

2025 SUSTAINABILITY REPORT

WORLD GYM™
世界健身俱樂部





CONTENTS

CHAPTER 1

About World Gym

1.1	A Word from Management	04
1.2	About the Company	05
1.3	Product Accountability and Innovation	13
1.4	Customer Relationship Management	16
1.5	Economic Performance	20

CHAPTER 2

Implementing Sustainable Management

2.1	Sustainable Development Strategy	23
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CHAPTER 3

Stakeholders and Material Topics

3.1	Materiality Assessment	30
3.2	Stakeholder Engagement	37

CHAPTER 4

Our Commitment

4.1	Board of Directors and Functional Committees	40
4.2	Ethical Corporate Management	44
4.3	Risk Management and Compliance	46
4.4	Information Security and Customer Privacy	48
4.5	Supplier Management	53

CHAPTER 5

Our Impact

5.1	Human Rights	58
5.2	Talent Attraction and Retention	65
5.3	Talent Cultivation and Development	80
5.4	Occupational Safety and Health	89
5.5	Social Relationship Building	97

CHAPTER 6

Our Responsibility for Sustainability

6.1	Climate Change Response and Climate Actions	107
6.2	Energy and GHG Emission Management	117
6.3	Water Stewardship	123
6.4	Waste Management	125

CHAPTER 7

Appendices

7.1	About the Report	129
7.2	GRI Indicator Index	130
7.3	Human Resource Data	139
7.4	SASB Indicator Comparison Table	141
7.5	Climate-related Information of TWSE/TPEX Listed Companies	142
7.6	External Independent Assurance Statement	144





CHAPTER

1

About World Gym

- 1.1 A Word from Management
- 1.2 About the Company
- 1.3 Product Accountability and Innovation
- 1.4 Customer Relationship Management
- 1.5 Economic Performance



A Word from Management

2025: Transition from a regional operator to the owner of a global brand

2025 marked a decisive transformation of the Company's business scale and structure. After the acquisition of World Gym International (WGI) in 2024, we have been committed to integrating global assets in the past year. The current operating network under our management includes 280 locations in 10 countries. Our mission has been elevated: We are no longer just a fitness center, but also a top global intellectual property (IP) administrator.

Stable financial performance

Our commitment to operational efficiency has yielded substantial results. In 2025, the Company's cumulative annual revenue exceeded NT\$10 billion for the first time with an all-time high. In the third quarter alone, the revenue grew to a record-breaking NT\$2.82 billion, up 14.1% compared to the same period last year, and EPS grew significantly by 82.5%. These data fully demonstrate the resilience of our membership business model and our ability to maintain a stable dividend policy.

Global strategic expansion

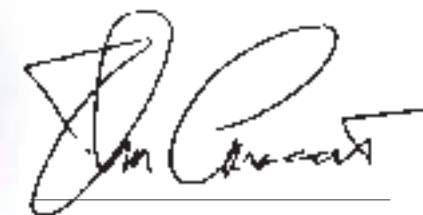
Our expansion strategy remains proactive and rigorous. In the Taiwan market, we operate 139 locations and focus on cultivating underserved areas with the "High Value Low Price" (HVLP) model. In the international market, we successfully signed the Master Franchise Agreement (MFA) for operations in Brazil (50 locations) and Mexico (30 locations). In addition, we will soon set up our first flagship store in Bangkok and officially enter the Thai market, laying the foundation for transforming Southeast Asia to our "second home market".

Health and technology roadmap

We are actively positioning World Gym as the consolidation of fitness and technology. The 2026 Strategic Development Roadmap includes developing AI-powered health management tools. Currently, we are conducting in-depth discussions with leading medical institutions to explore the establishment of an integrated ecosystem that combines the biomarker analysis from fitness centers with professional health monitoring. Although these programs are still under collaborative development, they represent our long-term vision of enhancing the member experience through personalized and digital health programs.

Commitment to excellence and efficiency

For the Company, "sustainable development" and "operating discipline" are complementary objectives. By accelerating digital transformation (including the online membership platform), we effectively reduce the waste of resources while improving service efficiency. We remain committed to our goal: Utilize global brand influence to drive profit growth and create long-term investment value for shareholders.



World Gym Corporation
John Edward Caraccio

1.2 About the Company

As the fitness culture becomes more prevalent, Taiwan's fitness industry has become increasingly diverse. In addition to the steady expansion of large-scale chain gyms, small gyms with customized services and small class fitness instructions have emerged and have rapidly spread across major cities. Despite the impact of the COVID-19 pandemic, many companies continue to see the potential of the market and actively expand their operations, which reflects the high resilience and growth potential of the fitness market.

As a leading brand in the sports and leisure industry, World Gym fully understands that "service-as-product" is our core competitiveness. Therefore, in addition to the introduction of high-quality fitness equipment, we are also committed to training fitness trainers and aerobics teachers, as well as developing diverse courses. We provide members with fitness equipment, site use, and a wide variety of aerobic exercise courses to meet the fitness needs of different groups. To strengthen the quality of professional teaching and course innovation, we established the "Sports Department Trainer Training Center" and the "Aerobic Department Aerobic Training Center" in 2016 and 2020, respectively. We assign dedicated personnel to design a systematic training system. We also set up trainer training sites in the Northern, Central, and Southern Taiwan to provide professional trainer course services.

In addition, we actively encourage internal talents to participate in the creation of courses. We leverage current sports trends and professional equipment, and integrate professional fields such as fitness, bodybuilding, dance, physical therapy, and elderly care into the courses to enrich the contents and types of the courses. We also provide trademark rights licensing for use in specific countries to expand our brand influence. We handle processing fees such as member termination, points transfer, and membership transfers to improve the overall service system. This allows us to continue to improve the quality of trainers and comprehensively enhances the sports and leisure experience of members, reflecting World Gym's commitment to service quality, innovation, and sustainability. For more information on the milestones in Company's development, please refer to the [Company's website/Investor Relations/Company Profile](#).

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
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
Official website	https://www.worldgymtaiwan.com/
Number of visits in 2025	37,506,380
Number of days of stay of customers in 2025	13,652,322,320

Business Philosophy

In October 2024, the Company concluded the official acquisition of the U.S. company World Gym International (WGI) and its global brand ownership, and 2025 became a crucial year for the international development and digital transformation of World Gym (2762). We uphold the business philosophy of "Professionalism, Innovation, and Sustainability", and we are committed to providing a health experience that exceeds expectations, and bringing Taiwan's successful business models to the world. Our core mission is to "Start in Taiwan, operate globally, and create a new era of digital health powered by AI" and build our business philosophy on three strategic pillars:

Global Brand Leadership

In 2025, we demonstrated our strong capacity for international expansion, with 139 locations in Taiwan and the signing of the Master Franchise Agreement for the Mexican market to actively expand overseas markets. At present, we have more than 280 operations in 10 countries across the globe. By implementing consistent brand standards and efficient management, we are committed to creating a fitness brand with global influence.

Digital Transformation & Personalized Health

We firmly believe that technology is the key for promoting sustainable health. It has made product upgrades possible and fulfilled our commitment to "consumer health responsibility," making health management more accurate and scientific.

Resilient Growth & Diversified Services

In 2025, we will meet the needs of different groups with a strategy of store diversity, expand the retail business of the World Gym Shop, provide sports nutrients and equipment, build a healthy ecosystem, and create long-term value for stakeholders.

Core Values - Building a culture of winning and fulfilling our commitment to our members and global brand

In the face of global market competition and transformation challenges, World Gym has always adhered to the core values of "capability" and "member experience" and implemented them in daily operations and decisions as the basis for continuously optimizing services and strengthening brand competitiveness. 2025 marked the first full year after the integration of World Gym International (WGI). We actively implemented the corporate culture through actions and transformed value concepts into power for growth.

Never Give Up & Relentless Execution

In 2025, we successfully expanded 11 new locations across Taiwan, strengthening service accessibility and market penetration, demonstrating the team's resilience and discipline to continue to implement expansion plans in a highly competitive environment, and ensuring the stable growth of the organization. The Company does not merely pursue large-scale expansion, but focuses on precision implementation and efficiency improvement, practicing the philosophy of

The "Feel Good" Factor

We regard customer satisfaction as the best form of brand development. We use detailed teaching services, positive interactions, and mystery customer programs to optimize the overall exercise experience of our members, inspire positive energy and loyalty, and enhance their emotional bond with the community.

Transparency & Innovation

We optimized the business commission system, upgraded the ERP system, and expanded the World Gym App to comprehensively improve operational efficiency and the quality of customer interactions. Through data management, we can transform traditional fitness into data-driven health management, promote business model transformation, and strengthen the trust of investors and members in corporate sustainable development.



Multi-brand business strategy and comprehensive fitness service expansion

World Gym has adopted a multi-brand business model and has established different types of business locations to provide diverse and high-quality fitness and sports facilities for meeting the needs of different age groups and diverse fitness markets, allowing each customer to choose the most suitable sports environment according to their personal preferences.



As the mainstream gym locations, the “standard” fitness centers provide a full range of fitness equipment, group classes, and professional trainer services with all the necessary software and hardware. Some large venues have a swimming pool and basketball court, which meet most people’s needs when they choose a fitness center.



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



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.



Small-scale “Express PLUS” fitness centers, designed for convenient transportation and fast-paced urban areas, provide high-efficiency and simplistic sports spaces to meet the needs of young people and those on a budget.



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.



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.



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

Business strategy and resilience

Data-driven diverse market penetration

To strengthen operational resilience and respond to consumers' diverse fitness needs, World Gym adopted the strategy of precision store expansion and continues to optimize the location expansion and service coverage. Statistics show that as of 2025, we had 139 locations in Taiwan (including joint ventures of the brand), and had more than 280 locations worldwide. In terms of Taiwan's market, the Company assesses the location of new stores based on regional development potential and population structure, expands new locations in major metropolitan areas in Northern, Central, and Southern Taiwan, and optimizes the services of existing locations to improve overall operational efficiency and member experience. In 2025, we successfully opened 10 new locations across Taiwan. In addition, with the expansion of the global fitness market, the Company has also launched an international expansion plan to actively evaluate opportunities for franchises and joint ventures in the international market. For example, we signed the Master Franchise Agreement for the Mexican market in 2025 and plan to develop 50 locations. We exported the business model we developed in Taiwan and obtained the approval of the Board of Directors for the establishment of a Thai subsidiary. We officially entered the Southeast Asia market as we recognize its high growth potential for strengthening our global operations.

To support the expansion plan, World Gym will use the funds for market expansion, digital transformation, and infrastructure upgrade, demonstrating the trust of the capital market in the Company and our resolve for promoting sustainable growth.

290

CLUBS



TAIWAN	AUSTRALIA	USA	CANADA	EGYPT	THAILAND
139	63	16	24	4	1
BRAZIL	MEXICO	GRAND CAYMAN	GERMANY	COSTA RICA	INDIA
28	12	1	1	1	In Negotiation

2026 Business Outlook

Innovative services and global expansion

In terms of the strategic outlook and market expansion in 2026, we focus on providing high-value fitness and health services, and simultaneously promote overseas expansion, including the store expansion projects in the Thai market, to accelerate global expansion.

Increase same-store revenue

1. Introduction of Pilates machine services: We plan to set up dedicated spaces in all branches in Taiwan, and work with our international supplier Your Reformer (YR) to introduce professional equipment and mentorship training system, and develop paid courses to contribute to the growth of revenue of our stores.

2. Anti-aging Health Management Platform: We leverage medical examination data and professional training courses to build a health management platform that tracks multiple biological indicators. We improve the sophistication and stickiness of member services through regular evaluations.

Focus on member services and strengthen sales and marketing

To continue to improve the effectiveness of member recruitment and make good use of marketing tools, we focus on the following strategies to strengthen our advantages and respond to market changes.

1. Development of potential customers: We use digital marketing tools to support pre-sale at new locations and sale at branch stores. We then integrate membership upgrades and family programs to promote the sales of membership and trainer courses.

2. Centralized management of marketing materials: We integrate marketing and branding materials through the DAM platform, and share them with branches and offshore franchisees to improve the efficiency and consistency of content utilization.

3. Social media management: We use social media platforms for brand communication to expand our reach to non-members and strengthen member retention management.

Impact of changes in the external environment and response measures

In response to changes in competition, regulations, and the overall economic environment, we maintain operational stability and strengthen long-term development resilience through market response, cost control, legal compliance management, and stakeholder communication mechanisms.



Column 2025 World Gym Key Milestones - First Year of Globalization and Digital Transformation

2025 was an important milestone in World Gym's intensive transformation and cultivation of sustainability values. Against the backdrop of rapid changes in the global fitness industry and accelerated technological innovation, we actively implement comprehensive upgrades of our business model and service contents. As we pursue growth, we also strengthen organizational resilience, fulfill corporate social responsibility, and create long-term value for stakeholders.

At the beginning of 2025, World Gym actively seized opportunities in market recovery and completed the opening of 8 new branches within 4 months at the fastest pace ever. We demonstrated our high efficiency in supply chain integration, talent mobilization, and collaboration across departments. This wave of store expansion not only addresses consumers' demand for a diverse range of sports venues, but also creates employment opportunities for local communities and increases sports participation. In addition, we completed the establishment of subsidiaries in Taiwan and capital structure adjustments in the second quarter. We thus strengthened the role of regional operation centers and laid a solid foundation for sustainable governance and operational autonomy.

In terms of revenue, the annual revenue in 2025 grew steadily, which reflected the continuous strengthening of brand trust and service diversity. It is worth noting that we continued to optimize our products and membership programs, and launched the "Express 588" fast fitness program that is more in line with the lifestyle of the next generation. It effectively expanded our young and secondary customer base, achieving the goal of fitness equality and popularization.

In terms of global expansion, we signed an agreement with our distributor for the Mexican market in 2025. We plan to implement an expansion plan for 50 local locations, demonstrating the system export and brand influence of World Gym as an international brand chain.

We also launched the health management platform development plan to utilize new AI technologies, allowing members to more accurately monitor their personal exercise history and health results, and improve the overall service experience. These efforts demonstrate our commitment to harnessing the power of technologies and creating value for customer.

Looking towards the future, World Gym will continue to focus on service innovation and organizational sustainability, enhance talent cultivation, strengthen regional governance, and actively fulfill our environmental and social responsibilities. We believe that the integration of a global vision and local practices will help World Gym continue to lead the fitness industry towards a healthier, more inclusive, and sustainable future.



Awards and Honors in 2025



**Sports Administration
Ministry of Education**

**iSport Sports
Enterprise Certification
2023-2026**



**MANAGER today
18th 100 MVP Managers**



**Pricewaterhousecoopers
Sustainability Services
Company Ltd.**

**Selected in the 9th
PwC Sustainability
Impact Awards**



**Labor Affairs Bureau
Taichung City Government
Taichung City Happy Workplace
Promotion Five-Star Award**

1.3 Product Accountability and Innovation

With the core mission of promoting public health and safety, World Gym mainly provides members with professional fitness equipment and sports venues, aerobics and group courses, as well as instructions by professional trainers and training services. In 2025, membership services and trainer courses remained our main business items, accounting for 49.27% and 48.90% of overall revenue, respectively. It shows that the Company's operations are highly dependent on services closely related to the daily health behavior of members and exercise safety.

World Gym continues to evaluate and address the impact of major products and services on customers' health and safety through systematic safety management of the venues and equipment, professional trainers and faculty training, course designs that incorporate health risk management, and digital and technology-assisted health management services. The Company also ensures that the operations, service contents, marketing communications, and related information disclosures of the venues comply with the laws and regulations of the competent authorities and consumer protection requirements. We track safety incidents and improvement results through quantitative indicators to reduce the risk of sports injuries, improve the exercise experience of members, and fulfill our commitment to human-centric health services. There were no incidents of non-compliance concerning the health and safety of products and services in 2025.

Venue management

The venues of World Gym across Taiwan conduct regular inspections of fire safety, building, lighting, and ventilation facilities in accordance with regulations. For improvement requirements issued by the competent authority, relevant improvement procedures have been implemented at each venue, achieving a pass rate of 100%. We continue to strengthen the frequency of daily self-inspections to ensure that all facilities meet regulatory standards as soon as possible and ensure the safety of members and employees.

In terms of self-inspections, trainers are assigned to inspect the venue every two hours in the morning and every hour from the afternoon to the closing of the store. Standard inspection items include all cardio machines, weight training equipment, grass area equipment, and relaxation areas. In the event of equipment failure or safety concerns, employees must immediately report to the operations manager and the engineering department for repairs. The Operations Department is responsible for handling the repairs and closure process. 8 equipment failure reports and 559 customer accidents in 2025. Statistics show that the injury rate per million customers was 1126.29 and fatality rate per million customers was 2.02. The deaths of members in the venue in 2025 were due to physical health issues of the members, not due to defects in the venue or employee neglect.

Professional training and health responsibilities for trainers and faculty

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.

Incorporation of health risk management in course design

To ensure the health and safety of members during exercise, World Gym has incorporated health risk management principles into the core of the course design. We have developed adaptive exercise courses and auxiliary guidance mechanisms for different age groups, physical functions, and health conditions, such as fitness tests for the elderly and maternal training. Trainers with professional knowledge assist in conducting low-risk and progressive training to reduce the risk of sports injuries and strengthen core stability.

Online cloud courses

WG Online is a subscription-based online sports instruction platform developed by World Gym, covering over 800 diverse course videos, including weight training, stretching, aerobics, yoga, cardio training, live group classes, dancing, and exercise for families and the elderly, all created by the professional team of World Gym to meet all sports needs. The system can be paired with the MZ-Switch heart rate belt to help users start with science-based exercise and create a more efficient training model.

CRM system optimization to strengthen interaction with the WG app

World Gym launched the World Gym app in 2022. It integrates gym applications, such as class schedules and location inquiry, digital entrance to the gym and towel rental, and online reservation and paid group courses, with online exercise courses and personal exercise records to create a comprehensive fitness app suitable for everyone.

In 2025, we improved the official app and strengthened the online shopping platform and personal exercise achievement system for members to monitor their exercise progress from anywhere at any time, and improve brand stickiness. We have accumulated 1,530,157 downloads.



Personal Health Platform

The Company continues to promote AI posture detection applications to improve the accuracy of personalized exercise recommendations. This CROSSPOINT AI posture analysis 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 trainer's experience and visual observation, providing members with a more reliable way to tailor training plans and improvement plans. As of 2025, we have installed and launched the system in 68 locations.

In 2025, we launched the "Health Management Platform" development project. We use advanced scanners and wearable devices to collect the body composition, metabolic data, and biological age of our members. Through AI algorithms, we generate exclusive exercise prescriptions and dietary recommendations for our members based on the data, and complete information integration with the World Gym member app, allowing members to track training results at any time. This initiative provides customers with a long-term digital health resume, which significantly improves the success rate of members achieving their fitness goals and effectively reduces the risk of sports injuries. It is also a testament of the successful transformation of World Gym from a traditional gym to a health management service provider. Approximately 26,000 new members registered for AI testing and it was used approximately 38,000 times in 2025.

World Gym Shop: A healthy lifestyle retail platform

World Gym launched a retail business model in 2023 to meet the diverse needs of our members and increase brand revenue. We focused on the sale of energy protein drinks and functional clothing to provide more diverse services to our members. In 2025, we adjusted the products to cater to local taste preferences and nutritional requirements of the Taiwan market and launched the World Gym branded protein drinks. We also accelerated the expansion of the World Gym Shop retail channel, and completed the launch of the retail section in several important locations across Taiwan (such as Taipei Da'an, Taoyuan Guoqiang, and Tainan Ximen). The business model of a store within a store not only optimizes the efficiency of the space utilization of existing fitness centers, but also facilitates the rapid expansion of retail services based on scalability advantages of 19 locations across Taiwan.

Customer Relationship Management

Ethical Marketing and Consumer Rights Protection

To protect the rights and interests of consumers, the Company has adopted standard contract templates for member contracts and trainer course contracts. Before signing a contract, professional sales personnel provide detailed explanations of the contract, including refunds and termination mechanisms.

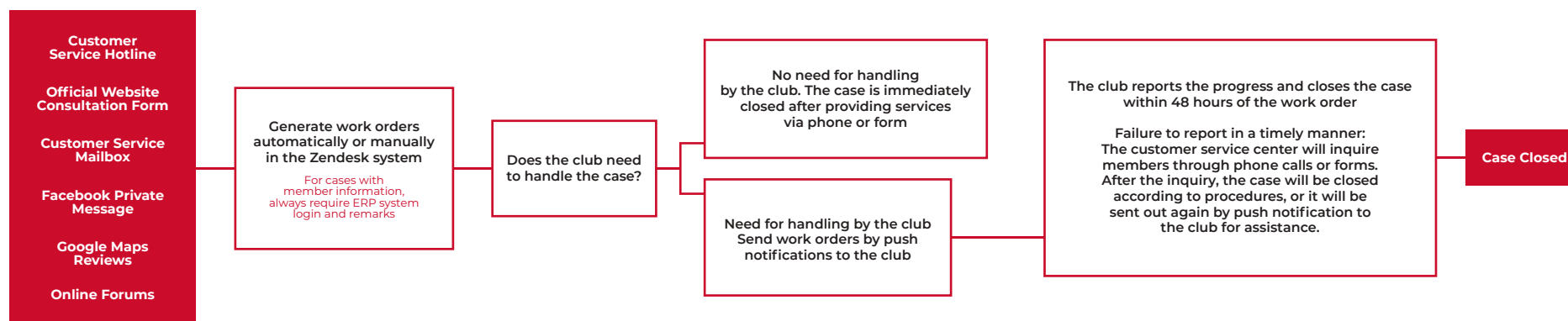
If there is a potential violation of marketing-related laws and regulations in the Company's external marketing materials, an internal review mechanism will be activated, and the legal affairs departments will conduct review and monitoring to avoid possible legal disputes. In 2025, there were no incidents of non-compliance concerning marketing communications or product and service information and labeling.

