



Future Plans



1 Recruitment

In 2025, CAL will continue to recruit flight crew members, maintenance staff, and other relevant professionals in accordance with the recovery of operations, resume industry-academia collaboration, and continue to hire people with disabilities to fulfill our commitment to corporate social responsibility



2 Diversification

Over the past three years, CAL's female employees have accounted for 48.00% of the total workforce. The 2025 target is also set at 48.00%. In terms of CAL's female managers, the proportion has increased year by year over the past three years. In 2025, the target is set at 26%



3 Employee Training

In 2025, CAL will celebrate its 65th anniversary by enhancing service quality and professional training under the theme "Innovation, Breakthrough, and Immediate Combat Readiness." The focus includes expanding courses on management and general competencies, embedding corporate culture, and fostering innovation. Key offerings include management seminars, leadership readiness, training for instructors and HR, and courses on aviation management, market awareness, communication, and emerging technologies. CAL will also optimize its talent development system to support future growth

Mandarin Airlines implements comprehensive training aligned with strategic goals and regulatory requirements to develop aviation professionals. By combining online learning with hands-on training, it enhances employee expertise and interdepartmental collaboration. Management and aviation training are regularly held to improve skills and foster teamwork across functions



4 OHS System Implementation & Cultural Integration

We will continue strengthening CAL's occupational safety and health management system by deepening audits and driving continuous improvements. Through fostering safety awareness, values, and commitment, we aim to minimize occupational accidents, prevent major incidents, and provide a safe, healthy, and secure workplace—laying a solid foundation for CAL's sustainable development

2.5 Society



Highlights



Over TWD 62.38 million in charity activities

In 2024, CAL allocated a total of TWD 62,384,660 for charitable contributions



Benefitting 1.46 million people

In 2024, a total of 1,460,687 individuals benefited from China Airlines' commercial activities, charitable initiatives, and community investments



Benefitting nearly 3,000 rural students

In 2024, CAL Volunteers Club, Rural Development Team, and Love Walking Club took it upon themselves to share aviation knowledge in remote rural areas, benefiting nearly 3,000 students



Caring for 420 senior citizens







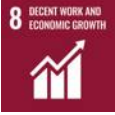


In 2024, a total of 3 events were held to care for vulnerable elderly individuals, with 420 people receiving assistance



7th Social Inclusion Leadership Award from TCSA

This award recognizes organizations for their outstanding performance in specific sustainability issues and their benchmarking leadership positions. This marks the seventh time CAL has received this award

Management Approach

 Material Issues	 Social Feedback and Engagement.
 Importance of Material Issues	<p>Without the support of society, CAL would not be what it is today. Social support is a key factor in China Airlines' success, and so we continue to contribute its efforts and uphold the core belief of "taking from society and giving back to society," creating a society of love, promoting a culture of kindness, and fulfilling our corporate responsibility as a part of Taiwan.</p>
 Commitment and Long-term Goals	<div> <div>Commitment</div> <p>As a leader in Taiwan's aviation industry and a global citizen, CAL responds to international situations annually, assuming social responsibilities and fulfilling its mission to contribute to society and generate social value. This commitment is vital for the sustainable development of CAL.</p> </div> <div> <div>Long-term Goals</div> <ul style="list-style-type: none"> 2025 <ol style="list-style-type: none"> Supporting international initiatives and organizing at least one long-term charity project. Organizing at least one educational event in rural areas to promote international educational opportunities for young students. Organizing an event aimed at promoting economic growth and providing employment assistance in rural areas, thereby enhancing social wellbeing. 2030 <ol style="list-style-type: none"> Supporting international initiatives and organizing at least one long-term charity project. Integrating central and local resources to host at least one rural education event, ensuring equal access to education for all. Boosting the efficacy of sponsorship, sponsoring an event aimed at promoting regional economic growth and providing employment assistance in rural areas, thereby enhancing social wellbeing. 2040 <ol style="list-style-type: none"> Establishing long-term cooperation with international relief organizations to organize at least one long-term charity project. Partnering with international education organizations to coordinate a minimum of one rural education event, thereby improving the quality of national education. Organizing at least one project to support economic development in underdeveloped regions or developing countries, enhancing employment opportunities in those areas. </div> <div>    </div>
 Unit in Charge	<p>Corporate Sustainability Committee — Society Task Force</p>
 Management Mechanisms	<ul style="list-style-type: none"> The Corporate Sustainability Committee holds at least two meetings annually. The Society Task Force reports KPI progress to the Corporate Sustainability Committee every quarter.



