



Sustainability Report 2024

World Gym
Corporation

Sustainability Report | 2024

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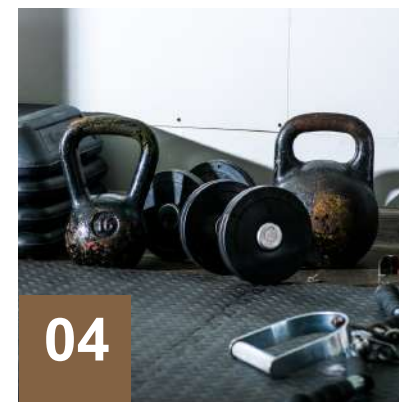
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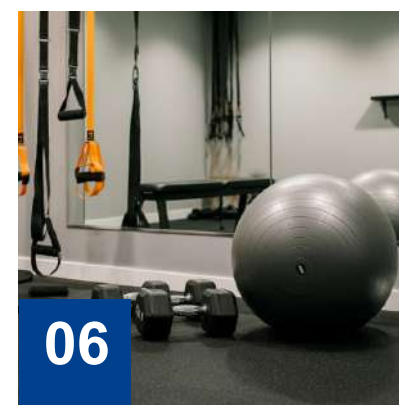
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About the Report

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1.1 A Word from Management

In 2024, World Fitness - KY demonstrated its influence in the fitness market and established many brand records with key milestones: World Fitness - KY was officially listed on January 24, 2024, and the stock code 2762 entered the investment market. On October 28, the Company announced the completion of the acquisition of World Gym International (WGI) in the U.S. and acquired the global management rights of the World Gym brand. The company was renamed World Gym Corporation (hereinafter referred to as World Gym) and has expanded from Taiwan across the world, establishing its leading position in the fitness industry.

Outlook for 2025:



Continue to expand stores and consolidate market share

The positive benefits of the store expansion strategy will directly contribute to revenue and membership growth. We will continue to maintain our expansion strategy, targeting untapped parts of the fitness market, and continue to expand our stores to meet the growing fitness needs while consolidating our market share.



Senior member training program for expanding the customer base

With the rise in the concept of anti-aging exercise, middle-aged and elderly people are paying more attention to exercise, prompting the fitness market to expand to new customers. The Company provides professional muscle strength, balance, and cardiopulmonary endurance training courses for elderly people with the guidance of professional trainers to reduce the risks of weakened muscles and improve their abilities for taking care of themselves, ensuring that elderly members can exercise safely and reduce the chances of injury.



Strengthen member services to meet market challenges

To continuously improve the membership experience and business performance, we will focus on the following strategies to strengthen our advantages and respond to market changes.

- Make good use of digital marketing tools to increase membership and course subscription: Continue to optimize online and digital marketing strategies, support new location pre-sales and branch sales, and drive growth in membership and coaching courses
- Strengthen digital platforms to enhance the exercise experience: Optimize the member platform to enhance interactions and ease of use; expand exercise services and data tracking functions to provide a more complete physical fitness experience.
- Expand the functions of the WG app to create the "Gorilla Point" point-based mall: Establish an exercise incentive mechanism for members to accumulate "Gorilla Points" through exercise, redeem exclusive discounts, link cross-industry partnership programs, expand the application scenarios of points, and improve members' participation and brand stickiness.



Connect with e-commerce and expand new revenue sources

We planned the exclusive e-commerce platform of the WG brand, developed a variety of products and services, and connected the official app to encourage members to make purchases and develop new revenue models.

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1.2 About the Company

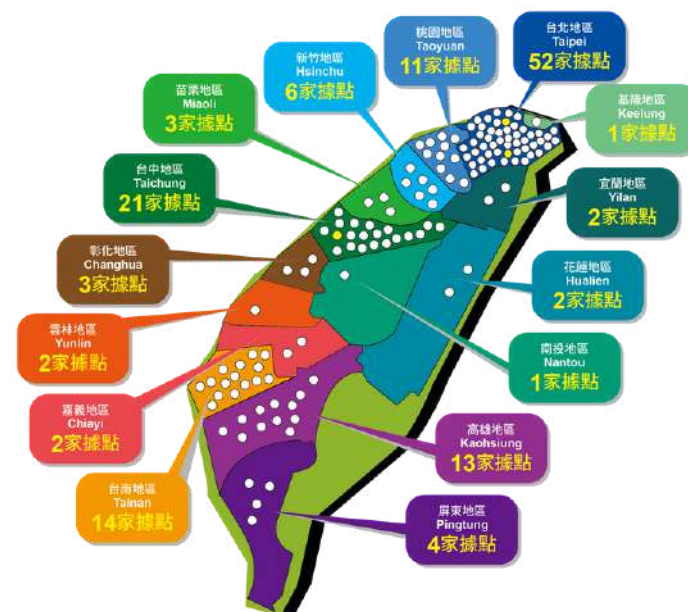
As the fitness becomes more popular, the formats of gyms have become more diverse. In addition to large chain gyms, many small studios that focus on customization and instructions for small groups have also emerged. Despite the devastation of the COVID-19 epidemic, many operators remain optimistic about the business opportunities in Taiwan's fitness market in recent years and are actively expanding operations.

The Company is part of the fitness and leisure industry and focuses on the development of the core competitiveness of "service as product". In addition to providing members with high-quality fitness equipment, we also focus on cultivating fitness trainers and aerobics instructors, and developing diverse courses. We therefore established the Sports Department Trainer Training Center in 2016 and Aerobics Department Aerobics Training Center in 2020 with dedicated personnel for developing training course systems. We set up trainer training centers in Northern, Central, and Southern Taiwan. We also encourage employees to cultivate skills for creating courses by using current sports trends or existing professional equipment. They can incorporate fitness, bodybuilding, dance, physiotherapy, healthcare for the elderly, and other professional functions and experience into the courses. We continue to improve the quality of trainer services and aerobics instructors, while increasing the diversity of exercise programs to enhance the sports and leisure experience of our members.

Short-term development plans

1. Sites across Taiwan

The Company has set adopted the promotion of the sports culture in Taiwan as the goal and has worked hard to cultivate Taiwan's fitness industry for more than 25 years. We have opened gyms all over Taiwan and we now have more than one hundred fitness clubs in Taiwan. We uphold the philosophy of "promoting health to all corners of the world" and we have focused on our core business since the Company was founded. Our business activities consist mainly of providing members with professional fitness equipment, venues, and aerobic exercise courses as well as professional trainer course services. In the future, we will continue to expand across markets in Taiwan based on regional and demographic analysis.



2. Innovative courses and products

- In terms of innovative trainer courses, the Company is committed to strengthening its own training system and encouraging trainers to obtain international certifications. We also instituted the "WFS special grading system", which divides trainers into W (Weight Training), F (Function Training), and S (Stretch) based on their expertise to improve mobility and movement correction. We promote the adaptive development of trainers and provide members with stable, accurate, and efficient professional services with advanced professional fitness equipment.
- In terms of innovative aerobics courses, as the Company's members come from all age groups, aerobic exercise courses focus on diversified development and creation to help members find suitable models and establish regular exercise habits. We also continue to optimize courses that are friendly for beginners and seniors to meet the needs for exercise of Taiwan's current population structure and promote a healthy lifestyle.
- In terms of retail, the Company opened the first World Gym Shop in February 2024. The physical store area is equipped with a variety of shopping space. In addition to the launch of new brand apparel product lines, we plan to set up a retail area in 20 branches across Taiwan to provide more diverse services to our members.
- We actively incorporated AI technology to provide AI exercise risk detection, and integrated health data into the World Gym member app with the InBody body composition analyzer.

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Long-term development plans

- 1.In October 2024, we completed the strategic acquisition of World Gym International and acquired all operations of the World Gym brand. We will continue to expand in the international market.
- 2.Continuously innovate courses and products and strive to diversify courses and products.
- 3.Target the market of the middle-aged and elderly people and actively form partnerships with rehabilitation and health examination centers to expand business development through preventive medicine and maintain our lead in the fitness industry. Follow trends and launch customized courses for different customer groups.
- 4.In addition to intensifying the awareness of all citizens for active investment in their health, we also remain committed to corporate social responsibility and sustainable development.



Name of Company	World Gym Corporation
Head office address	36F, No. 402, Shizheng Rd., Xitun Dist., Taichung City
Main businesses	Member fitness center and fitness courses
Chairman	John Edward Caraccio (Chairman and President)
Paid-in Capital	NT\$1,125,000,000
Date of establishment	November 21, 2013
Listing date	January 24, 2024
Industry category	Sports and leisure
Stock code	2762

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1.2.1 Business Philosophy

"Promoting health to all corners of the world"

World Gym is committed to providing a fun and friendly environment for members of all ages. By providing a high-quality environment, the best equipment, and a diverse range of courses, our modern fitness centers are operated to create a more professional sports environment for consumers and promote a healthy lifestyle for regular exercise.

1.2.2 Core Values



Technology

World Gym continues to launch new sports technologies. In addition to the existing exclusive sports equipment MY Zone and Inbody posture analysis and evaluation, we have, since 2023, launched AI posture detection, expanded WG app health functions, and upgraded WG Online.



Professionalism

We are the only gym brand in Taiwan to establish our own education and training center. We operate 3 training centers across Taiwan in Banqiao of New Taipei City, Taichung, and Kaohsiung. We strengthen the professionalism of our employees through a diverse and sound training system. We also encourage employees to obtain various certifications to improve their competitiveness and soft power.



System

We worked on the customization and development of exclusive service CRM and internal management system ERP. We use the system to effectively manage the operations of all branches in Taiwan and track and monitor the supply of sports services. We have also developed indoor air quality management and energy-saving systems to help monitor and analyze the indoor air quality and electricity consumption of each branch to provide members with a better sports environment while achieving energy conservation and emission reduction.

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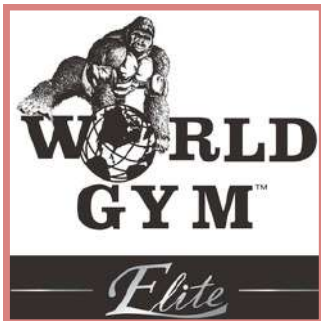
1.2.3 Diverse store formats

With a multi-brand business model, World Gym offers different store formats and provides diverse and high-quality fitness and sports facilities, allowing people from all age groups and people with different fitness needs to select the fitness environment of their choice.



World Gym

The mainstream "standard" fitness centers meet the needs of most people, and they are equipped with both software and hardware.



Elite

The luxurious "Elite" fitness centers are located in exclusive locations in Taipei, including the Taipei 101 Store and Taipei Minsheng Store.



Sport

Flagship fitness centers are created based on different locations and environmental conditions and are equipped with special sports and fitness equipment, such as the swimming pool at the Taipei Dazhi Store, the basketball court and children's activity area at the Taoyuan Guoqiang Store, and the squash court at the Taoyuan Neili Store.



Express

The "express" fitness centers are small and provides only weight training and cardio equipment. They only charge basic fees, allowing consumers to spend money on the exercise equipment they need.



Express PLUS

The "Express PLUS" fitness centers include enhanced facilities such as upgraded and enlarged exercise spaces, steam rooms, and saunas. It allows consumers to spend money on the sports equipment they need while relaxing after exercise.



Express PRO

The concept "Express PRO" fitness centers are equipped with new Studio X high-efficiency cardio group training courses, retail areas, AI system posture testing, and energy drink bars.



FitZone

FitZone focuses on monitoring exercise details through technology and providing unique heart rate training group coaching courses.

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1.2.4 Precision expansion

Precision store expansion is World Gym's unique know-how. The Company has a professional market development team that provides the most accurate investment analysis from the leasing assessment of fitness center spaces in the preliminary development period to the internal design and planning after leasing.

The Company's professional team conducts cross-analyses based on three major criteria, including population density, geography, and convenient transportation, to determine the optimal time for lease and the locations of new stores, which is conducive to member recruitment, market expansion, and increased market share.

We opened 10 stores in 2024.



1.2.5 Innovative Services and Products

1.2.5.1 Innovation Coaching Courses

We are committed to strengthening our own training system and encouraging trainers to obtain international certifications. We also instituted the "WFS special grading system", which divides trainers into W (Weight Training), F (Function Training), and S (Stretch) based on their expertise to improve mobility and movement correction. We promote the adaptive development of trainers and provide members with stable, accurate, and efficient professional services with advanced professional fitness equipment.

1.2.5.2 Application of AI Posture Assessment System

As of 2024, we have completed the installation and application of the CROSSPOINT AI posture analysis system at 48 locations, which is widely incorporated into the posture assessment and exercise risk monitoring of our members. This system is able to objectively present the muscle imbalance and motion compensation problems of members, reducing the occurrence of past errors based only on the coach's experience and visual observation, providing members with a more reliable way to tailor training plans and improvement plans. Since its introduction, it has received wide acclaim from trainers and members, significantly improving service professionalism and training effectiveness. It has become an important milestone in our promotion of digitization and sustainable development. The increase will continue in 2025.

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Self-developed coach courses over the years:

2022

Easy muscle gain quantitative course

The easy muscle gain quantitative course mainly instructs members how to calculate training intensity and volume, ensure progressive development, understand the timing for increased and decreased training volume, and set the best training volume.

Turf area graphic functional training

Turf area graphic functional training mainly focuses on competitive physical fitness, balance, coordination, speed, agility, reaction, and power. We use actions such as pushing, pulling, turning, and walking on functional turf to gradually strengthen muscles and improve performance in specific sports.

Lower back analysis and training

Lower back analysis and training mainly detects muscle imbalances in the body and combines them with appropriate relaxation, stretching, intensive training, and lifestyle adjustments to ease soreness and relieve lower back pain, which is a disease of affluence

Breathing and movement integration

The integration of breathing and movement relies on learning good breathing, which allows the body to slowly return to the right track. However, it is necessary to relax tight muscles before creating a breathing routine, so that control of the breath can be implemented efficiently and over-compensation can be avoided. In addition to learning the importance of breathing, we also engage in the advanced and simplified logic of movements. From the initial movement patterns to the advanced movement patterns, we learn how to slowly increase the difficulty and maintain good breath control.

Gluteal muscle activation and optimization training

As people embrace fitness, more people are now pursuing curvy buttocks. However, in addition to improvements in their appearance, they must also understand the functionality of the gluteal muscles and 3D comprehensive training so that the gluteal muscles can effectively function, change postures, remove pain, and increase athletic performance.

Training volume

The course teaches trainers how to calculate a member's training intensity and volume, ensure progressive development, understand the timing for increasing and decreasing training volume, and set the best training volume for the member.

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2022

Ballistic suspension training

This is a training model based on a new concept developed according to the characteristics of actual physical activities and sports injury treatment experience. It emphasizes the body's preparation for sports performance, acceleration and deceleration, three-dimensional spatial concepts, and the connection and control of the cerebral hemispheres.

Pulley suspension training

The suspension system has always been very popular. It trains the entire body with ropes and tools as well as systematic training movements and postures.

Weightlifting technical training

Members practice lifting weights and moving weights quickly, learn how to exert force at the three joints of the hip, knee, and ankle, and understand the use of high transferability actions.

Toning ball training

The process of throwing and catching the ball enhances the visual space and body movement completion. It also enhances the coordination/agility/reaction/balance/speed/power of both the trainer and the member during the interaction.

Home physical fitness training and movement optimization

With home physical fitness training and movement optimization, we provide safe and effective training for members at home, which also strengthens their physical fitness and immunity during the epidemic.

AI posture detection software

Examining posture through AI technology facilitates more objective observation of the differences in posture and offers the advantage of systematic data logging.

Posture assessment integrated training - suspension applications

It uses simple static and dynamic assessments and the unique instability of the suspension system to strengthen neuromuscular control, optimize core stability capabilities, and use theoretical explanations of kinetic chains and myofascial lines to design functional training suitable for members' movements.

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2023

Anatomical massage

Anatomical massage involves the contact of hands as a guiding tool to identify muscle elasticity, tension, and myofascial trigger points and massage with the purpose of relaxation to help soft tissues realign after injury, eliminate edema and lymphatic backflow, and accelerate blood circulation in the body. It helps restore muscle elasticity and improve body flexibility and sports performance.

Lower back pain analysis and applications

Theoretical analysis and movement instructions and application in the course help member improve the coordination of body movements, reduce incorrect exertion methods, and maintain posture.

Functional battle rope training

Trainers help members better understand how to stabilize their bodies to increase strength. It improves body muscle control and coordination and uses shaking to destroy the body's balance mechanism, activate more stabilizing muscle groups, and train coordination. An appropriate intensity level is implemented to enhance the proprioception of members and help them control the body more clearly and effectively.

Multiple application boxing (Advanced)

From basic boxing training to actual sparring, the course increases practical experience and adds a variety of auxiliary tools. The content is rich and diverse and the difficulty of the course can be adjusted at any time according to the member's skill level. It provides members with an exciting and interesting experience and improves related skills for competitive physical fitness as well as response during emergencies.

2024

AI posture assessment applications

This course is designed for trainers and focuses on the practical application of AI exercise risk detection. It provides instructions for the identification of motion imbalance, weight deviation, and potential injury factors, further explaining methods to improve muscle imbalance. It mainly relaxes muscles, integrates motion arrangements, and plans individual course designs to strengthen safety and performance.

Studio X High-Performance Course

Studio X High-Performance Course

In 2024, we added more core stable strengthening courses, updated courses with more than 100 innovative movements, and combined them into high-performance exercise classes to optimize overall exercise and make it more comprehensive! We will also introduce stability balls and vaulting boxes in the classroom, as well as ropes, bells, dumbbells, elastic belts, and medicine balls, and rearrange them to allow the body to re-adapt to new training, so that cardiopulmonary training can also be stimulated and enhanced.

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Basic Nutrition

This course introduces the basic concepts of six major nutrients (carbohydrates, fats, proteins, vitamins, minerals, and water), and simplifies the analysis of common dietary methods, such as the 168 diet and Mediterranean diet, to help students establish the correct basic nutritional concepts.

Nutritional Requirements and Food Portion Calculation

This course explains how to estimate the amount of each nutrient intake based on individual needs, and learn to use the concept of food portions for daily dietary planning, so that nutritional intake is better planned. It can be used for health promotion and weight management.

Principle for Restoring Joint Functions

This course explores the causes of common problems with joints and functional disorders, and explains the basic principles of restoration, including activity-level reconstruction, stability training, and strengthening, to assist participants in designing an effective recovery plan.

Ankle Balance Training Instructions

This course introduces the functional characteristics of ankle joints and common imbalance problems, and teaches how to design balances and strengthen training prescriptions for different needs to improve the stability of the lower limbs and exercise performance.

PNF Parallel Screw System

This course helps participants understand the dialectal spiral movement model of PNF (proprioceptive neuromuscular facilitation), and explains its use in motion control, muscle strengthening, and rehabilitation to improve functional performance.

Teaching Skills and Strategies

This course shares effective teaching skills and communication strategies, including action demonstrations, verbal guidance, and feedback methods, to help trainees improve their class mastery and learning effectiveness and create a better training environment.

Myzone Weight Loss Course Application Training

Achieve more effective weight loss through the Myzone system and exercise and dietary planning

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Ballistic Suspension Training

This course utilizes the characteristics of ballistic suspension equipment to stimulate the core to control this ability through the continuous ballistic process. It helps the body cope with unexpected situations, and can also extend its application to weight training.

Maternity Training

This course analyzes the physical changes and conditions in four stages for pregnant women. It helps them arrange training schedules and understand the precautions to guide pregnant women through important stages of life.

3D Hip Muscle Training

This course guides trainees to explore why it the same hip training program works differently for different people. We used basic anatomy, bone structure analysis, joint angle assessment, and motion training to provide a systematic training method with assessing and activating activity levels, initiating induction, and training integration to help customers improve the strength and function of hip muscles.

Basic Cardiopulmonary Training

This course is designed for trainers and systematically explains the theories and application techniques of cardiopulmonary training, strengthens course planning and exercise instruction abilities, and improves professional guidance.

Fascia Knife Practical Exercise

The course content is based on the Foundation to identify the muscles or body parts that cause pain and tension, and use various practical operations and exercises to enhance the sense of hand to quickly resolve areas with great tension or pain.

Resistance Training Intensity Variables

This course focuses on the intensity variants of resistance training, regulates the clarification and implementation of advanced and basic concepts, and combines the application of energy systems to understand the body's adaptation and benefits of training.

LOHAS Training Courses for the Elderly

In 2025, Taiwan has officially entered the "super-aged society". In the face of the physical and mental changes of middle-aged and elderly people, young coaches need to learn to understand and practice suitable communication skills, training skills, and training methods for specific groups.

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Elderly Tests

Muscle endurance, balance, activity, and cardiopulmonary endurance. Use the measurement results to recommend relevant training and relaxation stretches.

Middle-aged and Elderly Resistance Training and Skills

Provide suitable resistance training for middle-aged and elderly people with special physical and mental conditions.

Middle-aged and Elderly Functional Training and Scheduling

Provide suitable functional training for middle-aged and elderly people with special physical and mental conditions.

Common Special Groups in Middle-Aged and Elderly Groups

Provide suitable training for special diseases common to middle-aged and elderly people.

Posture Optimization with the Suspension System (Cross Core)

Make good use of the characteristics of "cross core" system to improve the upper and lower body cross stretching, activation, and integration training.

Soft Medicine Ball Function Training

Leveraging the characteristics of "soft medicine balls" to design fun training for upper limbs, body, and lower limbs.

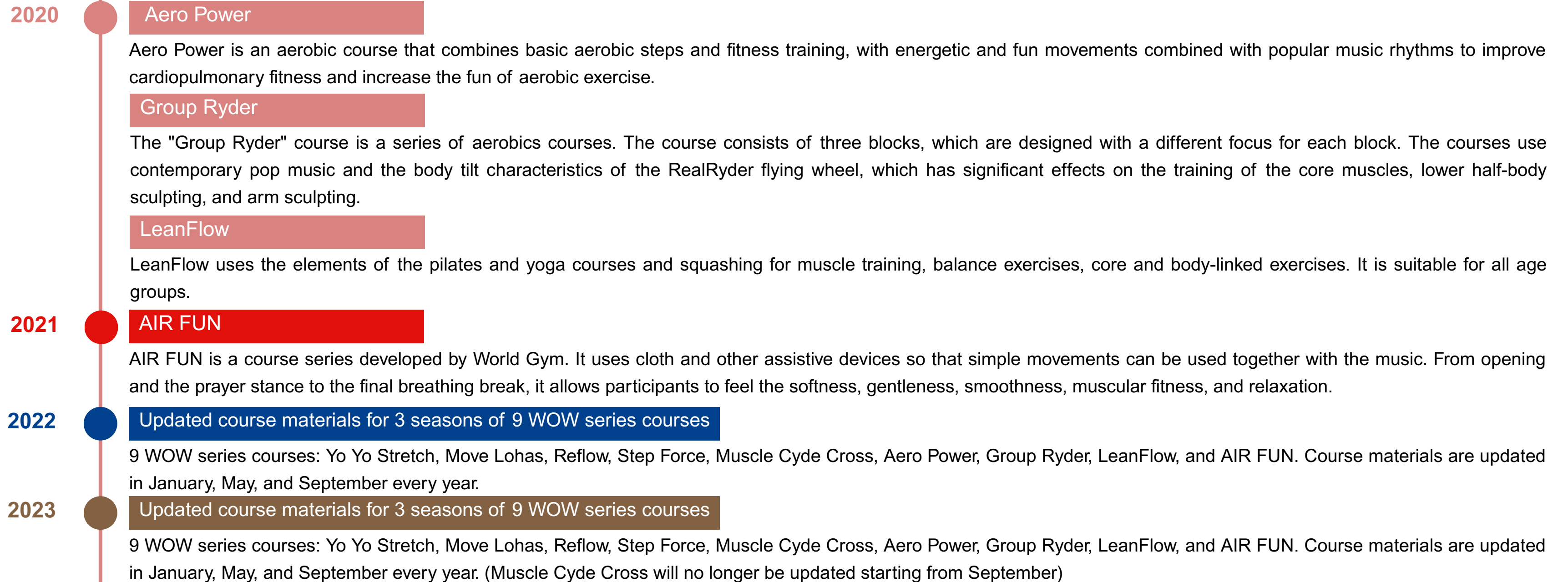


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1.2.5.3 Innovative Aerobics Courses

As our members come from all age groups, aerobic exercise courses focus on diversified development and creation to help members find suitable models and establish regular exercise habits. We also continue to optimize courses that are friendly for beginners and seniors to meet the needs for exercise of Taiwan's current population structure and promote a healthy lifestyle. Course materials are updated every year.