Customer Feedback and Response Mechanisms

The Company attaches great importance to the rights and interests of customers. Please refer to our website/customer service section for information on related services and membership contracts. In addition, we have established a standardized customer opinion response process. If customers wish to provide feedback, they can submit it directly to the service representative on site. We also set up a member feedback QR CODE in several areas of the venues. Customer feedback can be uploaded directly by mobile phones. In addition, we provide a customer service hotline and service mailbox. After receiving customer feedback, dedicated personnel will be assigned to handle customer issues. Relevant complaint cases will be used as a reference for subsequent analysis and improvement.

We divide customer opinions into membership (digital membership) issues and disputes, general consultation, feedback (e.g., equipment, environment, and services), trainer courses/aerobics courses, and other items, including positive ratings. In 2025, a total of 29,596 customer feedback cases were received, including 11,146 general consultation cases and 205 positive ratings. All other cases were handled in accordance with related operating procedures.

Customer Feedback Channels	Customer Feedback Channels	+8864-3600-9898
	Customer service mailbox	wecare@worldgymtaiwan.com



▲ Customer Opinion / Complaint Handling Flowchart

In addition, we require incident reports for consumer disputes arising from complaints filed to the competent authority, member accidents, and sexual harassment incidents, and we set different reporting procedures for different types of cases. In 2025, we received a total of 738 consumer protection dispute cases that were filed to the competent authority. The main category of complaints included membership/course rescission and termination, membership/course reimbursement, disputes regarding changes, suspension of membership, service quality, and equipment environment. 53% of the cases have been closed and the remaining cases are still under negotiation. At present, we have implemented the following improvement measures to protect consumer rights:

Strengthened Management Mechanisms

Regularly convene monthly business and sports department meetings to review and continuously correct implementation issues, and strictly supervise employees' compliance.

Standardized Service Procedures

We required the sales and sports departments to establish service SOPs and implement course assignment and management mechanisms to reduce reimbursement disputes at the source.

Strengthened Contractual Performance Obligations

We required sales agents and trainers to provide detailed explanation for contracts to ensure that consumers fully understand their contractual rights and obligations.

Receive official documents and follow up

When a complaint is received from the competent authority, the Member Services Department will be notified by email to explain the progress of the case.

*Membership cases : The Gym Manager (GM) assists in communication and handling.

*Course cases : The Fitness Manager (FM) assists in communication and handling.

Negotiation phase

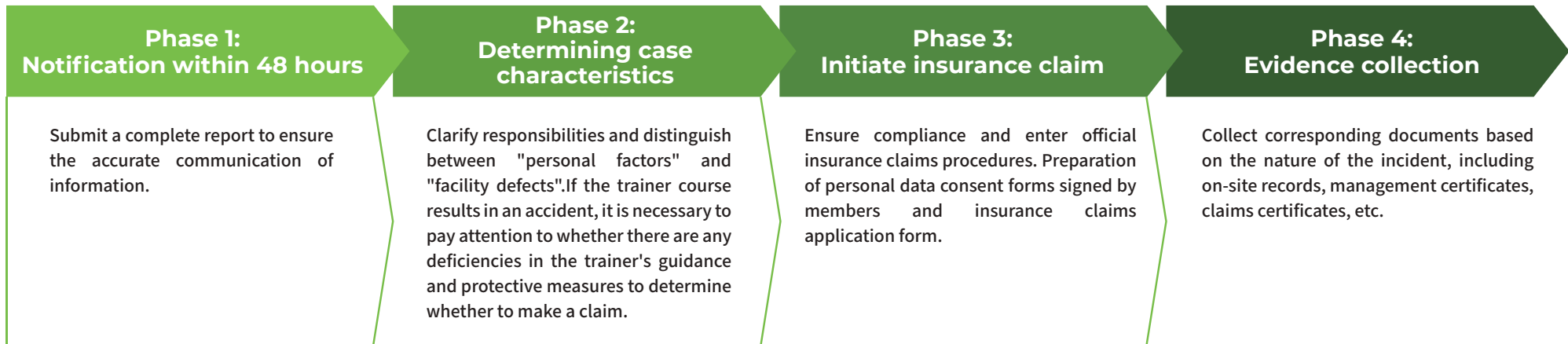
Before the negotiation, employees must fully understand the contents of the contract, payment records, and usage status, and clarify the reasons for disputes, refunds, and early termination.

Response letter

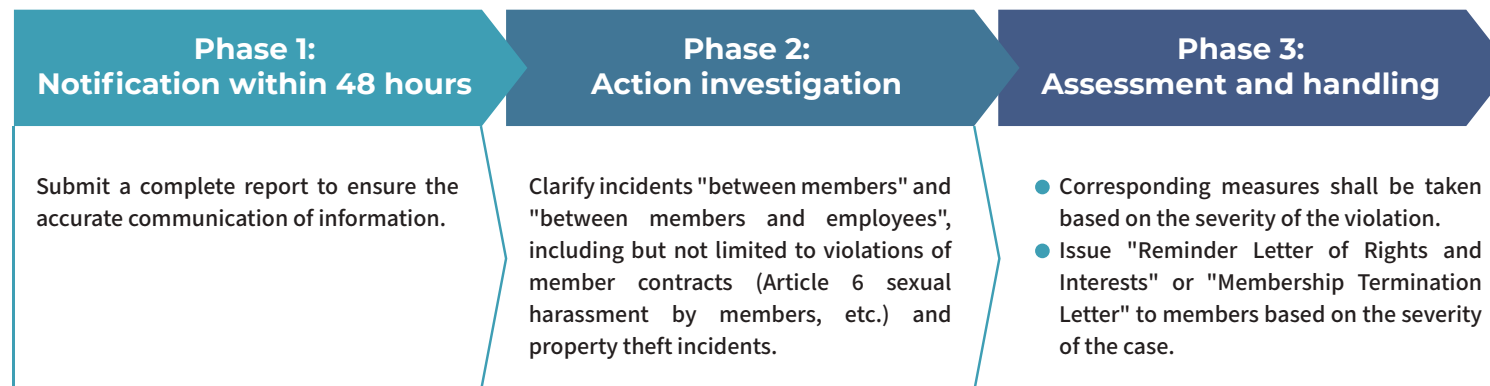
Formulate response letters based on the results of negotiations

▲ Incident Report Handling Flowchart

Member Accident Handling Procedures

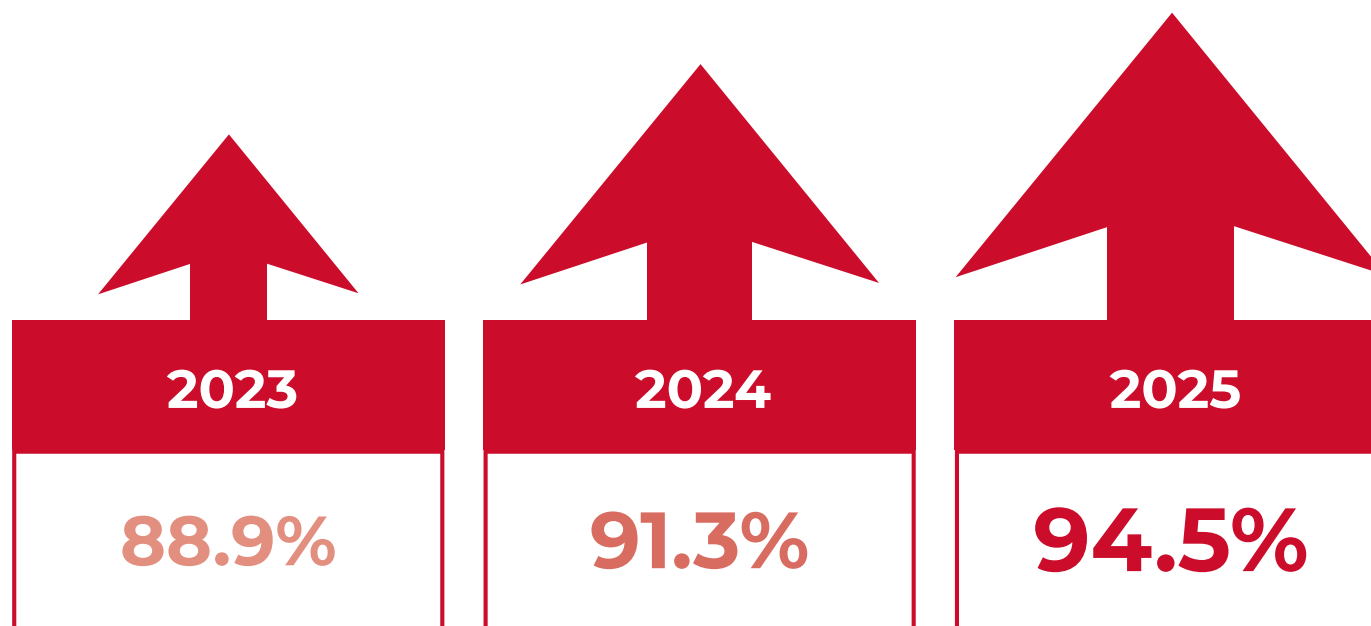


Procedures for Handling Member Incidents



Customer Satisfaction Survey

With randomized customer satisfaction surveys, World Gym continues to monitor service quality and member experience. The main survey targets are WG members, and the core evaluation indicators are "members' satisfaction with the current services provided by the Customer Service Center". According to the survey results, the satisfaction rate in the past three years has steadily improved, showing that the Company has achieved results in service quality optimization and customer relationship management. By continuously collecting feedback from members and reviewing service processes, World Gym also improves and optimizes survey results. We strive to provide a more immediate and professional customer service experience that meets the needs of members, and advance towards the goal of continuous improvement of overall satisfaction.



2023-2025 Customer Service Satisfaction Survey Results

1.5 Economic Performance

In 2025, the Company's consolidated revenue totaled NT\$10.98 billion, an increase of 11.89% compared to the previous year as we continued to demonstrate stable growth in business development. In addition, the Company received a total of NT\$24.075 million in government subsidies in 2025, including subsidies such as the Youth Employment Flagship Program of the Ministry of Labor and the Ministry of Economic Affairs and basic company subsidies.

1.5.1 Financial Performance

Unit: NT\$ thousand;%

	2023	2024	2025	Increase (Decrease) Amount	Growth rate (%)
Consolidated operating revenue	9,428,163	9,816,657	10,983,985	1,167,328	11.89
Consolidated operating costs	(7,877,019)	(8,231,081)	(9,084,936)	(853,855)	10.37
Consolidated gross profit	1,551,144	1,585,576	1,899,049	313,473	19.77
Consolidated operating expenses	(1,039,961)	(1,059,358)	(1,240,941)	(181,583)	17.14
Consolidated operating profit	511,183	526,218	658,108	131,890	25.06
Non-operating income and expenses	(67,262)	(80,563)	(140,576)	(60,013)	74.49
Consolidated profit before tax	443,921	445,655	517,532	71,877	16.13
Income tax expenses	94,390	93,860	108,451	14,591	15.55
Consolidated profit after tax	349,531	351,795	409,081	57,286	16.28
Earnings per share after tax (unit: NT\$)	3.50	3.19	3.75	0.56	17.55

Note: For detailed financial information, please refer to the Market Observation Post System of the FSC for the Company's annual report

1.5.2 Direct economic value generated and distributed (unit: NT\$ thousand)

Unit: NT\$ thousand

		2023	2024	2025
Economic value generated (A)	Consolidated operating revenue	9,428,163	9,816,657	10,983,985
Economic value distributed (B)	Business operating costs	3,263,972	3,419,938	3,661,028
	Employee salary and benefits (salary and bonuses + remuneration)	4,900,606	5,096,127	5,786,878
	Shareholder dividend distribution (cash dividends)	666,836	881,546	635,180
	Interest expenditures	211,864	205,280	228,963
	Payment of government taxes (income tax + business tax)	359,606	478,899	399,297
	Social participation and engagement	3,866	4,199	1,881
Economic value retained	(A)-(B)	21,413	(269,332)	270,758

World Gym believes that effective tax governance is not only a basic requirement for legal compliance, but also an important foundation for legitimate and effective tax management of the Company for achieving business goals and long-term value. The Company's business locations are required to report income and pay taxes based on the principles of integrity and compliance in accordance with tax laws. The Audit Committee is established to regularly supervise the implementation quality and integrity standards of accounting operations, internal audits, financial reporting procedures, and financial controls. It ensures transparency and compliance in tax management and close alignment with the Company's overall governance framework.

2025 Tax Information

Net profit before tax	517,532
Income tax payable	107,997
Effective tax rate (%)	21%
Income tax paid	64,391
Cash tax rate (%)	12%

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.



CHAPTER

2

Implementing Sustainable Management

2.1 Sustainable Development Strategy

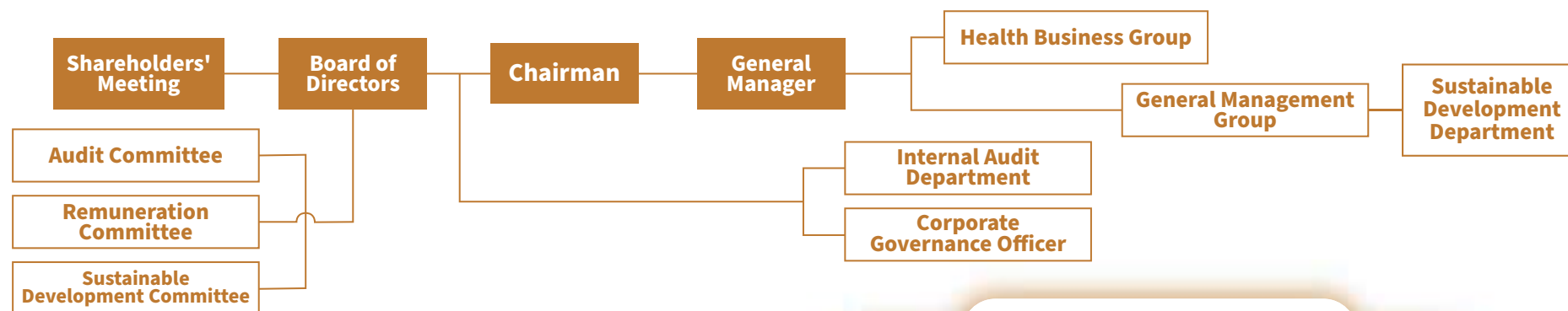
2.1 Sustainable Development Strategy

2.1.1 Sustainable Governance and Organization

World Gym regards sustainable development as the core issue of corporate development and actively incorporates ESG ideas into governance mechanisms and day-to-day operations. Since the establishment of the dedicated "Sustainable Development Department" in September 2022, the Company has begun the systematic organization of its regulatory system. We completed the enactment of internal regulations and established the "Sustainable Development Committee" in August 2024. The Sustainable Development Committee is chaired by the Chairman and is responsible for supervising the Company's sustainable development policies, strategies, and goals. The Board of Directors entrusts the supervision and management of sustainability-related impacts to the Sustainable Development Committee with coordination by the Sustainable Development Department and the tasks are carried out by relevant units according to their duties. We established a governance framework of "decision-making by the board, committee supervision, coordination by the Sustainable Development Department, and implementation by relevant units" to ensure that sustainability implementation strategies can be transformed into detailed operational management and enhance long-term competitive value and influence. (GRI 2-13-a)

Sustainable Governance by the Board of Directors GRI 2-12•13•14•16

Supervisory role of the Board of Directors	Sustainable Development Committee	Dedicated Unit of the Sustainable Development Department	Regular Reporting and Tracking Mechanisms	Sustainability Information Management System
World Gym has established clear sustainability governance authority and supervision mechanisms. The Board of Directors is the highest supervisory unit for corporate sustainability governance and is responsible for reviewing and approving important systems related to sustainable development, including the Sustainable Development Committee Charter, proposals for appointment of committee members, and Sustainability Information Management Regulations. (GRI 2-12-a)	World Gym established the Sustainable Development Committee through which the Board of Directors supervises the Company's sustainable development policies, strategies, and goals, material sustainability issues, material impact management, and communication with stakeholders. Material issues and results of stakeholder communication are used as the basis for reviewing and adjusting sustainability strategies, policies, and goals. The Sustainable Development Committee is composed of the Chairman and the heads of the Company's units. The participation of senior management ensures effective incorporation of sustainability tasks into the operation and management processes. Each year, the Sustainable Development Committee formulates sustainability strategies based on material issues and the Company's business vision, submits them to the Board of Directors for review, and publishes relevant policies after approval. (GRI 2-12-a, GRI 2-12-b-i, GRI 2-12-b-ii)	The Sustainable Development Department is the main unit tasked with promoting and implementing sustainable development. It is responsible for collecting and compiling information on domestic policies, regulatory trends, and development of international sustainability issues, and conducting preliminary risk and hazard identification. The results are used as the basis for the Company's implementation of sustainable management systems. The Sustainable Development Department is also responsible for coordinating the progress of various sustainable work. Each department implements relevant actions according to its business duties, and regularly tracks the effectiveness, progress, and goals of major sustainability issues. (GRI 2-13-a)	The Sustainable Development Department reports the implementation progress, management results, and future work plans of sustainable development affairs and information disclosure to the Sustainable Development Committee every six months. Through regular reports and review mechanisms, the Sustainable Development Committee monitors the progress of the Company's sustainable development and provides timely guidance and supervision to strengthen the link between sustainability strategies and operational management, while ensuring the integrity, reliability, and transparency of the contents of sustainability reports. The Sustainable Development Committee reports sustainability strategies and important sustainability matters to the Board of Directors at least once a year. (GRI 2-13-b) The Board of Directors reviews the implementation status and effectiveness of management procedures for major impacts through regular reports submitted by the Sustainable Development Committee, which are reviewed at least once a year in principle. (GRI 2-12-c)	In order to improve the quality and transparency of sustainability information management, World Gym established the "Detailed Sustainability Information Management Operating Regulations" and it was passed by the Board of Directors. The regulations clearly stipulate the operating procedures for the collection, compilation, management, review, and disclosure of sustainability information, which serve as the basis for the Company's implementation of sustainability information management and internal control. Related information (including material topics) in this Report is reviewed and discussed in the Sustainable Development Committee, reviewed by the Chairman, and submitted to the Board of Directors for review and approval. (GRI 2-14-a)



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 economics
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

Operations of the Sustainable Development Committee

In 2025, 3 meetings of the Sustainable Development Committee were held, with an average attendance rate of 100%. The Sustainable Development Committee submitted six key items to the Board of Directors. (GRI 2-13-b) In the event of a critical material event that involves economic, environmental, or people-related impact, the relevant responsible unit will report it to the Sustainable Development Department, which will report it to the Board of Directors through the Sustainable Development Committee. (GRI 2-16-a) There were no critical material events that required communication with the Board of Directors in 2025, and the total number of critical material events was 0. (GRI 2-16-b)

Date	Key items
2025.4.28	Announcement of contents of the transition from the Corporate Governance Evaluation to Sustainability Evaluation
	Announcement of the preparation schedule of the Sustainability Report
	Discussion on carbon inventory data acquisition and organization
2025.08.26	Review of the 2024 Sustainability Report
2025.08.28	Review of the 2025 GHG inventory boundaries
	Preparation of the sustainable development budget

2.1.2 Response to the UN Sustainable Development Goals (SDGs)

Promoting health to all corners of the world

In 2025, World Gym became the owner of a global sports IP after the acquisition of World Gym International (WGI). As our business expands, we set our core mission as "promoting health to all corners of the world." To realize this goal, we have established the "POWER" sustainability strategy framework, which stands for people, organization, wellness, environment, and reimagination. This framework is our operating guidelines and serves as the core pathway in response to the United Nations Sustainable Development Goals (SDGs), ensuring that our brand locations in ten countries around the world continue to create substantial health impacts.

Integrate the impact management path of SDGs in international frameworks

To ensure that we do not merely pay lip service to sustainability actions, World Gym referenced the "SDG Compass" and the "SDG Impact Measurement and Management (IMM)" framework to establish our management process. The process starts with stakeholder engagement and analyzes the expectations of members, employees, affiliates, and communities on health and environmental responsibilities. We also refer to the 12 material issues identified by World Gym 2025 as the basis for decision-making on targets and SDGs to ensure that corporate resources are dedicated to areas most relevant to our core business.



The Company gradually incorporates SDGs into the strategic management process in four phases as set forth below:

<i>Planning</i>	<i>Strategy</i>	<i>Focus</i>	<i>Action</i>
We conducted a preliminary scan of the 17 UN goals and their sub-targets based on the characteristics of the fitness industry and the global scope of operations to define the sustainability scope of the Company's operating activities that may have a significant impact.	We incorporated the preliminary goals into the "POWER" strategy framework to integrate sustainable development goals with core business operations such as health, innovation, environment, and professional talents, and establish long-term management strategies.	We consolidated the 12 material issues identified this year to conduct corresponding analysis, and selected the core SDGs that are prioritized this year to ensure that the resources invested accurately address to issues of concern to stakeholders.	We planned specific management measures and solutions based on priority alignment with goals, and gradually established tracking mechanisms to respond to global sustainable development trends and fulfill the social responsibility of brand IP managers.



Incorporate SDGs into the core power strategy and material issues

The 12 material issues identified by World Gym are embedded in the POWER sustainability strategy as we aim to establish a management system of growth. Through the five dimensions of value for customers (people), professional team (organization), social health (wellness), green environment (environment), and sports technology reimagination (reimagination), we combine the output of our core competitiveness in the industry to transform business results into real social welfare and environmental value.

PEOPLE

**Value For Customers:
Build A Personalized Health
Growth Platform** (SDG 3)

The Company has adopted a member-centric approach to create a platform for healthy growth and self-improvement through systematic customer relationship management. For more than 450,000 members worldwide, we provide professional guidance and customized suggestions to help customers improve their physical health while attaining mental health and physical and mental endurance. We help customers "be a better version of themselves" and support SDG 3 (Good Health and Well-being).

ORGANIZATION

**Professional Team: (SDG 4, 5, 8, 16)
Excellence In Operations
And Ethical Governance**

Organizational growth is built on the foundations of professionalism and integrity. We establish a brand culture of transparency through ethical management and implement SDG 16 (Peace, Justice and Strong Institutions). We are also committed to talent training and development. We provide trainer professional certifications (SDG 4), and protect labor rights through occupational health and safety management and diversity and equal opportunity, establishing a stable and inclusive professional team to implement SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth). Talent recruitment and retention help us to maintain service quality.