Grievance Mechanism

Investor Relations and Media Contacts — Investors Service Website

Charitable Activities: Corporate Communication Office — tpepp@china-airlines.com



Stakeholder Contact



Investor Services Website

Objectives and Plans

Direction	KPI	2024			2025
		Objectives	Performance	Level of Compliance (Note 4)	
Enhance the overall quality of national education	Organize long-term education charity projects	CAL has long been committed to volunteer teaching activities and public sports camps. Each year, we hold at least one educational charity event in rural areas outside of Taoyuan to expand the reach of our beneficiaries	<p>1. Volunteer Teaching Activities: In 2024, in addition to continuing to visit six nearby elementary schools, we expanded volunteer teaching (Note 1) to four rural elementary schools in Orchid Island, Miaoli, and Taitung, delivering essential aviation knowledge and enhancing the quality of education in Taiwan</p> <p>2. Public Sports Camps: CAL hosted four charity sports camps—basketball (with P.League+ Taoyuan Pilots), baseball (with stars Chen Wei-Yin, Chen Yung-Chi, and Chen Po-Yu), table tennis (with Chuan Chih-Yuan), and badminton (with gold medalists Lee Yang and Lin Chun-Yi)—all inspired by athletes' personal stories to motivate youth to pursue their dreams</p>	100%	Organizing at least one educational event in rural areas to promote international educational opportunities for young students
Increasing Taiwan's international visibility	Increase international sponsorships	We aim to boost Taiwan's global presence through sponsorships and corporate support for humanitarian rescue efforts	This year, we continued to support international relief by assisting Tzu Chi Foundation in delivering supplies after Japan's New Year earthquake and backing two cross-border medical missions (Note 3), reflecting our commitment to shared growth and social good	100%	Supporting international initiatives and organizing at least one long-term charity project
Empowering the disadvantaged for equal opportunity	Increase sponsorship in charity events	To fulfill our corporate social responsibility, we will collaborate with indigenous peoples or local farmers in Taiwan to provide PR gifts, while supporting other vulnerable groups to create shared value and enhance our sponsorship impact	CAL purchased 326 cans of cookies produced by non-profit organizations and Indigenous communities this year to include in care packages, in collaboration with the Huashan Foundation, for elderly residents in Taoyuan who are disabled, dependent, or suffering from cognitive impairment. This mutually beneficial partnership aims to fulfill the commitment to achieving social equality and welfare	100%	Organizing an event aimed at promoting economic growth and providing employment assistance in rural areas, thereby enhancing social wellbeing

Note 1: In 2024, volunteers from the CAL Volunteers Club and Rural Development Team visited six elementary schools near Taoyuan and four rural elementary schools in Taitung, Miaoli, and Orchid Island to provide volunteer teaching. Through aviation expertise, the aim was to enrich the learning experience for children.

Note 2: In collaboration with local sports brands, we held charity camps in basketball, baseball, table tennis, and badminton, using integrated marketing to boost sponsorship value and community ties.

Note 3: We supported the "2nd Love Without Boundaries International Medical Mission" and the "31st Sprout of Hope Love Without Borders Medical Mission" through sponsored baggage services in 2024.

Note 4: The degree of compliance is expressed as a percentage of the achievement rate.

2.5.1 Charity Strategy Blueprint

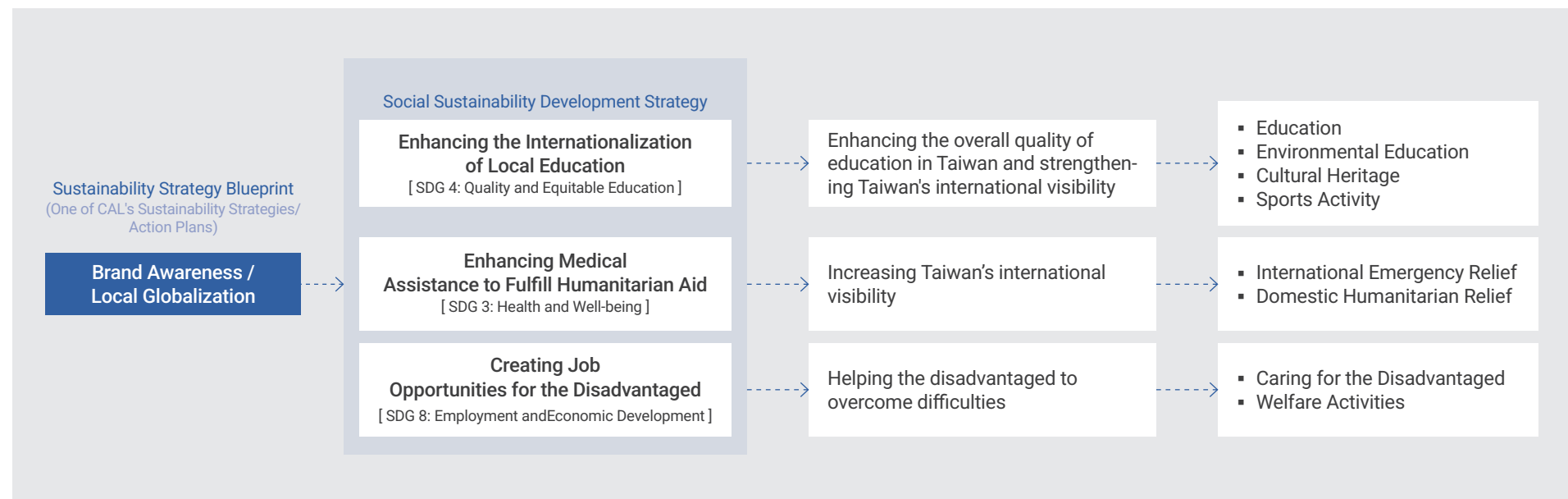
As a leader in Taiwan's aviation industry and a responsible member of society, China Airlines is committed to sustainable development with the core values of "giving back to society and continuously creating social value." In 2023, CAL continued to advance its sustainability strategy with the core focus on "brand perception," extending the development of social sustainability strategies. This includes enhancing the internationalization of local education, enhancing medical assistance to fulfill humanitarian aid, and providing employment opportunities for vulnerable groups. These efforts aim to enhance the international visibility of Taiwan's local brands and align with the United Nations Sustainable Development Goals (SDGs) such as SDG 4 (Quality Education), SDG 3 (Good Health and Well-being), and SDG 8 (Decent Work and Economic Growth). The goal is to ensure that the CAL's contributions to social development create a positive cycle that complements the company's commercial operations, fostering sustainable collaboration with society.

