the development of digital and intellectual technology, innovative methods and management, it will improve the political literacy, broaden the technological horizon, strengthen the innovative thinking, systematically enhance the scientific and technological innovation capabilities of professional and technical talents, and advance the construction of a scientific and technological talent team.	April	14 days
5	Training on Excellent Leadership (Digital) of CRRC Talents	To meet the requirements of the digital economy, "Internet plus" and "Made in China 2025", it supports the development of CRRC industry digitalization and digital industrialization, helps to have a systematic understanding of the digital intelligence technology knowledge of modern enterprise, improves the digital management ability of enterprise leaders, and accelerate the digital transformation, intelligent upgrading and high-quality development of the Company.	June	5 days
6	Training on CRRC Digital Talents (Management)	To meet the requirements of the Company's industrial digitization and digital industry development, it aims to enhance the application capabilities of digital technology by studying the new digital technologies such as big data, artificial intelligence, Internet of Things, cloud computing, blockchain and information security, as well as cultivating a team of management talents proficient in digital and intelligent technologies.	April	10 days

7	Training on CRRC Digital Talents (Technology)	Focusing on the development requirements of the "lean, digital, and intelligent" business of the Company, it aims to enhance the application capabilities of digital technology by studying the new digital technologies such as big data, artificial intelligence, Internet of Things, cloud computing, blockchain and information security, as well as cultivating a team of technological talents proficient in digital and intelligent technologies.	May	20 days
8	Training on CRRC Digital Talents (Skills)	Focusing on the development requirements of the "lean, digital, and intelligent" business of the Company, it aims to get the employees familiar with the current situation and development direction of the digital transformation and intelligent manufacturing, enhance the professional ability of high-skilled talents to adapt to the digital design and manufacturing of the entire product lifecycle, and cultivate a skilled talent team with digital and intelligent professional knowledge.	June	10 days
9	Development and Transformation of Digital Industry	Focusing on the development requirements of the "lean, digital, and intelligent" business of the Company, studying the industrial change logic, enterprise growth path and service transformation of the digital era helps to cultivate the digital talents, inspire the digital (management, technology) thinking, enhance the application capabilities of digital technology and strengthen the construction of digital talent teams.	May-June	9 hours
10	Training on Improving the Ability of International Talents	According to the demand for cultivating comprehensive abilities of international talents, it adopts the intensive language ability immersion training, international professional course, special lectures, case analysis and practice to improve the comprehensive language ability and soft power under the international business environment, broaden the international horizon and improve the ability of cross-cultural communication.	March	90 days

11	Training on Improving the English Proficiency of International Talents	According to the demand for cultivating comprehensive abilities of international talents and focusing on the requirements of implementation and business of international projects, it aims to develop the language ability, professional knowledge and project practical ability, which helps to cultivate the backbone talents with strong language ability in international project execution business.	June	90 days
12	Training on Improving the Comprehensive Quality of Business Talents of "Product+" and "System+"	By comprehensively and systematically studying the professional business and management practices of "product+" and "system+", it aims to improve the systematic thinking, professional ability and performance ability of the relevant business personnel, provide the support of talent intelligence for building the new business models, and promote the construction of "product+" and "system+" talent teams.	To be determined	5 days
13	Training for Young Engineers (R&D)	Focusing on cultivating the young scientific and technological talents, studying the development trends and cutting-edge scientific and technological theories and directions of rail transit equipment helps to get familiar with the concepts and tools of research and development innovation, enhance the comprehensive ability of young R&D technicians in product development and scientific and technological innovation, and promotes the growth of young scientific and technological talents.	July-August	6 days
14	Training for Young Engineers (Craft)	Focusing on cultivating the young scientific and technological talents, it combines with the requirements of the Company's platform construction of process research and development technology, systematically understanding the knowledge of process reengineering and process technology innovation, lean process and production management, promoting the capabilities of process technology and innovation, and advancing the growth of young scientific and technological talents by studying the professional knowledge of cutting-edge	July-August	6 days