WELLNESS

**Social Health: (SDG 3, 17)
Promote Sports For All And
Mutual Prosperity In Society**

World Gym is committed to positioning fitness services as a support system for preventive medicine for the society. As the manager of a global sports IP, we share professional exercise standards and health data with partner in countries worldwide through the WGI's international network to implement SDG 17 (Partnerships for the Goals). We not only manage fitness spaces, but also use social participation programs (such as equipment donations and exercise equality promotion) to expand our health influence beyond the venues to help reduce the overall health risks of society, actively respond to SDG 3 (Good Health and Well-being), and realize the core value of mutual prosperity in local communities.

ENVIRONMENT

**Green Environment:
Low-Carbon Venues And
Resource Recycling** (SDG 7, 12, 13)

In response to the dependence on energy in the operations of the venues, we support the low-carbon transformation through energy management and climate strategies. The Company implements energy conservation plans for the venues, including replacing LED lighting and optimizing air conditioning temperature control, improving resource utilization efficiency, and implementing SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action). We also leverage equipment recycling and reuse project to extend the life cycle of equipment and reduce waste generation, which become concrete steps for implementing SDG 12 (Responsible Consumption and Production).

REIMAGINATION

**Sports Technology Reimagination:
Powering Digital Resilience And
Service Innovation** (SDG 9)

Under the wave of digital transformation, we use technology and digital tools to "re-imagine" fitness services. We regard information security and data privacy protection as the most important digital infrastructure. We ensure that our 450,000 members enjoy the highest level of personal data protection in their use of the smart fitness app and automated services. We continue to develop digital sports technologies, promote industry transformation and innovation in management models, and implement SDG 9 (Industry, Innovation, and Infrastructure).

SUSTAINABILITY STRATEGY MAP





CHAPTER

3

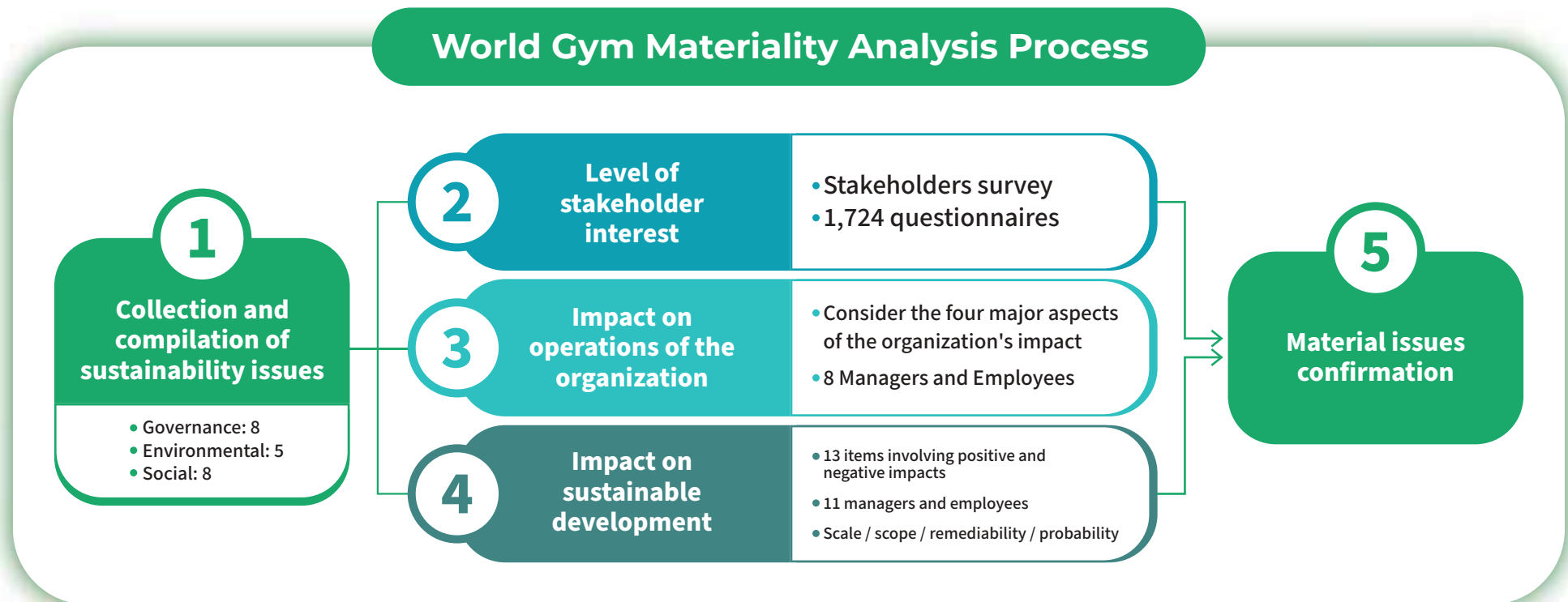
Stakeholders and Material Topics

3.1 Materiality Assessment

3.2 Stakeholder Engagement

3.1 Materiality Assessment

World Gym referenced the process for determining material topics and reporting principles in GRI 3 in the 2021 GRI Standards, and incorporated the double materiality principle of the European Sustainability Reporting Standards (ESRS) to build World Gym's materiality analysis process as a reference for the prioritization and resource allocation for promoting sustainability issues. The establishment and implementation results of targets related to material issues, the materiality identification process, and results were confirmed by the Sustainable Development Department, and submitted to the Board of Directors for confirmation and approval. This year, 12 material issues were identified and adopted as the basis for the 2025 Sustainability Report.



1

Collection and compilation of sustainability issues

World Gym 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 developments, issues promoted by international peers in the industry, and the World Economic Forum Global Risk Report, and compiled 8 governance issues, 5 environmental issues, and 8 social issues, totaling 21 sustainability issues. World Gym has made adjustments to sustainability issues to align its sustainability initiatives with international trends.

21
sustainability
issues

2

Survey the level of stakeholder interest

Identify issues of concern to stakeholders based on the communication and interaction between stakeholders and World Gym. World Gym identified five categories of stakeholders based on the five major principles of the AA1000 Stakeholder Engagement Standard (dependency, responsibility, concern, influence, and diverse perspectives). A total of 1,724 questionnaires were collected, including: shareholders/investors (6), customers/members (1,135), employees (567), suppliers/contractors (15), and government agencies (1).

The evaluation found that issues such as "ethical corporate management", "data and privacy personal data", "occupational health and safety", "risk management", "waste management", "customer relationship management", and "human rights management" are in the top tertile of sustainability issues of concern to most stakeholders.

1,724
questionnaires

3

Measure the impact on the organization's operations

Based on the financial materiality principle of dual materiality, World Gym identified four operational impacts including "revenue growth, operational risks, brand image, and employee engagement" from the perspective of organizational positioning and core operations. Eight mid-level and senior managers measure the impact of each sustainability issue on the four major operations. The evaluation identified "ethical corporate management", "talent recruitment and retention", "talent training and development", "diversity and equal opportunity", and "customer relationship management" as sustainability issues with significant impact on operations.

8
managers
participated

4

Assess the impact on sustainability

World Gym has established and defined 13 sustainable development impacts related to the World Gym based on the integration of the Value Balancing Alliance (VBA), Harvard Business School's "Impact-Weighted Accounts" (research program), London Benchmarking Group (LBG), and other institutions each published impact assessment methodology for the aspects of economy, environment, and society. The Company distributed the "Sustainable Development Impact Assessment Questionnaire" to internal responsible units and relevant units that promote ESG work. A total of 11 managers and employees were invited to specifically assess the likelihood, scale, scope of impact, and remediability of each sustainable development impact. We also referenced the opinions of sustainability experts and consultant teams to identify the actual and potential external sustainable development impacts of World Gym on external economic, environmental, and social aspects, and people. We thus identified a total of 7 economic, environmental, and social impacts of World Gym.

7

impacts on the economy, environment, society, and people

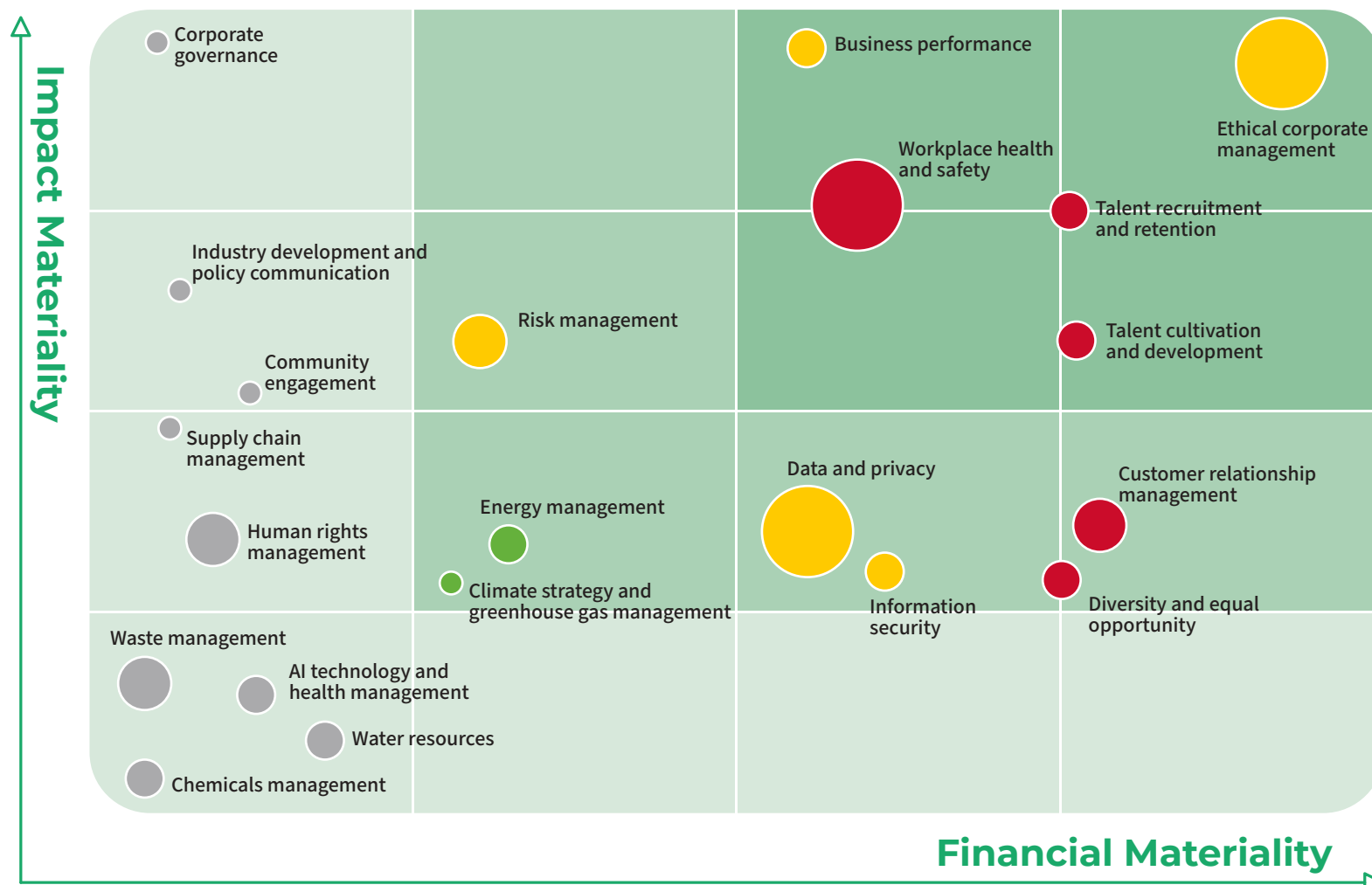
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Material issues confirmation

A total of 12 material issues were defined based on the questionnaire survey results in steps 2 to 4, and confirmation by internal and external experts. They included "ethical corporate management, business performance, risk management, information security, data and privacy personal data, climate strategy and greenhouse gas management, energy management, talent recruitment and retention, talent cultivation and development, diversity and equal opportunities, workplace health and safety, and customer relationship management." Compared with the previous year, the topic "greenhouse gas and renewable energy" was added. The 12 material issues were compiled in accordance with the reporting requirements of the GRI Standards and we formulated response strategies, management approaches, and long-term goals. Other issues are also key sustainable actions that support World Gym's operations. The Sustainability Report also discloses the implementation progress and effectiveness in response to these issues.

12 material issues

World Gym Materiality Matrix



- E Environmental Issues
- S Social Issues
- G Economic Issues
- Non-Material Issues

Materiality Issues and Value Chain

Material Issue	Specific Topic of GRI Standards	SASB Standards	Procurement Stage Upstream (Note1)	Company Operations Operations (Note2)	Customer Services Downstream (Note3)	Corresponding Chapters/Sections	
Ethical corporate management	Indirect Economic Impacts (203) Anti-competitive Behavior (206)			○	○	4.2 Ethical corporate management 5.5.2 Community participation	
Business performance	Economic performance (201)			○		1.5 Economic Performance 6.1 Climate Change Response and Climate Actions 5.2.3 Employee Salary and welfare	
Risk management	World Gym customized topics		○	○		4.3 Risk Management and Compliance	
Information security	Customer privacy (418)			○	○	4.4 Information Security and Customer Privacy	
Data and privacy	Customer privacy (418)			○	○	4.4 Information Security and Customer Privacy	
Climate strategy and greenhouse gas management	Energy (302), Emissions (305)			○	○		6.2.1 Energy 6.2.2 GHG Emissions 6.2.3 Energy Conservation Measures
Energy management	Energy (302), Emissions (305)	SV-LF-130a.1		○		6.2.1 Energy 6.2.2 GHG Emissions 6.2.3 Energy Conservation Measures	
Talent recruitment and retention	Employment (401), Child Labor (408) Forced or Compulsory Labor (409)			○		5.1.1 Human rights management 5.2.1 Manpower Structure 5.2.3 Employee Salary and Welfare	
Talent cultivation and development	Economic Performance (201) Training and Education (404)			○		1.5 Economic Performance 5.2.3 Employee Salary and welfare 5.3.1 Talent Cultivation Program	
Diversity and equal opportunity	Diversity and Equal Opportunity (405) Non-discrimination (406)			○		5.1.1 Human rights management 5.2.1 Manpower Structure 5.2.3 Employee Salary and Welfare	
Workplace health and safety	Occupational Health and Safety (403)	SV-LF-320a.1		○		5.4.1 Occupational Safety and Health Management 5.4.2 Health Care	
Customer relationship management	Customer privacy (418)	SV-LF-250a.1 SV-LF-250a.2		○	○	4.4 Information Security and Customer Privacy	

Note 1: The boundary of "upstream" refers to other services such as raw materials, equipment, and other services purchased by World Gym.

Note 2: The boundary of "World Gym Operations" consists of World Gym's services and technology R&D.

Note 3: The boundary of "downstream" is the services and technologies provided by World Gym for use by the industry or customers.

Note 4: An issue with "○" means that the issue has a substantial impact at the stage.

Material Issues and Management Approaches

World Gym Material Issue Management Approach

Material Issues

Ethical Corporate Management

The Company has established an ethical corporate management governance system to ensure operations comply with laws and ethical corporate management principles. The Board of Directors and the Sustainable Development Committee are responsible for supervising the operation of governance mechanisms, and implement risk management through internal management systems and complaint mechanisms. The Company also implements systematic management to ensure operational transparency and compliance, and uses the operations of violation incident control and governance mechanisms as management indicators to continuously strengthen corporate trust and governance quality.

Business Performance

World Gym uses the expansion of locations and market deployment as its main business strategies. We use the analysis of population density, area and traffic conditions, and digital marketing strategies to increase the number of members and revenue, and we continue to expand our market share, and introduce membership apps, e-commerce, and loyalty point mechanisms to increase consumption and stickiness. The performance indicators include membership growth, revenue increase, and locations expansion as we continue to strengthen market competitiveness and operational effectiveness.

Risk Management

World Gym continues to strengthen information security and management capabilities, establish CRM and ERP systems, strengthen operational management and data control, and introduce information system management and data tracking mechanisms to ensure the security and real-time control of operational information and service data of each branch. We also implement systematic management to reduce information risks and improve operational efficiency.

Information Security

World Gym attaches importance to information security. We established an information security promotion team to enact information security policies and introduce a systematic information security management framework and technologies. We implement measures such as access control, vulnerability scanning, and employee information security training to ensure the security of information assets and prevent information security incidents from occurring. The number of information security incidents and training coverage rate are used as management indicators to reduce data leakage and system interruption risks.

Information Security

World Gym attaches great importance to the management of personal data protection and privacy, and has established a privacy policy and data management system that complies with relevant laws and regulations. Through access, processing, transmission, and storage, we have established a secure management mechanism to ensure that the collection, processing, and use of personal data comply with the laws and regulations.

Climate Strategy and Greenhouse Gas Management

In response to climate change, World Gym has established a greenhouse gas inventory and reduction management mechanism, incorporated climate risks into its corporate strategy, and reduced emissions through energy-saving measures and low-carbon transformation actions. We use GHG emissions and carbon reduction target achievement as management indicators to reduce the risks of carbon fees and energy cost increases. We also closely monitor opportunities for green transition and brand value enhancement, and continuously optimize climate management strategies through regular inventory and disclosure.

Material Issues and Management Approaches

World Gym Material Issue Management Approach

Material Issues

Energy Management

World Gym improves energy efficiency and supports sustainable use of energy. We adopt energy-saving equipment and energy management systems to optimize the energy efficiency of venues, and adopt energy use intensity and energy conservation results as management indicators to reduce energy costs and carbon emission risks. We also improve operational efficiency and environmental performance and strengthen energy management results through continuous monitoring and improvement mechanisms.

Talent Recruitment and Retention

World Gym is committed to attracting and retaining outstanding talents, establishing a good workplace environment with good systems, improving recruitment and retention strategies, establishing a good salary and welfare system, and continuously improving human capital stability. We continue to improve human resource management with regular surveys and system optimization.

Talent Cultivation and Development

World Gym upholds the basic value of "people first" and values employees' professional capabilities and career development. We provide online and offline training courses to establish a complete training system. We have set up independent training centers in Northern, Central, and Southern Taiwan to transform employees into outstanding 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. We established a systematic training and talent cultivation mechanism, and continuously track and evaluate the results of workplace talent training.

Diversity and Equal Opportunity

World Gym promotes a workplace environment with diversity and inclusion and equal opportunity, establishes a fair hiring and promotion system, eliminates discrimination and unfair treatment, reduces labor risks, and enhances organizational cohesion. We also strengthen corporate image and talent attraction and ensure the implementation of the system through policy reviews and continuous improvements.

Workplace Health and Safety

World Gym is committed to providing a safe and healthy workplace and sports environment. We have established an occupational safety and health management system to reduce the occurrence of occupational accidents through risk assessment, equipment management, and education and training. We use the occurrence rate of occupational accidents and safety training coverage as management indicators to reduce operational and personnel risks, while improving employee well-being and brand trust. We continue to optimize safety management through regular audits and improvements.

Customer Relationship Management

World Gym attaches great importance to customer experience and relationship management. We optimize customer service and customer feedback mechanisms to improve customer satisfaction and loyalty. We use customer satisfaction and retention as management indicators to reduce the risks of the loss of customers, while enhancing brand value and revenue growth opportunities, and strengthening service quality and customer relations through continuous analyses and improvements.

3.2 Stakeholder Engagement

Issues of Concern to Stakeholders

Stakeholder Type	Issues of Concern	Communication Method and Frequency
Shareholders/ Investors	- Talent recruitment and retention - Talent training and development - Diversity and equal opportunity - Workplace health and safety - Customer relationship management - Human rights management	- When necessary: Material information announcements and the Market Observation Post System - At least 1-2 times/year: Institutional investors' conference - Annually: Shareholders' meeting, annual report - Monthly: Announcement of monthly revenue - Timeliness: Investor website : https://investor.worldgymtaiwan.com/ - Investor mailbox : investor@worldgymtaiwan.com - Investor hotline : 04-3601-0880
Customers/ Members	- Data and privacy - Customer relationship management - Information security - Workplace health and safety - Ethical corporate management	- Daily: Customer service counter, We Care customer service center - Online member feedback QR code - Official website consultation forms, fax, letters, and branch announcements - When necessary: Member services, club hotlines - Timeliness: Announcements on the official website, social media (Facebook, Instagram, etc.) - Suggestion mailbox with dedicated personnel : wecare@worldgymtaiwan.com
Employees	- Data and privacy - Workplace health and safety - Talent training and development - Diversity and equal opportunity - Customer relationship management	- Weekly/monthly: Internal meetings - Quarterly: Labor-management meetings, Employee Welfare Committee - Annually: Employee satisfaction survey - When necessary: Official website, internal/external education and training and online learning platform - Timeliness: Employee app, email, and course opinion survey - Complaint hotline : 04-3600-8020, 04-36009898 - Complaint mailbox : hr@worldgymtaiwan.com

Issues of Concern to Stakeholders

Stakeholder Type	Issues of Concern	Communication Method and Frequency
Suppliers/ Contractors	- Supply chain management - Business performance - Business performance - Risk management - Ethical corporate management - Data and privacy	- Annually: Contractor evaluation - When necessary: Meetings, email, telephone, fax, official website, and supplier visits
Government Agencies	- Risk management - AI technology and health management - Climate strategy and greenhouse gas management - Energy management - Waste management - Workplace health and safety - Industry development and policy communication	- 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



CHAPTER 4

Our Commitment

- 4.1 Board of Directors and Functional Committees
- 4.2 Ethical Corporate Management
- 4.3 Risk Management and Compliance
- 4.4 Information Security and Customer Privacy
- 4.5 Supplier Management

Board of Directors and 4.1 Functional Committees

The Board of Directors of World Gym is the Company's highest governance body. According to the "Articles of Incorporation", 7 to 13 directors shall be appointed. The board shall have at least three independent directors who shall account for at least one-third of all directors. Directors are elected through the candidate nomination system, and are elected individually from the list of candidates for directors at the shareholders' meeting for a term of three years. According to the Rules of Procedure for Board of Directors Meetings, the Board of Directors meets at least once every quarter. The Chairman serves as the convener and chair of the meeting. A total of 8 board meetings were held in 2025, with an average attendance rate of 87.32%.