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WOW Series Courses WORLD BALL

The yoga ball is incorporated into an aerobics class full of vitality that serves as a feast for the body and mind. The course combines dynamic movements and static postures and incorporates elements of cardiopulmonary dance training, curve sculpting, Pilates, and yoga stretching. It also uses elements in creative ways for exercising with the yoga ball, creating a comprehensive physical and mental exercise experience.

It not only improves cardiopulmonary fitness, but also enhances curves. Holding the ball in the hands trains the body's peripheral nerves and improves coordination and concentration.

Updated course materials for 3 seasons of 7 WOW series courses

7 WOW series courses: Yo Yo Stretch, Move Lohas, Step Force, Aero Power, Group Ryder, LeanFlow, and World Ball. Course materials are updated in January, May, and September every year.

WOW Series Courses BODY FORGE

Body Forge is a WOW course series created for World Gym. It is a muscle training course organized according to various training principles, such as training for active muscle groups followed by supporting muscle groups. Multi-articulation movements are followed by single-articulation movements. During long-term training sessions, we also use the weight, motion angle, or long-term strength distance to train muscle endurance and explosive power with music.

In terms of strength, it is suitable for different trainees with different levels of strength and endurance. Starting from the basic movement, different intensity options are provided. A small portion of high-strength aerobic HIIT training is also added for the course, and instructors can adjust the intensity based on the level of trainees.

Updated course materials for 3 seasons of 6 WOW series courses

6 WOW series courses: Yo Yo Stretch, Step Force, Aero Power, LeanFlow, World Ball, and Body Forge. Course materials are updated in January, May, and September every year.



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1.2.6 Venture into Retail

To meet the diverse needs of members and increase the revenue of the brand, World Gym has actively expanded product content and locations since 2023 after introducing the new retail model. Starting in 2024, it has entered the expansion and optimization phase, and will move towards brand enhancement and product autonomy in 2025.

1.2.6.1 Operating Results and Expansion Progress



Site expansion

- As of the end of 2024, the retail model has been introduced in 10 stores, including flagship stores and high traffic sites.
- We plan to open 10 new sites in 2025, achieving the phased goal of 20 retail fitness centers in Taiwan.



Revenue

- The average revenue of retail locations increased, mainly from the sales of energy protein drinks and functional clothing.
- The average purchase frequency and individual spending of members significantly increased, indicating a steady growth in market acceptance.

1.2.6.3 Public Welfare Events for Brand Social Image Enhancement



- In 2024, we organized a charity event with the "TBCA Taiwan Breast Cancer Alliance" for the first time, and launched the breast cancer prevention creatine gift package and donation project. It enhanced the brand's influence to increase health and care awareness.
- During the event, the revenue from the sales of related products was donated to charity organizations to enhance the brand's image of social responsibility.

1.2.6.2 Product Strategy and Brand Enhancement



Innovative FASHION DESIGN

- We successively launched new designs for each season to enhance the brand's fashion image and diversity of apparel.
- Strengthen functional materials and cuts to cater to both exercise performance and general fashion.



Cross-industry brand collaboration

- Since 2024, we have collaborated with sports and fashion brands to launch co-branded clothing series, successfully increasing the level of concern and topics of different customer groups.
- Co-branded products are popular in most markets and we successfully launched sales of peripheral products.

1.2.6.4 Supplier Expansion and Brand Development



More brand supply options

- Expanded product categories and added a variety of supplements, including high protein snacks, electrolyte drinks. and ginseng beverages, to meet the needs of different group.
- Collaborate with internationally renowned nutrient brands to enhance professionalism and trust.



Launched protein drinks under own brand (2025)

- In 2025,Wolrd Gym plans to launch protein drinks under its own brand.They will be designed for convenient consumption, high protein content, and Taiwanese taste preferences.

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1.2.7 World Gym Milestones

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| <p>2001</p> <p>2004</p> <p>2005</p> <p>2007</p> <p>2008</p> <p>2009</p> <p>2010</p> <p>2011</p> | <p>The Company's Chairman who also served as President officially launched World Gym in Taiwan, and expanded the modern fitness center business model across Taiwan. The first club in Taiwan opened in De'an Shopping Mall in Taichung (now Taichung Xuefu).</p> <p>Opening of Taichung Meicun and Kaohsiung SOGO.</p> <p>Opening of Tainan FOCUS.</p> <p>Opening of Tainan Ambassador and Kaohsiung Baocheng.</p> <p>Opening of New Taipei Xindian and Taipei Neihsu.</p> <p>Opening of Hsinchu Linsen (now Hsinchu Zhulian).
Established the joint venture WorldGym Elite Co., Ltd. with Ching Keng Enterprise Co., Ltd. to set up "World Gym Elite" as first-rate clubs in landmark locations in Taiwan.</p> <p>Opening of New Taipei Xinzhuang and the first World Gym Elite in Taipei 101.
Acquired all 6 California Fitness clubs in Taiwan (Taipei Station, Taipei Tianmu, Taipei Ximen, Taichung First Senior High School, Taipei Zhongxiao Tonlin, and Taipei Da'an).</p> <p>Opening of Taoyuan Zhongli.</p> | <p>2012</p> <p>2013</p> <p>2014</p> <p>2015</p> <p>2016</p> <p>2017</p> | <p>Created the "World Gym Sport" series with special sports and fitness hardware equipment planned based on the location and environmental conditions of each club. The first World Gym Sport club was opened in Big City Mall in Hsinchu (now Hsinchu Zhonghua) and it has a heated indoor swimming pool.
Opening of Taipei Minsheng Elite and New Taipei Banqiao Fuzhong.</p> <p>Opening of New Taipei Zhonghe, Taoyuan Fuxing, New Taipei Beixinhuang Sport, and New Taipei Yonghe Sport.</p> <p>Opening of Tainan Evergreen, New Taipei Linkou, Taoyuan Dayou, Taipei Nanjing, New Taipei Jingping, and Taipei Gongguan, and relocation and opening of Kaohsiung SOGO.</p> <p>Opening of New Taipei Tamsui, Taichung Chongde, Taipei Neihsu Minquan, Hsinchu Zhongzheng, and New Taipei Sanchong.</p> <p>Opening of Yilan You'ai, Yilan Luodong, Taichung Xitun, New Taipei Banqiao Zhongshan, New Taipei Yonghe Minquan, Pingtung Ziyou, and Hsinchu Zhubei Sport, and relocation and opening of Taichung Xuefu (formerly De'an).
Acquired exclusive distributorship of MyZone heart rate strap, which makes exercise more interesting and helps trainers monitor members' training status with recorded data.</p> <p>Opening of New Taipei Banqiao Shuangshi, New Taipei Xizhi, Hualien Guolian, New Taipei Tucheng, Taipei Dazhi Sport, Kaohsiung Zhonghua, Taipei Songlong.</p> |
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2018

Received the iSports Exercise Enterprise Certification from the Sports Administration of the Ministry of Education.

Received the National Brand Yushan Award in the Outstanding Enterprise Category and Best Popular Brand Category.

Received the "Happy Workplace" award from Taichung City.

Created the "Fit Zone" club with exclusive heart rate training group trainer courses and the exclusive MyZone heart rate strap technology to monitor exercise status.

Created the "World Gym Express" club to meet the needs of different consumers and markets and refocus on fitness with the creation of small clubs with only weight training equipment and cardio equipment.

Opening of Taichung Liming, Taipei Guangfu Sport, Taipei Lishui Express, Fit Zone Taipei Gongguan, Taoyuan Guoqiang Sport, Taipei Songren, Kaohsiung Gangshan, Fit Zone Taipei Tianmu, Kaohsiung Nanzih Express, Kaohsiung Fengshan Zhongshan, Taoyuan Neili Sport, Tainan Yongkang Sport, and Keelung Sport.

2019

Received the Golden Torch Award for the Top Ten Enterprises of the Year in the Republic of China.

Opening of Taipei Tianmu Dexing, Taoyuan Nankan Express, Kaohsiung Heping, Taipei Minquan West Express, Fit Zone Taichung Gongyi, New Taipei Taishan Express, Miaoli Zhunan, Pingtung Chaozhou, Tainan Shulin, Miaoli Yuanli, Taichung Dajia, Taipei Changchun, Tainan Zhonghua West Express, Taichung Qingshui, Tainan Ximen Sport, New Taipei Tucheng Zhongyang Express, and Taipei Minquan East.

2020

Received the National Brand Yushan Award in the Outstanding Enterprise Category.

Received the Reader's Digest Quality Service Award.

Rated as a four-star enterprise for "Happy Workplace" by Taichung City.

World Fitness donated second-hand replaced equipment to 7 physical education schools in Hualien County in the "Eastern Taiwan Elite Athlete" training equipment project and was shortlisted for the 4th PwC Sustainability Impact Awards.

Added 17 new clubs including New Taipei Luzhou Express, Taichung Fengyuan Sport, Fengshan Wenheng Express, Tainan Shanhua, Kaohsiung Boai Express, New Taipei Banqiao Chongqing Sport, Chiayi Minzu, Taoyuan Pingzhen, Changhua Yuanlin, Caotun, Taichung Jinhua Express, Changhua Heping, Beitou Zhonghe, Taichung Dongxing Express, Taichung Wuri, Taichung Dongshan Sport, and Pingtung Fengjia Express.

2021

Rated as a five-star enterprise for "Happy Workplace" by Taichung City and received the Five-Star Happiness Award.

Received the Gold Award in the 1111 Job Bank Happy Enterprise Award.

The "Best Backup from World Gym" project was shortlisted for the Corporate Sustainability Category in the 5th PwC Sustainability Impact Awards.

Added 9 new clubs including Tainan Xinying Express, Changhua Lukang, Kaohsiung Yangming Sport, Yunlin Douliu Sport, Taoyuan Dayuan Express, Taichung Daya, Taipei Ningxia Express, Pingtung Donggang Express, and Dazhi Beian Express.

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2022

World Gym Online, an online audio and video platform, was launched to expand home fitness business opportunities.

The "Exercise? I'm Here!" project was shortlisted for the Corporate Sustainability Category in the 6th PwC Sustainability Impact Awards.

Added 5 new clubs and reopened 2 clubs at different locations including the opening of Minsheng Roundabout, Taichung Tunghai Express, Taipei Tonghua Express, Taichung Shalu, and Neihu Gangqian, and relocation and opening of Hsinchu Zhonghua Sport (formerly Hsinchu Big City Sport), and Hsinchu Zhulian Express Plus (formerly Hsinchu Linsen store).

2023

Received the iSports Enterprise Certification from the Sports Administration, Ministry of Education, Investment Contribution Award from the Ministry of Transportation and Communications 2023 Investment Contribution Conference, and the 21st Golden Winspan Award from the Workforce Development Agency, Ministry of Labor.

Expanded into retail services and created World Gym Shop to sell products such as energy drinks, sportswear, and accessories, and provide members with more comprehensive fitness services.

Incorporated AI technology to provide AI exercise risk detection, and integrated health data into the World Gym member app with the InBody body composition analyzer.

Organized the first professional forum "2023 Taiwan Fitness & Health Industry Trends Summit" on September 20 and invited experts from different fields to the forum.

Added five new clubs including Taoyuan Yangmei, Taichung Taiping Sport, Taichung Tanzi Express, Taichung Wenxin Express Pro, and Sanchong Wuhua Express Pro, and relocation and opening of Zhongli Zhongyuan (former Taoyuan Zhongli) at a different location.

2024

Market expansion and store expansion: Added 10 new stores, including Miaoli Toufen, Hsinchu Guangfu, Kaohsiung Zuoying, Taipei Jingmei, Taipei Sanxia, Dali Zhongxing, Nanzi Xingnan, Fengshan Wujia, Hualien Jian, and Tucheng Haishan, with a total of 128 stores in Taiwan.

- Global branding and strategic collaboration:

One of the most important milestones this year was the successful acquisition of the global management rights of the US brand World Gym International (WGI) in October. This provided us with income from franchise royalties from more than 250 international stores around the world, and marked the new era of World Gym's brand strategy and international expansion.

- Taiwan market acquisition:

In June 2024, we acquired the Real Gym in Sanxia, New Taipei City, and transformed it into the World Gym Express Sanxia store (2-floor building, close to 500 pings), becoming the largest fitness center in the area.

In November 2024, we took over 5 fitness centers of the Deep Breathing Fitness Institute in Tainan to expand the market in Southern Taiwan and provide international-class fitness facilities.

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NO	Organizer	Awards
1.	Sports Administration, Ministry of Education	iSport Sports Enterprise Certification 2023-2026
2.	PriceWaterhouseCoopers Sustainability Services Company Ltd.	Selected in the 8th PwC CSR Awards
3.	Labor Affairs Bureau, Taichung City Government	Taichung City Happiness Workplace Happiness Award - Nominee
4.	Department of Health, Taipei City Government	Graded certification for independent management of excellent business premises hygiene [Swimming Industry]



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1.3 Report Information

1.3.1 Basis for preparation

This report was prepared in accordance with the 2021 GRI Standards published by the Global Reporting Initiative (GRI). We also referenced the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” published by Taiwan Stock Exchange Corporation and comply with the disclosure requirements of the “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies”. This Report corresponds to the United Nations Sustainable Development Goals (SDGs). Refer to the appendix for the comparison table.

1.3.2 Reporting Period and Frequency

The information disclosure period in this Report is 2024 (January 1 to December 31, 2024). In order to present complete performance data, some of the contents will include data before January 1, 2024 and after December 31, 2023. The quantitative data disclosed will be explained with notes if special conditions apply. The Company's Sustainability Report is issued every August.

1.3.3 Report Boundaries and Scope

The disclosure data in this Report mainly covers the operating activities and services of World Gym Corporation and its subsidiaries. The financial performance data in this Report is mainly based on the consolidated financial statements published at the location of listing.



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1.3.4 Restatements of information

Restatement of this Report.

Restatements of information	Reason for restatement	Impact of restatement	Chapter
2023 Sustainability Report GHG statistics – Scope 1 and Scope 2 Emissions and related data.	The statistical utilization boundary data for 2023 was corrected to January 1 to December 31 of the year. Revised the formula for statistics of emissions from septic tanks.	Changes in the total use of Scope 1 and Scope 2 emissions and the calculation results of related data.	2023 Sustainability Report - Chapter 5 Environmental Sustainability - 5.1, 5.2. Corresponding chapters/sections: 2024 Sustainability Report - Chapter 6 Environment - 6.2.

1.3.5 External Assurance/Verification

The data in this report were submitted to the Sustainable Development Department after review by department heads. The data were compiled and edited and submitted to the members of the Sustainable Development Committee for review and revision. The final draft was reviewed and published by the Chairman, and submitted to the Board of Directors for approval upon the completion of the report. This Report has not received external assurance or verification.

1.3.6 Unit Responsible for the Sustainability Report

Preparation unit: Sustainable Development Department

E-mail: wgesg@worldgymtaiwan.com

Tel: (04)3600-8020

Website: <https://investor.worldgymtaiwan.com/sustainability>



Business Sustainability

- 2.1 Sustainable Development Strategy
- 2.2 Sustainable Development Mechanisms
- 2.3 Board of Directors and Functional Committees
- 2.4 Sustainable Development Philosophy and SDGs



02



Business Sustainability

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2.1 Sustainable Development Strategy

World Gym is committed to promoting sustainable development. After the establishment of the Sustainable Development Department in September 2022, we completed the regulatory system in August 2024, and established the Sustainable Development Committee to supervise the progress of sustainable development and gradually incorporate sustainable development into the corporate governance system. The Sustainable Development Department is responsible for collecting information on the development trends of domestic policies and international sustainability issues, conducting preliminary risk and hazard identification. The Board of Directors is responsible for formulating the organizational rules of the Company's Sustainable Development Committee and the establishment of the Sustainable Development Committee, appointing members of the Sustainable Development Committee, and establishing the Company's Sustainability Information Management Regulations. The Sustainable Development Department reports the progress of work related to sustainable development and future work items to the Sustainable Development Committee every six months to ensure that World Gym implements work related to sustainable development to comply with the sustainable development policy and goals. In 2024, World Gym changed the concept of "corporate sustainability" to "world sustainability" as the future development framework. The goal is to stabilize business development and expand overseas to maximize the interests of shareholders. During overseas business development, we also pay attention to local sustainable development issues to implement sustainability in Taiwan and promote the sustainable development of the world.

The Company integrated the United Nations Sustainable Development Goals (SDGs) into its business policies and actively pays attention to issues such as consumer and labor rights, environmental protection, and social welfare. We also focus on the Company's social responsibility and promote economic, social, and environmental balance and sustainable development.

SDGs	Scope and linkage to business strategies	Corresponding chapters/sections
SDG 1 End Poverty: End poverty in all its forms everywhere	Social	5
SDG 2 Zero Hunger: Ensure food security, end hunger, and promote sustainable agriculture	Social	5
SDG 3 Good Health and Well-Being: Ensure healthy lives and promote well-being for all at all ages	Society, Talents	5
SDG 4 Quality Education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Society, Talents	5
SDG 5 Gender Equality: Achieve gender equality and empower all women and girls	Operations	4 & 5
SDG 6 Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all	Environmental	6
SDG 8 Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Talents	5
SDG 10 Reducing Inequality: Reduce inequality within and among countries	Operations	5
SDG 11 Sustainable Cities and Communities: Make cities and human settlements inclusive, safe, resilient and sustainable	Social	5
SDG 12 Responsible Consumption and Production: Build a green economy and ensure sustainable consumption and production patterns	Operations	4
SDG 13 Climate Action: Take comprehensive mitigation and adaptation actions to respond to climate change and its impacts	Environmental	6
SDG 16 Peace, Justice, and Strong Institutions: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Operations	4

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2.2 Sustainable Development Mechanisms

World Gym began drafting the Sustainable Development Committee Charter in May 2024, and the Board of Directors approved the establishment of the Sustainable Development Committee on August 27. Its purpose is to promote the Company's sustainable development governance goals.

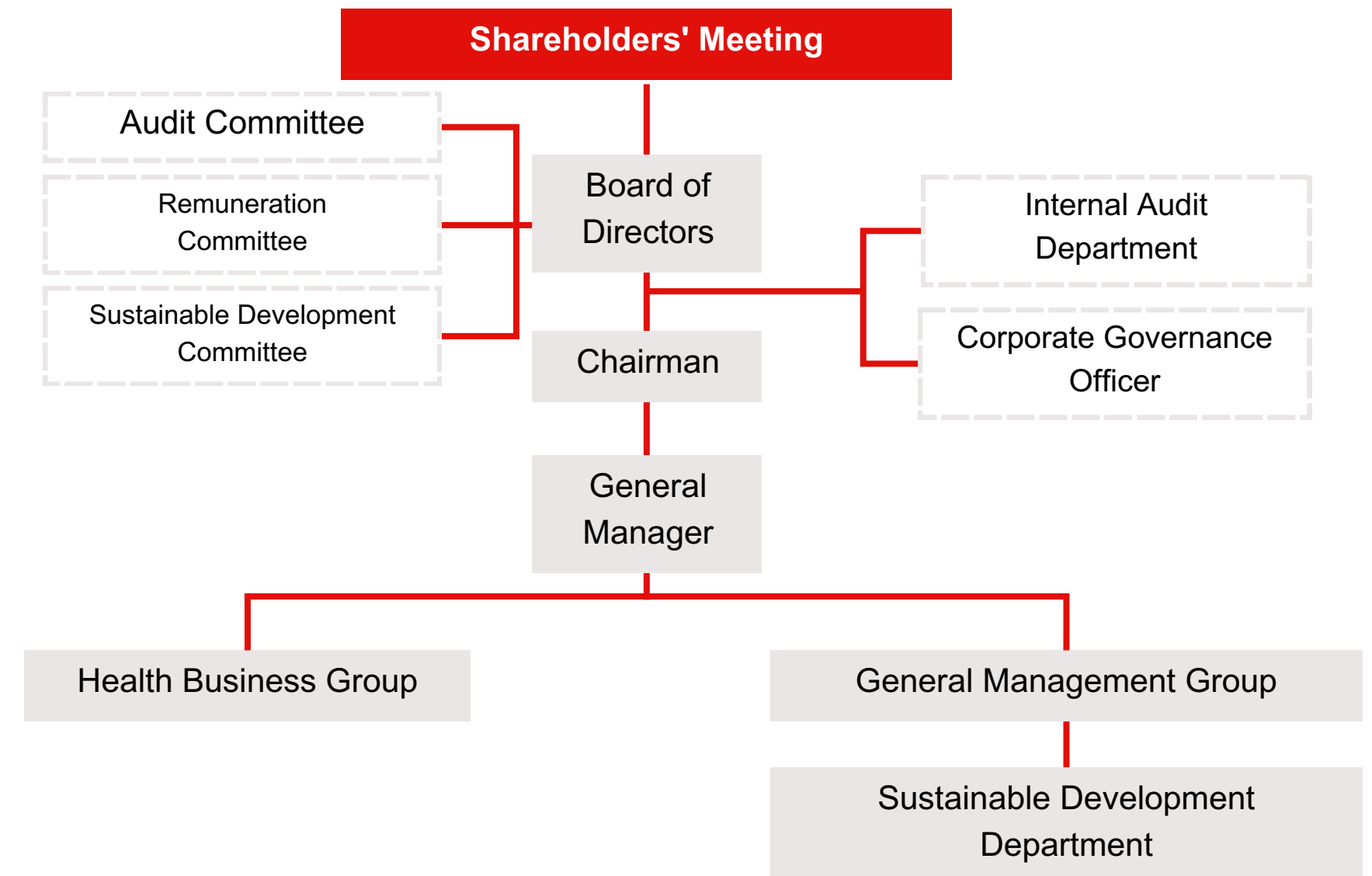
2.2.1 Governance Framework for Promoting Sustainable Development

To realize the vision and mission of sustainable development, World Gym has established the Sustainable Development Committee as the internal supervisory unit for sustainable development and governance. The Sustainable Development Committee is composed of the Chairman and two heads of departments of the Company. The Sustainable Development Committee established the "Detailed Operating Procedures for Sustainability Information Management", which were passed by the Board of Directors to specify the duties of the Sustainable Development Committee. The committee is mainly responsible for managing and supervising the implementation of the Sustainable Development Department's corporate governance strategy for major sustainable development issues related to operations.