Create a sustainable society

In 2024, China Airlines strengthened the integration of its core resources to fulfill social responsibilities, continued to invest in social welfare, and supported equal social development, aiming to achieve a positive cycle of social and corporate development. Furthermore, by quantitatively evaluating the contribution of social investments and combining financial information, we analyze and understand the impact of social investments on CAL's operations. Adjustments are made in a timely manner to enable CAL to create higher value in collaboration with society.

In 2024, CAL's total corporate social responsibility investment amounted to NT\$62,384,660. The allocation breakdown by type of activities was 88% for commercial activities, 6% for charitable activities, and 6% for community investments. The distribution by donation type was 70.8% for material donations, 23.1% for monetary donations, 1% for volunteer labor, and 5% for management costs.





China Airlines' Sustainable Development Strategy



Types of Social Involvement

Item	Amount (TWD)			2024	
	2022	2023	2,024	Content	Percentage
 Commercial Activities	16,763,394	36,594,093	54,932,735	<ul style="list-style-type: none"> Support for international sporting events, public welfare forums, and cultural activities. Sponsoring Taiwan-based athletes for international competitions 	88%
 Charitable Events	14,687,100	3,822,991	3,602,190	<ul style="list-style-type: none"> Transportation of relief supplies and resources for domestic and international disaster relief Continuously caring for local vulnerable groups and supporting agricultural production and marketing in rural areas 	6%
 Community Investments	7,950,552	6,049,436	3,849,735	<ul style="list-style-type: none"> Organizing care activities and providing resources for vulnerable groups Teaching aviation knowledge to elementary schools in remote communities Beach cleanup Charity basketball, baseball, table tennis, and badminton camps 	6%
Total	39,401,046	46,466,520	62,384,660	All activities including business activities, charitable events, and community investment	100%

Input of Social Investment

Item	Amount (TWD)			2024	
	2022	2023	2,024	Content	Percentage
 Material Donations	5,602,870	19,119,980	44,154,350	<ul style="list-style-type: none"> Donation of airline tickets 	71%
 Monetary Donations	30,697,624	21,622,104	14,380,575	<ul style="list-style-type: none"> Cash amounts and freight discount offers for different activity investments 	23%
 Employee Volunteers	149,376	226,336	286,578	<ul style="list-style-type: none"> Volunteer manpower invested in activities such as volunteer teaching, beach cleaning, and public welfare sports camps. 	1%
 Management Overhead	2,951,176	5,498,100	3,563,157	<ul style="list-style-type: none"> Costs related to volunteer teaching, beach cleaning activities, and public welfare sports camp activities 	5%

Effectiveness of Social Investment

Item	2022	2023	2024	Item	2022	2023	2024
Amount of Social Investments (TWD)	63,496,247	41,145,948	53,810,231	Number of News Exposures / Facebook Page Likes	123 /1,106,652	148/1,141,233	124/1,254,622
Number of Beneficiaries (Persons)	4,913,310	1,285,784	1,460,687	Number of Flight Tickets Sponsored	75	1,095	251

Environmental/Social Effectiveness		
Sponsorship Project Name	Beneficiaries / participants	Amount (TWD)
Other Donations for Art and Charitable Events	12 events (Note 2)	10,728,100
Annual Donations (Note 1)	300	566,750
65th Anniversary Donation	252	1,400,000
Coastal Cleanup	450	463,146 (Note 3)
Charity Basketball Camp	150	345,312 (Note 3)
Charity Baseball Camp	102	1,445,444 (Note 3)
Charity Table Tennis Camp	60	515,372 (Note 3)
Charity Badminton Camp	56	420,247 (Note 3)
Chi Mei Museum Charity Visit	100	65,856 (Note 3)
Zoo Charity Visit	50	55,490 (Note 3)
Charity Concert	150	31,842 (Note 3)
Aviation Knowledge Lecture for Remote Rural Areas	2,661 students	3,725,400 (Note 4)
Benefits to Business Operations		
Sponsorship Project Name	Beneficiaries / participants	Amount (TWD)
Media Exposure	100 beneficiaries	12,400,000 (Note 5)
Airfare Sales/Transportation Fees from Sponsored Events	<ul style="list-style-type: none"> Media Reports: 124 Facebook Page Likes: 1,246,611 	51,141,278 (Note 6)
Flight Tickets Sponsored	Total of 251 flight tickets sponsored	21,647,272

Explanation of the Monetary Benefits of Social Involvement

Note 1: Annual donations include proceeds from employee charity sales, donations of worship materials, and retired seats from the Flight Attendant Department to schools.

Note 2: 2024-2025 Taiwan Lantern Festival, 2024 Taoyuan Lantern Festival, Taipei International Tourism Expo, Taiwan Festival 2024, National Youth Symphony Orchestra tour ticket promotion, Chi Mei Museum's "Treasures from the National Gallery, London World Tour Exhibition" sponsorship, "National Taiwan University Racing Team 2024 Formula SAE Japan (FSAEJ)" ticket promotion, Hsinchu City Philharmonic Orchestra's "Building a City with Heart, Praying for Love" concert sponsorship, sponsorship for the European tour tickets of the movie "BIG," 2024 Pingtung Puzangalan Hope Chorus group ticket promotion, "Nebun Chorus" ticket promotion, Okinawa Nishizono High School Wind Ensemble ticket promotion, and Huashan Foundation, etc.