The Company has established functional committees such as the Audit Committee and Remuneration Committee to improve the functions of the Board of Directors, improve the efficiency of decision-making, and facilitate risk management. The Chairman serves as the and President to carry out Board decisions and improve management efficiency. However, the Company has established a recusal system for Directors to prevent and mitigate conflicts of interest.

	Audit Committee	Remuneration Committee
Year Of Establishment	February 1, 2023	February 1, 2023
Important Duties Of The Committee	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.	Establishing and regularly reviewing 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.
Composition	Convener Jack Hsiao, Independent Director Members Independent Directors : Jack Hsiao Hui-Min Chen Chrissy Wang	Convener Jack Hsiao, Independent Director Members Independent Directors : Jack Hsiao Hui-Min Chen Chrissy Wang
Frequency And Number Of Meetings	Meetings are convened at least once every quarter and may be convened at any time as needed. 5 meetings were held in 2025.	Meetings are convened at least twice a year and may be convened at any time as needed. 2 meetings were held in 2025.
Attendance Rate	100%	100%
Term Of Office	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 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.

Note: For details on the operations of each functional committee member, please refer to the Company's annual report.

Directors Diversity and Independence

In an ever-changing business environment, board diversity has become an important cornerstone for innovation, flexibility, and effective risk management. The Company has established the "Corporate Governance Best Practice Principles" and established the Board Diversity Policy in accordance with the Principles. It clearly stipulates that the composition of the Board of Directors should account for gender, age, nationality, culture, professional background, and industry experience, and implement the principles of diverse professional backgrounds and gender balance.

Furthermore, to ensure the independence of the Board of Directors, the Procedures for the Election of Directors stipulate that more than half of the Company's Directors may be spouses or relatives within the second degree of kinship. The qualifications and appointments of the Company's Independent Directors shall comply with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". As of the end of December 2025, the current Board of Directors has a total of 8 Directors, including 3 Independent Directors (accounting for approximately 37.5%) and 1 female director (accounting for approximately 12.5%). For more information on the composition of the Board of Directors, professional qualifications, and positions concurrently held in the Company and other companies, please refer to the Company's 2025 Annual Report.

Title	Name	Gender	Age	Nationality Or Place Of Registration	Date Of Appointment
Chairman	John Edward Caraccio	Male	Aged 51-60	U.S.A.	2023.01.17
Director	Michael A. Sanciprian	Male	Aged 41-50	U.S.A.	2023.01.17
Director	Lionel de Saint-Exupéry	Male	Aged 51-60	France	2023.01.17
Director	Sanjay Sachdeva	Male	Aged 61-70	U.S.A.	2023.01.17
Director	Steven Wu	Male	Aged 51-60	Republic of China	2023.01.17
Independent Director	Warren Ko (Note)	Male	Aged 41-50	Republic of China	2023.01.17
Independent Director	Jack Hsiao	Male	Aged 51-60	Republic of China	2023.01.17
Independent Director	Hui-Min Chen	Male	Aged 51-60	Republic of China	2023.5.25
Independent Director	Chrissy Wang	Female	Aged 41-50	Republic of China	2024.5.24

Note: The Independent Director Warren Ko resigned on September 1, 2025.

Directors' Continuing Education and Performance Evaluation

In order to ensure that the functions of Directors are aligned with changes in technology, regulations, and markets, we have arranged continuing education for Directors to ensure that the Board of Directors fully understands the Company's environment, industry trends, and latest developments, and further improve the knowledge and skills required by the Board of Directors for sustainable development. In 2025, all Directors of the Company received a total of 168 hours of continuing education, covering courses related to corporate governance, digital transformation, and labor disputes. Detailed information on continuing education can be found in the Company's annual report or the Market Observation Post System.

Board performance evaluation is one of the key steps to continuously improve corporate governance and decision-making quality. Through regular evaluations, we gain an in-depth understanding of the effectiveness of the operations of the Board of Directors. The Company has established the "Board of Directors Performance Evaluation Regulations" to require annual internal performance evaluations of the Board of Directors as a whole, individual directors, and functional members. We also appoint an external professional independent institution or a team of external experts and academics to conduct a performance evaluation at least once every three years. Board performance evaluation results shall be submitted to the Board of Directors and used as a reference for the selection or nomination of board members. The results of the Board performance evaluation for 2025 have been disclosed in the Company's annual report.

Management 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 the 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.

In 2025, the Company had no cross-shareholding with suppliers or other stakeholders and had no transactions with stakeholders. The implementation status of Directors' recusal from proposals with conflicts of interest is described below:

Date of Board Meeting	Name of Recused Director	Contents of Motions	Reasons for Recusal due to Conflict of Interest	Participation in Voting
2025.02.18	Michael A. Sanciprian	Appointment of the Director Michael A. Sanciprian as a consultant to the subsidiary WGI.	The appointment of a Director as a consultant creates a conflict of interest.	The proposal was approved as proposed by the other Directors.

Remuneration Policy

World Gym has established a transparent and consistent remuneration system to ensure that the remuneration structure of Directors and senior management complies with laws and regulations, corporate governance principles, and the strategy of sustainable development. The Company has established a Remuneration Committee, which is responsible for reviewing the remuneration policies and distribution of Directors and managers, evaluating the necessity, reasonableness, and market standards, and submitting them to the Board of Directors for review and approval. The remuneration of new managers is preliminarily approved by the Chairman of the Board of Directors. The remuneration is reviewed in the next meeting of the Remuneration Committee, and then submitted to the Board of Directors for approval in a resolution to ensure the correct implementation of procedures and clear governance.

In terms of remuneration design, the Company has a clear remuneration structure for different governance levels. For the members of the Board of Directors, Independent Directors receive a fixed monthly salary and an additional role-based allowance for the convener of functional committees, and the attendance fee is paid based on the attendance of meetings. Regular Directors do not have fixed salaries or bonuses. Their main remuneration comes from the director's remuneration allocated from the Company's earnings, with a cap of not more than 2% of the annual after-tax earnings. The remuneration is allocated according to the level of their participation in operations.

For senior managers, a fixed base salary is determined based on factors such as their position, academic and work experience, professional skills, and prevailing market rates. We also provide variable remuneration, including performance bonuses and year-end bonuses linked to annual operating results. These measures are implemented to enhance the effectiveness of long-term incentives and talent retention.

The remuneration system of World Gym is based on the Company's overall business and financial performance. In terms of economic factors, the ratio of director and manager remuneration distribution is directly linked to the Company's annual profitability, so that their interests are consistent with the Company's financial performance and targets for shareholders' return on investment. In terms of risk governance, the Remuneration Committee refers to business performance when formulating the remuneration distribution plan, and incorporates the Company's risk tolerance as an evaluation indicator to reduce the potential threat of posed by excessive pursuit of short-term profit to the Company's stable operations. In response to global sustainable governance trends, the Company will also evaluate the gradual and continuous incorporation of long-term strategic ESG indicators into the core management mechanisms to establish a stronger link with the sustainable development strategy. In terms of human capital management, the Company attracts and retains professional talents with potential by providing long-term incentive programs linked to individual performance, overall contribution, or special performance to support the stable development of the organization.



4.2 Ethical Corporate Management

World Gym firmly believes that integrity is the foundation of corporate sustainability. To protect the rights and interests of investors, shareholders, and other stakeholders, we continue to strengthen organizational governance and require all employees and partners to ensure that internal management and supply chain operations comply with the principles of ethical business conduct and social responsibility.

The Company has formulated the "Ethical Corporate Management Best Practice Principles", "Ethical Corporate Management Operating Procedures and Code of Conduct", and "Code of Ethical Conduct" with reference to templates for the Code of Conduct issued by the competent authorities. They clearly specify the code of conduct for all managers and employees in the performance of their duties. In particular, clear guidelines are provided on key issues such as conflicts of interest, prevention of improper benefits, information confidentiality, and ethical transactions. The Company upholds the principle of political neutrality and did not provide political donations in 2025. The aforementioned standards have also been extended to suppliers and partners. We jointly maintain the value of integrity in our operations through contractual terms and commitment mechanisms. There were no confirmed incidents of corruption among the Company's employees and suppliers in 2025.

In order to improve the effectiveness of the system, the Company plans training programs and behavioral advocacy campaigns from time to time to strengthen employees' awareness of anti-corruption issues and response abilities. In order to communicate anti-corruption requirements to our partners, the General Affairs Department has completed the communication of anti-corruption principles to 631 suppliers in Taiwan and 9 overseas suppliers in 2025, covering 100% of suppliers in transactions in the current year. The Engineering Department also requires all new contractors to sign the No-Commission Commitment before conducting transactions to ensure that the integrity standards of the supply chain are consistent with that of World Gym. In 2025, the Engineering Department had 17 new contractors, including 3 design companies and 14 construction contractors, and the signing rate was 100%.



Anti-competitive Behavior

In view of the characteristics of the fitness industry, such as multi-brand operations, chain store expansions, diverse range of prices and promotions, and high level of competition for trainers and course services, World Gym values the principle of fair competition in the market and incorporates prevention of anti-competitive behavior into the corporate governance and compliance management framework. We clearly require all business locations as well as marketing and sales personnel to comply with relevant competition laws and regulations in their operations, such as pricing strategies, promotions, membership plan design, trainer hiring, and partnership arrangements. They may not engage in price fixing, market division, improper restrictions on transaction counterparties, exclusions competitors, or other actions that may affect market fairness. In 2025, there were no violations of anti-competitive behavior and anti-trust and monopoly regulations.

Reporting Mechanisms

To uphold the core values of ethical corporate management, World Gym has established a clear and protected reporting and handling process to handle any suspected violations of ethics or inappropriate conduct. The Company has established a whistleblowing system and set up a dedicated unit responsible for institutionalizing regulations and accepting cases. The results of cases are submitted to the Board of Directors in accordance with procedures to ensure transparency in decision-making and accountability.

In terms of whistleblowing channels, the Company has set up a dedicated whistleblowing mailbox (integrity@worldgymtaiwan.com), which is published on the Company's official website to encourage internal and external stakeholders to actively disclose illegal or improper behavior. The whistleblowing mechanism allows for anonymous complaints and we are committed to fully protecting the privacy and personal safety of whistleblowers. The whistleblowers' identity and contents are kept strictly confidential to prevent any form of retaliation or improper treatment.

All case reports received are carefully reviewed by the dedicated unit according to internal investigation procedures, and penalties or improvement measures are initiated when necessary to prevent the recurrence of similar incidents. Through institutionalized management and cultural advocacy, World Gym is committed to building a corporate structure of ethical conduct and accountability. We seek to enhance ethical governance commitments with practical actions to become a trustworthy sustainability partner for stakeholders.



Risk Management

4.3 and Compliance

4.3.1 Risk Management and Internal Audit

The Company established an internal control system based on the “Regulations Governing Establishment of Internal Control Systems by Public Companies” established by the Financial Supervisory Commission. The Company integrates control and evaluation measures through environmental control, risk assessment, control operations, information and communication, and supervision operations, which are designed by managers and approved by the Board of Directors. The management process is implemented by the Board of Directors, managers, and other employees. The purpose is to support the sound operation of the Company, reasonably ensuring the effectiveness and efficiency of operations, the reliability, timeliness, transparency of information reporting, and ensure compliance with relevant laws and regulations.

The Company has established the Audit Office as an independent internal audit unit under the Board of Directors. It has full-time audit supervisors and internal auditors. Together with the Audit Committee, the Audit Office assists the Board of Directors and managers in inspecting and reviewing deficiencies in the internal control system, measuring the effectiveness and efficiency of operations, and providing timely suggestions for improvement to ensure the continuous and effective implementation of the internal control system.

Each year, the Audit Office formulates an annual audit plan based on the risk assessment results, submits it to the Board of Directors for approval, and performs operations according to the audit plan. The deficiencies and anomalies found in the internal control system are disclosed in the audit report. The Audit Office follows up after the report is approved, and prepares follow-up reports at least once every quarter until improvement is made to ensure that appropriate improvement measures have been taken in a timely manner by relevant units. In addition to reporting the implementation results of the audit plan to the Independent Directors each month and communicating internal control and audit-related matters with Independent Directors each quarter, the audit supervisor attends meetings of the Audit Committee and the Board of Directors to submit audit reports. The aim is to ensure the effectiveness of audits, safety in the Company's operations, and sustainable development.

To strengthen risk management, the Company conducts annual risk assessments for existing venues and new venues. In terms of the types and risk analysis of deficiencies audited by the existing venues in 2025, the main types of deficiencies included failure to comply with standard operating procedures (61.93%), electrical shock (11.40%), equipment abnormalities (9.28%), explosions and fires (6.52%), environmental safety (4.55%), management (3.90%), and others (2.42%). We also conducted detailed hazard identification and risk assessments for new venues (e.g., Taipei Muzha, Huwei, Hsinchu Xinfeng, Chiayi Xingye, and Zhubei Huaxing) covering pipeline filling, electrical shock prevention, evacuation signage, chemical management, and fall prevention measures, and developed corresponding control measures to reduce risks.

4.3.2 Compliance

The Company has always adhered to the principle of ethical management and strictly complies with the laws and regulations of the location of operations. To effectively manage compliance risks, the Company adopts the criteria for identifying major violations of laws and regulations based on the "cumulative amount of fines for a single incident reaching NT\$1 million or more". In 2025, there were no major violations of laws and regulations and the Company will continue to implement good internal controls and legal compliance management. For non-major violations of laws and regulations, the total amount of fines in 2025 has been significantly reduced by approximately 61.2%, indicating that overall compliance management has achieved significant results.

Number of non-major violations in the past two years

	2025	2024
Number Of Cases Of Fines (Unit: Cases)	64	64
Amount Of Fines (Unit: Nt\$)	1,727,380	4,452,909

Note 1: In 2024, the Company was fined NT\$2.8 million for violations of the Personal Data Protection Act.

Non-major Violations and Improvement Measures

Half of non-major violations in the current year were environmental quality incidents. The Company understands the importance of these issues and actively reviews improvement measures. For all disqualified venues for which penalties were imposed, we have completed full repairs and improved the pollution prevention equipment as quickly as possible. At present, all such venues have been improved and re-inspections were completed by the competent authority or a third-party professional institution to obtain satisfying results. In the future, the Company will continue to strengthen self-monitoring mechanisms to ensure compliance of all environmental quality indicators and stable operations.

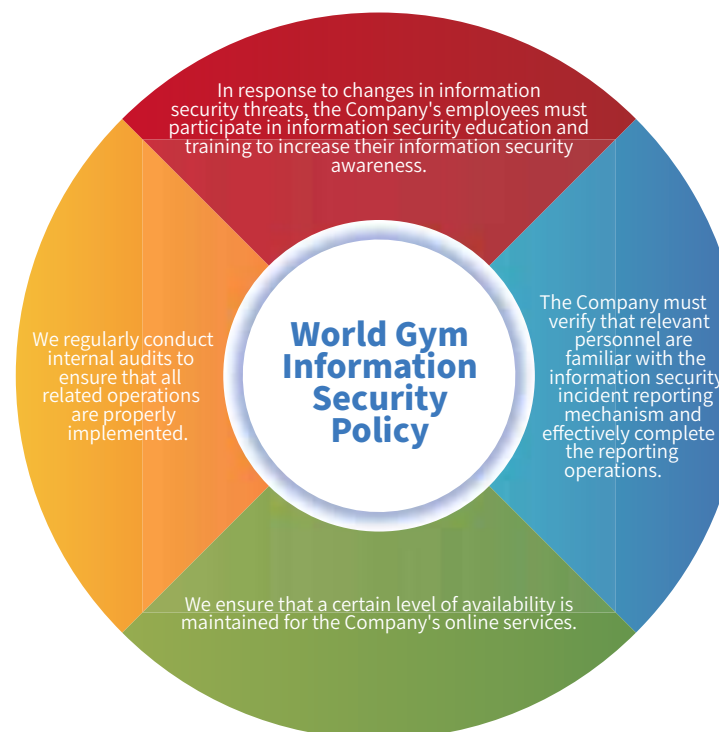
4.4 Information Security and Customer Privacy

The Company attaches great importance to information security and personal data protection of its members, customers, and stakeholders. We strengthen operational resilience and service reliability through information security governance, risk management, and continuous improvement mechanisms. The Company has established the Information Security Operating Procedures and Information Security Incident Reporting and Response Mechanisms. The Chairman is responsible for approving the information security policy and goals, and we implement them through collaboration across all departments along with IT units and dedicated information security personnel.

In terms of technology and operations, we adopt access control, technical protection, detection monitoring, security information and event management (SIEM), endpoint detection and response (EDR) mechanisms, and annual information security tests. We also regularly conduct core system disaster response drills and information security training programs to reduce the risks of information security incidents and personal data infringement. There were no information security incidents in 2025, and there were 0 verified customer privacy breaches, and 0 cases of loss of customer data.

Information Security Policy

In order to ensure stable operations and service quality, and properly protect the information assets of the Company and its members, World Gym has established the information security policy and management objectives based on the Information Security Management Operating Procedures, which are rooted in the core priorities of confidentiality, integrity, and availability. We also established the "Information Security Operating Procedures" as the basis for compliance by all employees. By implementing systematic management mechanisms, the Company is committed to preventing unauthorized access, use, leakage, tampering, destruction, or other improper conduct in information and communication systems, ensuring the security and stable operation of relevant information systems.



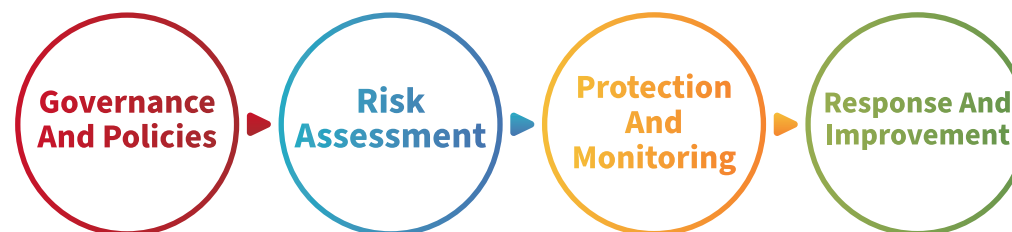
Information Security Risk Management Framework

To strengthen the Company's information security governance and address practical operational needs, World Gym has appointed a dedicated information security supervisor and dedicated information security personnel on September 20, 2024. We also established the "Information Security Implementation Team" to oversee information security risk management, the formulation of information security risk management policies, and the implementation of various information security enhancement measures. Through a systematic governance framework, the Company continues to conduct information security risk analysis and threat scenario assessment, and plans and proposes improvement suggestions for enhancing protection capabilities to respond to evolving information security threats.

In addition, World Gym regularly conducts information security risk assessments and audits, and reviews and continuously improves relevant management measures based on the assessment results. The implementation status of the "Information Security Operating Procedures" is submitted to the management each year to ensure system implementation and management effectiveness. The Information Department is responsible for the procurement, establishment, and daily maintenance, and monitoring of information security-related hardware equipment. The audit unit conducts information security management audits every year and regularly submits audit results to the Board of Directors to strengthen the Board's supervision and decision-making support for information security governance.

Governance Framework and Implementation Paths

Chairman/ Senior Management	Approve policies and goals and conduct regular reviews
Information Security Implementation Mechanisms	Cross-departmental coordination, annual implementation and improvement plans
IT Unit/ Dedicated Information Security Personnel	Monitoring, incident handling, technical maintenance
Audit/ Audit Mechanisms	Audit and improvement tracking



▲ World Gym Information Security Governance Framework

Information Security Management Measures

To strengthen information security governance, we have established a multi-layer information security protection framework from system management and technical protection to incident response. The key actions are as follows:

The Main Information Security Control Measures Include

Adopt virtual private network (VPN), virtual desktop infrastructure (VDI), and multi-factor authentication (MFA), and implement connection encryption, the principle of least privilege, and audit trail monitoring to ensure access security.

Real-Time Detection And Monitoring

Establish a security information and event management (SIEM) platform that integrates log analysis and automatic warning, and combine endpoint detection and response (EDR) system to provide device-level threat protection.

Incident Reporting And Continuous Improvement

Establish a process for handling information security incidents, from loss control, system recovery, and root cause investigation to post-incident review to ensure immediate handling and facilitate subsequent system improvements and record retention.

Enhancement Of Technical Protection

Implement an intrusion detection system and intrusion prevention system (IDS/IPS), firewall, and web application firewall (WAF) to effectively block unauthorized access and external attacks.

Annual Vulnerability Scanning And Penetration Testing

Regularly perform vulnerability scans and penetration tests for systems and applications, and conduct risk assessments before launch to ensure that the vulnerabilities are rectified.

Outsourced Information Security Management

Conduct account continuity audits and authorization controls for external suppliers and outsourced systems to ensure data access security.

We also implement multiple information security protection and tracking mechanisms for key platforms such as application systems, databases, and ERP systems (corporate resource planning) :

Information Security Protection

Description Of Measures

Network Traffic And Access Protection

Measures for external connection quality and front-line interception of unauthorized access.

1. **Connection frequency limit:** Set a limit on the number of connections for cloud applications, and block connection attempts from the same address if they occur more than 5 times per second.
2. **Access list permission restrictions:** Implement access restrictions for whitelisted addresses for application services, and regularly review cloud and local lists.
3. **Multiple identity verification protection:** Set up three lines of defenses in the application background, including the password of the directory account, the password of the background account, and the restriction of the designated company network address.
4. **Multi-factor authentication mechanism:** Incorporate multi-factor authentication into core operating systems to strengthen login security.
5. **Strengthen password complexity,** require password replacement every three months, and delete accounts not used for more than three months to strengthen identity verification security.

System Architecture And Server Security

Focus on the enhancement and patching of host servers, databases, and underlying architecture.