Composition of the Sustainable Development Committee and Expertise of Members

Identity	Company Responsibilities	Name	Sustainable development expertise and capabilities
Convener Chairman	Chairman	John Edward Caraccio	Finance and economic
Committee Member	Assistant Vice President of the Procurement Department	Chen-Yun Chang	Supply chain management
Committee Member	Manager of the Occupational Safety Department	Kai-Chun Hung	Occupational health and safety

The Chairman of the Sustainable Development Committee serves as the chairman of the committee. The dedicated unit supervised by the committee is the Sustainable Development Department, and the manager of the Occupational Safety Department of the Sustainable Development Department serves as the unit supervisor. It is responsible for identifying material sustainable development issues related to the Company's operations, formulating management strategies and goals, and preparing annual sustainability reports. The Sustainable Development Committee regularly reviews the implementation performance and goal achievement of the Sustainable Development Department.



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2.2.2 Implementation Status

In 2024, 1 meeting of the Sustainable Development Committee was held, with an average attendance rate of 100% of the members. 3 cases of material concerns were submitted to the Board of Directors.

The main contents were as follows:

Material matters reported to the Sustainable Development Committee and the Board of Directors

Date	Communication items
2024.10.24	Establishment of the Company's Sustainability Information Operation Management Regulations Discussion of carbon inventory work schedule and work items Verification of 2024 carbon emissions data



2.3 Board of Directors and Functional Committees

2.3.1 Role and results of the Board of Directors in sustainable governance

2.3.1.1 Role and supervision of sustainable governance

The Board of Directors is responsible for guiding long-term business strategies and has supervisory responsibilities. Each year, the Sustainable Development Committee formulates sustainability strategies based on material issues and the Company's business objectives, reports to the Board of Directors, and publishes relevant policies after approval.

2.3.1.2 Supervise the performance evaluation of sustainable management

Board of Directors supervises sustainability implementation

The Sustainable Development Committee is responsible for evaluating material issues in April and October each year, and distributes questionnaires on material issues to internal senior management and stakeholders to review the impact of ESG issues on the economy, environment, and people, analyze the material issues of the year, and report the issues to the Board of Directors.

Sustainability reporting management

The Sustainable Development Department collects relevant contents and data every year, reviews the data, compiles the information, and regularly submits the information to the Sustainable Development Committee for review and approval. The information is published after approval by the Board of Directors.

2.3.1.3 Continuing education on sustainable development

The Company arranges continuing education courses for directors each year to improve their knowledge on corporate governance, economic, environmental, and social issues, and enhance the Board's ability to respond to risks. In 2024, all directors of the Board of Directors had at least 60 hours of continuing education, and each director had more than 6 hours of continuing education on average. For the continuing education of the Board of Directors, please refer to the annual report of the World Gym general shareholders' meeting.

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Continuing Education of Directors and Supervisors

Note 1: The date of appointment refers to the date of appointment of current directors and supervisors. The date of first appointment refers to the date of first appointment as a director or supervisor of a listed company.

Note 2: For detailed information, please visit the Market Observation Post System or the Company's official website for details of the annual report.

Title	Name	Date of appointment	Date of first appointment	Date of continuing education		Organizer	Course	Hours of continuing education	Total training hours in the year
				Star	End				
Director	Michael Aldo Sanciprian	2023/11/22	2023/11/22	2024/08/27	2024/08/27	Taiwan Corporate Governance Association	Information Security Governance Trends and Challenges (Part 1) & (Part 2)	6.0	6.0
Director	Lionel de Saint-Exupéry	2023/02/08	2017/02/08	2024/09/06	2024/09/06	Taiwan Securities & Futures Institute	2024 Insider Trading Prevention Seminar	3.0	6.0
				2024/07/31	2024/07/31	Institute of Financial Law and Crime Prevention	Analysis of Common Deficiencies and Penalties in the Financial Industry	3.0	
Director	John Edward Caraccio	2023/11/22	2023/11/22	2024/08/27	2024/08/27	Taiwan Corporate Governance Association	Information Security Governance Trends and Challenges (Part 1) & (Part 2)	6.0	6.0
Independent Director	Hui-Min Chen	2023/11/22	2023/05/25	2024/08/27	2024/08/27	Taiwan Corporate Governance Association	Information Security Governance Trends and Challenges (Part 1) & (Part 2)	6.0	6.0
Director	Steven Wu	2023/11/22	2013/07/15	2024/08/27	2024/08/27	Taiwan Corporate Governance Association	Information Security Governance Trends and Challenges (Part 1) & (Part 2)	6.0	6.0
Independent Director	Shih-Ting Wang	2024/05/24	2024/05/24	2024/10/18	2024/10/18	Taiwan Investor Relations Institute	Brand Communication and Stakeholder Management	3.0	12.0
				2024/09/20	2024/09/20	Taiwan Securities & Futures Institute	2024 Insider Trading Prevention Seminar	3.0	
				2024/08/27	2024/08/27	Taiwan Corporate Governance Association	Information Security Governance Trends and Challenges (Part 1) & (Part 2)	6.0	
Independent Director	Warren Ko	2024/11/22	2023/11/22	2024/08/27	2024/08/27	Taiwan Corporate Governance Association	Information Security Governance Trends and Challenges (Part 1) & (Part 2)	6.0	6.0
Independent Director	Jack Hsiao	2023/11/22	2023/06/13	2024/08/28	2024/08/28	Taiwan Corporate Governance Association	Information Security Governance Trends and Challenges (Part 1) & (Part 2)	6.0	6.0

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2.3.2 Board Structure and Operations

2.3.2.1 Membership and Diversit

The diversity of board members benefits the Company's development and strengthens risk management capabilities from multiple perspectives. The members of the Company's Board of Directors come from different professional fields, age groups, and backgrounds. Each director has extensive experience in their fields, such as making business judgments, business management, industry knowledge, accounting and financial analysis, crisis management, and leadership and decision-making.

Current Board composition and expertise

Criteria/Name	Professional qualifications and experience	Independence	Number of other public companies in which the director concurrently serves as an independent director
John Edward Caraccio	Currently serves as the Chairman, President, and legal representative of the Group's subsidiaries	-	-
Michael A. Sanciprian	Previously served as the Company's CEO, Vice President of Sales for California Family Fitness, and Vice President of Sales for Nevada Fitness and Aerobics, and has extensive experience in the fitness industry.	-	-
Lionel de Saint-Exupéry	Previously served as a Director of China Development Financial Holding Co., Ltd. and several subsidiaries of the Group, and has with financial and operational management capabilities.	-	-
Sanjay Sachdeva	Currently serves as an accountant in the United States, and has financial expertise.	-	-
Steven Wu	Currently serves as the President of China Development Capitaland and as a director of several companies, and has financial and management skills.	-	-
Warren Ko	Currently serves as the Regional Director of Far Eastern International Bank Co., Ltd., holds Ph.D. in Finance from Feng Chia University, and has more than five years of work experience required for company operations.	Note 1	1
Jack Hsiao	Currently serves as the Chief Operating Officer of the Hsiao Chung-cheng Healthcare Group, has a Ph.D. degree from the Boston University School of Medicine, and has more than five years of work experience required for company operations and business development.	Note 1	0
Hui-Min Chen	Previously served as a CPA in Deloitte Taiwan for 36 years. Currently serving as the Chairman of Huifengfu Management Consulting Co., Ltd. Has professional background in financial accounting and more than five years of work experience required for the Company's operations and business development.	Note 1	0
Shih-Ting Wang	Currently serves as the Executive Vice President of Kuang Tien General Hospital. Has an MBA degree from the University of Brandeis, and has more than five years of work experience required for company operations and business development.	Note 1 Note 6	0
Kevin Fong	Mr. Fong graduated from the Department of History, Tamkang University and serves as the Company Representative and President of Fong Maclaren Ltd. He has several years of practical experience in business.	Note 1 Note 6	0

Note: 1. Compliant with Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

2. The independent directors of the board of directors and their spouses and relatives within second degree are not serving as directors, supervisors, or employees of the Company or any of its affiliates.

3. The independent directors of the board of directors and their spouses and relatives within second degree are not holding shares of the company in their own names or in any third party's name.

4. The independent directors of the board of directors and their spouses and relatives within second degree are not serving as directors, supervisors, or employees of any company that has a specific relationship with the Company.

5. The independent directors of the board of directors and their spouses and relatives within second degree receive no remuneration from providing business, legal, financial, or accounting service to the company or any of its affiliates in the last two years.

6. Kevin Fong resigned on May 1, 2024. Shih-Ting Wang was elected on May 24, 2024.

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Composition of the Board of Directors

Number of seats on the Board of Directors	Number of independent director seats	Percentage of Independent Directors	Percentage of female directors	Percentage of female directors	Resignation/appointment of board members	
					Resignation	Appointment
9	4	44%	1	11%	1	1
					Kevin Fong	Shih-Ting Wang
					2024.05.01	2024.05.24

2.3.2.2 Implementation Status

The current term of the Board of Directors is from January 17, 2023 to January 16, 2026 for a three-year term. In 2024, the number of directors was 9 seats, of which 4 were independent directors. The independent director Mr. Kevin Fong resigned on May 1, 2024, and the new independent director Ms. Shih-Ting Wang took office on May 24, 2024.

According to the Rules and Procedures for Board of Directors Meetings, the Board of Directors meets at least once every quarter. A total of 9 meetings were held in 2024. The Chairman serves as the convener and chairman of the meeting, with an average attendance rate of 88.46% (actual attendance/total attendance).

The Company held a total of 9 Board of Directors meetings in 2024. The attendance of board members was as follows:

Title	Chairman	Director	Director	Director	Director	Independent Director	Independent Director	Independent Director	Independent Director	Independent Director
Name	John Edward Caraccio	Michael A. Sanciprian	Lionel de Saint-Exupéry	Sanjay Sachdeva	Steven Wu	Warren Ko	Jack Hsiao	Hui-Min Chen	Shih-Ting Wang	Kevin Fong
Attendances in person (B)	9	8	2	8	9	9	9	9	2	4
By Proxy	-	1	7	1	-	-	-	-	2	-
Attendance in person (%) (B/A)	100%	89%	22%	89%	100%	100%	100%	100%	50%	100%
Note								Elected on May 25, 2023 Attendance required for 9 meetings	Elected on May 24, 2024 Attendance required for 4 meetings	Resigned on May 1, 2024 Attendance required for 4 meetings

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2.3.2.3 Nomination and selection

The election of Directors of World Gym is conducted in accordance with the “Procedures for Election of Directors” and the candidate nomination system stipulated in Article 192-1 of the Company Act.

2.3.2.4 Avoidance of conflicts of interest

The Board of Directors established the Rules of Procedure for Board of Directors Meetings in accordance with the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies” to establish a clear recusal system for directors. When a director or a related party has a direct or indirect interest in a company's transaction, the director must voluntarily explain the material content of his or her own interests to the Board of Directors, and disclose potential conflicts of interest if they are true. The director should recuse himself or herself from the discussion and voting on the proposal. The Board of Directors will carefully evaluate whether the transaction comply with the principles of fairness and routine transactions to protect the rights and interests of the Company and shareholders. The meeting minutes also include the names of the Directors involved in the conflict of interest, explanations of the important content of the conflict of interest, reasons for recusal or non-recusal, recusal, opposition or retention of opinions, recorded or written statements, and written opinions issued by the Independent Directors pursuant to Article 7, Paragraph 5.

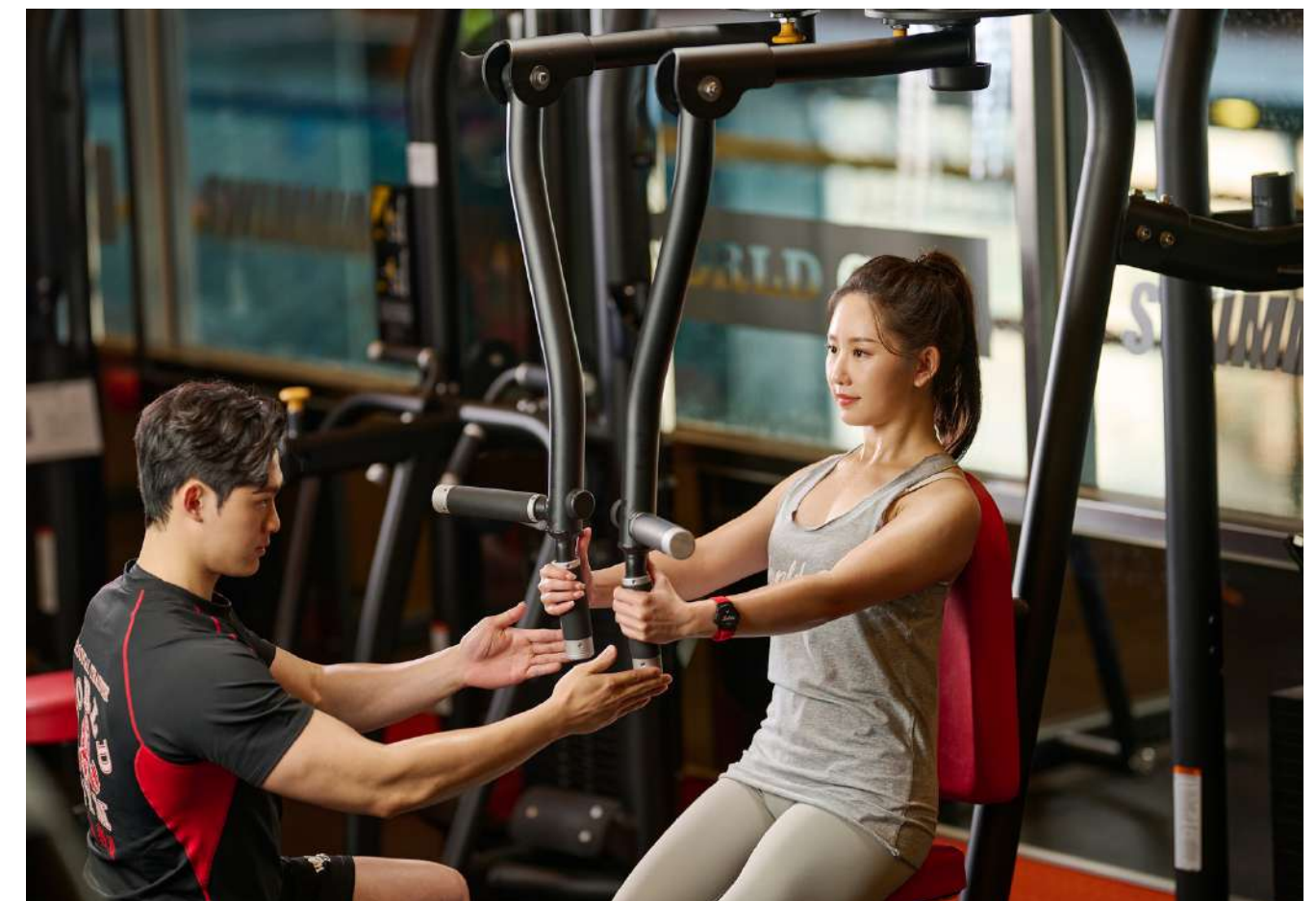
Regarding recusals of directors due to conflicts of interests, the names of the directors, contents of motions, reasons for recusal, and results of voting shall be specified:

Date of Board Meeting	Name of Recused Director	Contents of Motions	Reasons for Recusal due to Conflict of Interest	Participation in Voting
2024.06.13	Shih-Ting Wang	Appointment of the members of the Remuneration Committee.	Independent Directors are appointed as members of the Remuneration Committee.	The Acting Chairperson consulted the other directors in attendance for approval.

2.3.3 Structure and Operation of Functional Committees

2.3.3.1 Audit Committee

Since February 1, 2023, World Gym has established an Audit Committee, with 4 Independent Directors serving as committee members. The Independent Director Warren Ko serves as the convener. The term of office of the members of the first Audit Committee is from February 1, 2023 to January 16, 2026. The term of office is the same as that of the Board of Directors. The main duties of the Audit Committee include supervising the adequate presentation of financial statements, evaluating the effectiveness of the internal control system, reviewing the internal audit plan and supervising the implementation status, managing the Company's existing or potential risks, evaluating the independence of accountants, and reviewing the appointment of the CPAs. The Audit Committee meets at least once every quarter and may convene meetings as needed.



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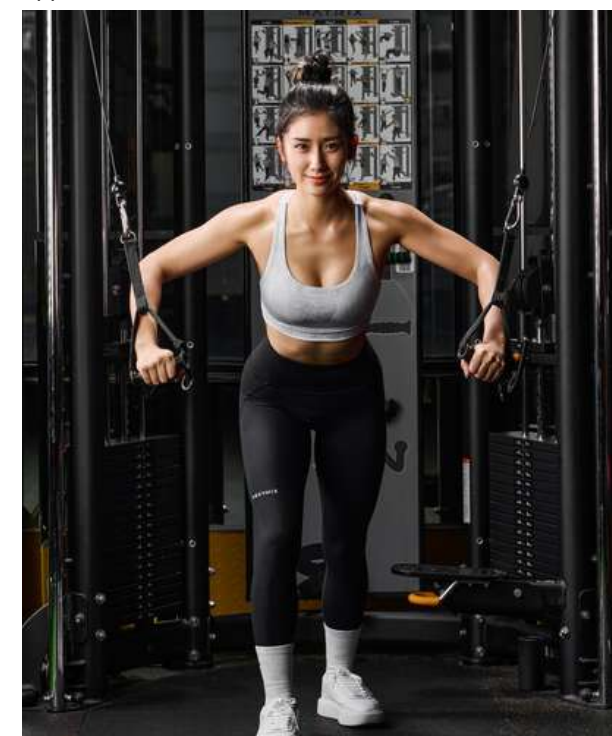
The Company's Audit Committee convened 8 meetings in 2024 (A). During the period, the attendance of Independent Directors was as follows:

Title	Independent Director	Independent Director	Independent Director	Independent Director	Independent Director
Name	Warren Ko	Jack Hsiao	Hui-Min Chen	Shih-Ting Wang	Kevin Fong
Attendances in person (B)	8	8	8	2	3
By Proxy	-	-	-	2	-
Attendance rate (B/A)	100%	100%	100%	50%	100%
Note			Elected on May 25, 2023 Attendance required for 8 meetings	Elected on May 24, 2024 Attendance required for 4 meetings	Resigned on May 1, 2024 Attendance required for 3 meetings

Other matters:

I. The date of the Audit Committee meeting, the term, contents of the proposals, dissenting or qualified opinions given by independent directors or contents of major proposed items, resolutions of the Audit Committee, and the Company's handling of the resolutions of the Audit Committee shall be recorded under the following circumstances in the operations of the Audit Committee meeting:

(I) Matters listed in Article 14-5 of the Securities and Exchange Act:



January 31, 2024

- Establishment of the Company's Regulations Governing the Evaluation of the Independence and Performance of the Certifying CPAs.
- Proposal for the evaluation of the independence and competency of the CPAs for the financial report.
- Proposal for the advance authorization for the certifying CPA, the CPA firm, and its affiliate to provide non-assurance services to the Company and its subsidiaries

March 7, 2024

- 2023 Statement of Internal Control
- 2023 business report and financial statements
- The Company's 2023 dividend distribution proposal
- Proposal for the distribution of cash dividends from capital surplus
- Proposal for the appointment of the CPAs for 2024 and their remuneration
- Loan to the subsidiary World Fitness Asia Limited
- Amendment of the "Operational Procedures for Loaning Funds to Others"
- Amendment of the "Procedures for Acquisition and Disposal of Assets"

March 18, 2024

- Renewal of the lease for the venue of the subsidiary World Fitness Asia Limited (H.K.) Nanjing Branch
- Proposal to buy back the Company's common shares
- Establishment of the Regulations Governing the Transfer of Treasury Stock to Employees
- Added provisions to the "Internal Audit Enforcement Rules"

May 9, 2024

- 2024 Q1 Consolidated Financial Statements
- Amendment of the Company's Regulations Governing the Transfer of Treasury Stock to Employees.

June 13, 2024

- Loan and credit limit for the subsidiary World Fitness Asia Limited
- Proposal for the subsidiary World Fitness Asia Limited to acquire real estate for business use

August 27, 2024

- 2024 Q2 Consolidated Financial Statements
- Acquired the shares of World Gym International, LLC
- The second buyback of ordinary shares of the Company
- 2024 Q2 earnings distribution proposal
- Proposal for the subsidiary World Fitness Asia Limited to acquire real estate for business use

September 25, 2024

- Proposal for the subsidiary World Fitness Asia Limited to rent a venue from the Dali District Farmers' Association in Taichung

November 12, 2024

- 2024 Q3 Financial Statements and Business Report
- Distribution of earnings as of the third quarter of 2024
- Budget for 2025
- 2025 Audit Plan
- The third buyback of ordinary shares of the Company
- Amendment of the "Operation and Payment Acceptance Cycle" of World Fitness Asia Limited
- Establishment of the Sustainability Information Management Regulations

(II) In addition to matters above, other resolutions that have not been approved by the Audit Committee but have been passed by a vote of two-thirds or more of the all directors: None.

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II. Regarding recusals of independent directors due to conflicts of interests, the names of the independent directors, contents of motions, reasons for recusal, and results of voting shall be specified: None.

III. Communication between independent directors, chief auditor, and CPAs:

The chief auditor submits the "audit report" via email every month to all independent directors for review. The chief auditor attends meetings of the Audit Committee every quarter to report on the actual implementation of the audit plan, and maintains smooth communication with independent directors. The CPAs attend board meetings to express their review opinions on matters such as financial reports and internal control reviews, and fully communicate with independent directors.