Note 3: Calculated based on expenses for meals, activities, transportation, and miscellaneous fees and volunteer compensation.

Note 4: Calculated based on participant count and teaching fees (incl. materials) at NT\$350/hour.

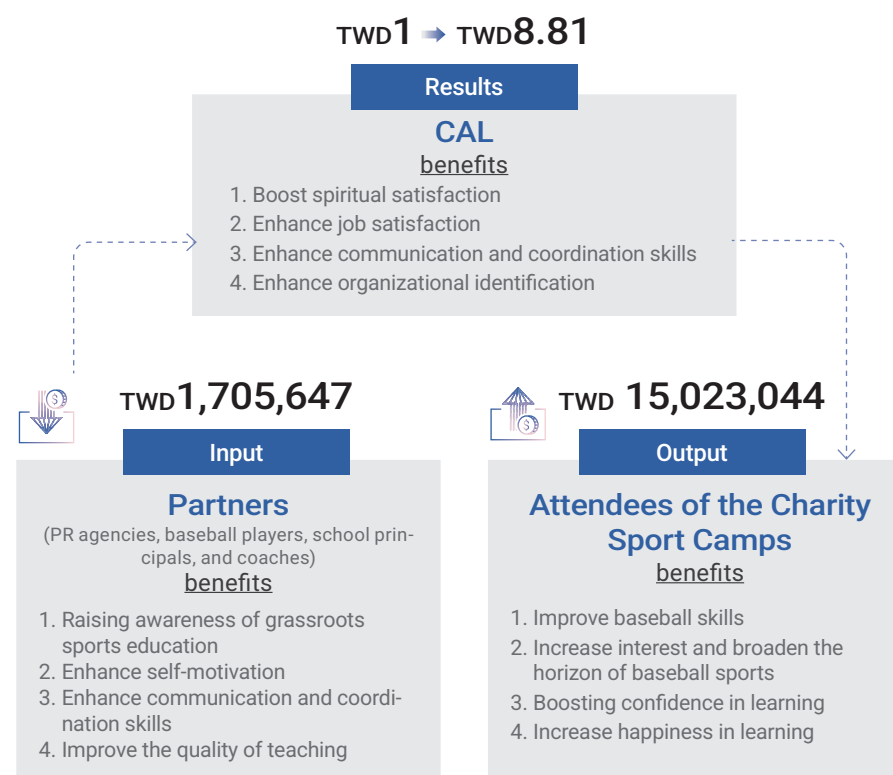
Note 5: Media exposure benefits cannot be accurately estimated, so they are calculated based on advertising space rates at an assumed price of NT\$100,000 per piece × 124 pieces = NT\$12,400,000.

Note 6: Sponsorship provided in the form of discounted airfare/shipping fees, the effectiveness is calculated as the actual airfare revenue after deducting the sponsored discount from the total airfare/shipping fees.

Note 7: As the aforementioned effectiveness of social involvement is hard to quantify, the environmental/social effectiveness is represented by cost.

Social Investment Evaluation

Since 2015, CAL has adopted the London Benchmarking Group (LBG) model to analyze the effectiveness of social investment and quantify the influences of various resources invested in society and the business itself. CAL adopted the Social Return on Investment (SROI) model in 2019 to analyze the benefits of individual charity programs. In 2024, CAL continued to use the China Airlines Public Welfare Sports Camp as the calculation target. According to the SROI evaluation method, the calculated result of this activity was 8.81, meaning that for every TWD 1 invested, it generated TWD 8.81 in social benefits.



2.5.2 Enhancing the Internationalization of Local Education

CAL Group has long been committed to education, environmental coexistence, and cultural heritage, channeling group resources back into society to ensure substantial improvements in student education. Through years of organizing beach clean-up activities to advocate for environmental sustainability, the Group also continues to effectively support the stable development of local athletes and enhance Taiwan's international visibility through practical actions. Additionally, numerous charity sports camps are held to foster sustainability through the joint creation of resources between the company and society.

Topics	Item	2024 Performance	
		Number of Participants/ Beneficiaries (persons)	Investment Amount (TWD)
Education	Corporate visits, volunteer teaching, public sports camps, sports promotion, and the creation of a shared knowledge platform for elementary schools	30,701	52,862,485
Environmental Coexistence	Beach cleaning activity, animal conservation charity event	500	518,636
Cultural Heritage	Advancing Taiwanese culture globally	425,385	4,080,530

Education

CAL firmly believes that only through education can more future talents be nurtured. Therefore, since 2010, we have upheld the spirit of deep community engagement, giving back to our hometowns, caring for the underprivileged and society. We have been cultivating children's international perspectives and reading habits through educational volunteers. Since 2013, we have established long-term partnerships with major universities in Taiwan, providing opportunities for learning professional knowledge and practical skills, strengthening industry-academia collaboration, with the ultimate goal of talent development. At the same time, we have long supported sports culture by organizing charitable sports camps. Through the sponsorship of CAL, star athletes teach young players various sports skills. This initiative not only facilitates the transfer of experience but also strengthens our commitment to educational foundations. Additionally, we actively promote environmental awareness, aiming to implement positive and sustainable social development.