1. **Database system migration:** Convert the database from open source to cloud-hosted database to strengthen database security.
2. **Connection information encryption:** Encrypt and store the connection password profile between the application and the database.
3. **Host vulnerability patching:** Regularly scan and patch vulnerabilities for on-site and cloud servers, and continue optimization according to recommendations.
4. **Endpoint detection and response system:** Establish an information security information early warning platform and introduce endpoint detection and response tools to strengthen overall defenses.

Application Development Security

Ensure that internal software and code are in compliance with security regulations during development and maintenance.

1. **Source code scanning and patching:** Scan the source code of the enterprise resource planning (ERP) systems and various applications to patch potential vulnerabilities.
2. **Application program certification:** The World Gym mobile app passed the Mobile Application Security Alliance (MAS) certification to ensure software security.
3. **Program changes monitoring:** Implement monitoring of changes in the application of the ERP system.

Monitoring, Review, And Record Analysis

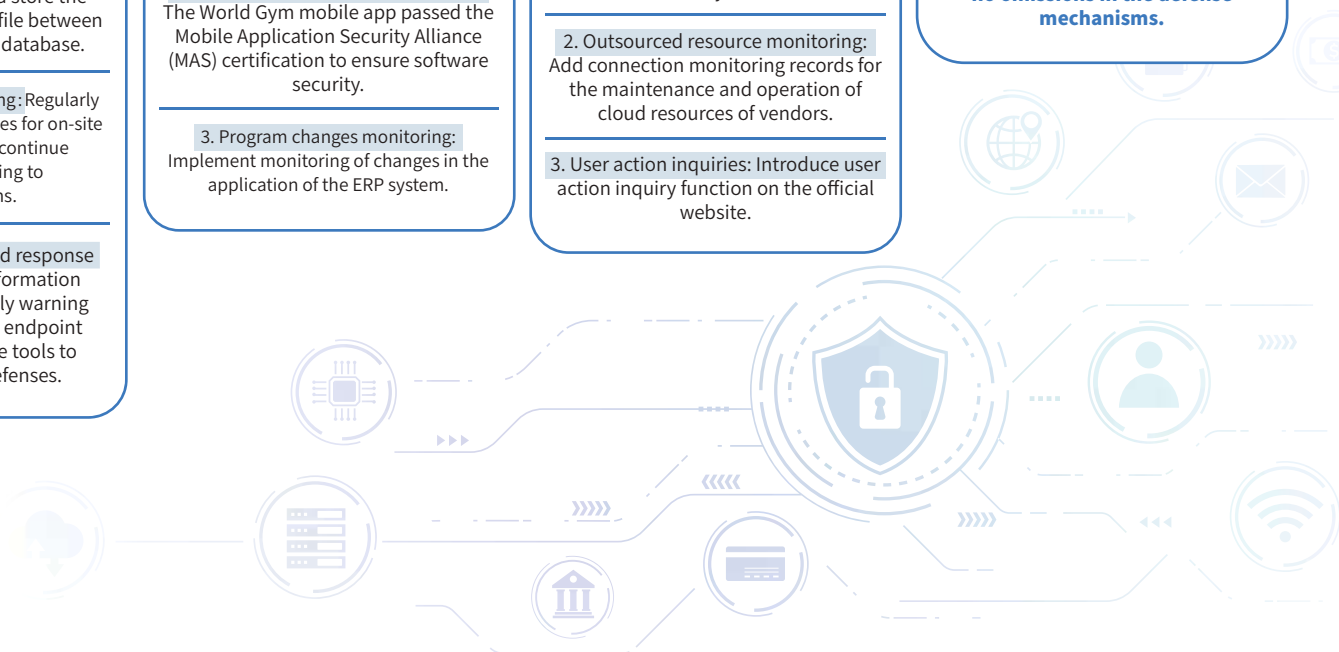
Actively detect and block abnormal behaviors through tracking and analysis of digital footprints.

1. **Log analysis and blocking of abnormalities:** Use log analysis platforms (such as ELK) to identify sources of abnormal firewall access to domains, actively block suspicious addresses, and keep records for 180 days.
2. **Outsourced resource monitoring:** Add connection monitoring records for the maintenance and operation of cloud resources of vendors.
3. **User action inquiries:** Introduce user action inquiry function on the official website.

Regular Inspections And Compliance Assessment

Execute annual information security diagnosis and tests, and organize periodic professional and external tests ensure that there are no omissions in the defense mechanisms.

Execute annual information security diagnosis and tests, and organize periodic professional and external tests ensure that there are no omissions in the defense mechanisms.



Improve the Culture of Information Security

To enhance the information security awareness of all employees and the overall IT protection capabilities of the organization, the Company continues to promote measures to enhance the culture of information security. We have joined the Taiwan Computer Emergency Response Team (TWCERT) and we use the FISAC Financial Information Sharing and Analysis Center and the real-time online news collection mechanism to monitor the latest information security threats and attack techniques. We regularly circulate information security awareness information internally to strengthen employees' ability to identify information security risks. In terms of education and training, the Company organizes information security training at least once a year, and plans courses based on different job roles. In 2025, information security training was provided to IT personnel, new employees, and general employees, with a total of 5,612 participants.

Information Security Training Results in 2025

Trainees	Training Content	Number of Participants
Dedicated Information Security Personnel	- Information security governance supervisor courses: Business sustainability: Information resilience and response capabilities of the organization - Head of information security governance - cloud security - Head of information security governance - core strategy of information security	2
General Employees	Basic information security awareness and social engineering case studies	5,600
IT Personnel	- Social engineering prevention - Basic information security awareness and social engineering case studies	10
Total		5,612

In addition, the Company regularly conducts social engineering drills every year to examine employees' awareness of phishing emails and social engineering attacks. The results are used as the basis for improving information security education. In 2025, the drill was completed according to the annual plan, with a total of 1,670 participants. The non-compliance rate was 1.02%, meeting the management target of "no more than 3% non-compliance rate". For employees who have not passed the drill, follow-up training and tests have been arranged to continuously improve overall information security protection.

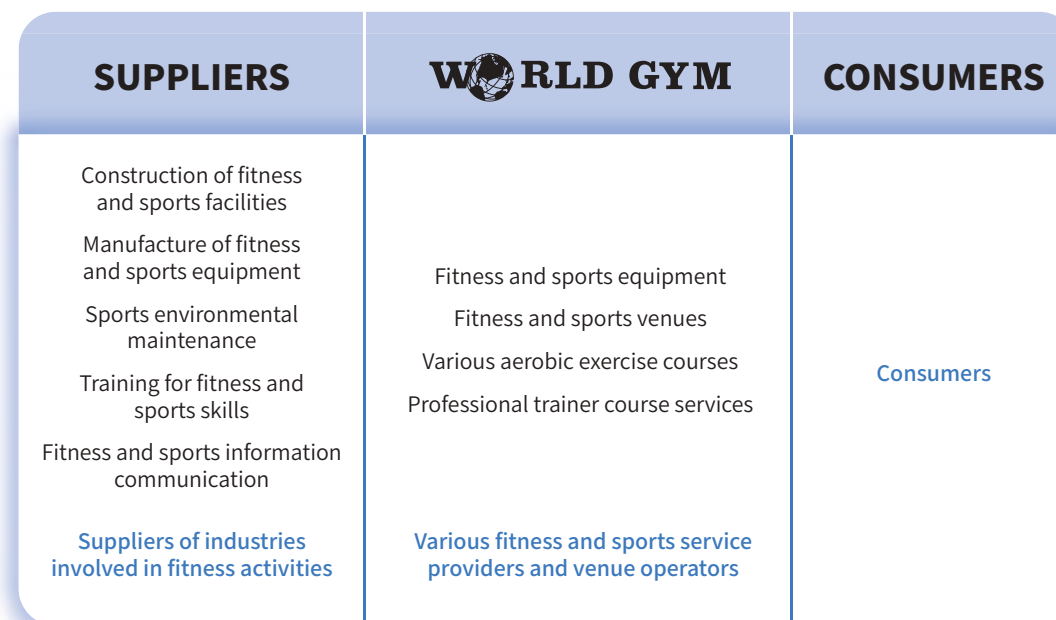
4.5 Supplier Management

World Gym adheres to stringent selection criteria for equipment, consumables, and cleaning supplies, and excludes products that contain illegal or high-risk substances to protect the health and safety of members. We prioritize the procurement of green products with energy efficiency labels and environmental protection labels to actively reduce the carbon footprint and environmental impact of our operations. In terms of supplier selection, we actively work with suppliers in compliance with environmental protection and labor regulations to reduce pollution, effectively control carbon emissions and resource consumption, establish an occupational safety and health management system, and jointly implement sustainable supply chain goals.

4.5.1 Industry Value Chain

The Company is part of the fitness and sports industry, which covers a complete value chain from upstream to downstream industries. Upstream suppliers include the facility construction industry, product manufacturing industry, environmental maintenance industry, skills training industry, and information and communication industry. We have suppliers with extensive investments in fitness. The midstream section covers fitness equipment, site construction, aerobics courses, professional trainer guidance, and other fitness services and venue operators. The downstream section refers to general consumers and athletes who engage in physical training.

World Gym is committed to providing high-quality and standardized fitness services and is located at the midstream section of the value chain of the sports industry. We have established a stable long-term partnership with upstream suppliers for facility construction, equipment supply, and course R&D. We actively introduce diverse innovative training courses to continuously enhance service professionalism, which has received the recognition and trust of customers.



▲ World Gym Industry Value Chain

4.5.2 Supplier Management Mechanisms

Supplier Overview

Suppliers of World Gym cover diverse fields such as raw materials, manufacturing, logistics, and services. We categorize suppliers according to the main departments for procurement in the Company.

Classification of Suppliers of the General Affairs Department Top 20% suppliers by annual purchases in 2025	Percentage of Procurement Amount	Number of Suppliers	Percentage of Suppliers
Office supplies and services	48%	63	10%
Procurement and repair of sports equipment	20%	12	2%
Equipment procurement and repair	15%	38	6%
Others	8%	15	2%
Total	91%	128	20%

Classification of Suppliers of the Engineering Department	Percentage of Procurement Amount	Number of Suppliers	Percentage of Suppliers
Design and planning	1.90%	17	26%
Construction	98.00%	44	68%
Materials and equipment	0.10%	4	6%
Total	100%	65	100%

Classification of Suppliers of the Marketing Department	Percentage of Procurement Amount	Number of Suppliers	Percentage of Suppliers
Outsourced designing	42.75%	17	11.18%
Marketing planning	49.60%	95	62.50%
Other expenses	7.65%	40	26.32%
Total	100%	152	100%

Classification of Suppliers of the Information Department	Percentage of Procurement Amount	Number of Suppliers	Percentage of Suppliers
IT hardware	28.10%	10	43.50%
IT software	30.10%	9	39.10%
Others	41.80%	4	17.40%
Total	100%	23	100%

Sustainable Supply Chain Management

World Gym has established a supplier management system and plans to establish supply chain management measures for each department starting in 2026. To become a new supplier of the Company, a candidate company must complete the Supplier ESG Self-Assessment Questionnaire. Suppliers with an evaluation score of more than 80 points may be included in the list of qualified suppliers. For those with a score of 70 to 79, improvements must be completed within one year of the start of procurement. Suppliers with a score of less than 70 points or major ESG violations within three years are included in the continuous observation list.

Key Aspects of Supplier ESG Self-Assessment Questionnaires

Environmental

- Legal compliance and management
- Energy and GHG
- Waste and resource management
- Water consumption and pollution prevention

Social

- Labor rights
- Occupational safety and health
- Employee relations and complaints

Governance

- Business ethics and integrity
- Legal compliance and internal control system
- Information security and privacy

For existing suppliers, we implement continuous management through annual inventory, contract renewal review, and sustainability performance tracking to gradually establish a procurement system with greater transparency and accountability. In order to improve the quality of supply chain management, we defined the top 20% of the total annual procurement amount of the General Affairs Department as first-tier suppliers in 2025 based on the frequency of transactions and the stability of partnerships. Through the annual inventory, we require existing suppliers to fill out the ESG self-assessment questionnaire again, and regard suppliers with an evaluation score of more than 80 and no major violation records as low-risk suppliers. We will continue the partnership and conduct re-assessments after 2 to 3 years. Request those with a score of 60 to 79 to propose improvement plans. Suppliers with a score of less than 60 points or major ESG violations are considered high-risk suppliers. We require them to implement improvements must made within a specified period of time and evaluate their replacement as necessary. In 2025, a total of 128 tier-1 suppliers were evaluated. There were no medium- and high-risk suppliers, so there were no suppliers with whom we suspended partnerships.

Supplier Performance Management

To ensure that suppliers continue to provide products and services that meet the Company's needs, World Gym has established a systematic supplier performance evaluation mechanism for each business category. The evaluation covers the three core aspects, including the level of cooperative support, product quality, and timeliness of delivery. Companies with a score of 90 points or higher are listed as Class A suppliers that will be prioritized in procurement decisions. Companies with a score of less than 70 points are listed as disqualified suppliers, and their transactions will be suspended in the following year. There were no disqualified suppliers in the 2025 assessment results.

4.5.1 Local Procurement

Our supply chain is highly localized, and the proportion of local procurement amount in Taiwan has increased each year in the past three years. Approximately 94.9% of the procurement expenditures in 2025 were used to support 631 local (Taiwanese) suppliers, and only 5.1% of the expenditures flowed to 9 non-local suppliers (United States/UK/Denmark/Singapore/Australia/China). This not only shortens the delivery distances for logistics and improve operational efficiency, but also demonstrates our commitment to supporting the local economy and community development.

Operation sites	Item	2023	2024	2025
Taiwan	Percentage of local procurement expenditures	89.7	92.1	94.9



CHAPTER 5

Our Impact

- 5.1 Human Rights
- 5.2 Talent Attraction and Retention
- 5.3 Talent Cultivation and Development
- 5.4 Occupational Safety and Health
- 5.5 Social Relationship Building

5.1 Human Rights

5.1.1 Human Rights Management

The Company values the basic human rights of every employee, partner, and stakeholder, and is committed to complying with internationally recognized human rights standards, including the United Nations Universal Declaration of Human Rights, the International Labour Organization's Fundamental Conventions, and the United Nations Guiding Principles on Business and Human Rights. The Company established human rights policies and related management systems in January 2026 to implement human rights protection and management mechanisms. To ensure that human rights are respected and protected in business operations, the Company has clearly defined the division of labor through its governance framework. The Chairman and senior management are responsible for supervising the implementation and effectiveness of human rights policies. Relevant departments carry out risk identification, policy implementation, and complaint handling according to their functions to form a comprehensive chain of governance and responsibility. The Company also continues to strengthen the human rights management process, and implements human rights concepts in day-to-day operations, supply chain management, and work environments through policy framework, education and training, communication with stakeholders, and grievance channels. We are committed to creating a workplace environment of safety, equality, and respect for diversity.

• Human Rights Risk Due Diligence •

step1

Establish a management framework

Establish an overall management framework for human rights-related issues, divide the responsible units and management levels according to the nature of the issues, clearly define the division of internal responsibilities and reporting mechanisms, and incorporate human rights management into daily operations and internal governance systems to ensure the institutionalization of human rights risk management and clear delegation of responsibilities.

Issue	Responsible Unit	Announcement of Regulations
Occupational Safety And Health	Occupational Safety	Safety and Health Policy
Unlawful Infringement	Occupational Safety	Workplace Unlawful Infringement Prevention Plan
Sexual Harassment	Sexual Harassment Investigation Team	Sexual Harassment Prevention Measures (Complaint and Investigation Procedures), Workplace Sexual Harassment Prevention Measures, Grievance and Punishment Regulations

step2 Identify issues

We conduct internal inventory, review operating procedures, collect information on employee-related issues, and systematically review and manage the main human rights issues involved in operating activities and the work environment in accordance with human rights due diligence principles to identify elements that may have actual or potential impacts on employees' human rights. Relevant issues include occupational safety and health, unlawful infringement, and sexual harassment.

Issue	Due Diligence Methodology
Occupational Safety And Health	We systematically collect data and analyze events based on feedback from employees, occupational safety-related incidents (e.g., occupational accidents), and on-site audits and inspection results to identify potential risks and high-risk operating scenarios for occupational safety and health. We use risk assessment and hierarchical management mechanisms to formulate preventive and improvement measures for key risks, and continue to track the implementation status and improvement results.
Unlawful Infringement	Establish relevant systems and procedures for preventing unlawful infringement at work, conduct risk identification and assessment, and regularly review potential high-risk scenarios and operating environments. The Company has set up grievance and reporting channels to ensure that employees and stakeholders are able to immediately report incidents. The responsible unit initiates investigation procedures in accordance with regulations to clarify the facts, analyze the cause, and conduct follow-up actions.
Sexual Harassment	The Company identifies potential risks of sexual harassment in business activities through internal risk assessments, employee feedback, review of complaint records, and legal compliance analysis. The scope of evaluation covers employees, contractors' employees, interns, and personnel that engage in business transactions with the Company, and includes workplaces, business trips, education and training, and business interactions. After a comprehensive assessment, sexual harassment was identified as an important human rights issue with a high impact on employees' human rights and workplace safety.



step3 Establish risk mitigation and remediation strategies

For human rights-related issues identified, the Company has formulated the overall management approach and improvement strategies, and incorporated human rights protection principles into day-to-day management and work. Related measures include early mitigation measures, such as system changes, operation process optimization, and employee education and training, to prevent or reduce the possibility of potential negative impact on human rights. We have also established post-incident remediation and handling mechanisms to provide appropriate handling procedures and support measures in the event of human rights-related incidents to respond to and mitigate adverse impacts.

Issue	Mitigation measures (preventive measures)	Remediation measures (post-incident response)
Occupational Safety And Health	1. The responsible unit conducts regular self-inspections to ensure safety and health in the work environment. 2. Conduct regular monthly workplace inspections in each region to strengthen on-site management and risk control.	In response to the 20 occupational injuries (including cutting injuries, falls, and falling objects) that occurred during business operations, the Company provided employees with subsequent occupational injury assistance and care measures, completed related cause analysis and improvements, and continued to improve workplace safety management mechanisms to reduce the risk of recurrence of similar incidents.
Unlawful Infringement	1. Organize courses and awareness campaigns related to the "prevention of unlawful infringement in the workplace". 2. Establish and implement the "Workplace Unlawful Infringement Prevention Plan" in accordance with the law, clearly stipulate grievance mechanisms and disciplinary regulations, and publicly disclose them in the workplace.	A total of 11 workplace bullying complaints were received this year. All cases were investigated according to internal procedures, and were not confirmed after review. After investigations and overall reviews, the case conditions were inconsistent with the criteria for determining actual inappropriate treatment in the workplace. Comprehensive assessment showed that most of the 11 cases were due to communication issues between employees, friction in work interactions, differences in opinions between individuals, or personal issues. The overall incidents did not yet meet the definitions of workplace bullying. The Company remains committed to the prevention and management of related incidents, and has continuously reminded and assisted department heads to strengthen communication management, education and training, and awareness campaigns of workplace conduct. We also provide necessary assistance and management measures in a timely manner based on individual situations to promote good workplace interactions and teamwork. In the future, we will continue to optimize grievance and reporting mechanisms, improve prevention and real-time care and handling capabilities, and strive to create a respectful, friendly, and safe workplace environment.
Sexual Harassment	1. System and policy establishment: Establish and announce policies and management measures related to sexual harassment prevention, clearly define actions that constitute sexual harassment, grievance channels, and handling principles, and include relevant regulations in the Employee Handbook and internal regulations. 2. Employee training and awareness campaigns: We conduct regular awareness campaigns to help all employees understand sexual harassment prevention regulations and the code of conduct that they are expected to follow, thereby raising human rights awareness and creating a culture of respect in the workplace. 3. Clear code of conduct and management responsibilities: Supervisors at all levels are required to fulfill their management responsibilities, pay attention to the interactions between the work environment and personnel, identify potential risks in advance, and implement the principle of zero tolerance in day-to-day management. 4. Diverse grievance and consultation channels: Establish grievance and consultation channels that employees can use with peace of mind to reduce obstacles for filing complaints, so that employees can express their concerns before or at the beginning of the incident.	1. Immediate acceptance and protection measures: Once a complaint is received, an investigation procedure shall be initiated immediately and necessary temporary protective measures shall be taken as needed to protect the complainant's safety and work rights from adverse impact. 2. Fair investigations and disciplinary measures: Investigation is conducted by units with relevant expertise and authority to ensure the fairness and confidentiality of the process, and appropriate disciplinary measures or improvement measures are taken based on the investigation results. 3. Complainant support and care: Provide complainants with necessary assistance and support as needed to help them resume work. 4. Improvement and prevention of recurrence: After the incident is closed, we review the deficiencies of the system or management processes, and amend relevant measures in a timely manner to reduce the risks of the recurrence of similar incidents.

step4 Improvement and tracking

Continue to monitor the implementation status and practical operations of human rights management measures, monitor improvement progress and implementation status through internal management mechanisms, and conduct overall reviews and adjustments of human rights-related issues to ensure that relevant management practices effectively respond to actual needs, reduce adverse impacts, and strengthen human rights protection.

step5 Regular review and optimization

Regularly conduct comprehensive reviews of human rights management systems and measures, comprehensively consider business development, regulatory trends, and issues of concern to stakeholders, continue to optimize human rights management practices and implementation mechanisms, improve system integrity and management effectiveness, and promote continuous improvement and long-term stable operations of human rights risk management.

• Human Rights Related Complaints •

If employees discover any possible infringement of human rights, they can file a complaint or report suspected violations through anonymous channels. The Company will initiate corresponding investigation and handling procedures in accordance with existing procedures and ensure an impartial and objective review of the case. In addition, the Company strictly prohibits any form of retaliation against complainants, whistleblowers, or individuals assisting in investigations to protect their rights and interests and maintain a friendly and safe complaint environment.