Overview of recent communication between independent directors, the chief auditor, and CPAs

Date	Communication with internal audit supervisor	Communication with CPAs
2024/03/07	- Report on the actual Implementation of internal audits 2023 Statement of Internal Control	- Evaluation of the independence and qualifications of CPAs - The CPA described key audit items, the scope and materiality of the audit, key audit items, and the independence of the CPA
2024/05/09	Report on the actual Implementation of internal audits	The CPA explained the scope and importance of the audit
2024/08/27	Report on the actual Implementation of internal audits	The CPA describes key audit items, the scope and materiality of the audit, and the independence of the CPA
2024/11/12	- Report on the actual Implementation of internal audits 2025 Internal Audit Plan	The CPA described the role and responsibilities of the CPA, audit plans, and the independence of the CPA



Business Sustainability

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2.3.3.2 Remuneration Committee

Since February 1, 2023, World Gym has established a Remuneration Committee, with 4 Independent Directors serving as committee members. The Independent Director Warren Ko serves as the convener. The term of office of the members of the first Remuneration Committee is from February 1, 2023 to January 16, 2026. The term of office is the same as that of the Board of Directors. The main task of the Remuneration Committee is to establish and regularly review the performance evaluation and remuneration policies of directors and managers to ensure that the Company's remuneration system closely integrates individual performance with the Company's operational performance and is consistent with the industry standards. Meetings of the Remuneration Committee are convened at least twice a year and may be convened as needed.

The Company handles related matters in accordance with the "Regulations Governing the Remuneration of Directors and Managers." The remuneration of directors is reported to the Board of Directors for resolution after being comprehensively evaluated by the Remuneration Committee based on the Company's operational performance and the directors' contributions. The remuneration of managers is determined based on their position, job grade, job responsibilities, and individual performance, and adjusted in line with the Company's operating results and long-term development direction to ensure that the remuneration system is consistent with the Company's overall strategy.

Professional Qualifications and Independence Analysis of Remuneration Committee Members

Identity	Criteria Name	Professional qualifications and experience	Independence	Number of Other Public Companies Where the Individual Concurrently Serves as a Remuneration Committee Member
Convener	Warren Ko	Mr. Ko has a PhD in Finance from Feng Chia University and serves as an Adjunct Assistant Professor of the Department of Finance, Feng Chia University. He served as the Regional Director of Far Eastern International Commercial Bank and has several years of practical experience in finance.	1. Compliant with Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. 2. The independent directors of the board of directors and their spouses and relatives within second degree are not serving as directors, supervisors, or employees of the Company or any of its affiliates. 3. The independent directors of the board of directors and their spouses and relatives within second degree are not holding shares of the company in their own names or in any third party's name. 4. The independent directors of the board of directors and their spouses and relatives within second degree are not serving as directors, supervisors, or employees of any company that has a specific relationship with the Company. 5. The independent directors of the board of directors and their spouses and relatives within second degree receive no remuneration from providing business, legal, financial, or accounting service to the company or any of its affiliates in the last two years.	None
Committee Member	Jack Hsiao	Mr. Hsiao has a PhD from Boston University School of Medicine (including master's degree) and serves as the Chief Operating Officer, Hsiao Chung-Cheng Healthcare Group. He has several years of practical experience in medicine.		1
Committee Member	Kevin Fong (Note 2)	Mr. Fong graduated from the Department of History, Tamkang University and serves as the Company Representative and President of Fong Maclaren Ltd. He has several years of practical experience in business.		None
Committee Member	Hui-Min Chen	Mr. Chen has an MBA from the In-service Master's Program of National Taiwan University and served as a CPA in Deloitte, Taiwan. He currently serves as a senior consultant/accountant at Huifengfu Management Consulting Co., Ltd. and has several years of experience in financial theory and accounting practice.		None
Committee Member	Shih-Ting Wang (Note 2)	Currently serves as the Executive Vice President of Kuang Tien General Hospital. Has an MBA degree from the University of Brandeis, and has several years of work experience required for company operations and business development.		None

Note 1: Members of the Company's current Remuneration Committee do not meet any of the conditions stated in Article 30 of the Company Act.

Note 2: Kevin Fong resigned on May 1, 2024. Shih-Ting Wang was appointed on June 13, 2024

Business Sustainability

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Operation of the Remuneration Committee

Title	Independent Director (Convener)	Independent Director (Committee Member)	Independent Director (Committee Member)	Independent Director (Committee Member)	Independent Director (Committee Member)
Name	Warren Ko	Jack Hsiao	Hui-Min Chen	Shih-Ting Wang	Kevin Fong
Attendances in person (B)	3	3	3	2	1
By Proxy	-	-	-	-	-
Attendance rate (B/A)	100%	100%	100%	100%	100%
Note			Elected on Jul 25, 2023 Attendance required for 3 meetings	Elected on Jun 13, 2024 Attendance required for 2 meetings	Resigned on May 1, 2024 Attendance required for 1 meeting

Other matters:

I. Date of the Remuneration Committee meeting and agenda items in the most recent year:

Term/Meeting Number Date	Contents of Motions
3rd meeting of the 1st-term 2024/3/7	• Proposed distribution of employee bonuses and directors' remuneration in 2023
4th meeting of the 1st-term 2024/11/12	• Review the remuneration structure of the Company's directors and managers
5th meeting of the 1st-term 2024/12/16	• Review the remuneration structure of the Company's directors and managers

II. Describe the date, term, and agenda of the board meeting, resolutions of the Audit Committee, and the response to the Audit Committee's recommendations where the board did not adopt or modify the Remuneration Committee's recommendations (e.g., describe the difference and reasons where the board of directors approves a better compensation package than what is recommended by the Remuneration Committee): None.

III. If with respect to any resolution of the Remuneration Committee, any member has a dissenting or qualified opinion that is on record or stated in a written statement, describe the date of committee meeting, term of the committee, agenda item, opinions of all members, and actions taken by the company in response to the opinion of opposing members: None.



Stakeholders and Material Topics

- 3.1 Stakeholder Engagement
- 3.2 Procedures for Determining Material Topics
- 3.3 List of Material Issues
- 3.4 Management of Material Issues

Stakeholders and Material Topics GRI 2-12、2-26、2-29、3-1 ~ 3-3

3.1 Stakeholder Engagement

World Gym referenced the GRI General Standards - GRI 3 Material Topics 2021 to collect and identify material topics, and assesses topics that significantly impact companies' operating activities and business relations on the economy, environment, and people (including human rights), which are used as the basis for planning sustainable development strategies and the basis for disclosure in this report.

World Gym identified seven categories of stakeholders based on five core principles of dependency, responsibility, tension, influence, and diverse perspectives in the AA1000 Stakeholder Engagement Standards 2015 (AA1000 SES 2015) developed by the global non-profit organization AccountAbility. They include: (1) shareholders/investors, (2) customers (members), (3) employees, (4) suppliers/contractors, (5) government agencies, (6) communities (neighboring communities, charities, and environmental protection partners), and (7) media.

Five Core Principles of AA1000 SES 2015

 Dependency	 Responsibility	 Tension	 Influence	 Diverse Perspectives
Groups or individuals who are directly or indirectly dependent on the organization's activities, products or services and associated performance, or on whom the organization is dependent in order to operate.	Groups or individuals to whom the organization has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities.	Groups or individuals who need immediate attention from the organization with regard to financial, wider economic, social or environmental issues.	Groups or individuals who can have an impact on the organization's or a stakeholder's strategic or operational decision-making.	Groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.

In order to understand and respond to matters of concern to stakeholders, the Company published an open stakeholder questionnaire survey from November 1, 2024 to January 20, 2025. We actively encouraged all types of stakeholders to fill out questionnaires. We also provided different communication channels and engagement with stakeholders on the official website, allowing stakeholders to provide opinions at any time to understand and respond to sustainability issues of concern to different stakeholders.

Stakeholders and Material Topics

GRI 2-12、2-26、2-29、3-1 ~ 3-3

Stakeholder Type	Materiality to World Gym	Communication Method and Frequency	Topics of Concern
Shareholder s/investors	Shareholders and investors are important sources of funding who support the Company's business continuity. The Company values the rights of shareholders and investors to voice their opinions and influence decisions, and actively listens to the opinions and questions of investors. The Company improves corporate governance and risk control mechanisms to ensure the rights and interests of shareholders/investors and maintain the stable development of the Company.	- Monthly: Announcement of monthly revenue - Annually: Shareholders' meeting, annual report - At least 1-2 times/year: Institutional investors' conference - When necessary: Material information announcements and the Market Observation Post System - Timeliness: Investor website: https://investor.worldgymtaiwan.com/ Investor mailbox: investor@worldgymtaiwan.com Investor hotline: 04-3601-0880	1.Labor relations 2.Service quality and customer rights
Members	Members are our core service recipients. We increase customer satisfaction and loyalty, which have a direct impact on our business. We value and actively respond to the needs and feedback of our members and strive to provide them with a high-quality, safe, and comfortable service experience.	- Daily: Customer service counter, We care customer service center, online member feedback form QR code, official website consultation form, fax, letters, announcements in branch stores - When necessary: Member services, club hotlines - Timeliness: Announcements on the official website, social media (Facebook, Instagram, etc.), and communication with dedicated personnel - Opinion mailbox: wecare@worldgymtaiwan.com)	Service quality and customer rights
Employees	Employees are the foundation of the Company's development and the first line of communication with customers. Employees' services and their reliable professional knowledge and enthusiasm in providing services are the driving force for the Company's business growth. We regard talents as the core competitiveness of the Company. Therefore, we attach great importance to two-way communication with employees, actively create a good working environment, protect employees' rights, pay attention to employees' physical and mental health, and provide employees with sufficient training and development opportunities.	- Weekly/monthly: Internal meetings - Quarterly: Labor-management meetings, Employee Welfare Committee - Annually: Employee satisfaction survey - When necessary: Official website, internal and external education and training, and online learning platform - Timeliness: Employee app, email, course opinion survey, complaint hotline (04-3600-8020, 04-36009898), complaint mailbox (hr@worldgymtaiwan.com)	Employee remuneration and benefits

Stakeholders and Material Topics

GRI 2-12、2-26、2-29、3-1 ~ 3-3

Stakeholder Type	Materiality to World Gym	Communication Method and Frequency	Topics of Concern
Contractors	Suppliers and contractors directly or indirectly provide high-quality products and professional services to the Company and customers, and are important partners in the Company's development. We adhere to the principle of professionalism and mutual trust and jointly establish a framework for long-term cooperation and mutual prosperity. Communication and coordination with suppliers are a necessary part for investors and customers.	- Annually: Contractor evaluation - When necessary: Meetings, email, telephone, fax, official website, and supplier visits	Service quality and customer rights
Government /media/ communities	Government agencies are our main regulators. In addition to supervising business operations, their policy formulation has a significant impact on business operations. We communicate and interact with the government, competent authorities, and all public institutions with an honest and pragmatic attitude to learn about the latest policy trends, and make adjustments to our business strategies in advance. In addition to ensuring legal compliance with our operations, we also actively cooperate with government policies to make improvements.	- Timeliness: Official letters and declarations in accordance with the law - When necessary: Participate in policy discussions, seminars, legal hearings, meetings, telephone, email, and information disclosure - Annually: Taichung American Chamber of Commerce charity fundraising dinner and the "Renew the Used" equipment donation project - When necessary: Participate in or organize charitable activities, employees participate in volunteer services, official website, telephone, email, fax, and correspondence	Waste management
Others (Potential investors or customers of World Gym)	A good brand image is indispensable to the growth of an enterprise. In addition to direct stakeholders, the Company also cares about the opinions and suggestions of indirect stakeholders, and aligns itself with society and continues to grow. It is the spirit of the Company's sustainable development and we strive to create a better society.	- Timeliness: Official contact channels are available on the official website to provide real-time communication services. We have consulted the opinions of the general public. https://investor.worldgymtaiwan.com/contacts	1. Chemicals management 2. Labor relations 3. Talent cultivation and development 4. Employee compensation and benefits 5. Workplace health and safety

Stakeholders and Material Topics

GRI 2-12、2-26、2-29、3-1 ~ 3-3

3.2 Procedures for Determining Material Topics

Step.1

Understanding the organizational context

Review the operating activities, business relationships, and sustainability context of World Gym.

Step.2

Stakeholder identification and communication

Based on the AA1000 Stakeholder Engagement Principles (SES): Confirm 7 major categories of stakeholders based on dependency, responsibility, influence, diverse perspectives, and level of concern: shareholders/investors, customers (members), employees, suppliers/contractors, government agencies, communities (neighboring communities, charities, and environmental protection partners), and media.

Step.3

Collection of sustainability issues

We referenced international sustainability standards and regulations (GRI Standards, Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), UN SDGs), domestic policy trends, topics of concern to stakeholders, issues of concern to industries, and sustainability practices of domestic and foreign peers, and summarized 6 environmental issues, 14 social issues, and 12 economic and governance issues, totaling 32 sustainability issues.



Stakeholders and Material Topics

GRI 2-12、2-26、2-29、3-1 ~ 3-3

3.2 Procedures for Determining Material Topics

Step.4

Identify actual and potential impacts

We distributed questionnaires to stakeholders to measure the level of concern of different stakeholders for 32 sustainability issues. The following is an analysis of the results of the stakeholder survey.

World Gym Stakeholder Questionnaire Report (Unit: participants)

Total number of views: 4335		Total received questionnaires: 2363			Valid questionnaires: 2358		
Stakeholders	(A) Employees	(B) Members	(C) Shareholders /investors	(D) Government/media /communities	(E) Contractors	(F) Others	Number verified
Number	802	1486	29	16	10	15	2358
Percentage	34.01%	63.02%	1.23%	0.68%	0.42%	0.64%	100%

Note

Note 1: The number provided is the number of questionnaires received. No duplicate copies and the number provided is the number of valid questionnaires.

Note 2: The Company converts the average score = total score/person based on the total number of votes received from each stakeholder group, and the final weighted value = percentage of each group * sum of individual scores.

Note 3: Included in the scope: Highest possible score is 5 points. The first 85% ≥ 4.25 is adopted as the standard.

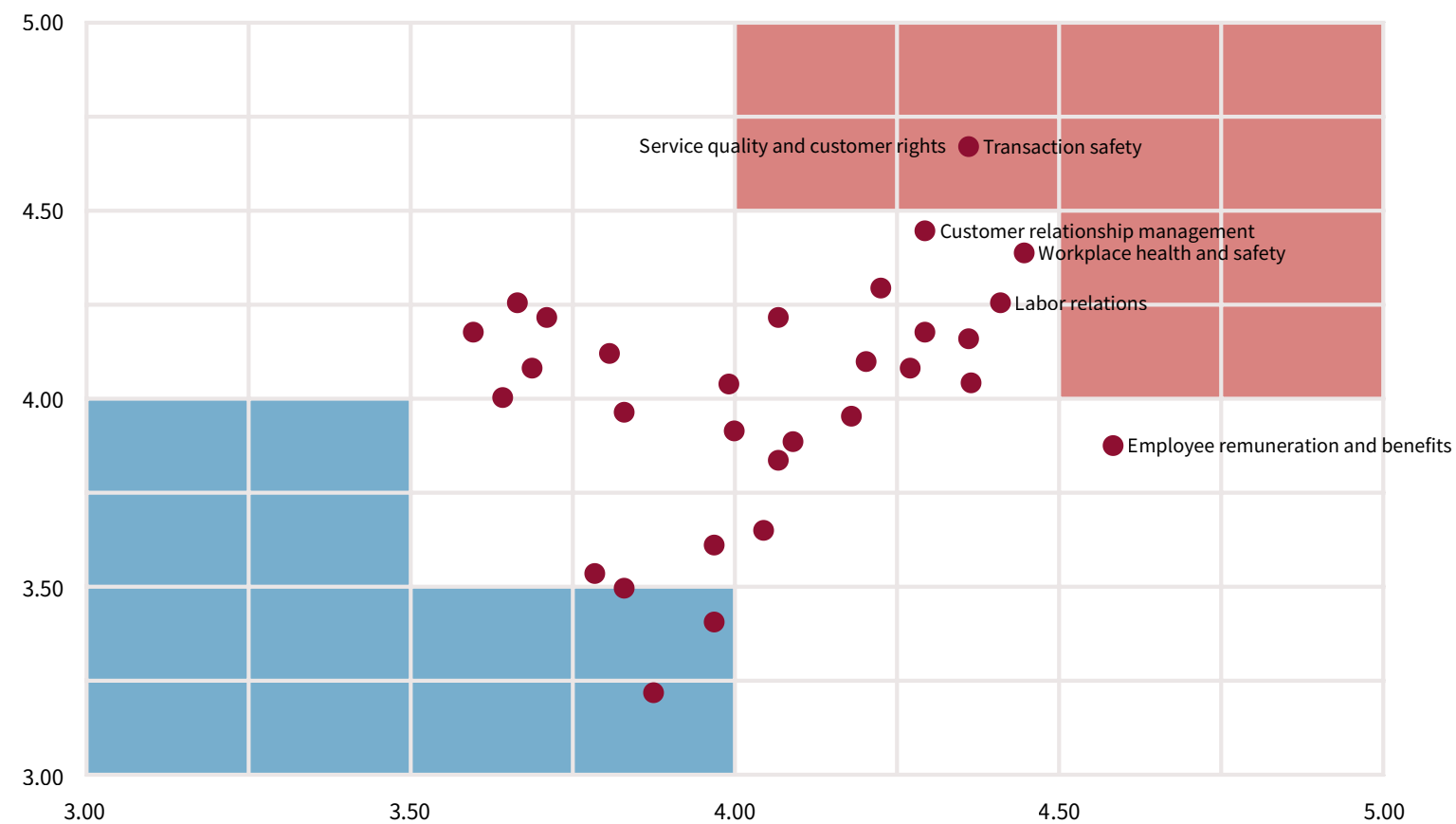
Stakeholders and Material Topics

GRI 2-12、2-26、2-29、3-1 ~ 3-3

Step.5

Assess the significance of impact

Compile the stakeholder questionnaire and internal impact score results, rank them according to quantitative values, and set the threshold standards for material topics.



Conversion average score = total number of votes/number of stakeholders, and the final weighted value = percentage of each group * sum of individual scores.

Included in the scope of material issues: Highest possible score is 5 points. The first 85% ≥ 4.5 is adopted as the standard.

Step.6

Confirm material issues

Based on the threshold standards of Material Topics, we selected 6 topics from 32 sustainability topics as material issues for 2024.

Stakeholder Type	Topics of Concern Use the highest score
Shareholders/investors	1. Labor relations 2. Service quality and customer rights
Members	1. Service quality and customer rights
Employees	1. Employee remuneration and benefits
Contractors	1. Service quality and customer rights
Government/media /communities	1. Waste management
Others (Potential investors or customers of World Gym)	1. Chemicals management 2. Labor relations 3. Talent training and development 4. Employee compensation and benefits 5. Workplace health and safety

Stakeholders and Material Topics GRI 2-12、2-26、2-29、3-1 ~ 3-3

3.3 List of Material Issues

Material issues	Labor relations	Workplace Health and Safety	Customer relationship management	Service quality and customer rights	Transaction safety	Business integrity
GRI issue-specific indicators	GRI 401 Labor Relations	GRI 403 Occupational health and safety	GRI 413 Local Communities GRI 418 Customer Privacy	GRI 404 Training and Education GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling GRI 418 Customer Privacy	GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling GRI 418 Customer Privacy	GRI 205 Anti-corruption GRI 414 Supplier Social Assessment

3.4 Management of Material Issues

Material issues	GRI issue-specific indicators/ Self-defined material issues	Type of impact and management approach	Corresponding chapters/sections
Labor Relations	GRI 401 Labor Relations	Actual/positive/economic, people (including human rights) Top talents are the core of providing excellent services and promoting business development. The Company attaches great importance to employee training and benefits, and has established an Employee Welfare Committee in accordance with the Employee Welfare Fund Act to handle employee welfare matters in accordance with the law. Employees enjoy the benefits provided by the fitness centers of our branch stores. The Company also provides employees with parental leave so that they can focus on caring for children at home.	5.02 Human resource development
Workplace Health and Safety	GRI 403 Occupational health and safety	Actual/positive/environmental, people (including human rights) Employees are the Company's most valuable assets and partners. We promote workplace health and safety through the formulation of various environmental management plans, work rules, occupational safety education and training, occupational safety inspections, and the establishment of the Occupational Health and Safety Committee.	5.03 Occupational Health and Safety
Customer relationship management	GRI 413 Local Communities GRI 418 Customer Privacy	Actual/Positive/Economic company	4.03 Information Security and Customer Privacy 5.04 Social Relationship Building
Service quality and customer rights	GRI 404 Training and Education GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling GRI 418 Customer Privacy	Actual/positive/economic, people (including human rights) We remain committed the virtuous cycle of "taking from society and giving back to society." In addition to profits, companies should provide high-quality services and provide a safe trading model in compliance with laws to protect the rights and interests of customers. The Company is always committed to giving back to society and hopes to promote social development through positive influence. The safety of our members and employees is always our top priority. A safe and healthy environment not only improves the health experience of our members, but also reflects our corporate social responsibility. To this end, we have formulated and implemented a comprehensive environmental safety management plan that covers all aspects from design and facility maintenance to emergency response.	4.03 Information Security and Customer Privacy 5.02 Human resource development 5.04 Social Relationship Building

Stakeholders and Material Topics

GRI 2-12、2-26、2-29、3-1 ~ 3-3

Material issues	GRI issue-specific indicators/ Self-defined material issues	Type of impact and management approach	Corresponding chapters/sections
Transaction safety	GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling GRI 418 Customer Privacy	Actual/positive/economic, people (including human rights) We believe that strong information and transaction security management are necessary for reducing risks, and key factors for improving the Company's competitiveness and customer trust. Starting in the second quarter of 2024, the Company has strengthened transaction security and optimized personal data protection mechanisms.	4.03 Information Security and Customer Privacy
Business integrity	GRI 205 Anti-corruption GRI 414 Supplier Social Assessment	Actual/positive/economic, people (including human rights)	4.01 Business integrity 4.05 Supplier Management
Resource management	Self-defined material topics	Actual/positive/environmental We use energy and water resources in our operations more intensively than other service industries. To this end, we have formulated a comprehensive energy management strategy to maximize resource utilization efficiency and reduce carbon footprint while lowering operating costs.	6.01 Climate Change



Corporate Governance

- 4.1 Business Integrity
- 4.2 Business Performance
- 4.3 Risk Management
- 4.4 Information Security and Customer Privacy
- 4.5 Supplier Management



04

Corporate Governance

GRI 2-23 ~ 2-25、2-27

4.1 Business Integrity GRI 206-1

4.1.1 Ethical Corporate Management Philosophy, Policy, and Code of Conduct

We value the rights and interests of investors and shareholders. In terms of internal and supplier management, we abide by the corporate governance regulations for listed companies and value corporate social responsibility. Therefore, for the behavior of all employees and suppliers, we refer to the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and formulate the "Ethical Corporate Management Best Practice Principles", "Ethical Corporate Management Operating Procedures and Code of Conduct", and "Code of Ethical Conduct" to regulate all employees of the Company. Regulations govern the Company as well as the Company's managers and all employees. The Company has established a whistleblowing system, which is planned and implemented by a dedicated unit. The system is submitted to the Board of Directors before implementation. We also set up a whistleblowing mailbox (integrity@worldgymtaiwan.com), which is also announced on the Company's official website. We are committed to protecting the privacy and safety of whistleblowers.

- Whistleblowers can report anonymously
- The identity and contents of the whistleblower are kept confidential.
- We are committed to protecting whistleblowers from inappropriate treatment or retaliation.