		concepts and development directions in process technology.		
15	Training for CRRC Core Talents	Focusing on cultivating the core technological and skilled talents, studying the professional knowledge helps to master the cutting-edge professional theories; Pay attention to the combination of theory and practice by visiting and exchanging ideas with the advanced manufacturing enterprise, broadening the horizons, improving the professional ability to tackle the complex problems of production, effectively enhancing the comprehensive quality of core skilled talents, and cultivating a team of skilled talents with great comprehensive quality abilities.	August	10 days
16	Training on Constructing the Innovation Studio of Great Technologist	Understand the current situation and development trends of the manufacturing industry of advanced equipment, as well as the practical significance of establishing the studios, and get the hang of the relevant conditions and functional positioning of establishing studios. Get familiar with the role of a "studio" in technical research, innovation, and inheritance of skills. Build a co-creation platform of great technologist, strengthen the learning, innovation and collaboration abilities of the members of the great technologist "studio" through experience exchange and thematic discussions, and enhance the professional competence of great technologist in the new era.	May	6 days
17	Demonstration Training of Team Leaders	Focusing on cultivating the skilled talents, it aims to strengthen the improvement of the quality and ability of high skilled talents according to the CRRC Action Plan for Improving the Quality and Ability of Skilled Talents. It combines with experience exchange and thematic discussions, improves the comprehensive ability and quality of team leaders systematically, takes the advantage of demonstration effect of team	April-October	5-7 days

		leaders and continuously promotes the construction of skilled talent teams by systematically studying the professional knowledge, management theory, team building and lean management.		
18	Training on Multi-jobs for Skilled Young Talents	Focusing on cultivating the skilled talents, it aims to strengthen the improvement of the quality and ability of high skilled talents according to the CRRC Action Plan for Improving the Quality and Ability of Skilled Talents. Holding a series of skill enhancement training courses for different jobs helps to improve the comprehensive ability of young skilled talents and promotes the growth of young skilled talents.	April-October	5-14 days
19	Training on Striving for Excellence of the Minister of Human Resources and Cadres	By learning from the advanced management experience of enterprise human resource, it implements the specialized training on the management practices of human resource, continuously improves the professional level of key personnel in Subsidiaries human resources and departments, and further strengthens the self-construction of the entire human resource system of the Group.	July-August	5 days
20	Training for CRRC External Directors	Further strengthen the construction of the board of directors, enhance the training of full-time and part-time external directors from two or more enterprises, improve the performance ability of external directors and promote the corporate governance.	June	4
21	Advanced Training on Corporate Governance	Further strengthen the construction of the Subsidiaries board of directors, enhance the performance ability of the directors, improve the decision-making quality and operational efficiency of the Subsidiaries board of directors and promote the corporate governance.	July	3
22	Training on Information Disclosure and Specialist of Corporate Governance	Meet the development requirements of listed companies and regulatory authorities. Strengthening the business capabilities of the staff of the Subsidiaries board of directors office helps to improve the quality of information disclosure, and enhance the business capabilities of information	May	2

		disclosure and the specialists' corporate governance.		
23	Training On Communication of Directors of the Two Offices of CRRC	Implement the "Five Requirements" proposed by the General Secretary Xi Jinping, follow the requirements and document spirit from superiors, convey the 2023 management requirements of the Company, and improve the comprehensive quality and ability of two office system teams in the Subsidiaries.	April	3
24	CRRC Petition Conference and Exchange Training	Implement the requirements and document spirit from the superiors; Convey the requirements of key work at different stages; Guide the petition officials to get familiar with the situation and tasks faced by petition stability maintenance in the new era, master the professional knowledge and skills of petition, and improve the comprehensive abilities in petition reception and handling the emergencies.	May	4
25	CRRC Foreign Affairs Conference and Training	Better understand the foreign policy of the country, enhance CRRC foreign affairs, standardize the foreign affairs workflow of Subsidiaries at all levels, and improve the ability and efficiency of foreign affairs.	May	7
26	CRRC Confidentiality Conference and Exchange Training	In the context of the new situation, the confidentiality meets challenges. To satisfy the demanding of the reform and development of the Company, it shall enhance the confidentiality knowledge of the confidentiality cadres, enhance their awareness of confidentiality, advance the office directors' and the officers' professional quality and ability, and improve the confidentiality management in the enterprise.	August	3
27	CRRC Archives Conference and Exchange Training	Assist the archive management personnel to better understand the archive management system of the enterprise, improve CRRC archive work, standardize the archive workflow of Subsidiaries at all levels, and advance the professional quality of archive personnel.	June	4
28	Training on Upgrade Application of Asset	To effectively improve the utilization rate of assets such as factory buildings and	October	2