Diverse and secure grievance channels: Provide diverse, confidential, and secure grievance communication channels to ensure that complainants are not subject to threats, retaliation, or inappropriate treatment during the complaint process. Relevant channels are as follows:

Complaint Hotline (04)3600-8020

Dedicated Fax For Complaints (04)3600-0305

Dedicated Complaint Email hr@worldgymtaiwan.com

Dedicated Complaint Mailing Address

Human Resources Department, No. 68 Mailbox,
Taichung Liming Post Office

Measures Against Sexual Harassment And Unlawful Infringement In The Workplace

A Sexual Harassment Grievance Channels

System establishment: Established and implemented the "Sexual Harassment Prevention Measures (Complaint and Investigation Procedures)" and the "Regulations Governing Complaints and Disciplinary Actions for Sexual Harassment in the Workplace" to clearly regulate the definition of sexual harassment, complaint process, investigation principles, and disciplinary actions as the basis for handling cases.

B Complaint Handling Mechanisms

Established a Sexual Harassment Investigation Team to be responsible for accepting, investigating, and reviewing related cases, ensuring that the handling process adheres to the principle of fairness, objectivity, and confidentiality, in order to clarify facts and properly handle cases.

C Awareness Campaigns And Employee Training

Announce regulations and measures related to sexual harassment prevention, and regularly implement equal treatment and human rights education and training at all business locations to strengthen employees' awareness of sexual harassment prevention and human rights issues. Achieve a training completion rate of 100% for all employees in 2025.
Case handling: In 2025, there were a total of 29 cases of sexual harassment in branch stores. All cases were investigated and followed up with disciplinary actions or improvement measures in accordance with the established handling principles, and we continuously review the appropriateness of relevant systems.

D Workplace Sexual Harassment Prevention and Improvement Plan

To continue to reduce the risks of sexual harassment incidents, the Company implements the existing systems and plans the following prevention measures and improvement plans:

1. Enhanced training programs

Continue to include sexual harassment prevention issues in the training for current employees. Strengthen the management responsibilities of supervisors in the prevention, reporting, and handling of sexual harassment incidents.

2. Mental support and care mechanisms

We provide sexual harassment victims with necessary mental support and care resources to help them maintain physical and mental health and fitness for work. During case processing, necessary protective measures shall be taken to prevent secondary victimization to the complainant.

3. Continuously optimize grievance mechanisms

Regularly review the accessibility and confidentiality of grievance channels to ensure that employees can make a complaint or seek consultation with peace of mind. Strengthen the transparency and timeliness of the case handling process and increase employees' trust in the grievance system.

4. System review and prevention of recurrence

After the case is closed, we review the deficiencies of relevant systems, processes, or management measures and use the results as the basis for subsequent improvements. Continue to communicate zero tolerance and create a workplace culture of respect, inclusion, and safety.

E Sexual Harassment Prevention Education and Training Commitment

The Company is committed to continuously organize sexual harassment prevention training programs, implementing the principle of respect for human rights and equal treatment in daily operations and management, and improving employees and management's awareness of sexual harassment prevention issues through systematic training mechanisms. The Company regularly reviews the effectiveness of training programs and the appropriateness of relevant systems to prevent human rights violations and ensure that all employees enjoy a safe, dignified, and respectful workplace environment.

To fulfill the aforementioned commitments, the Company completed sexual harassment prevention education and training for supervisors in the first quarter of the 2025 to strengthen the management's responsibilities and awareness in incident prevention, reporting, and the handling process. The Board of Directors also completed relevant education and training in the second quarter of 2025 to ensure that the senior management has a consistent understanding and supervision mechanism for sexual harassment prevention and human rights issues. In addition, the Company completed sexual harassment prevention education and training for all employees in December 2025, so that employees fully understand relevant regulations, grievance channels, and their rights and interests. In day-to-day management, managers at all levels continue to strengthen the concept of sexual harassment prevention through verbal communication, and incorporate relevant principles into day-to-day work scenarios to implement prevention and communication mechanisms.

Complaint Cases In 2025 (Internal)

	Complaints Received	Verify And Resolve Cases	Measures Implemented
Occupational Safety And Health	0	0	
Unlawful Infringement	11	0	A total of 11 workplace bullying complaints were received this year. All cases were investigated according to internal procedures, and were not confirmed after review. After investigations and overall reviews, the case conditions were inconsistent with the criteria for determining actual inappropriate treatment in the workplace. Comprehensive assessment showed that most of the 11 cases were due to communication issues between employees, friction in work interactions, differences in opinions between individuals, or personal issues. The overall incidents did not yet meet the definitions of workplace bullying. The Company remains committed to the prevention and management of related incidents, and has continuously reminded and assisted department heads to strengthen communication management, education and training, and awareness campaigns of workplace conduct. We also provide necessary assistance and management measures in a timely manner based on individual situations to promote good workplace interactions and teamwork. In the future, we will continue to optimize grievance and reporting mechanisms, improve prevention and real-time care and handling capabilities, and strive to create a respectful, friendly, and safe workplace environment.
Sexual Harassment	81	29	1.Complete investigation and disciplinary actions: Handle complaint and investigation procedures to ensure the fairness of procedures and the protection of the rights and interests of the parties involved, and take corresponding measures based on the severity of the situation. 2.Strengthen education and training: Strengthen education and training on relevant laws and code of conduct for all employees and supervisors, improve their understanding of workplace interaction boundaries and human rights issues, and strengthen preventive awareness. 3.Site safety review and optimization: Strengthen sexual harassment prevention concepts in each site, review on-site management mechanisms and environmental safety configurations, and adjust personnel scheduling, movement planning, or monitor equipment allocation when necessary to reduce the likelihood of risks. 4.Review and refinement of the grievance system: Review the accessibility and confidentiality mechanisms of the current complaint process to ensure that employees can file complaints without any retaliation concerns, and strengthen case tracking and improvement feedback mechanisms.

Improvement Mechanisms For Prevention Of Forced Labor And Labor Violations

The Company strictly abides by labor-related laws and regulations and bans any form of forced labor. All labor contracts are signed based on free will. We ensure that there is no improper labor through the recruitment process, work rules, and internal audit mechanisms. The Company also continues to promote relevant human rights policies, strengthen the awareness of supervisors and employees regarding forced labor, excessive working hours, and improper management, and implement protection of labor rights in the workplace.

In 2025, there were no major violations of labor laws and regulations that were sanctioned by the competent authority. In the few minor cases, appropriate control measures have been taken for each case after a judgment is rendered, including strengthening related management systems, improving the knowledge of legal compliance of supervisors, optimizing work processes, and improving document management. We also strengthened education and training and internal audit frequency, and implemented continuous improvement mechanisms to reduce the risk of subsequent violations and ensure that human resource management operations meet regulatory requirements.

Note 1: Major fines are defined as those above NT\$1 million

5.1.2 Freedom of Association and Communication Channels

The Company complies with relevant labor regulations such as the Labor Standards Act to ensure legal protection for employees in terms of salary, work hours, safety, and leave, and to protect employees' labor rights. At present, the Company has not yet established a labor union, and the Company does not restrict employees' rights and freedom to organize a labor union. However, no employees have yet initiated the establishment of a labor union. Employees have not yet requested the Company to negotiate a collective bargaining agreement and have not signed a collective bargaining agreement. The Company is fully aware of the importance of sound labor-management communication mechanisms to protect the rights and interests of employees and improve the quality of organizational governance. We have established diverse and systematic communication and complaint mechanisms, and strengthened communication through labor-management meetings organized at regular intervals.

The Company convenes labor-management meetings once every three months, and they are scheduled to be held in March, June, September, and December each year. If necessary, ad hoc meetings can also be held to immediately address material issues, protect the rights and interests of employees, promote labor-management harmony, and jointly create a good and positive workplace environment. For more information on the Company's communication methods with employees, response mechanisms, and stakeholder participation, please refer to Chapter 3 Stakeholder Communication for details.

In addition, before implementing operational changes that may have a material impact on employee rights and interests, the Company notifies employees in advance in accordance with the applicable labor laws of each location of operations, and completes related procedures in accordance with the law. In Taiwan, advance notice is required in accordance with Article 16 of the Labor Standards Act:

Where an employer terminates a labor contract pursuant to Article 11 or the provisions of Article 12, the provisions set forth below shall govern the minimum period of advance notice:

- [1] Where a worker has worked continuously for more than three months but less than one year, the notice shall be given ten days in advance.
- [2] Where a worker has worked continuously for more than one year but less than three years, the notice shall be given twenty days in advance.
- [3] Where a worker has worked continuously for more than three years, the notice shall be given thirty days in advance.

5.2 Talent Attraction and Retention

5.2.1 Manpower Structure

The Company continues to pay attention to the stability and adaptability of the manpower structure, and regularly collects, analyzes, and studies the current status of employees based on age, gender, qualifications, job categories, and location. The results are used as an important basis for manpower planning and organizational development. By keeping abreast of the overall manpower composition and changes, the Company allocates talents and improves operational efficiency with precision, while ensuring that the manpower structure supports business growth and long-term development needs.

There are 6,407 regular employees, and they are the main part of the Company's workforce. The other workers are short-term or temporary manpower allocated based on operational needs. The overall gender distribution shows a higher percentage of men. However, the gender ratio of part-time employees and temporary employees is more balanced, indicating that there is less gender difference in these types of positions.



Employees Workforce Structure (Gender)

		2025							
		Female		Male		Not disclosed		Total	
		Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Contract Type	Permanent Employees (irregular)	2,391	37.70%	3,952	37.70%	0	0.00%	6,343	100%
	Temporary Employees (regular)	30	46.88%	34	53.12%	0	0.00%	64	100%
Employment Type	Non-guaranteed hours employees	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Full-time employees	1,878	36.12%	3,321	63.88%	0	0.00%	5,199	100%
	Part-time employees	543	44.95%	665	55.05%	0	0.00%	1,208	100%
Total		2,421	37.79%	3,986	62.21%	0	0.00%	6,407	100%

Note 1: The terms and definitions in this table are based on the GRI Standards. Permanent employees: Full-time or part-time employees with a contract that has a non-fixed employment duration (i.e., indefinite period). Temporary employees: Employees who have signed a fixed-term (i.e., definite period) contract. The contract expires at a specified time, or ends when a specific task or event with an assessment schedule is completed (such as the end of a work project or the reinstatement of an employee in the former position). Non-guaranteed hours employees: Employees who are not guaranteed the minimum or fixed number of work hours per day, weekly or monthly, but may be able to work as required. Full-time employees: The number of work hours per week, month, or year is defined according to the laws and practices of the country. Part-time employees: Employees who work fewer hours per week, month, or year than full-time employees.

Note 2: Due to the nature of the Company's industry, the Company does not have any employee with "non-guaranteed hours".

Note 3: The statistics in this table are based on the number of employees as of December 31 of the year. Data from locations including 139 fitness centers in Taiwan.

The nationality structure of employees in 2025 shows that the Company's workforce is mainly composed of Taiwanese employees, while the number of employees with other nationalities (e.g., the United States, China, Hong Kong and Macau, Malaysia, Indonesia, Vietnam, Myanmar, and Thailand) is relatively low. The overall distribution of nationalities demonstrates the characteristics of local talents, reflecting the Company's localized operations and regional market needs. Where appropriate, we also recruit talents of diverse nationalities to strengthen specific competencies and cross-cultural exchanges, and maintain local employment while taking into account the flexibility and diversity of the manpower structure.



Employees Workforce Structure (Region)

		2025																			
		Taiwan		U.S.A.		China		Hong Kong and Macau		Malaysia		Indonesia		Vietnam		Myanmar		Thailand		Total	
		Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Contract Type	Permanent Employees (irregular)	6,313	99.52%	2	0.03%	13	0.20%	5	0.08%	5	0.08%	3	0.05%	1	0.02%	1	0.02%	0	0.00%	6,343	100%
	Temporary Employees (regular)	63	98.44%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%	64	100%
Employment Type	Non-guaranteed hours employees	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Full-time employees	5,181	99.65%	2	0.04%	9	0.17%	2	0.04%	3	0.06%	1	0.02%	1	0.02%	0	0.00%	0	0.00%	5,199	100%
	Part-time employees	1,195	98.92%	0	0.00%	4	0.33%	3	0.25%	2	0.17%	2	0.17%	0	0.00%	1	0.08%	1	0.08%	1,208	100%
Total		6,376	99.50%	2	0.03%	13	0.20%	5	0.08%	5	0.08%	3	0.05%	1	0.02%	1	0.02%	1	0.02%	6,407	100%

Note 1: The terms and definitions in this table are based on the GRI Standards. Permanent employees: Full-time or part-time employees with a contract that has a non-fixed employment duration (i.e., indefinite period). Temporary employees: Employees who have signed a fixed-term (i.e., definite period) contract. The contract expires at a specified time, or ends when a specific task or event with an assessment schedule is completed (such as the end of a work project or the reinstatement of an employee in the former position). Non-guaranteed hours employees: Employees who are not guaranteed the minimum or fixed number of work hours per day, weekly or monthly, but may be able to work as required. Full-time employees: The number of work hours per week, month, or year is defined according to the laws and practices of the country. Part-time employees: Employees who work fewer hours per week, month, or year than full-time employees.

Note 2: Due to the nature of the Company's industry, the Company does not have any employee with "non-guaranteed hours".

Note 3: The statistics in this table are based on the number of employees as of December 31 of the year. Data from locations including 139 fitness centers in Taiwan

In 2025, based on the overall distribution of employees, the Company's main manpower is composed of employees aged 30 and under, and the proportion of employees aged 51 and above is relatively low due to job characteristics. In terms of positions and levels, managers are mainly between the ages of 31 and 50, and the number of senior managers is relatively limited. Non-management positions are filled with stable distribution of age groups according to different categories. In terms of education, the majority of the Company's employees have a bachelor's degree (including university or vocational degree), followed by high school or below, while graduate and doctoral degrees account for a small percentage of employees.

Employees

Manpower Structure Management/Non-Management, Age, Education Level

		2025																			
		Management Position						Non-Management Position													
		Senior Executives		Entry-level Managers		Total		Business Department		Operations Department		Sports Department		Aerobics Department		Swimming Pool Department		Logistics		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 30	Number of people	0	0	332	154	332	154	277	199	492	398	956	416	7	9	60	24	9	41	1,801	1,087
	Ratio	0.00%	0.00%	68.31%	31.69%	68.31%	31.69%	9.59%	6.89%	17.04%	13.78%	33.10%	14.41%	0.24%	0.31%	2.08%	0.83%	0.31%	1.42%	62.36%	37.64%
Age 30–50	Number of people	1	2	725	358	726	360	77	65	188	161	583	259	25	21	70	13	43	56	986	575
	Ratio	0.09%	0.18%	66.76%	32.97%	66.85%	33.15%	4.93%	4.17%	12.04%	10.31%	37.35%	16.59%	1.60%	1.35%	4.49%	0.83%	2.75%	3.59%	63.16%	36.84%
50 and above	Number of people	2	0	18	15	20	15	4	6	82	205	10	6	7	5	11	5	7	3	121	230
	Ratio	5.71%	0.00%	51.43%	42.86%	57.14%	42.86%	1.14%	1.71%	23.36%	58.41%	2.85%	1.72%	1.99%	1.42%	3.13%	1.42%	1.99%	0.86%	34.47%	65.53%
High School or Below	Number of people	2	0	275	140	277	140	128	95	307	358	437	168	5	7	26	9	15	10	918	647
	Ratio	0.48%	0.00%	65.95%	33.57%	66.43%	33.57%	8.18%	6.06%	19.62%	22.88%	27.92%	10.73%	0.32%	0.45%	1.66%	0.58%	0.96%	0.64%	58.66%	41.34%
Bachelor Degree (university/college)	Number of people	1	1	775	373	776	374	227	172	444	397	1,088	501	32	25	107	29	40	85	1,938	1,209
	Ratio	0.09%	0.09%	67.39%	32.43%	67.48%	32.52%	7.21%	5.47%	14.11%	12.62%	34.57%	15.92%	1.02%	0.79%	3.40%	0.92%	1.27%	2.70%	61.58%	38.42%
Master's	Number of people	0	1	25	13	25	14	3	3	11	9	23	12	1	3	8	4	4	5	50	36
	Ratio	0.00%	2.56%	64.10%	33.34%	64.10%	35.90%	3.49%	3.49%	12.79%	10.47%	26.75%	13.95%	1.16%	3.49%	9.30%	4.65%	4.65%	5.81%	58.14%	41.86%
Ph.D	Number of people	0	0	0	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	2	0
	Ratio	0.00%	0.00%	0.00%	100%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%
Total	Number of people	3	2	1,075	527	1,078	529	358	270	762	764	1,549	681	39	35	141	42	59	100	2,908	1,892
	Ratio	0.19%	0.13%	66.89%	32.79%	67.08%	32.92%	7.45%	5.62%	15.88%	15.92%	32.27%	14.19%	0.81%	0.73%	2.94%	0.88%	1.23%	2.08%	60.58%	39.42%

Non-employee workers at World Gym mainly include contracted cleaning personnel and contractors. Contracted cleaning personnel are responsible for routine cleaning and maintenance of the environment. Contractors are mainly composed of trainers at locations of operations who assist in providing teaching services and related operational support.

Non-employees Non-Employee Structure

Year	2023	2024	2025
Contracted Cleaning Personnel	212	227	207
Contractor Personnel	1,157	1,216	1,292
Number of People	1,369	1,443	1,499

Note 1: The statistics in this table are based on the number of non-employees as of December 31 of the year. Data from locations including Contractor personnel: All sites in Taiwan. Outsourced cleaning services: Sites currently include 50 fitness centers

Diverse Workforce Persons With Disabilities And Middle-Aged And Elderly Employees

The Company values employees' diverse backgrounds and cultural differences, and is committed to creating a friendly, respectful, safe, and healthy work environment. For employees with disabilities, the Company upholds the principle of fairness and provides necessary support to help them adapt to the workplace and continue their career development. In 2025, we hired a total of 259 employees with disabilities (including 153 full-time and 106 part-time employees), accounting for 4.04% of the total number of employees. The Company has hired sufficient numbers of employees with disabilities based on the scale of operations and manpower conditions of each fitness center. Other fitness centers that do not meet the scale for requiring hiring still actively recruit at least 2 people with disabilities in each fitness center to provide them with opportunities for participation in work and accumulation of work experience. A total of 116 elderly employees, accounting for 1.81% of the total number of employees, were hired. The Company supports the retention and re-employment of elderly employees through job design and accessible workplace measures, and promotes intergenerational inclusion and stable employment. All business locations continue to support the stable employment and development of people with disabilities, and gradually create a workplace environment of diversity and inclusion.

Category	Level	Number and percentage	2023	2024	2025
Employees with disabilities	Mild physical or mental disability	Number of people	97	154	145
		Percentage of all employees	1.64%	1.92%	2.26%
	Moderate physical or mental disability	Number of people	75	92	90
		Percentage of all employees	1.27%	1.15%	1.40%
	Severe physical or mental disability	Number of people	12	15	17
		Percentage of all employees	0.20%	0.19%	0.27%
	Extremely severe physical or mental disability	Number of people	1	11	7
		Percentage of all employees	0.02%	0.14%	0.11%
Middle-aged and elderly employees	Total	Total number	185	272	259
		Percentage of all employees	3.13%	3.38%	4.04%
	Middle-aged and elderly	Number of people	338	423	497
		Percentage of all employees	5.71%	6.34%	7.76%
	Elderly	Number of people	67	79	102
		Percentage of all employees	1.13%	1.19%	1.59%
	Total	Total number	405	502	599
		Percentage of all employees	6.84%	7.53%	9.35%

Note 1: Percentage calculation formula: Number of employees with disabilities / number of employees as of December 31 of the year.

Note 2: According to the definitions set forth in the Middle-aged and Elderly Employment Promotion Act, middle-aged and elderly people are those between the ages of 45 and 65 years old. Elderly persons: means persons at the age no fewer than sixty-five.

Diverse Workforce Senior Management Hired From The Local Community

The Company attaches importance to localization and the composition of the management team. We actively hire local residents to hold senior management positions to ensure that management decisions are aligned with the local market environment and social culture, and strengthen the connection between the Company and the local community. Through the cultivation and promotion of local talents, the Company not only improves operational agility, but also promotes local employment opportunities and social inclusion, supporting corporate sustainable development and growth together with the local economy.

	2023	2024	2025
Proportion of senior management hired from the local community	83%	80%	80%

Note 1: Definition of senior management: Vice President of the Company or above.

Note 2: Percentage of local residents employed as senior management - the Company's vice presidents or above / senior management personnel

Note 3: Definition of important business locations: Taiwan

Note 4: Definition of local employees: Those with local nationality

New And Resigned Employees Newly Hire Structure

In 2025, a total of 4,503 new employees were hired, with new recruits mainly from groups under the age of 30, accounting for 77.13%. This shows that the Company continues to attract young workers, and the overall age structure shows a high ratio of hires from the younger generation. In terms of nationalities, new employees are mainly Taiwanese nationals, accounting for 99.13%. Overall, the Company's new recruitment is mainly based on local recruitment and supplementation of transnational talents based on operational needs.

To help new employees adapt to the Company's environment, the Company conducts monthly new employee care questionnaires to learn about the employee's adaptation to work, and timely reports the results to the hiring supervisor as an important reference for providing necessary assistance and planning subsequent support measures. This mechanism helps strengthen the workplace integration of new employees and improve the Company's overall talent management performance.

In addition, the Company's work rules clearly prohibit the use of child labor to protect labor rights. Identification and age verification are carried out during the recruitment stage, and relevant identity documents are automatically checked during the reporting process for new employees to ensure the implementation of legal recruitment procedures.