4.2 Economic Performance

4.2.1 Financial Performance

	2023	2024	Increase (Decrease) Amount	Growth rate %		2023	2024	Increase (Decrease) Amount	Growth rate %
Consolidated operating revenue	9,428,163	9,816,657	388,494	4.12	Non-operating income and expenses	(67,262)	(80,563)	13,301	19.77
Consolidated operating costs	7,877,019	8,231,081	354,062	4.49	Consolidated profit before tax	445,655	443,921	1,734	0.39
Consolidated gross profit	1,551,144	1,585,576	34,432	2.22	Income tax expenses	94,390	93,860	(530)	(0.56)
Consolidated operating expenses	(1,039,961)	(1,059,358)	19,397	1.87	Consolidated profit after tax	349,531	351,795	2,264	0.65
Consolidated operating profit	511,183	526,218	15,035	2.94	Earnings per share after tax (Unit: NT\$)	3.50	3.19	(0.31)	(8.85)

Note: For detailed financial information, please refer to the Market Observation Post System of the FSC for the Company's annual report
Unit: NT\$ thousand; %

Corporate Governance

GRI 2-23~2-25、2-27

4.2.2 Direct economic value generated and distributed (Unit: NT\$ thousand) GRI201-1

Note		2023	2024
Economic value generated (A)	Consolidated operating revenue	9,428,163	9,816,657
Economic value distributed (B)	Business operating costs	3,263,972	3,419,938
	Employee SALARY AND BENEFITS (salary and bonuses + remuneration)	4,900,606	5,096,127
	Shareholder dividend distribution (cash dividends)	666,836	881,546
	Interest expenditures	211,864	205,280
	Payment of government taxes (income tax + business tax)	359,606	478,899
	Social participation and engagement	3,866	4,199
Economic value retained	(A)-(B)	21,413	(269,332)

Note: For detailed financial information, please refer to the Market Observation Post System of the FSC or the Company's official website for the Company's financial statements.

Unit: NT\$ thousand.

Corporate Governance

GRI 2-23~2-25、2-27

4.3 Risk Management

4.3.1 Risk Management Mechanisms

1.Climate risks

The identification of the Company's sustainability-related climate risks is conducted by the Sustainable Development Department with a greenhouse gas carbon inventory. After the inventory results are compiled and a risk assessment and opportunity-seeking report is submitted to the Sustainable Development Committee for discussion by the committee. The guidelines are submitted to the relevant departments based on the decision of the chairman, and implemented with reference to the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations issued by the Financial Stability Board (FSB).

2.Other risks

To reduce the Company's operational risks, risk management mechanisms are specified in the management regulations of each department according to their specific roles and functional needs, and internal audits are conducted regularly to maintain quality.

4.3.2 Compliance

The Company lists matters announced by the government as criteria for major violations of laws and regulations. There was one major violation of laws and regulations in 2024, one of which was a case of monetary sanctions, and there were no non-monetary sanctions.

Number of violations and amounts paid

Category	Number of payments in 2024(Unit: cases)	Amount paid in 2024(Unit: NT\$)
Penalties in 2024	3	1.546 million

Corporate Governance

GRI 2-23~2-25、 2-27

Detailed description of violations, penalties, and improvement measures

Serial number	Location of occurrence	Laws or regulation violated	Description of violation	Type of disciplinary action	Disciplinary action	Rectification measures
Tai-Jao-Shou-Ti-Bu No. 1130019418A	World Fitness Asia Limited	Personal Data Protection Act	Suspected personal data leakage	Financial sanction	NT\$1.4 million	1. Strengthen existing database encryption functions. 2. Accelerate the introduction of SIEM and EDR information security products. 3. Reorganize and strengthen existing personal data teams.
Fu-Shou-Lao-Dong No. 1130343221	World Fitness Asia Limited (H.K.) Taiwan Branch	Article 32, Paragraph 2 of the Labor Standards Act	Extended labor hours beyond statutory limits	Financial sanction	NT\$50,000	The fine has been paid. Paid leave that employees are entitled to but has not been taken will be settled on the day of salary payment at the latest when contracts are terminated.
Xin-Bei-Fu-Lao-Jian No. 1134651577	World Fitness Asia Limited	Article 38 of the Labor Standards Act	Failure to provide special leave in accordance with regulations	Financial sanction	NT\$96 thousand	Training is strengthened for supervisors who do not pay attention to required issues when scheduling shifts.

Other suspected violations and announcements

Category	Number of suspected violations in 2024 (Unit: cases)	Announced unit
Suspected violations in 2024 (Note)	51	Criminal Investigation Bureau, National Police Agency, Ministry of the Interior

Note: Suspected violations refer to cases that may be caused by fraud or theft.

Corporate Governance

GRI 2-23~2-25、2-27

4.4 Information Security and Customer Privacy GRI 418-1

4.4.1 Information Security Management



Information Security Risk Management Framework

To meet the Company's information security governance needs and practical operations, the Company appointed a dedicated information security supervisor and dedicated information security personnel on September 20, 2024 and established the "Information Security Implementation Team" to oversee the management of information security risks, formulate information security risk management policies, and strengthen information security management. We continue to respond to risk analysis and threat response, and make plans and suggestions to enhance protection capabilities. We also conduct information security risk assessments and audits, and require improvements based on the results. We report the implementation status of the Information Security Operation Regulations every year. The Information Department is also responsible for the procurement and construction of relevant hardware as well as daily maintenance and monitoring operations. The Company's audit unit conducts information security management audits every year and reports the audit results to the Board of Directors on a regular basis.



Information Security Policy

We formulated management policies and goals in accordance with the principles of "confidentiality, integrity, and availability" of the information security management operating procedures, and established the "Information Security Operation Regulations" to ensure the smooth operation of the Company's business, prevent unauthorized access, use, control, leakage, destruction, tampering, destruction, or other infringement of information or information systems, and ensure their confidentiality, integrity, and availability. This policy is formulated as follows for compliance by all employees:

- In response to changes in information security threats, the Company's employees must participate in information security education and training to increase their information security awareness.
- The Company must verify that relevant personnel are familiar with the information security incident reporting mechanism and effectively complete the reporting operations.
- We regularly conduct internal audits to ensure that all related operations are properly implemented.
- We ensure that the Company's online services maintain a certain level of availability.



Describe the actual management plans, and the management resources for investor information security

The implemented management matters and specific management plans for achieving information security policies and objectives are as follows:

- Establish a hardware firewall, web application firewall, intrusion detection, email defense attack system, anti-virus system, DDoS defense mechanism, endpoint equipment anomaly detection and protection system, system log collection and retention, core system multi-factor certification protection, DLP, etc.
- Set up SSL VPN to strengthen information security protection measures.
- Establish cloud backup and backup mechanisms to recover systems as quickly as possible in response to disasters and reduce the interruption time of business operations.
- Strengthen password complexity, require password replacement every three months, and delete accounts not used for more than three months to strengthen identity verification security.
- The Company joined the TWCERT Information Security Alliance and receives information security intelligence from time to time to strengthen information security joint defense and raise employees' information security awareness.
- Regularly perform host vulnerability scans and penetration tests to continuously strengthen the strength of information security protection capabilities.
- Organize social engineering exercises and online information security education to raise the information security awareness of all employees.

Corporate Governance

GRI 2-23~2-25、 2-27

Resources invested in information security management

Information security classification	Item	Implementation results
Cloud/AP/DB security	Added rate limit settings to the cloud app AP to block IP connections that exceed the upper threshold.	Connection restrictions are implemented every 5 seconds to strengthen access restrictions.
Cloud/AP security	Encryption of app & DB's [connection password configuration]	Strengthen the DB security password storage mechanism.
Cloud/AP security	App backend protection mechanism Cataloged account and password for the first line of defense, backend account and password for the second line of defense, and whitelisted IPs for the third line of defense (limited to WG/Ethical Company Network IP).	Strengthen backend access security.
Cloud/DB security	Convert cloud database from MySQL to Cloud SQL	Strengthen DB security
Cloud/online security	AP service whitelist IP access restrictions	Quick inventory of local and cloud whitelists.
Cloud/host/online security	ERP/APP source code scanning/repair	Optimization based on suggestions for revision.
Local/host/online security	Server vulnerability scan/repair & server connection IP access restrictions	Optimization based on suggestions for revision.
Cloud-based/audit record analysis mechanism	a. Cloud hosting resources. We currently appointed a contractor for operations, and the Company has added monitoring and connection records b. Added the ELK analysis for confirming abnormal IPs or suspicious IPs of firewall access domains, and actively blocked suspicious IPs (storage cycle 180 days)	Block abnormal IPs after analysis.

Corporate Governance

GRI 2-23~2-25、2-27

Resources invested in information security management

Information security classification	Item	Implementation results
Local/AP security	ERP AP program changes monitoring	Monitoring of changes.
Local/AP security	Masking members' personal information	Strengthen the protection of member information
Cloud/architecture security	Information security diagnosis and information security testing	Implemented on May 7, 2024
Cloud/architecture security	Implement regular penetration tests.	Implemented on October 23, 2024
Cloud/host/architecture security	Regularly implement vulnerability testing and improvement.	Implemented on December 13, 2024
Cloud/architecture security	Regular disaster simulation exercises.	Implemented three times a year.
Employee training and safety	Information security education and training plans	Implemented twice a year.
Employee training and safety	Email social engineering drills and education and training are conducted to cultivate employees' habits of using email with caution.	Implemented on August 2, 2024
Cloud/architecture security	User operation tracking inquiries	Launched on February 23, 2024
Local/AP security	Multi-factor authentication mechanism in the core operating system	Strengthen login security mechanisms
Cloud/AP security	World Gym app MAS certification	Strengthen app security
Cloud/host/architecture security	SIME platform construction and EDR introduction	Strengthen protection

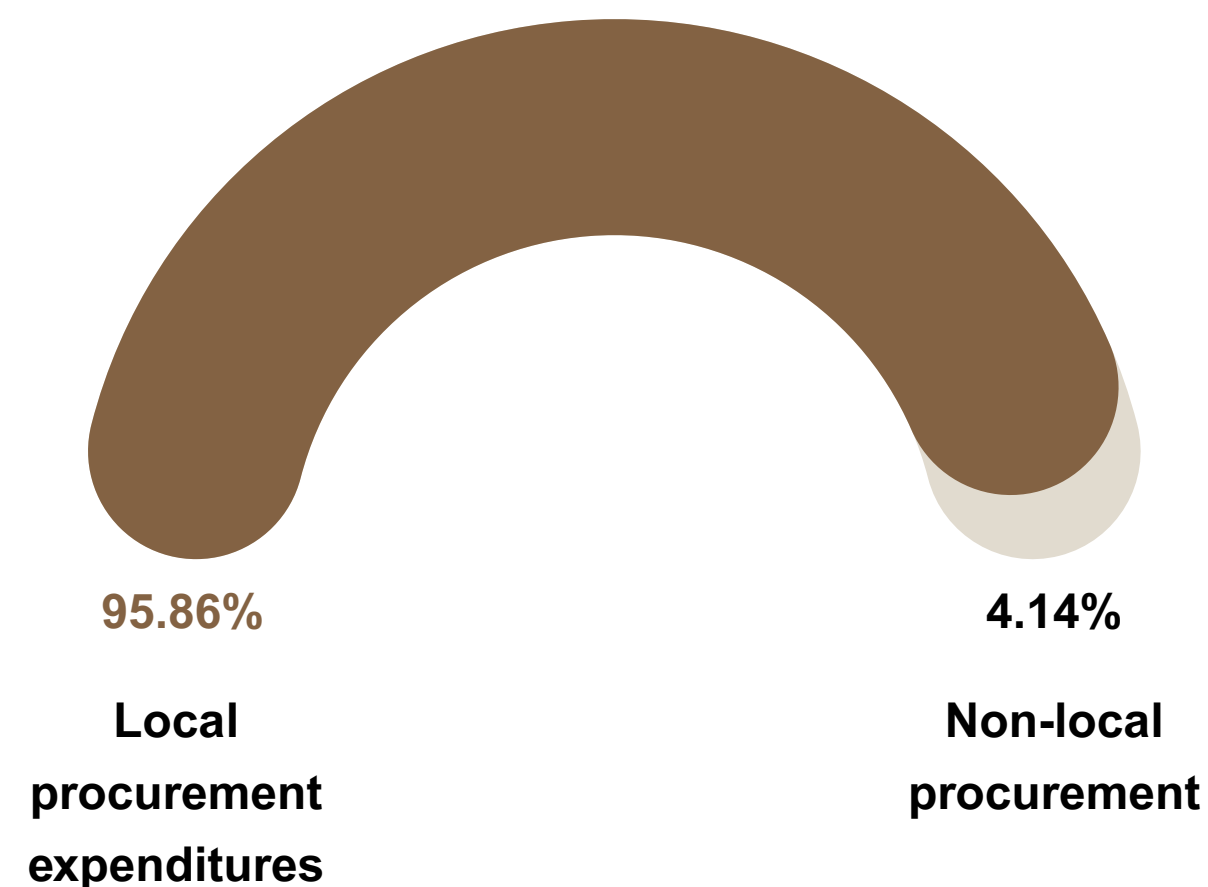
Corporate Governance

GRI 2-23~2-25、2-27

4.5 Supplier Management GRI 2-6, 204-1

As of December 31, 2024, World Gym had products and services provided by more than 900 suppliers. We evaluated 271 suppliers based on transaction intensity and fixed long-term transactions.

Percentage of local procurement expenditures



Supplier identification

Item	Environmental impact assessment	Social impact assessment
Total number of suppliers screened (Note)	271	271
Identify the number of suppliers with (or likely to have) negative impacts	0	0
Number of suppliers that agreed to make improvements	0	0
Number of suppliers with partnerships terminated	0	0

Note 1: Supplier selection criteria are based on 1. transaction intensity and 2. suppliers with fixed long-term transactions.

Note 2: The transaction intensity is based on monthly transaction frequency, including multiple transactions within 30 days.

Note 3: The basis for fixed long-term transactions is long-term or fixed partnership contracts with a term of one year or more, such as newspapers and cleaning.

Social

- 5.1 Human Rights Policy and Commitment
- 5.2 Human resource development
- 5.3 Occupational Health and Safety
- 5.4 Social Relationship Building

Social

GRI 2-25、2-26、2-29、2-30

5.1 Human Rights Policy and Commitment

World Gym supports and references basic human rights principles in the Appendices and complies with the Labor Standards Act and relevant labor laws to establish work rules and human rights-related policies. We also outline clear grievance and punishment mechanisms to protect the basic human rights of all employees and strengthen the diversity, equity and inclusion (DEI) culture. We established the Company's Human Rights Commitment Policy on this basis.

5.1.1 Diversity, Inclusion, and Equality GRI 405-1

We promote equal rights in the workplace, prohibit any form of discrimination, and ensure that job applicants or employees are not restricted by race, class, language, ideals, religion, party affiliation, nationality, place of birth, gender, sexual orientation, age, marital status, appearance, penetration, and physical and mental disabilities. We are committed to creating an equitable and good work environment, upholding the principles of openness and fairness, and establishing a diverse and inclusive workplace environment.

5.1.2 Safety and Health of the Workplace Environment

The Company is committed to creating a safe and healthy work environment, reducing the risk of occupational hazards, protecting the physical and mental health of employees, and improving employees' knowledge, awareness, and literacy in regards to safety and health.

5.1.3 Implement Information Security

The Company has established a complete information security management mechanism for the access, processing, transmission, storage, and security of information of employees, candidates, and customers. We ensure that the collection, processing, and use of personal data comply with laws and regulations, and we control data access to prevent data leakage.

5.1.4 Personal Information Protection

The Company complies with personal data protection laws and regulations, ensures that the collection, processing, and use of personal data comply with laws and regulations, and protects users' rights and interests of their personal data.



Social

GRI 2-25、2-26、2-29、2-30

5.1.5 Sexual harassment and unlawful infringement in the workplace

- 1 Established the "Sexual Harassment Prevention, Grievance and Discipline Regulations".
- 2 Provide secure and confidential complaint communication channels (communication mailbox and hotline) to protect complainants from threats.
- 3 Established a Sexual Harassment Complaint Committee to fairly and impartially assist in clarifying and handling related cases.
- 4 Announce relevant regulations and measures to prevent sexual harassment and violence.
- 5 From January 2024 to December 2024, there were a total of 23 cases of sexual harassment in all branches. All cases were investigated and punishments were imposed in accordance with the handling principles.

5.1.6 Prohibition of forced labor and child labor GRI 408-1

- 1 The Work Rules expressly prohibit the use of child labor.
- 2 Rigorously comply with labor regulations and specify regulations in the Work Rules and related regulations.
- 3 We confirm identity and age upon recruitment, and identity verification is conducted simultaneously when recruits report for duty.



Social

GRI 2-25、2-26、2-29、2-30

5.1.7 Diverse Communication Channels for Promoting Harmonious Labor-Management Relations GRI 406-1, 409-1

- 1 The company complies with the Labor Standards Act and other relevant labor regulations to ensure that employees' rights are legally protected in terms of wages, working hours, safety, and leave. Currently, no labor union has been established, nor have employees initiated the formation of one. However, the company fully recognizes the importance of a sound labor-management communication mechanism in safeguarding employee rights and enhancing the quality of corporate governance. Therefore, diverse and institutionalized channels for communication and grievance reporting have been established, including an anonymous complaint mechanism. Regular labor-management meetings are held once every three months, specifically in March, June, September, and December each year. Extraordinary meetings may also be convened when necessary to ensure employee rights, promote labor-management harmony, improve labor relations, and foster a positive and harmonious workplace environment
- 2 The Company conducts monthly questionnaire surveys on the care of new employees to learn how new employees are adapting to their work and provide timely feedback to the supervisor of the recruitment unit, so that they can provide relevant assistance in a timely manner and serve as a reference for planning relevant measures for new employees in the future.
- 3 The employee turnover questionnaire is provided to learn about employees' reasons for resignation, job satisfaction, and suggestions. The questionnaire provides timely feedback to the supervisor of the employer unit and provides timely reference for relevant assistance measures.
- 4 If an employee of the Company discovers a possibility of infringement of human rights, they can report it anonymously, provide feedback to the Company, or report suspected violations. The Company will initiate corresponding handling procedures. The Company prohibits any act of retaliation against the complainant, whistleblower, or people assisting the investigator.
- 5 There were 36 mediation cases from January 2024 to December 2024.
- 6 There were 28 labor inspections from January 2024 to December 2024. 3 violations were substantiated.

Mediation Item	Number of cases
Salary	24
Severance pay expenses	6
Compensation	3
Others	3
Total	36

Substantiated violations	Number of cases	Response method(NT\$)
Article 38, Paragraph 1 and 4 of the Labor Standards Act	1	Fine of NT\$96,000
Article 32, Paragraph 2 of the Labor Standards Act	1	Fine of NT\$50,000
Article 324-3, Paragraph 1, Subparagraphs 2, 3, and 5 of the Regulations for the Occupational Safety and Health Equipment and Measures and Article 6, Paragraph 2 of the Occupational Safety and Health Act	1	Improvement within three months
Total	3	

Social

GRI 2-25、2-26、2-29、2-30

5.1.8 Human Rights Policy GRI 406-1

Human Rights Policy	Human Rights Policy and Commitment
Highest decision-making unit	Not yet signed
Applicable entities	Stakeholders such as current employees, managers, directors, supervisors, and suppliers
Communication mechanisms	The Company shall use e-mail or telephone in principle, and specify the following matters. Dedicated personnel shall assist in clarifying matters. Name of the whistleblower, unit, name of whistleblower, unit, and incident (e.g., date, time, and process of occurrence) <u>Communication channel</u> Dedicated telephone: 04-36009898Dedicated fax: 04-36000305 Dedicated mailbox: hr@worldgymtaiwan.com, wecare@worldgymtaiwan.com
Mitigation and compensation measures	If the Company's employees, suppliers, or business partners violate this commitment, the violation shall be processed based on the following principles: 1. Employees of the Company who have violated or infringed upon human rights shall be punished appropriately according to the severity of the circumstances in accordance with the Work Rules after investigation. For instance, punishment shall be tracked, evaluated, and monitored to avoid the occurrence of the same incidents. 2. If a supplier engages in infringement or violation of human rights or fails to make improvements after the Company's advice, and the violation is severe, the Company may terminate the contract if necessary. 3. Engage and track the improvement status of investees involved in major human rights incidents, and adjust their trading strategies if necessary.
Policy commitment linkage	None
Implementation status	Number of complaints received as of the end of 2024: 4. Number of complaints closed as of the end of 2024: 4.

Social

GRI 2-25、2-26、2-29、2-30

5.2 Human resource development GRI 2-7, 2-8

5.2.1 Demographics

5.2.1.1 Employee structure GRI 405-1

Classified by gender

Gender	Category	2023	2024
Male	Number of people	3,732	4,155
	Percentage	63.05%	62.30%
Female	Number of people	2,187	2,514
	Percentage	36.95%	37.70%
Total	Number of people	5,919	6,669
	Percentage	100%	100%

2024 total employee statistics (by local and foreign nationalities)

Nationality/region	Taiwanese		Foreign national													
	Taiwan		U.S.A.		China		Hong Kong and Macau		Malaysia		Indonesia		Vietnam		Myanmar	
Category	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
2023	5,905	99.76%	2	0.03%	3	0.05%	6	0.11%	2	0.03%	1	0.02%	0	0.00%	0	0.00%
2024	6,648	99.69%	2	0.03%	8	0.11%	3	0.04%	3	0.04%	1	0.02%	3	0.05%	1	0.02%

2023 Total

Number of People:5,919
Percentage:100%

2024 Total

Number of People:6,669
Percentage:100%

Note: 3 Vietnamese employees and 1 Burmese employee joined World Gym in 2024

Social

GRI 2-25、2-26、2-29、2-30

Total number of employees in 2024 (by local and foreign nationalities)

Gender	Category	2023	2024
Taiwanese	Male	3,725	4,147
	Female	2,180	2,501
	Number of people	5,905	6,648
	Percentage	99.76%	99.69%
Foreign national	Male	7	8
	Female	7	13
	Number of people	14	21
	Percentage	0.24%	0.31%
Total	Number of people	5,919	6,669
	Percentage	100%	100%

Note: The 13 female foreign employees included 10 foreign spouses 3 foreigners (including foreign students); the 8 male foreign employees included 2 foreign spouses and 6 foreigners (including foreign students).