Company Visit

CAL welcomes university students to visit its corporate campus.

In 2024, we hosted 15 campus visits for 575 students, offering guided tours of our facilities, including cabin crew and emergency training centers. These visits aim to deepen students' understanding of the aviation industry and foster sustainable talent development through academic-industry collaboration.

College students happily take a group photo after visiting the company



Lectures by Volunteers

CAL Volunteers Bringing Classrooms Closer to the Skies

Since 2011, the CAL Volunteers Club has supported underserved communities through educational outreach, sharing aviation knowledge and teaching English to foster global awareness. In 2024, volunteers held 12 sessions at 8 schools (Taoyuan Xihai, Zhuwei, Shanfeng, Guolin, Zhongfu, Qingxi, Daxi, and Baji Elementary Schools), benefiting 1,350 students. Aligned with UN SDG 4 on quality education, the club continues its mission with compassion and aims to reach more schools, inspiring the next generation through action.



CAL Volunteers recognized with school appreciation certificates



CAL volunteers and students celebrate together

Rural Development Team Fostering Growth in Rural Education

In 2024, our Rural Development Team conducted six aviation education sessions at remote schools, including Dongqing Elementary (Orchid Island), Penglai Elementary (Miaoli), and three schools (Baosang, Taoyuan Junior High School, and Taoyuan Elementary School) in Taitung, reaching 1,311 students.



Children from Dongqing Elementary School in Orchid Island happily put on mini flight attendant uniforms for a group photo



Students at Taoyuan Elementary School in Taitung actively participate in discussions during class

Love Walking Club Cares for Vulnerable Groups

The Love Walking Club, formed by cabin crew, maintenance, flight service, and operations units, has been supporting vulnerable groups since 2011. Over the years, the team has organized numerous charity events, gaining support and recognition from society. In 2024, they visited the Taoyuan-based non-profit Happy Work to share aviation knowledge with special children, helping fulfill their dreams and bring hope. Through these actions, the team continues to promote local education and international development.



Happy Work welcomes CAL's Love Walking Club to help fulfill children's dreams

Partner with community resources to organize a children's art exhibition.

To encourage students to develop artistic talents and promote community Mandarin Airlines invited the Minquan Elementary School Orchestra to present a "Sparkling Christmas, Orchestra Flash Mob" at Songshan Airport on December 24, 2024, near counter 2A. Co-organized with Taipei Songshan Airport, 7-Eleven, and the orchestra, the event featured 100 student performers. The Recorder Ensemble, Choir, String Orchestra, Chinese Orchestra, and Wind Band delivered vibrant performances that brought festive cheer to travelers. In appreciation of Mandarin Airlines' support for grassroots arts and cultural education, the principal of Minquan Elementary School presented a certificate of gratitude.



A group photo of all participating students in front of the Mandarin Airlines counter



Mandarin Airlines presents gifts to honor outstanding students

Knowledge Platform for Elementary Schools

Since 2014, CAL has participated in the "Common Knowledge Platform Charity Project" sponsored by Global Views Educational Foundation. We have provided subscriptions to the magazines "Global Kids Junior Monthly" and "Global Kids Monthly" to several elementary schools in Taoyuan City, Taitung County, Nantou County, Hualien County, and other areas.

This initiative aims to enhance children's reading habits and thirst for knowledge, contributing to cultural education through tangible actions. In 2024, a total of 90 schools were served, benefiting approximately 41,400 students.

Note: The estimated number of beneficiary students is calculated by multiplying the average number of students in a single elementary school in Taiwan by the number of recipient schools, as per the Ministry of Education's Department of Statistics.



Students from Dacheng Elementary School diligently read the magazine "Future Children"



Students who received the donation happily take a photo with the magazine and thank China Airlines for the donation

Charity Sports Camps / Sports Promoter

CAL has long supported the development of national sports by sponsoring various athletic events, working to strengthen Taiwan's sports environment and enhance its international visibility. In 2024, China Airlines sponsored multiple domestic athletes to compete, leveraging its expertise in aviation transportation to support Chinese athletes participating in international sporting events. Additionally, we organized a charity baseball camp with professional baseball players Chen Wei-Yin, Chen Yung-Chi, and Chen Po-Yu; a charity basketball camp with the Taoyuan Pauian Pilots basketball team; a charity table tennis camp with the table tennis master Chuan Chih-Yuan; and a charity badminton camp with gold medalists Lee Yang and Lin Chun-Yi. CAL has a long-standing tradition of inviting well-known athletes from various fields to personally mentor young athletes at charitable sports camps, combining sports activities with philanthropy. This initiative aims to provide children with valuable experience and encouragement to courageously pursue their dreams and be fully prepared for a successful future. So far, a total of 368 children have benefited from this program.