2025			
		Number of people	Ratio
Gender	Male	2,655	58.96%
	Female	1,848	41.04%
Age Group	Under 30	3,473	77.13%
	Age 30-50	879	19.52%
	50 and above	151	3.35%
Region	Taiwan	4,464	99.13%
	U.S.A.	1	0.02%
	China	9	0.21%
	Japan	0	0%
	Indonesia	2	0.04%
	Hong Kong	8	0.18%
	Norway	0	0%
	Malaysia	7	0.16%
	The Philippines	2	0.04%
	Vietnam	5	0.11%
	Singapore	0	0%
	India	0	0%
	Russia	1	0.02%
	Myanmar	3	0.07%
	Thailand	1	0.02%
	Macao	0	0%
	Turkey	0	0%
Total number of new recruits		4,503	
New hire rate		70.28%	

Note 1: New hire rate - Number of new employees in the current year / Number of employees on December 31 of the current year



New And Resigned Employees Resignation structure

In 2025, a total of 4,621 employees in the Company resigned. In terms of the age structure, 74.96% of such employees were under the age of 30. In terms of nationality, Taiwanese employees account for 99.40% of all employees. The overall turnover consists mainly of the younger generation and Taiwanese employees, reflecting the attributes of the industry and work patterns in which younger people tend to switch jobs more frequently. In addition, the Company learns about the reasons for resignation, job satisfaction, and employee suggestions through the resignation questionnaire, and timely reports the analysis results to the hiring supervisor. The results are used as an important basis for reviewing management methods and optimizing the workplace environment. This mechanism helps to monitor the trend of labor mobility and provides appropriate support or improvement measures when necessary to continuously improve the employee experience and organizational efficiency.

2025			
		Number of people	Ratio
Gender	Male	2,742	59.34%
	Female	1,879	40.66%
Age Group	Under 30	3,464	74.96%
	Age 30-50	1,037	22.44%
	50 and above	120	2.60%
Region	Taiwan	4,593	99.40%
	U.S.A.	1	0.02%
	China	5	0.11%
	Japan	0	0%
	Indonesia	0	0%
	Hong Kong	1	0.02%
	Norway	0	0%
	Malaysia	4	0.09%
	Vietnam	7	0.15%
	Singapore	0	0%
	India	0	0%
	Russia	1	0.02%
	Myanmar	3	0.06%
	Macao	4	0.09%
	The Philippines	2	0.04%
	Turkey	0	0%
Total number of resigned employees		4,621	
Turnover Rate		72.12%	

Note 1: Turnover rate - Employee turnover in the current year / Number of employees on December 31 of the current year



5.2.2 Recruitment and Retention

In response to the rapid growth of the fitness industry and the diversified demand for manpower, the Company focuses on "Diverse Channels of Recruitment × Industry-Academia Integrated Cultivation × Inclusive Workplace for All Ages". From recruitment strategies and industry-academia collaboration to building a friendly workplace, we systematically create a resilient and inclusive recruitment model. In 2025, we took real actions to respond to social trends and industrial responsibilities, and promoted talent sustainability through three major strategies, so that talents of different backgrounds, ages, and abilities can gain development opportunities within the organization and grow together with the Company.

• Talent Recruitment •

Building a talent ecosystem of diversity and inclusion

As a leading brand in the fitness industry, we firmly believe that "talent" is the core driving force for promoting sustainable growth.

In 2025, we will continue to adopt comprehensive recruitment strategies and strive to create a workplace environment of diversity, equality, and vibrancy.

Enhance The Employer Brand and Promote Full Recruitment

Up to 31% of new employees in 2025 were recruited through internal employee referrals. This not only demonstrates employees' strong sense of support and satisfaction with the Company, but also shows that employees hired based on referrals have a high retention rate and high performance, forming a positive cycle of "recognition → referral → excellent talent".

Breaking The Barriers Of Academic Experience and Realizing Gender Equality For All Ages

We uphold the motto of "Anyone can be a hero" and removed the minimum college major and experience requirements. We focus instead on the passion and potential of job seekers. Based on the Company's sound education and training system, we can empower talents from all walks of life that do not have experience in related industries to transform into fitness professionals and attain true equality in the workplace. Female employees account for 38% of all employees. In terms of the age distribution, we have employees aged from 16 to 84, demonstrating our friendly workplace characteristics of "youth empowerment" and "middle-aged and elderly inclusion".

Promote Local Employment and Community Co-Prosperity

We give priority to local talents based on our advantages of having more than 135 fitness centers in Taiwan. Data shows that the distribution of employees' household registration is highly aligned with that of the six major metropolitan areas. New Taipei City (18.8%), Taichung City (14.9%), and Kaohsiung City (10.2%) were the top three hot spots for hiring. This not only creates local employment opportunities, but also effectively shortens the distance for commuting and achieving the common growth of communities and enterprises.

Embrace Diverse Cultures and Connect With International Talents

We are committed to creating a friendly environment with no borders. Currently, we have 30 partners of different nationalities, new immigrants, and foreign students. We also actively advocate to government agencies to optimize the employment regulations for foreigners to cultivate more diverse international talents.

Implement diversity and inclusion to create a friendly workplace for all ages

We firmly believe that the talent pool should not be confined by age or physical and mental conditions. We actively support the government's friendly workplace plan and are committed to creating a diverse and inclusive work environment.

Promoting middle-aged and elderly employment for inclusion of the young and the elderly //

Facing the aging society, we actively participate in the "Employment Incentive Measures" and work with public employment service institutions to create new job opportunities for the long-term unemployed middle-aged and elderly job seekers. In 2025, we successfully matched and recruited 4 senior talents to help them return to the workplace and promote intergenerational exchange of ideas.

Supporting the equality of people with disabilities and creating stable employment //

Through the "Workplace Internship Program", we provide people with disabilities with opportunities for transition and training to enter the workplace, helping them improve their skills and adapt to the work environment. In 2025, we provided workplace internship opportunities at the Taichung Tanzi Fitness Center, and successfully assisted one employee in transforming from an intern to a regular employee. It demonstrated the Company's commitment to providing support "from internship to stable employment" and the employment of disadvantaged groups.

/Special Column/ Employee Story

Banqiao Fuzhong

Bobo Pao-Hui Wu

Operation Manager

I have worked at World Gym for a total of 17 years. I remember that there were only 9 branches when I first started at World Gym. At the beginning, I was grateful to my boss for giving me the opportunity to join this family. In the past, competition was more intense. Compared with the younger generation in modern times, both college and job options were relatively limited. However, in the 17 years since I joined World Gym, I thoroughly understand how this company provides opportunities to change your life regardless of your family background, education, experience, and age. As long as you are willing to dedicate yourself to work, you will get life-changing opportunities.

In addition, managers of each department of the Company started as entry-level employees. Therefore, they were not the outside hires or members of the family business. The atmosphere at work is very pleasant, which was vastly different from that of my previous employer. It made me understand that transparency in promotions is not an empty slogan.

In the course of my work, I have come into contact with a wide range of people. I learned a lot of ways to meet people. This was something that I did not get in the past in my upbringing or during my studies. In addition, over the past 17 years, the Company has not grown beyond just software and hardware, but has led all employees in growth. Currently, the Company has more than 130 branches and continues to develop. It makes me very proud to be a member of this family. In particular, it allows me to continue to grow my career. Compared with women of the same age, I am more acquainted with the modern environment, and I can meet with a lot of new people, things, and things, and continue to connect with the world in my work.

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.

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 2025, 371 employees received the long-service bonus.

In addition, employees who have served for more than 10 years will receive the Ten-Year Contribution Award. Those who have worked for more than 15 years will receive the Golden Tiger Award as recognition. In 2025, a total of 78 employees received the Ten-Year Contribution Award and 16 employees received the Golden Tiger Award.

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.

5.2.3 Employee Salary and Welfare

Salary System

The Company follows the established salary structure and job description in the process of hiring, salary adjustment, and promotion to ensure consistency and transparency in remuneration decisions. Salary differences are assessed based on objective conditions such as job responsibilities, professional capabilities, seniority, and performance, and do not involve factors unrelated to work such as gender. In order to maintain the fairness of the remuneration system and market competitiveness, the Company also regularly reviews the remuneration range and industry standards, and adjusts the remuneration policy accordingly to ensure that the remuneration level truly reflects the contribution and value of employees.



Salary System Annual Total Compensation Ratio

	2023	2024	2025
Percentage of increase in annual total compensation of the highest-paid individual, ratio to the median annual total compensation of other employees	14.75	16.05	17.95
Ratio of the percentage increase in total annual remuneration of the highest-paid individual to the median percentage increase in total annual remuneration of other employees	0	0	0

Note 1: Compensations include: Monthly base salary, bonuses, and allowances
 Note 2: Annual total compensation ratio: Total annual compensation of the organization's highest-paid individual / median annual total compensation of all employees (excluding the highest-paid individual)
 Note 3: Annual salary fluctuation ratio: Percentage increase in annual total compensation of the organization's highest-paid individual / percentage increase in median annual compensation of all employees (excluding the highest-paid individual)
 Note 4: The highest-paid individual of the Company is the Chairman.
 Note 5: The total annual income of the Company's highest-paid individual did not increase, and the calculation scope was limited to the remuneration for employees of World Fitness Asia Limited.
 Note 6: The ratio of the annual total compensation of the highest-paid individual to the median annual total compensation of other employees changes each year depending on the changes in the median annual total compensation of other employees.

Salary System Ratio Of Standard Entry-Level Employee Salary To Local Minimum Wage

Item	2023	2024	2025
Ratio of standard entry-level employee salary to local minimum wage	1:1	1:1	1:1

Note 1: Key business locations: Taiwan
 Note 2: There is no gender-based difference in the standard salary of entry-level employees
 Note 3: Minimum wage: The minimum wage is the minimum wage according to Taiwan's laws and regulations as of December 2025
 Note 4: Ratio of standard entry-level salary to local minimum wage = entry-level starting salary/local statutory minimum wage

Salary System Female/Male Compensation Ratio

2025			
	Category	Salary	Remuneration
Management Position	Senior Executives	1:1.94	1:1.97
	Entry-level Managers	1:0.90	1:1.09
Non-Management Position	Entry-level employees	1:0.98	1:1.13

Note 1: Definitions of salary: Fixed monthly base salary.
 Note 2: Definitions of remuneration: In addition to the base salary, the Company provides bonuses and other allowances.
 Note 3: The salary and remuneration ratio of women in this table is 1
 Note 4: Key business locations: Taiwan

• Retirement System •

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.

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.

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.

• Employee Benefits •

The Company values the overall well-being of its employees and has planned a diverse and comprehensive welfare system to support all needs of employees at work and in life. In addition to providing basic coverage such as labor and health insurance and pension funds in accordance with the law, we also set up a number of life, health and career-related benefits, including annual health examinations, holiday/birthday subsidies, education and training subsidies, group insurance programs, and employee activities, to help employees maintain physical and mental health. The Company also creates a safe, stable, and harmonious workplace environment through friendly systems and supporting measures, so that employees receive appropriate support at all stages. We promote long-term retention and sustainable development of the organization.

01.

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.

02.

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, and Christmas vouchers. Employees may also apply for welfare subsidies, such as 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.

03.

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.

04.

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.

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, 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, Christmas vouchers.
Education and training	New employee training, core competency training, professional training, supervisor training, service courses, digital platform (spiritual/sales, and other courses)
Salary account with preferential services	99 inter-bank transfers without handling fees, exclusive benefit deposits for salary payment accounts, foreign currency deposits, mortgages, personal loans, securities investments, wealth management investments, and preferential exchange rates for online foreign exchange.

Parental Leave

According to the "Gender Equality in Employment Act", 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 2025, there were 374 employees eligible for unpaid parental leave, including 229 males and 145 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 2025, a total of 109 employees applied for parental leave, including 58 women and 51 men. The overall reinstatement rate was about 65.63% and the overall retention rate was 75.51%.

Statistics of Applications for Unpaid Parental Leave and Reinstatement			
Item	Male	Female	Total
Number of employees eligible for parental leave in 2025	229	145	374
Number of employees who applied for parental leave in 2025	51	58	109
Parental leave application rate	22.27%	40%	29.14%
Number of employees expected to be reinstated in 2025	33	31	64
Actual number of employees reinstated in 2025	18	24	42
Reinstatement rate after parental leave	54.55%	77.42%	65.63%
Number of employees who applied for parental leave and were reinstated in 2024	25	24	49
Number of employees who applied for reinstatement from unpaid parental leave in 2024 and continued to work for at least 1 year	18	19	37
Retention rate after parental leave	72%	79.17%	75.51%



Note 1: Application rate for parental leave = number of employees who applied for parental leave in 2025 / number of employees eligible for parental leave in 2025 * 100%

Note 2: Reinstatement rate after parental leave = actual number of employees reinstated in 2025 / number of employees expected to be reinstated in 2025 * 100%

Note 3: Parental leave retention rate = number of employees who continued to work for 1 year after applying for reinstatement from parental leave in 2024 / number of employees who applied for reinstatement from parental leave in 2024 * 100%

Note 4: The statistics in this table are based on the number of employees as of December 31 of the year.

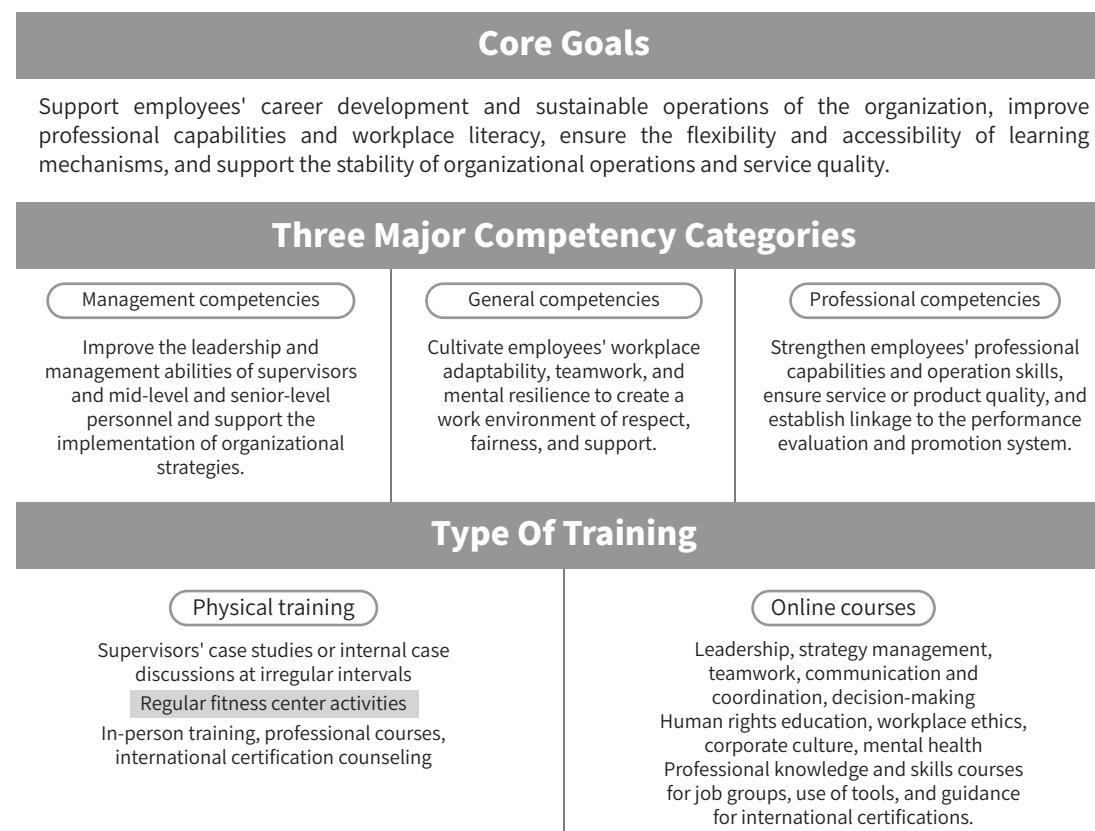
Note 5: Information in this table is mainly based on the data from operations in Taiwan.

5.3 Talent Cultivation and Development

5.3.1 Talent Cultivation Program

• Education and Training Framework •

The Company divides education and training into three categories: management competencies, general competencies, and professional competencies. We have established a multi-level and multi-faceted education and training system to support employees' career development and sustainable operations of the organization. The three major competency categories are promoted through an online learning platform to assist employees in continuously improving their professional capabilities and workplace literacy according to job needs. It also ensures the flexibility and accessibility of learning mechanisms and supports stable organizational operations and service quality. Professional competency training is planned based on the characteristics of different job groups, and combines online learning and in-person training to emphasize practical operations and professional assessments. Relevant training is linked to job development and promotion mechanisms to ensure that employees have the professional skills and safety awareness required to perform their duties.



Job group training course goals

Operations Group

Improve operational efficiency, service standardization, and team management capabilities to ensure smooth operations and customer satisfaction at each location.

Business Group

Strengthen business development capabilities, customer management capabilities, and marketing strategy applications to support performance improvement and career development.

Sports Group

Cultivate professional sports skills, course teaching abilities, and safety management awareness to ensure teaching quality and students safety.

Aerobics Group

Trainers can only teach courses after improving their professional skills and safety operation abilities, completing the evaluation, and obtaining the certification to ensure the quality and safety standards of the courses.

Swimming Pool Group

Ensure the quality and safety of lifeguard and swimming pool courses, and ensure that employees are certified to work and participate in regular drills to maintain professional qualifications and career development.

Others

Practical Operations, System Simulation Drills, Youth Employment Flagship Program

Strengthen system utilization, improve work efficiency, and support the organization's daily operations and smooth business processes.

• Training Courses •

World Gym firmly believes that outstanding talents are an important foundation for supporting service quality and business operations. We have established 3 training centers nationwide as the main sites for professional skills training and practical drills. The Company plans practical physical training based on the needs of different positions and job groups. Through on-site demonstrations, practical drills, and professional guidance, we help employees accumulate practical experience and ensure that operating procedures and service safety meet standards.

In addition to in-person training, the Company also established an online learning platform to provide diverse learning contents for management competencies, general competencies, and professional competencies. We support employees in continuous learning based on job needs and individual progress, which serves as the basis for professional knowledge supplementation and capability improvement. Online learning and in-person training are combined to form continuous talent cultivation mechanisms.

The Company also links education and training results with the job development and promotion system as an important reference for employees' career development. Employees are required to complete the relevant training and pass relevant assessments before they are eligible for promotion or transfer to different positions. In addition, the Company assists employees in gradually expanding their career development based on their personal preferences and organizational needs through cross-functional learning and continuous training arrangements.



Training Courses **Physical training**

	Sports Department Training	Sales Department Training	Aerobics Department Training	Swimming Pool Department Training
Focus of Training	Training contents include orientation training, weight training, functional training, stretching and relaxation, and on-the-job professional skills training. We also introduced courses such as AI posture analysis, motion control, cycle tables, and enhanced training to continuously improve trainers' professional skills and teaching quality.	The training covers courses in system operations, company policies, operating procedures, business practices, and leadership development. Through supervisor experience sharing and scenario-based training, it helps personnel improve their practical response, communication, coordination, and business management capabilities, establishing a consistent business training system.	The training covers course design, teaching methods, equipment operation, student safety management, and professional course guidance. Additionally, internship training, fitness aerobics, spinning classes, and WOW professional training are planned according to different positions to continuously enhance teaching quality and professional capabilities.	The training covers courses including lifeguard certification, first aid, crisis management, safety management, and water rescue drills. Through regular practical drills and an annual training system, it aims to continuously improve employees' emergency response and site safety management abilities.
Contents of Training	▲ New employee training. ▲ 8 hours of skills training per day for 8 days for each group. ▲ Establish basic teaching and service capabilities for new trainers. ▲ The courses cover 13 categories including the musculoskeletal system, neurology of joints, muscle training, and stretch exercises. ▲ Strengthen on-site work processes and member service quality. ▲ On-the-job professional training. ▲ Offered over 80 special courses. ▲ Introduce courses such as AI posture detection, use of heart rate belts and sling trainers, and other sports technology courses. ▲ Strengthen exercise guidance, safety management, and professional practical capabilities. ▲ Added course contents such as freestyle kettlebell, half-ball balance training, and shoulder joint rehabilitation training	▲ Establish a tiered training system and plan corresponding training contents according to the career stage. ▲ Training covers new employee training, on-the-job advanced courses, and supervisor training courses. ▲ Professional competencies include sales knowledge, customer service, and member relationship management. ▲ Management competencies include team leadership, performance management, and organizational communication. ▲ Common competencies include system compliance, CRM system operations, and risk management. ▲ Strengthen practical response and management abilities through on-site practical training and supervisor experience sharing. ▲ Establish a complete talent cultivation system ranging from entry-level sales to management.	▲ New employees are required to receive a 3-month internship aerobics talent training. ▲ Training content covers course design, teaching methods, equipment operation, and student safety management. ▲ After completing training and passing the evaluation, new employees may be hired as full-time employees. ▲ Full-time employees can participate in aerobics and flywheel courses, and WOW professional training. ▲ Strengthen teaching skills, course design, exercise knowledge, and students' safety management abilities. ▲ Provide an international brand course certification system for courses and require certification before teaching. ▲ Ensure that the quality of teaching meets international professional standards and safety standards.	▲ New swimming pool employees must have legal life guard certificates before they can serve. ▲ Conduct drills and simulate emergency scenarios every two to three months. ▲ Strengthen employees' emergency response and practical operational abilities. ▲ The life guard certificate is valid for 4 years and holders must complete at least 24 hours of professional training every year. ▲ The training covers life-saving skills, first aid knowledge, crisis management, and safety management regulations. ▲ Continue to maintain employees' professional capabilities and site safety management quality.

Training Courses

Physical Training - Overview of Education and Training

Sports Department Training				
	2024		2025	
	New employee training	On-the-job professional skills training	New employee training	On-the-job professional skills training
Number of sessions	48	360	47	299
Number of participants	1134	6882	1064	5221
Total training hours	2688	720	3008	598
Percentage of male trainees	68%	60%	68%	58%
Percentage of female trainees	32%	40%	32%	42%

2025	
Item	Data
Number of training sessions	151 sessions
Total number of trainees	2458 participants
Number of male trainees	1420 participants (58%)
Number of female trainees	1038 participants (42%)

2025		
Category	Average training hours per person in 2025	Training description
Sales personnel	27 hours	New employee training: 8 hours × 3 days On-the-job training: Approximately 3 hours
Supervisors	11.5 hours	Each manager participates in an average of 3-4 training sessions each year



• Youth Employment Flagship Program •

The Company participates in the government's Youth Employment Flagship Program and incorporates it into the "Other" category of the education and training framework to expand talent cultivation targets. The program encourages companies to recruit youths and provides systematic training and practical guidance to help them adapt to the workplace and industry environment.