Classified by employment type

Employment type	Gender	Category	2023	2024
Full-time employees	Male	Number of people	3,210	3,446
		Percentage	54.23%	51.67%
	Female	Number of people	1,809	1,984
		Percentage	30.56%	29.75%
Part-time employees	Male	Number of people	522	709
		Percentage	8.82%	10.63%
	Female	Number of people	378	530
		Percentage	6.39%	7.95%
Total	Number of people		5,919	6,669
	Percentage		100%	100%

Social

GRI 2-25、2-26、2-29、2-30

Employment type	Category	2023		Total	2024		Total
		Taiwanese	Foreign national		Taiwanese	Foreign national	
Indefinite contract employees	Male	3,725	7	3,732	4,142	8	3,725
	Female	2,179	7	2,186	2,493	13	2,179
	Number of people	5,904	14	5,918	6,635	21	6,656
	Percentage	99.74%	0.24%	99.98%	99.49%	0.31%	99.80%
Fixed-term contract employees	Male	0	0	0	5	0	5
	Female	1	0	1	8	0	8
	Number of people	1	0	1	13	0	13
	Percentage	0.02%	0.00%	0.02%	0.20%	0.00%	0.20%
Total	Number of people	5,905	14	5,919	6,648	21	6,669
	Percentage	99.76%	0.24%	100%	99.69%	0.31%	100%

Social

GRI 2-25、2-26、2-29、2-30

Employment type	Full-time employees														Subtotal
Nationality	Taiwan		U.S.A.		China		Hong Kong and Macau		Malaysia		Indonesia		Vietnam		
Category	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people
2023	5,009	84.63%	2	0.03%	3	0.05%	3	0.05%	1	0.02%	1	0.02%	0	0.00%	5,019
2024	5,415	81.20%	2	0.03%	7	0.11%	2	0.03%	2	0.03%	1	0.01%	1	0.01%	5,430

Employment type	Part-time employees												Subtotal
Nationality	Taiwan		China		Hong Kong and Macau		Malaysia		Vietnam		Myanmar		
Category	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people
2023	896	15.13%	0	0.00%	3	0.05%	1	0.02%	0	0.00%	0	0.00%	900
2024	1,233	18.50%	1	0.01%	1	0.01%	1	0.01%	2	0.03%	1	0.01%	1,239

2023 Total
Number of People :5,919
Percentage:100%

2024 Total
Number of People :6,669
Percentage:100%

Social

GRI 2-25、2-26、2-29、2-30

By job type

Job Category	Category		2023	2024
Non-management	General employees	Number of people	4,409	5,141
		Percentage	74.49%	77.09%
Management	Supervisors	Number of people	1,504	1,523
		Percentage	25.41%	22.84%
	Senior executives	Number of people	6	5
		Percentage	0.10%	0.07%
合計		Number of people	5,919	6,669
		Percentage	100%	100%

Classified by gender and education level

Education Level	Category	2023	2024
Junior high school or below	Male	65	77
	Female	98	106
	Number of people	163	183
	Percentage	2.75%	2.75%
(Vocational) senior high school	Male	1,015	1,155
	Female	628	717
	Number of people	1,643	1,872
	Percentage	27.76%	28.07%
University (University/college)	Male	2,573	2,849
	Female	1,420	1,640
	Number of people	3,993	4,489
	Percentage	67.46%	67.31%

Education Level	Category	2023	2024
Master's	Male	77	74
	Female	40	49
	Number of people	117	123
	Percentage	1.98%	1.84%
Ph.D.	Male	2	1
	Female	1	1
	Number of people	3	2
	Percentage	0.05%	0.03%
Total	Male	3,732	4,155
	Female	2,187	2,514
	Number of people	5,919	6,669
	Percentage	100%	100%

Social

GRI 2-25、2-26、2-29、2-30

Classified by gender and age

Age	Category	2023	2024	Age	Category	2023	2024
Under 19 (inclusive)	Male	138	199	41-50	Male	232	255
	Female	85	138		Female	198	210
	Number of people	223	337		Number of people	430	465
	Percentage	3.77%	5.05%		Percentage	7.26%	6.97%
20-30	Male	2,091	2,427	Over 51 (inclusive)	Male	107	114
	Female	1,159	1,368		Female	168	197
	Number of people	3,250	3,795		Number of people	275	311
	Percentage	54.91%	56.91%		Percentage	4.65%	4.66%
31-40	Male	1,164	1,160	Total	Male	3,732	4,155
	Female	577	601		Female	2,187	2,514
	Number of people	1,741	1,761		Number of people	5,919	6,669
	Percentage	29.41%	26.41%		Percentage	100%	100%

Classified by diversity indicators

Persons with disabilities

Total number of employees with disabilities in 2024

In 2024, we hired a total of 272 employees with disabilities (153 full-time and 118 part-time), accounting for 4.08% of the total number of employees.

Disability level	Number and percentage	2023	2024
Mild physical or mental disability	Number of people	97	154
	Percentage of all employees	1.64%	1.92%
Moderate physical or mental disability	Number of people	75	92
	Percentage of all employees	1.27%	1.15%
Severe physical or mental disability	Number of people	12	15
	Percentage of all employees	0.20%	0.19%
Extremely severe physical or mental disability	Number of people	1	11
	Percentage of all employees	0.02%	0.14%
Total	Number of people	185	272
	Percentage of all employees	3.13%	4.08%

Social

GRI 2-25、 2-26、 2-29、 2-30

5.2.1.2 Non-employee structure

Non-employee workers at World Gym are contracted cleaning personnel and contractors. In 2023, there were 212 contracted cleaning personnel and 1,157 contractors. There were 227 contracted cleaning personnel and 1,216 contractors in 2024.

Year	2023	2024
Contracted cleaning personnel	212	227
Contractor personnel	1157	1216
Number of People	1369	1443

5.2.2 Structure of new and resigned employees

5.2.2.1 New and resigned employees by gender

1.New hires

In 2024, WorldGym had a total of 5,328 new employees, of which 2,162 were female new employees, accounting for 41% of all new employees, and 3,166 were male new employees, accounting for 59% of all new employees.

Gender		2023	2024
Male	Number of people	2,517	3,166
	Percentage of all employees	62%	59%
Female	Number of people	1,525	2,162
	Percentage of all employees	38%	41%
Total number	Number of people	4,042	5,328
	Percentage of all employees	100%	100%

2.Resignation

In 2024, 4,465 employees resigned at WorldGym, including 1,796 female employees, accounting for 40% of all resigned employees, and 2,669 male employees, accounting for 60% of all resigned employees. The male turnover rate is slightly higher than that of females.

Gender		2023	2024
Male	Number of people	2,280	2,669
	Percentage of all employees	62%	60%
Female	Number of people	1,421	1,796
	Percentage of all employees	38%	40%
Total number	Number of people	3,701	4,465
	Percentage of all employees	100%	100%

Social

GRI 2-25、2-26、2-29、2-30

5.2.2.2 New and resigned employee by age

1.New hires

In 2024, WorldGym had a total of 5,328 new employees, of which 2,162 were female new employees, accounting for 41% of all new employees, and 3,166 were male new employees, accounting for 59% of all new employees. By age groups, there were 4,157 new recruits under the age of 30, accounting for 78%, indicating that World Gym's new recruits tend to be younger.

Age	Under 19		20~30		31~40		41~50		51 and above		Total number	
2023	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
	534	13%	2,616	65%	614	15%	162	4%	116	3%	4,042	100%
2024	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
	1,163	22%	2,994	56%	811	15%	215	4%	145	3%	5,328	100%

2.Resignation

In 2024, there were 4,465 resigned employees at World Gym, of which 1,796 resigned employees were female, accounting for 40% of all resigned employees, and 2,669 resigned employees were male, accounting for 60% of all resigned employees. By age groups, 3,431 resigned employees were under the age of 30, accounting for 77% of all resigned employees. This shows that the resigned employees of World Gym are relatively young.

Age	Under 19		20~30		31~40		41~50		51 and above		Total number	
2023	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
	528	14%	2,468	67%	489	13%	118	3%	98	3%	3,701	100%
2024	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
	840	19%	2,591	58%	758	17%	171	4%	105	2%	4,465	100%

Social

GRI 2-25、2-26、2-29、2-30

5.2.2.3 New and Resigned Employees by Area (Nationality)

1.New hires

Nationality	Taiwan		China		Japan		Indonesia		Hong Kong		Norway		Malaysia	
Category	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
2023	4,020	99.44%	5	0.12%	1	0.02%	2	0.05%	3	0.07%	1	0.02%	6	0.15%
2024	5,292	99.32%	9	0.16%	0	0%	0	0%	4	0.08%	0	0%	8	0.15%

Nationality	Vietnam		Singapore		India		Russia		Myanmar		Macao		Total number	
Category	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
2023	3	0.07%	1	0.02%	0	0%	0	0%	0	0%	0	0%	4,042	100%
2024	6	0.11%	1	0.00%	2	0.04%	1	0.02%	3	0.06%	2	0.04%	5,328	100%

Social

GRI 2-25、2-26、2-29、2-30

2.Resignation

Nationality	Taiwan		China		Japan		Indonesia		Hong Kong		Norway		Malaysia	
Category	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
2023	3,677	99.35%	11	0.11%	1	0.03%	2	0.05%	1	0.03%	3	0.08%	1	0.03%
2024	4,437	99.37%	3	0.07%	0	0%	0	0%	8	0.18%	0	0%	7	0.17%

Nationality	Vietnam		Singapore		India		Russia		Myanmar		Macao		Turkey		Total number	
Category	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
2023	4	0.11%	1	0.03%	0	0%	0	0%	0	0%	0	0%	0	0%	3,701	100%
2024	3	0.07%	0	0.00%	2	0.04%	1	0.02%	2	0.04%	1	0.02%	1	0.02%	4,465	100%

Social

GRI 2-25、 2-26、 2-29、 2-30

5.2.2.4 Percentage of female employees and managers

General employees

Gender		2023	2024
Male	Number of people	2,697	3,132
	Percentage of all employees	61%	61%
Female	Number of people	1,712	2,009
	Percentage of all employees	39%	39%
Total	Number of people	4,409	5,141
	Percentage of all employees	100%	100%

Age		2023	2024
Under 30	Number of people	2,908	3,309
	Percentage of all employees	66%	64%
30~50	Number of people	1,250	1,525
	Percentage of all employees	28%	30%
50 and above	Number of people	251	307
	Percentage of all employees	6%	6%
Total	Number of people	4,409	5,141
	Percentage of all employees	100%	100%

Note: Total number of employees (total males and females); Number of female employees; percentage of female employees.

Social

GRI 2-25、 2-26、 2-29、 2-30

Supervisors

Gender		2023	2024
Male	Number of people	1,035	1,024
	Percentage of all employees	69%	67%
Female	Number of people	475	504
	Percentage of all employees	31%	33%
Total	Number of people	1,510	1,528
	Percentage of all employees	100%	100%

Note: Total number of managers (total males and females); Number of female managers; percentage of female managers.

Age		2023	2024
Under 30	Number of people	565	496
	Percentage of all employees	37%	32%
30~50	Number of people	921	1000
	Percentage of all employees	61%	65%
50 and above	Number of people	24	32
	Percentage of all employees	2%	2%
Total	Number of people	1,510	1,528
	Percentage of all employees	100%	100%

Social

GRI 2-25、 2-26、 2-29、 2-30

5.2.3 Employee remuneration and benefits

5.2.3.1 Proportion of senior management hired from the local community

	2023	2024
Proportion of senior management hired from the local community	83%	80%

Note: The Company's vice presidents are classified as senior management.

5.2.3.3 Ratios of standard entry level wage by gender compared to the minimum wage

Gender	Item	2023	2024
Male	Average standard salary of entry-level employees	53,405	54,298
	Ratio of average standard salary to minimum wage of entry-level employees	2.02	1.98
Female	Average standard salary of entry-level employees	48,667	49,523
	Ratio of average standard salary to minimum wage of entry-level employees	1.84	1.80

5.2.3.2 Annual total compensation ratio

	2023	2024
Ratio of the annual total compensation of the highest-paid individual to the median annual total compensation of other employees	14.75	16.05
Percentage of increase in annual total compensation of the highest-paid individual	0%	0%
Median ratio of the percentage of increase in the average annual total compensation of other employees	0%	0%

Note: A total of 3,915 employees received bonuses over the 2024, and the proportion of non-periodic salary is proportional to the change in total remuneration.

Social

GRI 2-25、2-26、2-29、2-30

5.2.3.4 Ratio of basic salary and remuneration of women to men

Gender	Item	2023	2024
Male	Average standard salary of entry-level employees	53,405	54,298
Female	Average standard salary of entry-level employees	48,667	49,523
Gender pay ratio		91%	91%
Male	Average standard salary of managers	104,388	104,327
Female	Average standard salary of managers	100,772	98,977
Gender pay ratio		97%	95%
Male	Average standard salary of senior executives	643,306	576,004
Female	Average standard salary of senior executives	359,063	350,539
Gender pay ratio		56%	61%

5.2.3.5 Statistics of Applications for Unpaid Parental Leave and Reinstatement

In 2024, there were 404 employees eligible for unpaid parental leave, including 248 males and 156 females. The Company complied with relevant laws and regulations when employees apply for unpaid parental leave. Employees can also apply for reinstatement upon the expiration of their unpaid parental leave period. In 2024, a total of 138 employees applied for parental leave, including 79 women and 59 men. The overall reinstatement rate was about 56% and the overall retention rate was 83%.

Item	Male	Female	Total
Number of employees eligible for parental leave in 2024	248	156	404
Number of employees who applied for parental leave in 2024	59	79	138
Parental leave application rate	24%	51%	34%
Number of employees expected to be reinstated in 2024	41	47	88
Actual number of employees reinstated in 2024	25	24	49
Reinstatement rate after parental leave	61%	51%	56%
Number of employees who applied for parental leave and were reinstated in 2023	11	24	35
Number of employees who applied for reinstatement from unpaid parental leave in 2023 and continued to work for at least 1 year	9	20	29
Retention rate after parental leave	82%	83%	83%

Social

GRI 2-25、2-26、2-29、2-30

5.2.4 Talent cultivation and development

5.2.4.1 Employee Remuneration and Benefits Policy GRI 201-3

All company procedures for determining employees' salaries upon employment, salary adjustment, and promotion are based on the salary structure. The salary difference is mainly based on other factors such as position, seniority, and performance, and does not differ by gender. The Company is committed to creating a high-quality and harmonious work environment, improving employees' work efficiency, helping to maintain the quality of family life, and promoting life balance.

- 1 The Company provides labor insurance and national health insurance in accordance with laws and regulations, and provides employees with insurance benefits in accordance with relevant laws and regulations. Employee benefits for childbirth, injury, illness, disability, old age, and death are transferred to the Bureau of Labor Insurance of the Ministry of Labor and the Central Health Insurance Agency of the Ministry of Health and Welfare in accordance with the Labor Insurance Act and the National Health Insurance Act.
- 2 The Company allocates employee benefits in accordance with the Employee Welfare Fund Act. The Company established the Employee Welfare Committee in accordance with relevant laws and regulations to implement welfare measures such as birthday/national holiday gift vouchers, recreational activities, and employee travel. Employees may also apply for welfare subsidies, such as wedding and funeral celebrations, childbirth subsidies, and emergency relief and subsidies. In addition, we provide employees with group insurance subsidies to provide them with better quality of life and work protection.
- 3 To ensure employee health, the Company regularly arranges health examination for current employees and provide employee health examinations that are superior to regulations. The Company appoints dedicated professional nurses to conduct long-term tracking of employees with abnormal physical conditions and provide services such as health consultation, recommendations for improvement, and prevention plans. The Company also identifies occupational safety hazard factors to reduce employee health risks. The Company encourages employees to keep track of their exercise data through the app, organizes various sports competitions, and assigns fitness trainers to provide physical training. Employees can use the spa pool, sauna, steam room, and other facilities at clubs to relax and relieve work stress. They can also participate in aerobics and flywheel courses to promote physical, mental, and spiritual health.
- 4 The Company upholds the basic concept of "people first" to create a comprehensive online and offline course system. We also established independent training centers across Taiwan to help employees become excellent talents and maintain service quality. In addition to new recruit training, we also provide a comprehensive on-the-job training map to enhance talent capabilities and strengthen corporate competitiveness.

Social

GRI 2-25、2-26、2-29、2-30

5

In view of the long operating hours of the club, the Company provides morning and evening shift attendance allowances to employees in the operations department as compensation for their hard work.

6

According to the "Act of Gender Equality in Employment", all employees of the Company may apply for unpaid parental leave for up to two years before their children reach the age of three. We assist employees in arranging for reinstatement at the end of their unpaid parental leave, so that employees with childcare needs can take care of their family and work. The Company complies with relevant laws and regulations regarding employees' applications for parental leave without pay. Employees may also apply for reinstatement after the expiry of the parental leave without pay. In 2024, a total of 138 employees applied for unpaid parental leave, including 79 women and 59 men. The overall reinstatement rate was about 36%.

7

The Company values the diversity and different cultures of employees, treats foreign and domestic employees equally, and provides friendly work mechanisms and a safe and healthy work environment. To protect the rights and interests of people with disabilities, the Company treats employees with disabilities based on the principle of fairness, provides assistance, and helps them attain independence and development. As of the end of 2024, the Company hired 266 people with disabilities, accounting for 3.99% of all employees. We also continue to recruit middle-aged and older employees to provide them with more job opportunities. As of the end of 2024, the Company employed 423 middle-aged and 66 older employees, which accounted for 7.33% of the total number of employees.

Reward	Description
Security	Labor insurance, occupational accident insurance, national health insurance, pension contribution, group insurance
Healthcare	Annual health examinations, healthcare services, lactation rooms
Family care	Marriage leave allowance, funeral leave allowance, maternity allowance, parental leave
Leave system	Personal leave, sick leave, pregnancy checkup leave, maternity leave, paternity leave, menstrual leave, marital leave, funeral leave, official leave, special leave, etc.
Leisure and entertainment	Spring party, travel subsidies, cultural and recreational subsidies, free club membership, and discounts in contracted stores
Holiday benefits	Chinese New Year gift vouchers, Dragon Boat Festival gift vouchers, Mid-autumn Festival gift vouchers, birthday gift vouchers
Education and training	New employee training, core competency training, professional training, supervisor training, digital platform (spiritual/sales, etc.) courses
Salary account with preferential services	99 interbank transfers per month without handling fees

Social

GRI 2-25、 2-26、 2-29、 2-30

5.2.4.2 Retention Policy

World Gym is committed to creating a happy workplace atmosphere, providing comprehensive workplace welfare measures and remuneration systems, attaching importance to talent cultivation, and providing a transparent and fair promotion system and opportunity. Regardless of the length of employment, we select talents with excellent performance and development potential based on employees' performance and empower the overall positive development of the organization.

1.To create a workplace environment where people can work with peace of mind, we have created a long-service bonus system for the Company's Personnel Retention (Loyalty) Program to commend employees for long-term service. When a fitness instructor has served for 9 months, obtained an international license or three professional licenses, and achieved certain performance criteria, he or she will receive a long-service bonus. In addition, employees who have served for more than 10 years will receive the Ten-Year Contribution Award. Those who have served for more than 15 years will receive the Golden Tiger Award as commendation.

2.Commendation for senior and outstanding employees

- The Company provides bonuses for the Employee of the Month, Best Services, and first and second place business performance bonuses each month.
- Various bonuses and trophies for outstanding quarterly performance are awarded every quarter.
- During the spring party, the Company awarded bonuses and trophies for outstanding annual performance as well as trophies or bonuses for senior employees.

5.2.4.3 Retirement System GRI 201-3

World Gym has established employee retirement support measures in accordance with the "Labor Standards Act" and the "Labor Pension Act". We allocate pension funds to designated accounts each month in accordance with regulations to protect the allocation and payment of employee pension funds. This encourages employees to provide long-term services and make career advancements at the Company. The Company sets aside 6% of the employees' salary to employees' "personal pension accounts" each month in accordance with the Labor Pension Act.

1. Employees may apply for voluntary retirement under any of the following circumstances:

- Where the employee has worked for more than fifteen years and is over fifty-five years old.
- Where the employee has worked for more than twenty-five years.
- Where the employee has worked for more than ten years and is over sixty years old.

2.The Company shall not force an employee to retire unless any of the following situations has occurred:

- Where the employee attains the age of sixty-five.
- Where the employee has a disability that prevents him/her from working.

A business entity may request the central competent authority to adjust the age prescribed in Subparagraph 1 of the preceding paragraph if the specific job entails risk, requires substantial physical strength or otherwise of a special nature; provided, however, that the age shall not be reduced below fifty-five.

Social

GRI 2-25、2-26、2-29、2-30

5.2.4.4 Performance Evaluation System

To ensure the connection between departments and employees' work goals, Hong Kong World Gym enhances and develops employees' capabilities and effectively implements the Company's business strategy through the communication feedback and evaluation process of supervisors and subordinates.

The Company has established performance management and development regulations, and performance evaluations do not differ based on gender. For employees in different departments, we have set strategic goals and performance indicators for each business group and department to complete individual annual goal setting and competency and learning development plans, achieving consensus and output results through two-way communication.

The performance evaluation mechanism is carried out before the end of the probationary period for new employees, while the performance evaluation mechanism is carried out in the middle and end of the year for supporting personnel. The performance targets and development plans are set in the early stages. In the middle and end of the year, the department heads and employees jointly examine the difference in work progress and goals, as well as the gap between behavioral performance and expectations through performance interviews. We provide feedback on achieved goals and formulate performance improvement plans (PIPs) for lagging progress or behavioral functions. Performance evaluation results serve as the basis for employee promotions, reassignment, remuneration management, and incentives. Through regular performance evaluations, we ensure that the core competencies are implemented in the growth of employees, and ensure that employees' goals are aligned with the Company's goals, achieving the goal of growth of both the Company and employees.

5.2.4.5 Talent Nurturing GRI 404-1 ~ 404-3

World Gym firmly believes that outstanding talents are the core of providing excellent services and promoting business development. There are 3 training centers nationwide. We strengthen the professionalism of our employees through a diverse and comprehensive training system.

1.Training for Trainers

In terms of trainers' talent cultivation, we continue to provide a diverse and sound training system, including orientation training and on-the-job professional skills training. Through the various professional courses developed by the training center, and according to different specialties such as weight training, functional training, and stretching relaxation, we will continue to implement changes and innovations, and create a continuous learning mechanism so that talents can meet the expectations of the company, the environment, and individuals at every stage.

Content of training for trainers

- New employee training: To familiarize new coaches with their work processes before they start work, and serve members with professionalism and high quality, we establish a solid foundation for them in 7 days of training for new recruits and professional skills training in academic and technical fields for 8 hours every day.
- On-the-job professional training: The Training Center offers over 80 specialized courses, providing instructors with suitable special courses for continuing education after completing new employee training. The most important courses offered by the World Gym Training Center (AI system testing software, heart rate belt application training, and roller suspension courses) allows coaches to help members exercise more efficiently and safely after training.

Social

GRI 2-25、 2-26、 2-29、 2-30

2024 training results

	Number of sessions	Number of participants	Total training hours	Percentage of male trainees	Percentage of female trainees
New employee training	48	1,134	2,688	68%	32%
Professional skills training	360	6,882	720	60%	40%

Note 1: New employee training calculation method: Each training session lasts 7 days with 8 hours per day
 Note 2: On-the-job training calculation method: Each session lasts 2 hours

2.Business development

The key to our long-term business development has been “product quality and system standardization,” which has empowered our growth. During the business training, participants will learn about system operations, company policies and procedures, etc. They will also share their experience with on-site supervisors to learn about situations and response methods or management skills they will need at work, and pass on their experiences.