	Management Information System	equipment in the Company, it conducts the system upgrade and application training on the newly developed inefficient and ineffective asset management module and the optimized expert management, asset map and other functions.		
29	Training on Accelerating the Construction of World-class CRRC and Mid-term Strategic Planning Adjustment	Strengthen the implementation plan for accelerating the construction of world-class CRRC, offer the guidance on the mid-term evaluation and adjustment of the "14th Five Year Plan" development strategy and plan, and improve the professional ability of strategic planning.	July	1
30	Training on Property Management	Implement the latest policies of the State-owned Assets Supervision and Administration Commission and the requirements for property rights management of the Group. As for the common problems in property rights registration and asset evaluation, it strengthens the exchange of work experience, proposes the improvement measures and enhances the personnel's skills of property rights management.	June	2
31	Training on Business Planning and Performance Evaluation and Assessment	Strengthen the studying and training of annual plan formulation and assessment policies, further improve the scientific formulation of CRRC business plan, enhance the performance evaluation and assessment management, and advance the quality of business.	June	3
32	Continuing Education and Training on Safety Production for the Minister of Safety and Technology	Comprehensively implement the spirit of the National Congress of the Communist Party of China, deeply study the important discussion of the General Secretary Xi Jinping on the safety production, continue to maintain the advanced nature and foresight of safety production, constantly improve the safety management of the safety director and safety technology minister, work in accordance with the law and regulations, lay the foundation for CRRC safety construction, and contribute the safety force for CRRC to create a world-class enterprise.	3-June	4



33	Training on the Construction of Digital Lean Manufacturing System	Focusing on the "14th Five Year Plan" development strategy of the Company and taking the construction of digital lean manufacturing system as the core, it aims to form the development consensus, enhance the professional abilities and arouse the thinking awareness, which lays the foundation for promoting the construction of digital lean manufacturing and lean management system.	May	14
34	Training on the Construction of Digital Lean Operation System	Further focus on the lean management as the main line of improvement and management transformation, highlight the problem and goal-orientation. With the goal of practical problems in the construction of digital tackling the lean manufacturing systems and carriers, it combines with the successful practices of CRRC lean management to carry out the discussions and studying, comprehensively enhances the understanding and application ability of CRRC characteristic digital lean methodology.	August	5
35	Training on the Upgraded Version of the Integrated Management System for Informatization and Industrialization	According to the upgraded training of the management system of integrated development of informatization and industrialization, it aims to cultivate a team of professional talents in the integrated management of informatization and industrialization, help promote the deep integration of informatization and industrialization, and accelerate the construction of industrial digitization and digital transformation.	May	3
36	Training on Knowledge of Information and Innovation Engineering Construction	The training helps to cultivate a group of professional talents in information and innovation engineering construction management and technology, promote the integration and innovative development of informatization and information and innovation, and ensure the independent and controllable application of digital enterprise construction in the network and information.	April	3

37	Training on Configuration Management	Carry out the training for the talents of product configuration management, promote the construction of digital R&D systems in the enterprise, support the creation of a unified user-oriented life-cycle service model, and instruct the enterprise to promote the implementation and application of configuration management in the industrial digital construction.	May	3
38	Digital Training (Industrial Internet, Intelligent Manufacturing and Data Governance)	Carry out the training for the talents of digital transformation, promote the enterprise to use the cloud, advance the construction of CRRC characteristic data governance system and data-driven enterprise, and accelerate the digital transformation of enterprise.	June	3
39	Expert Training Camp for Supply Chain Management (Special Program for Planning Management)	Based on the world-class standards, it aims to establish and improve the "5S1G" CRRC lean supply chain system, increase the professionals' training of composite and practical supply chain, and provide the talent support for further improving the capabilities and levels of supply chain management.	May	8
40	Training on Practice and Method of Digital Transformation of Supply Chain	Promote the digital transformation and upgrading of the supply chain, eliminate the knowledge blind spots and misunderstandings of procurement personnel in the digital process, and enhance their digital capabilities.	March	6
41	Training on "Five Changes" Exhibition	The "Five Changes" exhibition is an innovative thinking in the organization of CRRC exhibitions, as well as a new idea and measure to strengthen the brand communication. By optimizing the exhibition organization mode and professional segmentation, it aims to build a win-win platform with market, technology and brand. This training is of great significance for the exhibitors to improve their exhibition abilities, and enhance the brand communication efficiency.	June	3
42	Training on Brand Management	Continuously deepen the implementation of the brand strategy system of "One Strategy and Four Systems" , keep strengthening the	September	3