Supported Projects	Events and Athletes	Amount (TWD)
Sports Events	The League of Legends Pacific Championship Series (PCS) Professional League, the National Youth Table Tennis Elite Tournament, the Taipei and New Taipei City World Games, the CTC Ballroom Dance Championships, and the Taiwan Ladies Professional Golf Association Party Golfers' Open.	30,841,978
Athletes and Teams	P.LEAGUE+ Taoyuan Pauian Pilots, Republic of China (Taiwan) Rhythmic Gymnastics Association, visually impaired runner Chang Ya-Hui "Flying to Boston 2024 - Boston Marathon" sponsorship proposal, visually impaired runner Hung Kuo-Chan "San Francisco Marathon Diplomatic Mission" sponsorship proposal, ultra-marathon athlete Tommy Chen, table tennis coach Chuang Chih-Yuan, fencer Chen Yi-Tung, tennis player Yang Ya-Yi, Taiwanese short track speed skater Huang Chien-Hua, tennis player Tseng Chun-Hsin, golfer Tsai Pei-Ying, table tennis player Lin Chin-Ting, badminton player Lin Chun-Yi.	15,234,732



China Airlines partners with esteemed badminton athletes Lee Yang and Lin Chun-Yi to organize a charity badminton camp.



Members of the Taoyuan Pauian Pilots basketball team instruct students on dribbling techniques during a charity basketball camp.



Table tennis master Chuang Chih-Yuan instructs children in table tennis skills at a charity camp.



Baseball players Chen Wei-Yin, Chen Yung-Chi, and Chen Bo-Yu share their experiences with students at a charity baseball camp.



Environmental Coexistence

While pursuing corporate growth, the CAL Group recognizes the value and fragility of the environment. Committed to environmental protection and resource responsibility, the Group actively promotes sustainability by integrating social welfare and environmental education, passing on the mission of sustainable development across generations.

Coastal Cleanup

CAL has actively supported international beach cleanups and has organized regular events at Zhubei Fishing Port since 2011. In May 2024, we held our first simultaneous beach cleanups in both northern and southern Taiwan. Employees from various CAL units, along with their families, friends, and members of the CAL Volunteer Club, took part. A total of 450 participants joined this global effort, demonstrating our commitment to protecting the planet.

CAL supports international beach clean-up activities, collecting a total of 300 kilograms of garbage in 2024



Animal conservation



China Airlines collaborated with Taipei Zoo to adopt a pangolin, enhancing advocacy for animal conservation issues

CAL actively promotes biodiversity conservation by partnering with the Taipei Zoo for the first time to adopt and protect pangolins. Pangolins live in low-altitude mountain areas, are low-key, gentle, and timid. However, due to people mistakenly believing in the healing properties of their scales, they have become the most commonly trafficked mammal globally. As a result, their population

has rapidly declined, leading the International Union for Conservation of Nature to classify them as "critically endangered" facing imminent extinction. China Airlines hopes to raise awareness of endangered species through its adoption initiative, encouraging the public to care for these animals. The airline has invited students and teachers from Baiji Elementary School in Taoyuan to visit the zoo for free, where they will receive professional guidance on animal conservation issues, fostering a collaborative effort towards sustainability in society.

Tree Planting

In support of the government's biodiversity initiative, China Airlines partnered with the Hsinchu Branch of the Forestry and Nature Conservation Agency in 2024 to expand its forest adoption in Nanzhuang, covering 5.25 hectares with 15,000 Taiwania and Zelkova trees. The initiative also introduced Satoyama



trail maintenance and volunteer collaboration, reinforcing the principles of forest coexistence and mutual prosperity with Indigenous communities. This effort aligns with global carbon sink goals and the spirit of the Satoyama Initiative.

CAL Group expands its adoption of Nanzhuang Forest to protect the environment together



Cultural Heritage



China Airlines recognizes that cultural construction involves both learning and inheritance. In 2024, China Airlines leveraged its aviation strengths to promote Taiwanese culture globally. This included offering ticket discounts for the National Symphony Youth Orchestra of Taiwan (NSYO) tour, the Okinawa Seion High School Wind Ensemble ticket discounts, the Chi Mei Museum's "Treasures from the National Gallery, London World Tour Exhibition," the UK's "Taiwan Festival 2024," and the European tour of the movie "BIG." Additionally, ticket discounts were provided for the "Puzangalan Hope Choir" from Pingtung and the "Nebun Choir," assisting indigenous youth in participating in international events and expanding the diverse capabilities of indigenous youth.

China Airlines collaborated with Taipei Zoo to adopt a pangolin, enhancing advocacy for animal conservation issues



2.5.3 Enhancing Medical Assistance for Vulnerable Groups and Humanitarian Aid

Social responsibility forms the foundation of CAL's social sustainability strategy. By leveraging our core strengths, we actively engage in domestic and international humanitarian efforts, demonstrating our long-term commitment to creating social value.

Topics	Item	2024 Performance
		Investment Amount (TWD)
International Emergency Relief	<ul style="list-style-type: none"> Support for Japan Earthquake Relief Sponsorship of Two Medical Missions 	191,797
Domestic Humanitarian Relief	Corporate blood drive and care for the elderly	212,796

International Emergency Relief

As a global citizen, CAL upholds the spirit of "Taiwan Can Help" and actively fulfills its social responsibility by participating in international relief efforts each year. In 2024, we continued to engage in humanitarian missions regardless of nationality, utilizing its resources to assist in transporting relief supplies for the Tzu Chi Foundation following the New Year earthquake in Japan. Additionally, China Airlines supported the "Second Love Without Borders International Medical Mission" and sponsored luggage for the "31st Formosa Budding Hope Association Love Without Borders Medical Mission," demonstrating its commitment to international humanitarian aid and collaboration for the betterment of society.



The second "Love Without Borders International Medical Mission" doctor and volunteer team take a group photo in Cambodia.