Content of business training

- New employee training: We warmly welcome new employees. The goal is to help new employees understand the Company and integrate into the Company's culture through unified training. The courses provide comprehensive training, including sales processes, customer service, and system operations, to ensure that they quickly adapt and participate in the Company's operations, and have a clear understanding of the Company's structure and business operations.
- On-the-job training for business personnel: Providing continuous learning and growth for sales specialists is crucial to personal development and the success of the Company. We provide a variety of on-the-job training courses (qualification training, professional skills training, and on-site elective courses) to fully support employees in terms of work efficiency, business capabilities, and mental capacity enhancement. Through these training programs, employees are encouraged to participate in the Company's various plans and operating guidelines, while applying what they learned in their work to contribute to the Company's development and social advancement.
- Supervisor training in each stage: Continuing education courses are provided to managers at all levels, including club managers, deputy managers, and weekend managers. These courses cover the functions required by managers at all levels, aiming to ensure that they can keep pace with the Company and duplicate successful experiences to realize the Company's overall goals. We also expect them to promote corporate responsibility and social inclusion, incorporating environmental, social, and governance issues into their management scope, and align them with the corporate purpose of pursuing continuous improvement and promoting the benefits of health and fitness.

Social

GRI 2-25、2-26、2-29、2-30

2024 Business Training Results

	Sales specialists						Management promotion training			Annual training courses for managers at all levels			
	New employee training		Qualified (Tier 1 online course)	Professional (Tier 2 in- person courses)	Annual training courses (registratio n required)	Onsite training course (registratio n required)	ST (superviso r trainee)	WGM (weekend manager)	AGM (assistant general manager of the club)	ST (superviso r trainee)	WGM (weekend manager)	AGM (assistant general manager of the club)	GM (general manager of the club)
	All stores in Taiwan	New store (pre-sale)											
Training sessions	34	13	24	46	4	5	2	2	4	3	6	6	2
Total number of people trained	406	216	340	362	67	37	12	20	26	29	258	178	218
Male	229	136	188	214	42	21	10	14	17	17	162	104	145
Female	177	80	152	148	25	16	2	6	9	12	96	74	73
Course training hours (hrs/person)	24hrs/ person	32hrs/ person	1.5hrs/ person	2hrs/ person	2hrs/ person	1.5hrs/ person	4 hrs/ person	4 hrs/ person	4 hrs/ person	2.5hrs/ person	2.5hrs/ person	2.5hrs/ person	5hrs/ person

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GRI 2-25、2-26、2-29、2-30

3.Online learning platform

In 2024, our online learning platform provided 362 online courses with a total of 4,664 participants. Employees can arrange learning according to their time and place, increasing the flexibility of learning. We allocate different training courses based on the job type to meet the specific needs of each position and improve the precision and effectiveness of learning. The online learning platform provides a diverse range of topics and core courses to ensure that all employees have the basic business knowledge and skills. The course contents include text, video, and graphics to enhance the fun and effectiveness of learning.

Diverse job course planning

- Customer service specialists

Training planning: 23 online courses lasting 1 hour in each course with a total of 23 hours.

The operation supervisor takes 1 to 2 hours of practical exercises for the customer service in a three-month online course. After completing all online courses, they can participate in the online probation evaluation, and apply for a salary adjustment after passing the probation period.

- Customer Service Director

Training planning: 63 online courses lasting 1 hour in each course with a total of 63 hours over a period of 3 months

- Operations Manager

Training planning: 63 online courses lasting 1 hour in each course with a total of 63 hours.

- Cleaner

Training planning: There are five parts of the online platform course, totaling 42 videos. Each video is 5 to 10 minutes long. New and current employees can view the courses online. New employees must complete all courses within three months.

Training hours for each department (by department and gender)

Average hours of online training from January to December 2024 (Unit: hours)

Classification	Gender	Number of people	Total training hours	Average hours
Business Department	Male	514	87,796	171
	Female	375	46,090	123
Sports Department	Male	1,613	276,008	171
	Female	708	102,484	145
Operations Department	Male	409	29,334	72
	Female	406	40,845	101
Total		4,025	582,517	145

Training hours at each level (by position and gender)

Average hours of online training from January to December 2024 (Unit: hours)

Classification	Gender	Number of people	Total training hours	Average hours
General Employees	Male	2,190	260,232	119
	Female	1,287	132,534	103
Mid-level Managers	Male	262	107,342	410
	Female	123	32,826	267
Senior Executives	Male	84	25,525	304
	Female	79	24,059	305
Total		4,025	582,518	145

Social

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5.2.4.6 Career Development

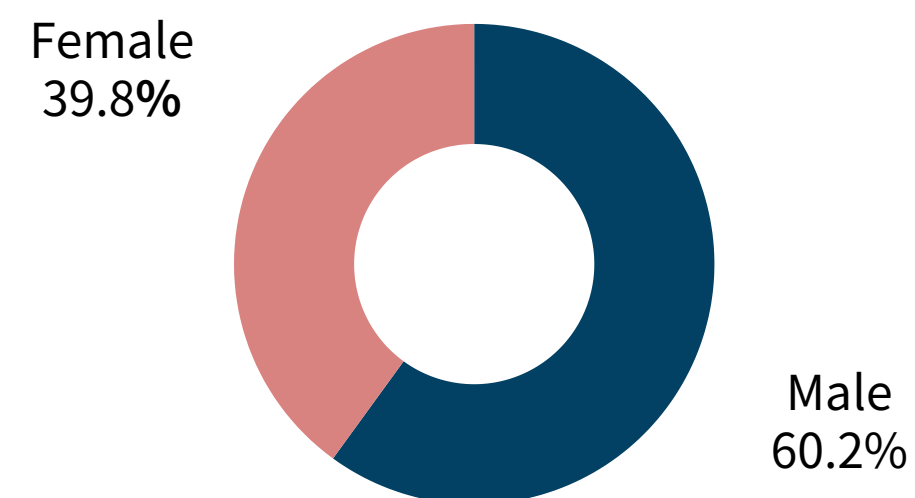
Number of employees promoted to senior managers from January to December 2024

Male	59
Female	39
Total	98

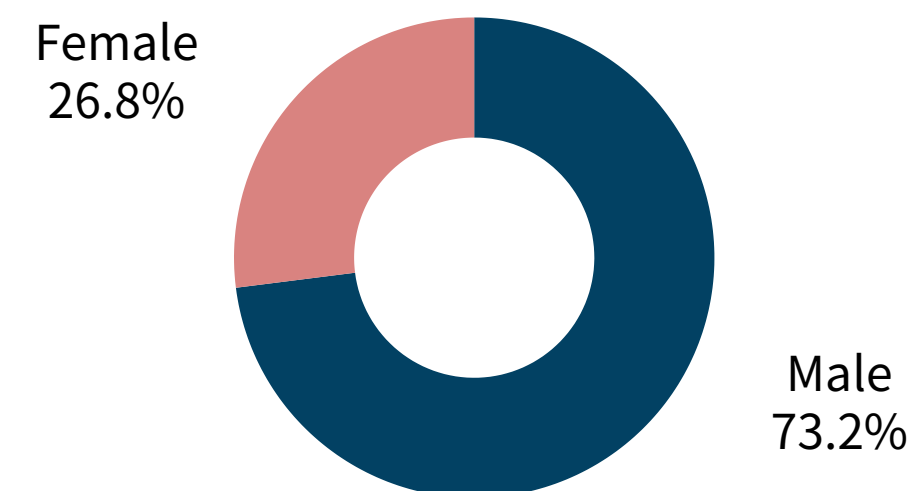
Number of employees promoted to mid-level managers from January to December 2024

Male	123
Female	45
Total	168

The gender ratio of those promoted to senior management positions in 2024



The gender ratio of those promoted to mid-level managers in 2024



Social

GRI 2-25、2-26、2-29、2-30



5.3 Occupational Health and Safety GRI 401-1 ~ 401-3, 403-3 ~ 403-10

To protect the safety and health of employees and members and prevent occupational hazards, we have formulated a variety of plans and guidelines, and strictly require compliance by all employees. The plan includes:

- Occupational Health and Safety Management Plan
- Safety and Health Work Rules
- Health Management Plan
- Infectious Disease Prevention Plan
- Workplace Unlawful Infringement Prevention Plan
- Abnormal Workload-triggered Diseases Management Pla
- Maternal Workplace Health Protection Plan
- Safety and Health Plan for Middle-Aged and Elderly Workers
- Human-factor Hazard Prevention Plan
- Emergency Response Plan
- Regulations for Handling and Investigating Occupational Disasters
- Working Environment Monitoring Plan
- Audit Management Plan
- Contract Management Regulations
- Hazardous Communication Plan
- Automatic Inspection Plan
- Indoor Air Quality Maintenance and Management Plan

5.3.1 Occupational Health and Safety Committee

The Occupational Health and Safety Committee of World Gym consists of 11 members and is chaired by the President. The committee is composed of occupational health and safety personnel, department heads, medical personnel of labor health services, and labor representatives. The committee is composed of 3 officers and 1 executive secretary who assist in implementing resolutions. The Occupational Health and Safety Committee convenes 4 meetings each year (once every quarter) to coordinate and recommend occupational health and safety-related matters, and discuss proposals for occupational health and safety and health proposed by each unit.

The Occupational Health and Safety Committee met 4 times in 2024.

The main issues in each quarter were as follows:

- Review safety and health proposals and contractor-related business safety and health management matters.
- Analysis of the investigation results of occupational accidents and classification of accidents.
- Analysis of annual physical examination results.
- Review the implementation plan for safety and health education and training.



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GRI 2-25、 2-26、 2-29、 2-30

5.3.2 Occupational Accident Statistics

5.3.2.1 Incident statistics by category

The main cause of occupational injuries in 2024 was traffic accidents and accidents during employees' commutes. There were 49 commuting accidents and 16 business execution accidents, totaling 65 cases.

Type of incident	Traffic accidents	Falling	Object falling	Falling, rolling	Clamping or rolling	Cuts, slicing, and abrasions	Contact with hazardous matter	Inappropriate actions	Total number of cases
Number of cases	49	5	3	3	2	1	1	1	65

5.3.2.2 Injury statistics

This year, occupational accidents caused 63 casualties and 2 severe injury (for more than 6 months of leave). There were no fatalities. There were no occupational accidents such as occupational diseases or accidents involving contractors this year.

	Commute		Business travel		Inside company venues		Total
	Male	Female	Male	Female	Male	Female	
Death	0	0	0	0	0	0	0
Severe injury (6 months or more of leave)	0	0	1	0	0	1	2
Common injuries	27	17	1	3	8	7	63
Total	27	17	2	3	8	8	65

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5.3.2.3 Disabling injury frequency rate/disabling injury severity rate

Disabling frequency rate

Gender	Disabling frequency rate (Note)
Male	3.64
Female	2.75
Total	6.39

Note: Total number of disabling injuries per million working hours, disabling injury frequency = number of disabling injuries ÷ total working hours × 1,000,000.

Disabling injury severity rate

Gender	Disabling injury severity rate (Note)
Male	65
Female	41
Total	138

Note: Number of days lost due to disabling injuries per million working hours, disabling injury severity rate = total work days lost ÷ total working hours × 1,000,000.

5.3.2.4 Absence/loss rate

Year	Gender	Number of sick days	Number of personal leave days	Number of work-related injury leave days (Note2)	Number of employees on occupational injury leave	Total work hours	Total work days	Disabling Injury Frequency Rate (Note1) *1,000,000
2023	Male	6,027.38	6,786.25	132.88	6	7,241,172	248	0.82859517
	Female	4,790.63	4,543.38	7	5	4,004,279	248	1.248664379
	Total	10,818.01	11,329.63	139.88	11	11,245,450	496	0.97817336
2024	Male	6,108.13	7,164.75	1,045.5	34	27,332,190	250	1.243954473
	Female	5,640.5	5,600.63	821.25	27	4,307,302	250	6.268425107
	Total	11,748.63	12,765.38	1,866.75	61	31,639,492	500	1.927970272

Note1: Disabling Injury Frequency Rate (DIFR) = (Total Lost Workdays Due to Disabling Injuries / Total Hours Worked) × 1,000,000

Note2: The calculation method for the number of days of occupational injury leave has been changed.

The 2024 occupational injury leave data now includes confirmed occupational injury information.

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5.3.3 Health Care

We appoint dedicated occupational health nurses to provide services such as health consultation, health improvement suggestions, and disease prevention plans.

- Maternal health interviews: Care for pregnant or postpartum mothers.

16 people participated in interviews in 2024.

- Reinstatement evaluation interviews: The Company inquires about the recovery progress of employees who have taken 1 month or more of occupational accident leave and provides appropriate follow-up medical advice.

In 2024, there were 5 female and 12 male participants, totaling 17 participants.

- Health care: After employees use supplies from the first-aid kit, dedicated personnel follow up on the status of their recovery, health consultation, and abnormal health examination tracking.

In 2024, there were 52 female and 79 male participants, with a total of 131 participants.

- Employee physical examination in 2024: Provided subsidies in 4,550 cases, with 3,884 actual participants and an overall inspection rate of 85%.
- Assisted and arranged influenza vaccination and COVID-19 vaccination (JN.1) for 68 people and COVID-19 vaccination (JN.1) for 18 people, totaling 86 people.

5.4 Social Relationship Building

5.4.1 Participation in Associations

World Gym firmly believes that as a leading brand in Taiwan's fitness industry, we have the responsibility to jointly promote industry development with stakeholders from all sectors, and ensure that our business operations comply with international standards and local regulations. By actively participating in key business and professional associations, we keep abreast of market trends and the latest trends and fulfill our corporate citizenship responsibilities with real contributions.

5.4.1.1 Industry Development and Leadership

As a leader in the fitness industry, World Gym actively participates in the operations of gym associations. We are a member and we directly participate in the formulation, establishment, and promotion of industry policies by serving as a managing director in the associations, contributing to the sound development of the overall industry and protecting consumer rights.

Association Name	Position	Name
New Taipei City Gym Association	Managing Director	John Edward Caraccio
Taichung City Gym Association	Managing Director	John Edward Caraccio

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GRI 2-25、 2-26、 2-29、 2-30

5.4.1.2 Business community and international connections

As a listed company originating in the United States and building lasting presence in Taiwan, we actively participate in important business associations to ensure that our business strategy is aligned with international and local development. This helps us understand the macroeconomic and policy environment, and provides an international perspective for the healthy development of the fitness industry.

Association Name	Position	Name
AmCham Taiwan	Members	John Edward Caraccio
AmCham Taichung	Members	John Edward Caraccio

5.4.1.3 Protection of Intellectual Property Rights and Legal Operations

World Gym has always regarded legal compliance as the cornerstone of corporate operations. We firmly protect intellectual property rights and cooperate with professional copyright associations to ensure that all service processes comply with legal regulations and contribute to the development of creators and cultural industries.

Association Name	Position	Name
MÜST Music Copyright Society of Chinese Taipei	Members	John Edward Caraccio

Legal authorization items

Association Name	Authorized Items
Association of Recording Copyright Owners of Taiwan (ARCO)	Legal video streaming rights at World Gym stores



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GRI 2-25、 2-26、 2-29、 2-30

5.4.2 Community participation

World Gym upholds its corporate social responsibility and actively invests in charity and sustainable development. In April 2024, after the Hualien earthquake, the "Charity Aerobics Course" was launched and income on courses were donated to assist in the reconstruction of the disaster-struck area. In December, we organized the "Thanksgiving Month" charity sale to support 6 social welfare organizations, covering support for people with disabilities and care for the disadvantaged. In addition, we have sponsored the Taichung American Chamber of Commerce Charity Dinner for 11 consecutive years to help social welfare organizations.

Charity Events in 2024

- 1

Donated to 3 social welfare organizations in the 2023 Christmas charity donation ceremony, including the Warm Breeze Caring Society, Childhood Cancer Foundation of the Republic of China, and the Mustard Seed Mission
- 2

Donations to Hualien County Government for the April 3 Hualien earthquake
- 3

Councilor Lo Wen-Chung - Sponsorship of the 2024 Summer Cup 3-on-3 Basketball Tournament
- 4

Donation and sponsorship for KPMG 2024 Charity Market [Hold Hands and Do Charity Together]
- 5

Hualien County Elderly and Family Care Association—2024 Run Together with Taiwan - Hualien Event Sponsorship
- 6

Donated to the Taiwan Fund for Children and Families, Eden Social Welfare Foundation, and Hondao Senior Citizen's Welfare Foundation at the IMEA Charity Music Dinner
- 7

Taichung City Special Education School volunteer support for the "I am A Hero Games"
- 8

We donated to 6 social welfare organizations in the 2024 Thanksgiving Month, including New Taipei City Light Children Association, Taiwan Autistic Family Supporting Association, Tabitha Care Association in Hualien County, Harmony Home Foundation Taiwan, United Way of Taiwan, and Chang Show Jyu Social Welfare Foundation in Taichung City.

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GRI 2-25、 2-26、 2-29、 2-30

Since 2018, the Company has promoted the “Renew the Used” equipment replacement project, and donated replacement equipment to military police units and sports teams. We received the 2024 PwC Sustainability Impact Award in recognition of our efforts in achieving sustainable development goals.

Equipment donations in 2024

- 1 1st Telecommunications Investigation Corps, Criminal Investigation Bureau, National Police Agency, Ministry of the Interior
- 2 2nd Telecommunications Investigation Corps, Criminal Investigation Bureau, National Police Agency, Ministry of the Interior
- 3 Xiulang Village Office, Yonghe District, New Taipei City
- 4 7th Brigade, Fire Department, New Taipei City Government
- 5 Minsheng Village Office, Yonghe District, New Taipei City
- 6 7th Brigade Headquarters, Fire Department, New Taipei City Government
- 7 Mortuary Service Administration Division, New Taipei City Government

Co-organized the “I am A Hero Games” with Taiwan Sunshine Association

The "I am A Hero" sports event is organized for children with special needs for them to participate in sports activities, such as the 50m or 100m dash, baseball throwing, standing long jump, and archery.

This is an event designed specifically for children with special needs. It encourages them to challenge themselves, experience the fun of exercise, learn about sportsmanship, win a medal for themselves, and recognize their abilities.

	Employees (Male)	Employees (Female)	Family members
Number of participants in the first half of the year	12 people	30 people	7 people
Number of participants in the second half of the year	17 people	37 people	0 people



Happy Workplace

6.1 Climate Change

6.2 Energy and GHG

Emission Management



06

Happy Workplace

GRI 302-1、302-3 303-5、305-1、305-2 305-

6.1 Climate Change

In recent years, climate change has caused severe changes in the environment, resulting in extreme climate phenomena, which has created fluctuations in the global supply of raw materials. In recent years, the Company has actively promoted a scientific management model and used automated detection methods to monitor the environment of fitness centers. In addition to reducing operating costs, it also reduces energy consumption, reduces carbon emissions, and improves energy utilization efficiency. Its most important contribution is helping support environmental protection for the world. We care for the environment and dedicate ourselves to every stakeholder to jointly create a healthier and more sustainable healthy environment and express our commitment to social responsibility through actions.

The main business items of World Gym are to provide members with fitness venues, equipment, and professional fitness training courses. The environmental pollution caused by operations is minimal. However, the Company still actively formulates environmental management strategies to reduce the impact of operations on the environment and improve resource utilization efficiency.

6.2 Energy and GHG Emission Management

Electricity, water, and natural gas are the most common types of energy and resources used in the Company's operations. Starting in 2022, the Company began planning a digital energy management model, which was initially implemented in 2023. The implementation progress in 2024 has reached 86%, with an overall completion rate of 41%. The Company has set the standards for all venues with the aim of maximizing resource utilization efficiency and reducing carbon footprint while reducing operating costs.

6.2.1 Energy and Water Resource Management

During the overall operating period in 2024, energy consumption in descending order of intensity were purchased electricity, water resources, natural gas, barrels of gas, and diesel.

Risk/ Event Opportunity	Description	Likelihood of Occurrence	Impact		Plan
			Operational	Financial	
Extreme Weather	Short-term Risk: Major typhoons, floods, or storms may damage facility equipment and disrupt operations.	Medium	High	High	Establish comprehensive risk assessment and contingency plans, strengthen facility disaster resilience, and consider appropriate insurance coverage to mitigate potential losses.
High Temperature and Air Pollution	Medium-term Risk: Hot weather and air pollution may reduce members' willingness to participate in fitness activities.	High	Low	Medium	Provide diverse, high-quality indoor facilities to encourage exercise while avoiding outdoor air pollution.
Natural Resource Shortage	Long-term Risk: Increasing difficulty in obtaining and using energy and water resources may raise overall operating costs.	Medium	High	High	Plan for the replacement of high-efficiency equipment, implement water recycling and waste heat recovery systems, and enhance resource efficiency.
Adaptive Fitness Facilities	Short-term Opportunity: Changing exercise preferences may alter the demand for fitness venues.	Medium	High	High	The Company is committed to providing safe, stable, diverse, and high-quality indoor facilities to meet the public's and customers' needs for health and safety.
Digitalization and Remote Training	Medium-term Opportunity: Potential transportation or mobility limitations may increase demand for remote exercise options.	Medium	High	Medium	Promote online fitness classes and training programs to allow members to receive professional guidance without being restricted by location.
Growing Awareness of Healthy Living and Environmental Protection	Long-term Opportunity: Rising public awareness of health and sustainability.	Medium	Medium	Low	Encourage members to reduce the use of disposable containers and promote the adoption of low-carbon modes of transportation.

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Energy usage, intensity, and consumption in 2024

Disclosure period	2024.01/01~12/31		
Year	2023	2024	Unit
Energy consumption			
Electricity	127,985,337	132,466,607	kWh
	460747.213	476879.785	Gigajoule (GJ)
Natural gas	6,679,255	6,844,301	Cubic meters
	251,139.99	257,345.70	Gigajoule (GJ)
LPG cylinders	75,372.5	87,796.5	kg
	3806.62	4434.08	Gigajoule (GJ)
Diesel	249,107	279,232	Liter
	8,761.09	9,820.57	Gigajoule (GJ)
Total energy consumption	724,454.913	748,480.135	Gigajoule (GJ)
Consolidated revenue	9,428,163	9,816,657	NT\$ thousand
Energy intensity	0.07683945	0.07624593	Gigajoules (GJ) / NT\$ thousand



Note 1: Some venues do not have direct contracts with Taiwan Power Company, and their energy consumption is estimated based on electricity bills.

Note 2: Source of information: The information is based on information announced in the Ministry of Environment's 2023 GHG Emission Factor Management Table Version 6.0.4. We have used the latest coefficient announced by the Ministry of Environment on February 5, 2024 for the 2025 Sustainability Report.

Note 3: Energy intensity = Total energy consumption (GJ)/consolidated revenue (NT\$ thousand)

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Greenhouse gas emissions in 2023/2024 Scope 1 emissions

Year		2023	2024
Natural gas	Tons CO2e	17,566.44	18,000.51
LPG cylinders	Tons CO2e	302.83	194.03
Diesel	Tons CO2e	819.56	918.67
Refrigerant	Tons CO2e	No relevant data	Statistical compilation in progress
Septic tank	Tons CO2e	2,162.33	2,351.22
Scope 1	Tons CO2e	20,851.16	21,464.43

Note 1: The information is based on information announced in the Ministry of Environment's 2023 GHG Emission Factor Management Table Version 6.0.4. We have used the latest coefficient announced by the Ministry of Environment on February 5, 2024 for the 2025 Sustainability Report.