		basic management of brand, improve the practical training in brand asset quantification, transform the brand management team from simple brand management to an operation management team of brand intangible asset, and build a new mode of "brand operation+brand management".		
43	Training on News Promotion	Implement the requirements of General Secretary Xi Jinping for the journalists to "strive to become the omnimedia and expert talents", constantly improve the professional ability and quality of news publicity personnel in the new environment of media ecology by training and studying. Develop the new communication concepts, news thinking and reporting angles and form an omnimedia talent team.	March	4
44	Training on United Front Work	United front serves as a magic weapon for the victory of the Party's cause. With systematic theoretical studying, classroom discussions and on-site teaching, it aims to improve the theoretical literacy, knowledge, professional competence and management ability of non-Party cadres in the United Front Work Department, comprehensively enhance the literacy of cadres in the United Front Work Department, and make new contributions to the development of enterprise.	July	4
45	Training for Organizational Members of Party Committee	Focusing on implementing the Constitution of the CPC, the Working Rules of the CPC for Recruiting Party Members and the relevant policies, it carries out the business guidance, question comments, communication and exchange, discussion and Q&A, promotes the implementation of the required documents "22 items in one bag and two tables" for recruiting Party members, further standardizes recruiting the Party members, improves the quality of recruiting Party members, instructs the Party committee members at all levels to clarify their work responsibilities, strengthens their sense of	May	3

		responsibility and improves their profession and ability.		
46	Training on Inner Party Statistics and Party Fees	Convey and study the spirit of the Central Committee and the requirements of the Organization Department of the Central Committee of the CPC and the Party Committee of the State-owned Assets Supervision and Administration Commission, it sticks to the problem orientation, highlights the work priorities, provides the proper business guidance, guides the discussions and exchanges, helps the statisticians understand the setting of indicator, and gets the hang of the statistical requirements. Carry out business guidance on the collection and management of Party fees, arrange annual statistics of Party fee, accounting and payment work, and improve the management ability of Party fee of the business personnel.	December	3
47	Studying and Implementing the Spirit of the 20th National Congress of the Communist Party of China and the 2023 Excellent Party Member	Comprehensively implementing the spirit of the 20th CPC National Congress, it carries out the requirements of the Regulations on the Education and Management of CPC Members and the Key Points for CRRC to Implement the 2019-2023 Education and Training Work Plan for the National Party Member, further improves the ability of outstanding Party members to play a vanguard and exemplary role, enhances the effectiveness of the education and management of Party members, improves the level of Party member's education and management, advances the pertinence and effectiveness of the Party member's education and management, and better integrates the education and management of Party member into production and operation, into the demand of Party members and into the concerns of the common people by learning and exchanging the working methods of the outstanding Party members.	June	3

48	Studying and Implementing the Spirit of the 20th National Congress of the Communist Party of China and Training for Party Branch Secretaries in 2023	Comprehensively implementing the spirit of the 20th CPC National Congress, it carries out the requirements of the documents of grass-roots Party organizations and the Regulations on the Education and Management of CPC Members and the Key Points for CRRC to Implement the 2019-2023 Education and Training Work Plan for the Party Members, which help to improve the performance ability of Party branch secretaries in the Subsidiaries, promote the standardization construction of CRRC grass-roots Party branches, continuously enhance the innovation and excellence abilities of grass-roots Party branch secretaries, promote the construction of the grass-roots demonstration Party branch of the Company, and provide great organizational support for advancing the high-quality development of the Company and building the world-class CRRC.	April	3
49	Business Training for Inspectors of the Subsidiaries	Conducting the professional training on inspection helps to gain a deep understanding of the requirements for the coordinated deployment of inspection, promote the implementation of guidance on CRRC inspection, improve the political ability and profession of inspectors, and advance the improvement of the quality of CRRC inspection.	April-September	2
50	Training for Inspectors	Through carrying out the professional training on the inspection, it aims to study the important statements of General Secretary Xi Jinping on the inspection, deepen the understanding of the regularity of inspection in the new era, accurately follow the guidelines, positioning and methods, and promote the quality and efficiency of inspection.	To be determined	1
51	Training on Professional Quality of Trade Union Cadres of the Enterprise	Study and implement the spirit of the 20th National Congress of the Party and the 15th National Congress of the Trade Union, discuss and innovate the work of the trade union, enhance the political, advanced and	October	4

		mass character of trade union cadres, and improve the professional quality and ability of trade union cadres.		
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