Tzu Chi Foundation shows its appreciation to CAL for assisting in transporting disaster relief supplies following the New Year's earthquake in Japan.



Domestic Humanitarian Relief

Blood Drive

In 2024, China Airlines organized a corporate blood drive, receiving enthusiastic support from employees across departments, collecting over 70 bags (17,500 cc) of blood.

CAL colleagues participated in the blood donation activities



Providing Care for Senior Citizens

CAL is once again partnering with the Huashan Social Welfare Foundation (Dayuan) to offer support to the elderly in Taoyuan who face the challenges of physical disability, loss of support, and cognitive impairment during the three major traditional holidays (Lunar New Year, Dragon Boat Festival, and Mid-Autumn Festival). This year, a total of three charity events were held under the themes of "Love the Elderly and Love Team Members," "Love the Elderly by Exercising," and "Love the Elderly by Lighting up Mid-Autumn Festival." These events provided care packages to the elderly, including rice, nutritious cereal, and on-site blood pressure measurements, comprehensively addressing the physical and mental well-being of the elderly. Through the integration of the association's services with the social enterprise "Elderly Support in the Pandemic," a total of 509 elderly individuals were cared for.



CAL Volunteers Club visits and supports the elderly during Mid-Autumn Festival.



CAL donates care gifts to the elderly at the Huashan Social Welfare Foundation.

2.5.4 Empowering the Disadvantaged to Gain Equal Social Opportunities

Caring for the Disadvantaged

CAL Group is deeply aware of corporate social responsibility, which is not about top-down financial sponsorship, but about utilizing its own resources and aviation expertise to actively care for and assist socially vulnerable groups in improving their quality of life and enhancing education levels. Whether it is caring for the elderly, disadvantaged children, the general public, supporting Taiwan's small farmers through action, or providing assistance through donations, the goal is to achieve a commitment to social welfare equality and help more people have employment and development opportunities.

Using Aviation Strengths to Advance Social Equity

In 2024, CAL continued to leverage its core strengths to provide more development opportunities for vulnerable groups. We sponsored events such as the "Bitter-Sweet Life Festival" and "Parent-Child Love Fair" organized by the Home of Love Foundation, the "2024 Happy Children's Festival" by the Eden Social Welfare Foundation, the "2024 Dream Fulfillment Program for Make-a-Wish Families" by the Republic of China Make-a-Wish Foundation, and subscribed to the Hualien Children and Families Center's "Study Aid Red Packets" for underprivileged students. Through tangible actions, China Airlines aims to actively engage in caring and assisting the community, helping vulnerable groups access social equality opportunities.



CAL actively supports the "Bitter-Sweet Life Festival" organized by the Taiwan Fund for Children and Families.



The Taiwan Fund for Children and Families expresses its gratitude to CAL.

Topics	Item	2024 Performance	
		Number of Beneficiaries (Persons)	Investment Amount (TWD)
Caring for the Disadvantaged	Disadvantaged students and members of the public	655,458	1,123,360
	In-flight meals support local small farmers	316,800	11,518,500
	Charitable Donations	252	1,400,000

Little Pilot Experience Camp Helps Make Dreams Come True for Sick Children



In 2024, CAL partnered with the Make-A-Wish Foundation of the Republic of China to host the "Little Pilot Experience Camp," bringing joy to around 10 seriously ill children and their families through aviation and cabin crew activities. The event aimed to fulfill their dreams, inspire hope, and encourage strength in their treatment journey.

"Make-a-Wish Dream Fulfillment Project" helps children fulfill their dreams in a simulated cabin.

Year-End Charity Concert - Charity Starry Night Gala



"Year-end Charity Concert Charity Starry Night Gala" brings hope to life through beautiful singing voices.

On December 7, 2024, CAL's "Love in Action" team held a Year-End Charity Concert, inviting children and parents from the Make-A-Wish Foundation and the Down Syndrome Foundation ROC. Through music, the event offered encouragement to caregiving families, raised public awareness of children with special needs, and demonstrated CAL's influence in fulfilling its social responsibility.

Supporting Local Farmers and Charities

To support Taiwanese agriculture and fulfill corporate social responsibility, CAL has long partnered with The Wonderful Food to offer local snacks in its Sky Lounge. In response to the April 2024 Hualien earthquake, CAL introduced new Hualien specialties—"Forget Your Worries Five Elements Pastry" and "Vanilla Red Quinoa Bar"—onboard to boost local farmers' income and aid regional recovery. Additionally, CAL promotes gift boxes from charitable groups like the Down Syndrome Foundation, Sunshine Foundation, and Taipei Association of Parents of Visually Impaired People on its eMall without charging shelf fees, helping create jobs and support vulnerable communities.



The "Abrazo" section of CAL's eMall is actively promoting employment opportunities for vulnerable groups

"The "Abrazo" section of CAL's eMall is actively promoting employment opportunities for vulnerable groups

Sponsorship of Offshore Medical Team

Mandarin Airlines assisted and provided discounted air tickets to sponsor the Taipei Medical University Maple Medical Team to travel to Penghu for a charitable medical mission, injecting warmth into rural healthcare. To enable local students in Kinmen and Matsu to learn about the medical field, medical camps were held in both areas, allowing students to gain a better understanding of the healthcare resources available in their communities. The aim is to inspire students' interest in the medical field, with the hope that they will return to their hometowns in the future through healthcare personnel programs to work in medical-related industries, bringing health and happiness to the island residents.