Note 2: The natural gas emission coefficient is calculated based on the Ministry of Environment's Carbon Footprint Information Platform, which is 2.63kg CO2e/cubic meter (m3).

Note 3: The emission coefficient of LPG cylinders is based on the Ministry of Environment's Carbon Footprint Information Platform, and calculated as on 2.21kg CO2e/L. Each kg = 1.818 liters.

Note 4: The diesel emission coefficient is calculated based on the Ministry of Environment's Carbon Footprint Information Platform, which is 3.29kg CO2e/L.

Note 5: Statistics on the use of refrigerant are still being compiled.

Note 6: Calculation for septic tanks (A+B = total weight in tonsCO2e):

Formula A: Total number of users (total visits by users per year) X CH4 Emissions coefficient (0.0000015938 metric tons CH4) X 1 hour (hours of exercise) X CH4 GWP value (27.9).

Formula B: Number of workers (the estimated number of workers as of December) X CH4 Emissions coefficient (0.0000015938 metric tons of CH4) X 365 days (one additional day in the leap year 2024) X 9 hours (work hours) X CH4 GWP value (27.9).

Scope 2 Emissions in 2023/2024

	Unit	2023	2024
Electricity	Cubic meters	127,985,337	132,466,607
Scope 2	Tons CO2e	60,665.05	62,789.17

Note 1: The electricity carbon emission factor is calculated based on the 2024 electricity carbon emission factor of 0.474kg CO2e/kWh announced by the Ministry of Economic Affairs.

Note 2: 31 branch stores do not have direct contracts with Taiwan Power Company, and their energy consumption is estimated based on electricity bills.

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GHG emission intensity in 2023/2024

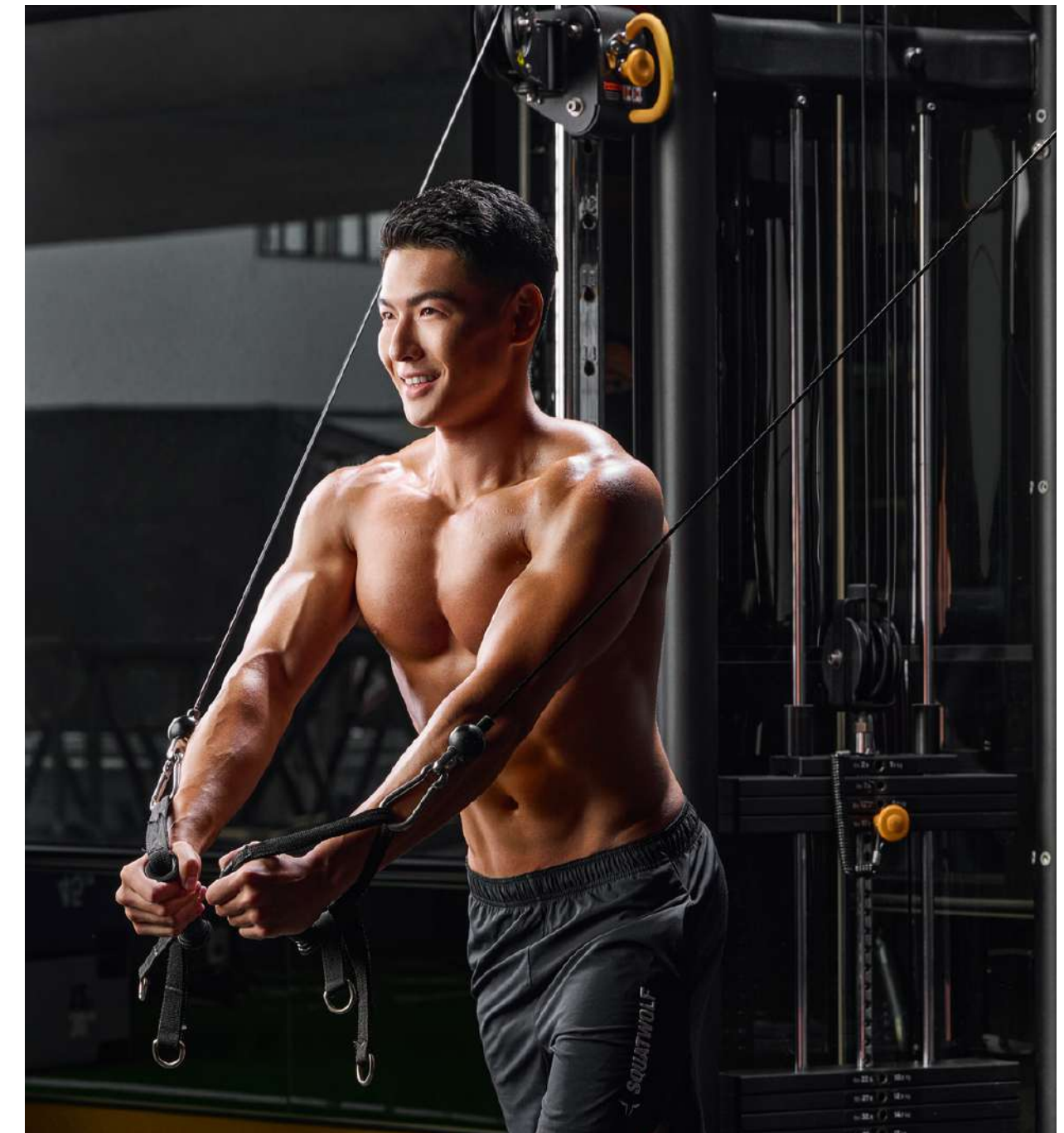
	Unit	2023	2024
Scopes 1 and 2 carbon emissions	Tons CO2e	81,516.21	8,425.36
Consolidated revenue	NT\$ thousand	9,428,163	9,816,657
Emissions intensity	Metric tons CO2e / NT\$ thousand	0.0086	0.0086

Note: Emissions intensity = Scope 1 and Scope 2 emissions (metric tonsCO2e)/consolidated revenue (NT\$ thousand)

6.2.2 Energy conservation measures

6.2.2.1

Based on the experience in 2023, we hired professional ESCO consultants in 2024 to manage major power-consuming equipment based on the results of the carbon inventories, and implemented an automated control energy-saving system: Each branch is divided by region and has automatic air quality monitors in each region. We connect all layers of outdoor air conditioners and exhaust units using IoT technology. When the monitor detects a high concentration of carbon dioxide in the store, the outdoor air-conditioning box is activated to bring fresh air into the store. At the same time, the exhaust machine is activated to discharge air with high concentration of carbon dioxide outdoors. This enhances ventilation to reduce the concentration of carbon dioxide and bacteria, and maintains indoor air quality. The system also monitors power data and takes appropriate measures if abnormal usage is discovered. Dedicated personnel analyze the data provided by the system and sensors to ensure that energy conservation goals are achieved.



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6.2.2.2

Equipment replacement: We replace old equipment to reduce power consumption during use. For example: We replaced T5 light tubes with LED tube lights and replaced regular frequency chillers with variable frequency chillers.

6.2.2.3

Equipment configuration adjustments and regular maintenance: Adjust the temperature settings of the chiller and fan during seasonal changes, and introduce outdoor cool air in winter to reduce the load on the chiller. In addition, we implement regular equipment maintenance to maintain equipment in good condition and reduce the failure rate, thereby reducing inefficient energy consumption and achieving energy conservation.

6.2.2.4

Regular inspection of the contract capacity: World Gym uses more electricity than general service industries. It is therefore necessary to sign a capacity contract with Taipower. We analyze the electricity consumption of all branches every month to assess whether the contracted capacity is suitable for the actual electricity consumption. After consulting Taipower and electrical engineering consultants, we calculate the suitable contracted capacity and make adjustments to save energy and reduce electricity bills.

6.2.2.5

Increase power conservation awareness: We increase electricity conservation awareness among employees, such as turning off the lights when leaving the office and turning off personal computers when they are not in use.

6.2.3 Water Resource Management

Toilets, shower facilities, spa pools, and swimming pools that we provide require a large amount of water. We are fully aware of the importance of effective management and protection of this precious resource. Due to the impact of climate change, water supply in Taiwan has become unstable and water shortages have become more frequent. We implement a variety of measures as we commit ourselves to becoming a model for water resource management in the fitness industry. We provide members with high-quality health experiences and actively contribute to the community and the environment.

Water consumption

	Unit	2023	2024
Total water consumption	Tons (t)	2,697,880.1562	2,802,592.3719
Consolidated revenue	NT\$ thousand	9,428,163	9,816,657
Water productivity intensity*	Tons / NT\$ thousand	0.28615	0.28549

Note: Water intensity = total water consumption (metric tons)/consolidated revenue (NT\$ thousand)

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6.2.4 Water Conservation Measures

1

Installation of water-saving equipment: We installed low-flow sprinklers and dual-flush toilets in the shower and restrooms. These devices not only effectively reduce water resource waste, but also provide members with a comfortable bathroom experience.

2

Gradual introduction of digital water meters: We install smart water meters at branches to digitize and analyze water consumption data, identify abnormal water consumption patterns, and subsequently report and process them to reduce waste of water resources. We also conduct regular water resource audits to identify opportunities for additional water conservation.

3

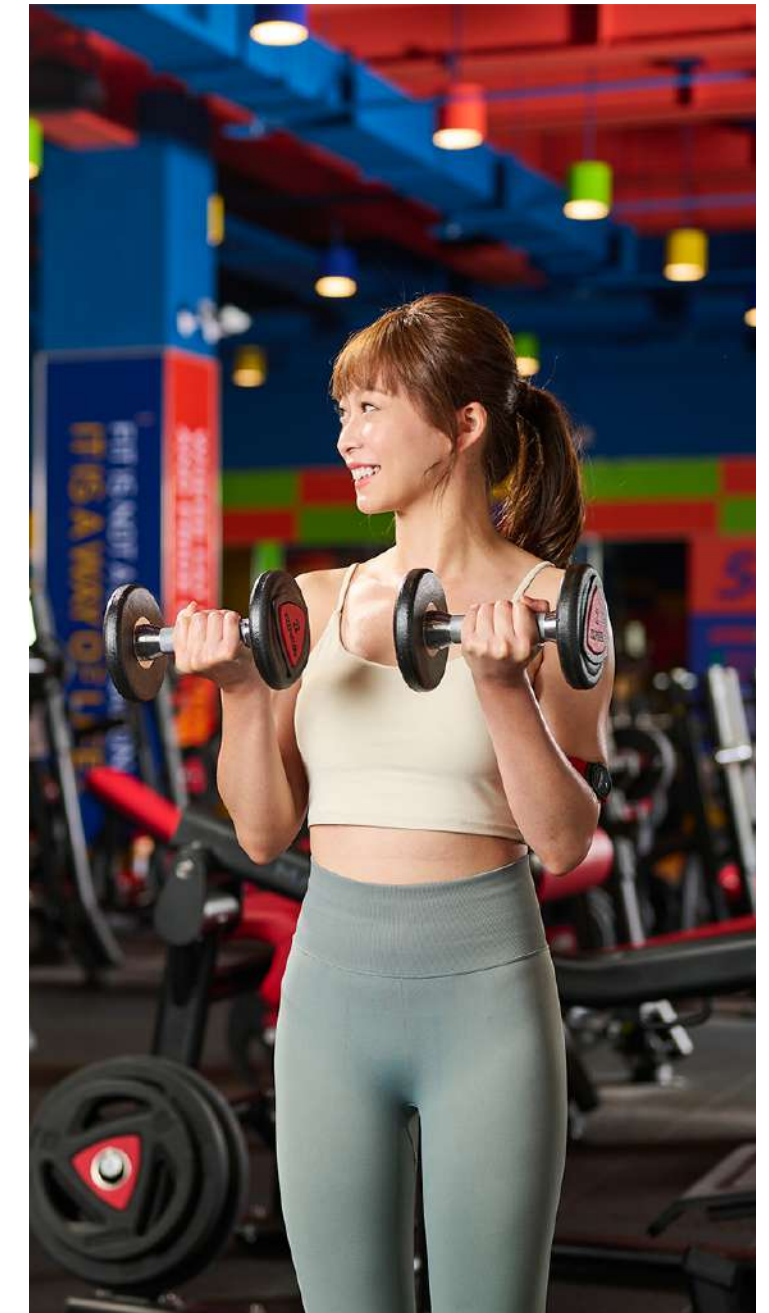
Regular maintenance of water equipment: We implement regular maintenance of all water equipment to maintain equipment in good condition to reduce the failure rate, thereby reducing water resource consumption and achieving water conservation. Examples include conducting inspections and maintenance of the pipeline systems, identifying and fixing leakage issues in a timely manner, and minimizing unnecessary losses of water resources.

4

Multiple filtration and disinfection: The water used in our swimming pools and spa ponds is filtered and disinfected in several processes. We send personnel and testing institutions to collect water samples regularly for inspection to ensure water quality is safe and clean while achieving water conservation.

5

Water conservation awareness campaigns: We promote the importance of water conservation to employees and members through a variety of channels, such as posting water conservation slogans in the venues, and encouraging them to develop water conservation habits in daily life.



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6.2.5 Waste management



Our waste management strategy is based on the principles of "reduction, recycling, and harmlessness" to minimize waste generation, improve resource utilization efficiency, and minimize the impact on the environment.

First, in terms of reduction, we start from the source and actively take measures to reduce waste. We have reduced the use of disposable supplies, encouraged members to bring their own water bottles and towels, and provided reusable supplies in the facilities. In office areas, we have implemented paperless office work, which significantly reduces the use of paper. We have also introduced a brand-new member management system and member app to digitize member contracts, use the member app to scan 2D codes, and issue electronic announcements on the member app.

In terms of recycling, we have implemented a comprehensive Waste Classification and Recycling System. We have set up clearly-labeled bins in each area of the venue to divide waste into recyclable and general waste. We work with qualified recycling companies to ensure that recyclable materials are properly treated and reused. It is worth mentioning that we have implemented the "Renew the Used" equipment replacement donation program since 2018. By donating old and new fitness equipment to community groups and public service units, we have extended the service life of equipment to reduce waste, while promoting community health and supporting the physical and mental health of law enforcement and emergency rescue personnel.

In terms of harmless disposal, we strictly abide by environmental regulations for waste that cannot be recycled to prevent secondary pollution to the environment. We work with qualified waste treatment companies for regular and safe disposal of special waste (such as chemical detergent containers).

To continuously improve our waste management performance, we plan to establish a comprehensive monitoring and reporting system to regularly track the amount of waste generated and the status of waste disposal. We also plan to set waste reduction targets and include them in department and individual performance evaluations to encourage all employees to support waste management. Looking towards the future, we plan to promote the goal of "zero waste" and explore more innovative waste treatment and reuse methods.

Appendices

Appendix 1: GRI Content Index
Appendix 2: Climate-related
Information

Appendices

Appendix 1: GRI Content Index

Usage Statement	World Gym has referenced the GRI Standards for the reporting period from January 1, 2024 to December 31, 2024.
GRI 1 version used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable sector standards

GRI 2: General Disclosures2021

GRI Standards	Disclosure items	Chapters	Pages	Description/Reason for Omission
2-1	Organizational details	About the Report 1.02 Company Profile	02.	
2-2	Entities included in the organization's sustainability reporting	About the Report	20.	
2-3	Reporting period, frequency, and contact person	About the Report	20.	
2-4	Restatements of information	N/A	N/A	No restatements of information
2-5	External assurance	N/A	N/A	No external assurance

GRI Standards	Disclosure items	Chapters	Pages	Description/Reason for Omission
2-6	Activities, value chain, and other business relationships	1.02 Company Profile 4.05 Supply chain management	02. 48.	
2-7	Employees	5.02 Human resource development	53.	
2-8	Workers who are not employees	5.02 Human resource development	59.	
2-9	Governance structure and composition	2.03 Board of Directors and functional committees	24.	
2-10	Nomination and selection of the highest governance body	2.03 Board of Directors and functional committees	28.	

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GRI Standards	Disclosure items	Chapters	Pages	Description/ Reason for Omission
2-11	Chair of the highest governance body	2.03 Board of Directors and Functional Committees	24.	
2-12	Role of the highest governance body in overseeing the management of impacts	2.02 Sustainable Development Mechanisms 3.01 Stakeholder Engagement 4.03 Risk Management	23.33.43.	
2-13	Delegation of responsibility for managing impacts	2.02 Sustainable Development Mechanisms 4.03 Risk Management	23.43.	
2-14	Role of the highest governance body in sustainability reporting	About the Report 2.02 Sustainable Development Mechanisms 2.03 Board of Directors and Functional Committees	23.24.	
2-15	Conflicts of interest	2.03 Board of Directors and Functional Committees	28.	
2-16	Communication of critical concerns	2.03 Board of Directors and Functional Committees	30.	
2-17	Collective knowledge of highest governance body	2.03 Board of Directors and Functional Committees	29.	
2-18	Performance evaluation of the highest governance body	2.03 Board of Directors and Functional Committees	30.	
2-19	Remuneration policy	2.03 Board of Directors and Functional Committees	31.	
2-20	Process to determine remuneration	2.03 Board of Directors and Functional Committees	32.	

GRI Standards	Disclosure items	Chapters	Pages	Description/ Reason for Omission
2-21	Annual total compensation ratio	N/A	N/A	Not disclosed
2-22	Statement on sustainable development strategy	2.01 Sustainable Development Strategy	22.	
2-23	Policy commitments	4.01 Business Integrity 5.01 Human resource development	41.49.	
2-24	Embedding policy commitments	4.03 Business Integrity 5.01 Human resource development	43.49.	
2-25	Processes to remediate negative impacts	4.03 Risk Management 4.04 Information Security and Customer Privacy 5.01 Human resource development	44.45.50.	
2-26	Mechanisms for seeking advice and raising concerns	3.01 Stakeholder Engagement 5.01 Human resource development	33.51.	
2-27	Compliance	4.03 Risk Management	43.	
2-28	Membership of associations	5.03 Participation in Associations	75.	
2-29	Approach to stakeholder engagement	3.01 Stakeholder Engagement 5.01 Human resource development	33.52.	
2-30	Collective bargaining agreements	5.01 Human resource development	51.	

Appendices

GRI 3: Material Topics2021

GRI Standards	Disclosure items	Chapters	Pages	Description/Reason for Omission
3-1	Procedures for Resolving Material Topics	3.01 Stakeholder Engagement	36.	
3-2	List of Material Topics	3.01 Stakeholder Engagement	39.	
3-3	Management of Material Topics	3.01 Stakeholder Engagement	39.	

GRI 300: Environmental Disclosures

GRI Standards	Disclosure items	Chapters	Pages	Description/Reason for Omission
302-1	Energy consumption within the organization	6.02 Energy and GHG Emission Management	83.	
302-3	Energy intensity	6.02 Energy and GHG Emission Management	83.	
303-5	Water consumption	6.02 Energy and GHG Emission Management	86.	

Topic-specific Standards

GRI 200: Economic Disclosures

GRI Standards	Disclosure items	Chapters	Pages	Description/Reason for Omission
201-1	Direct economic value generated and distributed	4.02 Financial Performance	41.	
201-3	Defined benefit plan obligations and other retirement plans	5.01 Human resource development	69.	
204-1	Proportion of spending on local suppliers	4.05 Supplier management	48.	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.01 Business Integrity	41.	

GRI Standards	Disclosure items	Chapters	Pages	Description/Reason for Omission
305-1	Direct (Scope 1) GHG emissions	6.02 Energy and GHG Emission Management	84.	
305-2	Energy indirect (Scope 2) GHG emissions	6.02 Energy and GHG Emission Management	84.	
305-4	Greenhouse gas (GHG) emissions intensity	6.02 Energy and GHG Emission Management	85.	

Appendices

GRI 400: Social Disclosures

GRI Standards	Disclosure items	Chapters	Pages	Description/Reason for Omission
401-1	New employee hires and employee turnover	5.01 Human resource development	59.	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.01 Human resource development	67.	
401-3	Parental leave	5.01 Human resource development	68.	
403-1	Occupational health and safety management system	5.02 Occupational Health and Safety	75.	
403-3	Occupational health services	5.02 Occupational Health and Safety	78.	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.02 Occupational Health and Safety	78.	
403-5	Worker training on occupational health and safety	5.02 Occupational Health and Safety	75.	
403-6	Promotion of worker health	5.02 Occupational Health and Safety	78.	
403-9	Work-related injuries	5.02 Occupational Health and Safety	76.	

GRI Standards	Disclosure items	Chapters	Pages	Description/Reason for Omission
403-10	Work-related ill health	5.02 Occupational Health and Safety	76.	No occurrence
404-1	Average hours of training per year per employee	5.01 Human Resource Development	70.	
404-2	Programs for upgrading employee skills and transition assistance programs	5.01 Human Resource Development	71.	
404-3	Percentage of employees receiving regular performance and career development reviews	5.01 Human Resource Development	72.	
405-1	Diversity of governance bodies and employees	5.01 Human Resource Development	73.	
406-1	Incidents of discrimination and corrective actions taken	5.01 Human Resource Development	50.	
408-1	Operations and suppliers at significant risk for incidents of child labor	5.01 Human Resource Development	50.	The Company prohibits forced labor and child labor
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.01 Human Resource Development	51.	The Company prohibits forced labor and child labor
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.04 Information Security and Customer Privacy	44.	

Appendices

Appendix 2: Climate-related information

Item	Content	Corresponding chapters/sections	Page
1	Description of the supervision and governance of climate-related risks and opportunities by the Board of Directors and management	2.02 Sustainable Development Mechanisms	23.
2	A description of climate risks and opportunities identified affect the Company's business, strategies, and financial position (short-, mid-, and long-term)	6.01 Climate change	82.
3	A description of the impact of extreme weather events and transition actions on the company's financial position	6.01 Climate change	82.
4	A description of how the identification, assessment, and management process of climate risks is integrated in the overall risk management system	6.01 Climate change	82.
5	If scenario analysis is carried out to evaluate resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts should be described	6.01 Climate change	82.
6	If there is a transition plan in place in response to climate-related risks, the contents of the plan and the indicators and goals used to identify and manage physical risks and transition risks should be described	6.01 Climate change	82.
7	If internal carbon pricing is used as a planning tool, the basis for pricing shall be described	N/A	83.
8	If climate-related goals were set, the activities covered, scope of GHG emissions, schedule, and progress of each year shall be described. If carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon offsets or the number of RECs must be described.	N/A	82.
9-1-1、 2	GHG inventory information for the past two years	6.2.1 Greenhouse Gas Emissions	84.
9-1-2	Greenhouse gas assurance information for the past two years	6.2.1 Greenhouse Gas Emissions	84.
9-2	GHG reduction targets, strategies, and specific action plans	6.2.3 GHG Management Strategies, Methods, and Goals	85.



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