Taipei Medical University awards a Certificate of Appreciation to Mandarin Airlines.

Supporting Nonprofits and Indigenous Foods to Boost Employment

To help more individuals access employment opportunities, China Airlines this year purchased 143 handmade cookie gift boxes produced by the Youth with Disabilities Turnaround Project, and 183 entrepreneurial handmade cookies from Taoyuan Indigenous communities. These items were included



in three holiday care packages provided to the elderly individuals with disabilities, dependence, or cognitive impairment in Taoyuan by the Huashan Foundation. A total of 326 individuals/households benefited from this initiative, aiming to fulfill the commitment to achieving social welfare equality through mutual benefit.

China Airlines increases procurement of Indigenous handmade cookies to promote social equality.

Refurbished Computer Donation for Digital Learning

In celebration of the 33rd anniversary of AE, and in line with the Company's initiative to update information equipment and implement the environmental concept of resource recycling, a special donation was made to Hualien's Taibalang Elementary School and Ruibei Elementary School. Forty refurbished computers were provided to support students' information technology learning. The entire faculty and students of Taibalang Elementary School expressed deep gratitude to AE for the generous donation of refurbished computers.



These devices, which support teaching, can be used to promote diverse digital learning education at the school, making students more eager to learn.

Representatives from Hualien's Taibalang and Ruibei Elementary Schools received refurbished computers and, in return, presented letters of appreciation.

Charitable Donations

As part of its 65th-anniversary celebration, CAL continues to support underprivileged groups and rural children, with a second round of cash or in-kind donations planned to amplify the impact of existing sponsorship initiatives, fulfill corporate social responsibilities, and advance sustainability. In alignment with the UN SDGs, the Corporate Communications Office donates supplies to rural schools during the annual charity sports camp. At year-end, a Limited Edition Merchandise Charity Sale—featuring outdated PR gifts—is held, with all proceeds donated to the Muhsiang Sweet Home Childcare Center and the Taoyuan Branch of the Taiwan Fund for Children and Families.



The Taoyuan Branch of the Taiwan Fund for Children and Families expresses its gratitude to CAL.

These efforts reflect CAL's long-term commitment to supporting disadvantaged communities, promoting social equality, and enhancing quality of life. In 2024, offerings and donations were also made to the Muhsiang Sweet Home Childcare Center and the Ministry of Health and Welfare's Northern Children's Home, demonstrating the aviation industry's leadership and CAL's role in Taiwan's sustainable development.

Virtual Cabin Tour in Rural Areas

Mandarin Airlines (AE) once again partnered with the Kernel of Wheat Foundation to host a virtual cabin event, "Sending Love to Taitung," bringing early Christmas cheer to nearly 50 elderly residents from Jianan Nursing Home, Jinfeng, and Guanfu Day Care Center. Pilots, flight attendants, and volunteers from the Love Society transformed the first floor of the Jianan Senior Living Welfare Center into a simulated aircraft cabin. The full flight experience was recreated—from boarding announcements and pilot broadcasts to in-flight safety demonstrations and meal service—offering the elderly a chance to relive the joy of flying.



The Mandarin Airlines Charity Club and Foundation joyfully pose for a photo with the elderly participants.

During the event, AE made a charitable donation in support of the Kernel of Wheat Foundation's "Not Just Sunshine" project, aiding rural communities in eastern Taiwan. The donation was accepted by Lu Hsin-hsiung, CEO of Tungchi Charity. As Christmas gifts, participants received multifunctional neck pillows and food boxes made by individuals with disabilities at the Eden Foundation's Taitung Mana Sheltered Workshop. Engaging with the elderly through games and the immersive cabin experience made the event especially heartwarming and meaningful.



Future Plans



1 Enhancing the Internationalization of Local Education

To deepen our commitment to education and promote the China Airlines brand, we will expand educational activities across Taiwan to boost participation and sponsorship benefits, improving education quality for more rural students. We will also monitor international aviation trends to create opportunities for young students to pursue global education. By leveraging our industry expertise, we aim to support academic exchange and enhance education quality in underdeveloped regions and developing countries, nurturing future aviation professionals.



2 Enhancing Medical Assistance to Fulfill Humanitarian Aid (Increasing Taiwan's International Visibility)

CAL remains committed to international relief efforts, providing steadfast support for government-led projects and responding to global crises through long-term charitable initiatives. These efforts help to strengthen Taiwan's positive image on the international stage. Looking ahead, we plan to collaborate with local organizations, enterprises, and athletes to launch joint CSR initiatives or co-develop branded products. By leveraging our corporate resources and the unique strengths of the aviation industry, we aim to elevate the global presence of Taiwanese brands and make meaningful contributions to society.



3 Creating Job Opportunities for the Disadvantaged

CAL Group understands that corporate social responsibility means leveraging its resources and aviation expertise to actively support vulnerable groups, improving their quality of life and education. Whether caring for the elderly, disadvantaged children, the public, or charitable organizations, we are committed to promoting social welfare equality and creating more employment and development opportunities. We plan to invite local nonprofits, businesses, and athletes to join charity projects, fostering two-way communication and helping small farmers and indigenous cultures expand their international visibility. Through partnerships, we aim to increase resources and beneficiaries, enhance rural and disadvantaged communities' welfare, and support a positive social cycle.