In 2025, the Company assisted in training 769 youths. Participants received three months of training, which included online courses and actual operations, covering work process introduction, basic professional skills, workplace specifications, and daily operations. During the training period, the Company provides guidance and practical drills so that young people gradually became familiar with work procedures and workplace requirements in the actual environment, and accumulate practical experience. The Youth Employment Flagship Program provides young people with systematic workplace learning opportunities, helping them adapt to the workplace environment more quickly and accumulate basic skills. For the Company, this program forms an institutionalized talent cultivation mechanism to support young people's employment and start of their careers. It also provides long-term support for the supply of talent and competency development in the industry, demonstrating the Company's commitment to talent sustainability and social responsibility.

		Business Department			Sports Department			Operations Department			Total		
Gender	Training Status	Number of People	Total Training Hours	Average Training Hours	Number of People	Total Training Hours	Average Training Hours	Number of People	Total Training Hours	Average Training Hours	Number of People	Total Training Hours	Average Training Hours
Female	Training status In training	9	4688	520.9	6	2720	453.3	29	13272	457.7	44	20680	477.3
	Completed training	72	36744	526.5	26	15520	542.2	154	103032	523.8	252	155296	530.8
Male	Training status In training	7	2352	336.0	4	1232	308.0	51	20008	392.3	62	23592	345.4
	Completed training	80	40712	528.0	20	11696	514.0	311	206848	556.2	411	259256	532.7
Total		168	84496	477.8	56	31168	454.4	545	343160	482.5	769	458824	471.6

Note 1: Average training hours = total training hours ÷ number of people

Note 2: Training status - In training: Participating in a training program/Resignation: Having completed the training program or resigned from training before completion



Youth Employment Flagship Program Online Learning Platform

The Company continues to promote the cultivation of employees' professional capabilities and diverse competencies through an online learning platform. In 2025, the online learning platform provided a total of 381 online courses, adding 6 new courses compared with the previous year, and updating 37 existing courses to ensure that the learning contents meet practical needs and industry development trends. A total of 3,972 people completed the courses during the year. Employees can flexibly arrange their learning progress according to their personal time, regardless of time and spatial constraints. It effectively improved the convenience and autonomy of learning, strengthened the overall learning effectiveness, and supported employees' career development and organizational sustainability competitiveness. The Company plans corresponding course contents for different job types to meet the practical needs of various positions and improve the accuracy and practicality of training programs. The online learning platform covers a variety of topics and core courses to ensure that all employees have the basic knowledge and skills required for business operations. The course format includes multimedia contents such as text, video, and images, which improve learning interaction and effectiveness. In 2025, "marketing skill development" was adopted as the main development theme of the online learning platform, and the Etype system was introduced to help employees learn about the use of digital marketing tools, strengthen personal brand management and the establishment of diverse marketing channels, and improve employees' market competitiveness and the overall operational performance of the organization.

Diverse job course planning				
	Sports Department Training	Sales Department Training	Operations Department	Mental Support Courses
Focus of Training	▲ Training for the Sports Department is based on professional competencies, service quality, and exercise safety. Courses are planned based on different competencies and development stages to ensure that the quality of teaching and services meet the Company's standards. ▲ The courses are divided into functional training (F), stretching training (S), weight training (W), and other professional courses (O) according to professional competencies, and corresponding contents are allocated according to job functions and competency stages. ▲ In addition to online learning, employees are also required to attend in-person training, including demonstration, action guidance, and on-site implementation, and assist in obtaining relevant international certifications or licenses. Employees are eligible for promotion after completing designated courses and passing the evaluation to ensure the quality of teaching, sports safety, and service standards, and integrate them with career development.	Training for the Sales Department focuses on business skills, marketing skills, and organizational development, and it integrates the learning results, career development, and promotion mechanisms through a hierarchical course system. Marketing and Sales Specialists, Sales Department Director Trainees ▲ 5 compulsory courses and 26 elective courses. ▲ Participate in different levels of training based on learning performance. ▲ Employees must complete designated courses and goals before they are eligible for promotion. Sales Department Weekend Managers ▲ 2 compulsory courses and 9 elective courses. ▲ Employees must complete designated courses after promotion before passing the probationary period. Deputy Club Managers ▲ 1 required course and 13 elective courses. ▲ The designated courses and KPI targets must be completed as a basic requirement for the evaluation of the probationary period. Club Manager ▲ 2 compulsory courses. ▲ The courses focus on operational management and team leadership.	Customer Service Specialists ▲ 23 courses on the online learning platform are required for basic professional training. ▲ The operation supervisor leads practical operations and scenario exercises to help them familiarize themselves with the operating procedures. ▲ The online training lasts for three months, and employees can participate in the probationary evaluation after completing the course. ▲ Those who pass the evaluation may apply for a salary adjustment during the probationary period in accordance with regulations. Customer Service Director ▲ 63 courses on the online learning platform over a training period of three months. ▲ The courses focus on service quality management, problem solving, and personnel coordination abilities. Operations Manager ▲ 63 courses on the online learning platform. ▲ The courses cover operational management, cross-departmental communication, and strategic planning. Cleaner ▲ The online learning platform comprises 5 chapters and 42 videos. ▲ The courses cover cleaning knowledge, chemical drug identification, and safety precautions. ▲ New employees are required to complete designated courses within three months of employment to implement operational and safety regulations.	▲ To support the physical and mental health of employees, improve their adaptability in the workplace, and promote teamwork, the Company has planned mental support courses as part of education and training, assisting employees in building positive mentality and good communication skills, and creating a supportive work environment. ▲ A total of 7 mental support courses cover topics such as problem solving, emotional management, and teamwork. Through scenario discussions and practical sharing, employees enhance their skills in dealing with stress, self-awareness, and interaction with others. ▲ The Company aims to strengthen cooperation and communication efficiency between departments through related courses, reduce risks of conflicts, and improve job satisfaction and organizational stability. The courses are one of the important measures for supporting employees' mental health.

		Online Learning Platform - Overview of Education and Training					
		2024			2025		
Classification	Gender	Number of people	Total training hours	Average hours	Number of people	Total training hours	Average hours
Sports Department	Male	1,613	276,008	171	1146	94,914	83
	Female	708	102,484	145	500	34,384	69
Business Department	Male	514	87,756	171	977	114,079	117
	Female	375	46,090	123	735	94,045	128
Operations Department	Male	409	29,334	72	323	17,161	53
	Female	406	40,845	101	291	29,588	102
Total		4,025	582,517	145	3,972	384,170	92

Note 1: Average training hours = total training hours / number of people

Note 2: Number of people = number of people who completed the course

Youth Employment Flagship Program

2025 Talent Cultivation and Professional Training Highlights

Optimization Of Operating Procedures and Enhancement of Intergenerational Management Capabilities

Contents In 2025, we continued to optimize the contents of the courses for operations, streamline the operating procedures, integrate the structure of teaching materials, and optimize the operating guidelines, so that the contents of the courses remain in line with on-site practical needs, and help employees improve their understanding and consistency of standard operating procedures. We also added a new "Senior Manager Training Course" to support teams with employees from different generations, strengthen the communication, coordination, and management abilities of supervisors in intergenerational teams, and improve team integration and operational stability.

Enhance The Management Training System and Strengthen The Management Talent Team

Contents In 2025, we continued to implement the manager training program, organizing 41 supervisor training courses throughout the year, with a total of 1,156 participants. Through the multi-stage training and supervisor evaluation system, we assisted talents in gradually improving their management and leadership abilities. 210 people completed the evaluation and received promotions.

Quantitative results The Company continues to enhance management performance through supervisor training mechanisms across multiple stages, and reviews the effectiveness of training based on the Kirkpatrick Model. At the reaction level (L1), the attendance rate of supervisor training reached 83.7% in 2025. At the learning level (L2), 210 people passed the manager evaluation at varying levels and completed promotions. At the behavior level (L3), we gradually implemented task assignments and performance tracking mechanisms to improve management efficiency and teamwork abilities. At the results level (L4), our efforts helped stabilize team performance, reduce risks in a high-pressure sales culture, and continue to enhance DEI management concepts. In terms of the return on investment (L5), we reduced personnel turnover costs through optimization of systems and organizational culture, and strengthened our ability to respond to and handle risk events.

Enhance The Faculty Training System and Introduce New Courses

Contents In 2025, we established a training system with four-month intervals for all trainers, and continued to update the schedule of courses and music design. Through systematic retraining and practical exchanges, we strengthened trainers' professional skills such as movement breakdown, course scheduling, and class mastery. At the same time, we launched the new World Gym WOW muscle training courses "Body Forge", combining a variety of equipment and systematic training concepts, and simultaneously establishing instructor training and teaching standards to strengthen the design, intensity adjustment, and safety control abilities of trainers' muscle training courses.

5.3.2 Career Development

The Company is committed to providing online learning courses for all employees, covering all positions and functional levels, and closely linking learning results to employee career development. All employees can choose suitable courses for learning based on their job type and career goals, improve professional skills and management abilities, and acquire the necessary knowledge and skills for promotion or job rotation. Company commitment:

1 Full Accessibility

Ensure that all full-time employees have access to the online learning platform, and flexibly arrange learning courses according to their personal time without spatial constraints.

2 Career Development Linkage

The completion of specific courses and learning performance will be used as a reference for promotions, rotations, and job adjustments to assist employees in their career development.

3 Continuous updates and diversification

The course contents are updated according to business needs and market trends, including core skills, professional knowledge, and digital capabilities, to meet the development needs of different job types.

Through the aforementioned measures, the Company hopes to create a work environment centered around learning, growth, and career development, and enhance employees' long-term professional competitiveness and overall organizational performance.

• Development Roadmap •

Process	Main Activities	Objectives and Description	Career Development Linkage
1. Online Course Learning	Employees choose courses based on their job type and use online platforms for flexible learning.	Improve professional knowledge and core skills; possibility of learning at their own pace.	Course completion and performance evaluation form the basis for promotions and job rotations.
2. Physical Training	Include practical implementation, scenario simulations, professional guidance, etc.	Strengthen practical operational capabilities and safety awareness to ensure work quality and service safety.	Completion of in-person courses and performance evaluations are required for promotions.
3. Assessment and Evaluation	Include online course tests, practical operation evaluations, and supervisor evaluations.	Verify that employees have the necessary skills and knowledge.	Evaluation results directly affect promotion, salary adjustment, and career development plans.
4. Promotions and Career Development	Promotion or job adjustment are based on evaluation results and job qualifications.	Provide fair and transparent promotion channels to encourage employees to continue learning.	Employees can obtain development opportunities based on their abilities and performance to achieve their personal career goals.

• Performance Evaluation System •

The Company has established comprehensive performance evaluation mechanisms. New employees undergo the first performance evaluation before the end of the probation period, and administrative personnel undergo the official evaluation in the middle of each year and at the end of each year. The heads of each department will jointly set performance goals and development plans with employees before the beginning of the year, and review work progress, achievement of results, and behavioral performance through performance interviews during the evaluation period to ensure that employees clearly understand the Company's expectations and standards. For those who have achieved or exceeded the goal, supervisors will provide specific feedback and subsequent development suggestions. If an employee's performance or behavioral competencies fail to meet expectations, a performance improvement plan (PIP) is initiated to help the employee clarify improvement directions, formulate action plans, and conduct tracking in separate phases to support them in gradually improving their performance. All employees completed 100% of the performance evaluation within the year, and the fairness and developmental support of the evaluation system are ensured through a transparent and consistent process.

Performance Improvement Plan (PIP)

In principle, the performance improvement plan is implemented over a three-month period, which may be extended once depending on the case to a maximum duration of six months. Assessments are conducted during each of the three counseling periods, and instructors are designated to conduct regular reviews and feedback to help employees understand the direction and progress of improvement. The contents of the improvement plan shall include:



We assist employees in improving their performance and ensure the transparency and consistency of management procedures through systematic counseling and regular tracking mechanisms.

In 2025, one employee participated in the performance improvement plan (PIP). The employee did not meet the improvement criteria at the end of the improvement period, and the Company proceeded with the employment contract termination procedures in accordance with the Labor Standards Act and related company regulations.

5.4 Occupational Safety and Health

5.4.1 Occupational Safety and Health Management

To maintain the safety and health of employees, the Company follows the Occupational Safety and Health Act and related regulations and established systems that cover OSH management, health management, safety and health work rules, occupational accident handling and investigation procedures, education and training mechanisms, and emergency response measures. In 2024, the Company officially announced the Safety and Health Policy, which applies to all employees, to strengthen workplace safety and employee health protection. The Company set up a dedicated unit to promote related management operations, and continues to improve the institutionalization and consistency of safety and health management through annual risk inventory, cross-departmental collaboration, and internal review mechanisms.



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, which account for approximately 20% of the members. 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.

In 2025, the Occupational Safety and Health Committee held a total of 4 meetings during the year, and discussed important occupational safety issues such as health management, safety and health education and training, environmental monitoring plans and results, and contractor management. The Committee also provides specific recommendations on potential risks and improvement requirements of each location of operations, and regularly reviews the implementation progress of related measures to ensure the effective implementation of occupational safety and health policies and management systems, and continue to strengthen the overall management efficiency.

Occupational Safety Education and Training

The current occupational safety and health training mainly focuses on training for new employees, ensuring that employees have established basic occupational safety concepts, operational safety knowledge, and risk identification abilities at the beginning of employment. This helps them understand potential hazards in the work environment and safety regulations that should be followed to reduce the risk of occupational hazards at the beginning of operations. In the future, we will gradually establish statistical mechanisms for the number of participants and number of attendances in training to monitor the overall participation in training. The results will be used as the basis for subsequent training planning and management optimization.

We also attach importance to the professional capabilities of front-line service personnel and site safety management. Through education and training and certification system, we continue to strengthen the quality of exercise instructions and emergency response abilities. In terms of professional exercise instructions, the Company encourages trainers to obtain professional licenses for private trainer to ensure that the training process is consistent with optimal exercise principles and individual needs for instructions. The Company also organize CPR+AED first aid training to improve personnel's ability to respond to emergencies.

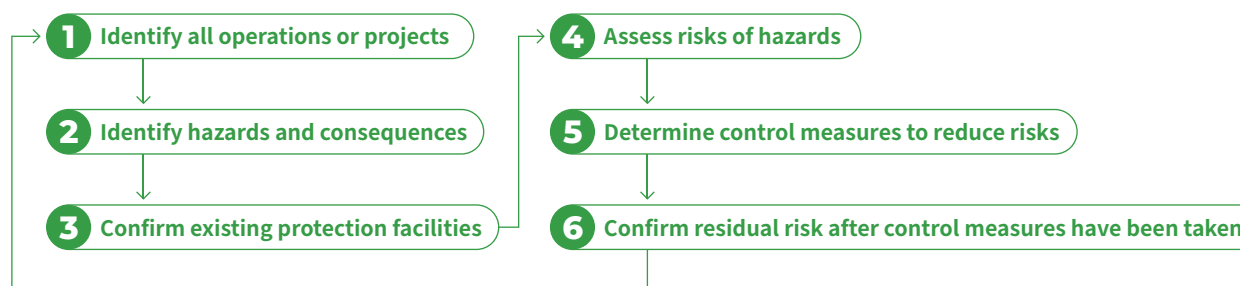
Furthermore, all business locations have completed the installation and registration of AEDs and provided first aid training for the staff of the venue in accordance with relevant regulations to ensure that 70% of employees have completed CPR+AED training, have basic first aid and equipment operation capabilities, and have obtained the "AED Safe Place" certification in accordance with related management regulations. Through systematic license management and site safety mechanisms, the Company continues to create a safe exercise environment with professional instructions and emergency response capabilities to reduce the risks of accidents and enhance customer trust and venue safety resilience.

Topics discussed at meetings of the Occupational Safety and Health Committee	
Topics Discussed	Specific Contents
Organizational management	Election of certain new committee members after the term of office of the Occupational Safety and Health Committee expires.
Health management	1. Track the number of employees placed under health promotion management (physical examination rate, abnormality tracking rate, maternal health) 2. Track the number of reinstated after occupational accidents and the occupational accident investigation report. 3. Track the number of venues with AED Safe Place certification. 4. Track illegal infringement cases.
Safety and health education and training	Track the safety and health training for new employees and current employees.
Environmental monitoring plan and results	1. Monitor indoor air quality at each location of operations. 2. Monitoring of drinking water quality. 3. Track labor inspection results.
Contractor management	Conduct on-site contractor workplace audits and propose improvement suggestions for deficiencies.
Internal audit	Audit the occupational safety management performance of each operating venue and strengthen management of venues that scored below 70.

Hazard Identification and Risk Assessment

The Company conducts on-site risk assessments before opening the new venues, and conducts regular inspections at existing venues. The implementation status of workplace safety and health-related regulations is audited at least once every quarter. All related operations are carried out by qualified occupational safety and health personnel to ensure the integrity and professionalism of the evaluation. The evaluation results are included in the Company's occupational safety and health management procedures and continuously used in operational improvement, risk management, training programs, and regular reviews.

The Company follows the "Technical Guidelines for Risk Assessment" of the Occupational Safety and Health Administration to conduct operational hazard identification and risk assessment, review operational risks, and strengthen related management and protective measures. The process is as follows:



Risk Assessment of New Venues

The Company conducts systematic risk assessments before the inauguration of the new venues to identify occupational safety, health, and operational risks that may arise in the operating environment and uses the results as the basis for subsequent management and improvement. The assessments cover fire safety, electrical safety, chemicals management, equipment safety, and gas safety. In 2025, we completed the risk assessments before the opening of 10 new venues, and completed the improvement and response for material risks that were assessed and identified.

2025 Material Risk Assessment Results		
Type	Risk Contents	Prevention and Solutions
Fire Safety	Failure to implement firestopping in pipeline holes or potential incomplete smoke detection equipment or fire prevention layout that affect fire safety.	Conduct firestopping and ensure that the smoke detection equipment and fire prevention areas comply with regulations.
Electrical Safety	Failure to provide electrical protection or masking for terminal blocks, contactors, and cables may create risks of electrical shocks.	Install protective equipment and masking equipment, and strengthen electrical inspections.
Chemicals Management	Chemicals not labeled as hazardous or are not separated for storage may lead to misuse or hazards.	Post hazard labels and distinguish storage areas.
Equipment Safety	Insufficient equipment protection or equipment abnormalities may lead to operational risks.	Install equipment protection devices and implement regular equipment maintenance.
Gas Safety	Gas equipment may leak or lack protective measures and may lead to risks of fire or poisoning.	Regular inspections of gas equipment and installation of safety equipment.
Safe Work Environment	Failure to provide an emergency exit map or inadequate protection of the operating environment may affect the emergency escape or injury of personnel.	Post emergency exit maps and set up protective railings or protective measures.

Deficiencies Found in Existing Audit Items

To monitor the presence of risks of each location of operations, the Company conducted risk assessments and classified all venues in 2025. Based on the assessment results, they were divided into high-risk, medium-risk, and low-risk venues. In order to understand the safety management deficiencies at each location of operations, the Company also compiled and analyzed deficiencies found in the 2025 inspections, and classified the deficiencies into management, failure to comply with standard operating procedures, equipment abnormalities, environmental safety, explosions and fires, electrical shock, and other types. The total number of deficiencies during the year was 2,640. By analyzing the types of deficiencies, we can identify the sources of main risks and management focus, which serves as the basis for subsequent improvement plans and continuous improvement of safety management. Improvements have been completed for all deficiencies and the improvement completion rate has reached 100%.

Results of deficiencies in 2025	
Risk Item	Percentage
Failure To Comply With Standard Operating Procedures	61.93%
Electric Shock	11.40%
Equipment Abnormalities	9.28%
Explosion, Fire	6.52%
Environmental Safety	4.55%
Management	3.90%
Others	2.42%

Risk levels in 2025	
Risk Level	Percentage
High risk	10.2%
Medium risk	27.3%
Low risk	62.5%



Description of occupational safety and health risks - Case study of chemicals used to maintain water quality -

As the gym is equipped with spa and swimming pool facilities, chemicals such as hydrogen chloride, sodium hypochlorite, chlorine powder, and dry acid are required for water quality maintenance. Failure to properly implement operating procedures and protective measures in related operations may affect the safety and health of workers. Therefore, the Company continues to pay attention to and incorporate occupational safety and health risks under management. The relevant management mechanisms are described below:



The Company continues to strengthen occupational safety and health controls for the use of chemicals in the pool through the aforementioned management mechanisms. We are committed to providing employees and members with a safe and healthy sports environment.

Air Quality Monitoring

In terms of air quality monitoring, we focus on the indoor air quality as the main monitoring item. Regular inspections are conducted for new and existing venues, and annual monitoring is carried out according to the plan. Regular inspections are arranged for management items to monitor the quality of the environment and ensure that the venues meet relevant health and safety standards. The monitoring method includes measurement and assessment of carbon dioxide concentration in the air, formaldehyde, particulate matter (PM10), bacteria, temperature and humidity, and ventilation conditions.

In 2025, improvements were completed for deficiencies found in monitoring results in the previous period and the improvement completion rate was 100%. Improvements included adjustment and maintenance of ventilation equipment, replacement of air-conditioning system filters, optimization of air circulation pathways, and enhancement of on-site management measures to improve the overall environmental quality and reduce potential health risks.

Fire Prevention and Response Management

The Company follows relevant fire safety regulations and occupational safety and health regulations, establishes fire prevention and emergency response management mechanisms, and installs necessary fire safety equipment at each location of operations. We regularly conduct inspections, maintenance, and functional tests to reduce the risk of fire accidents and ensure the availability of the equipment.

We also conduct regular fire drills and evacuation drills to improve employees' ability to respond to fire and unexpected events and familiarize them with actual implementation. In 2025, each location of operations implemented fire prevention and emergency response drills in coordination with fire safety reporting operations in accordance with regulations. As a principle, they are conducted once every six months. We examine the appropriateness of emergency exit routes and education and training contents based on the drill results to continue to strengthen the overall readiness for disaster prevention.

Fire Case Statistics

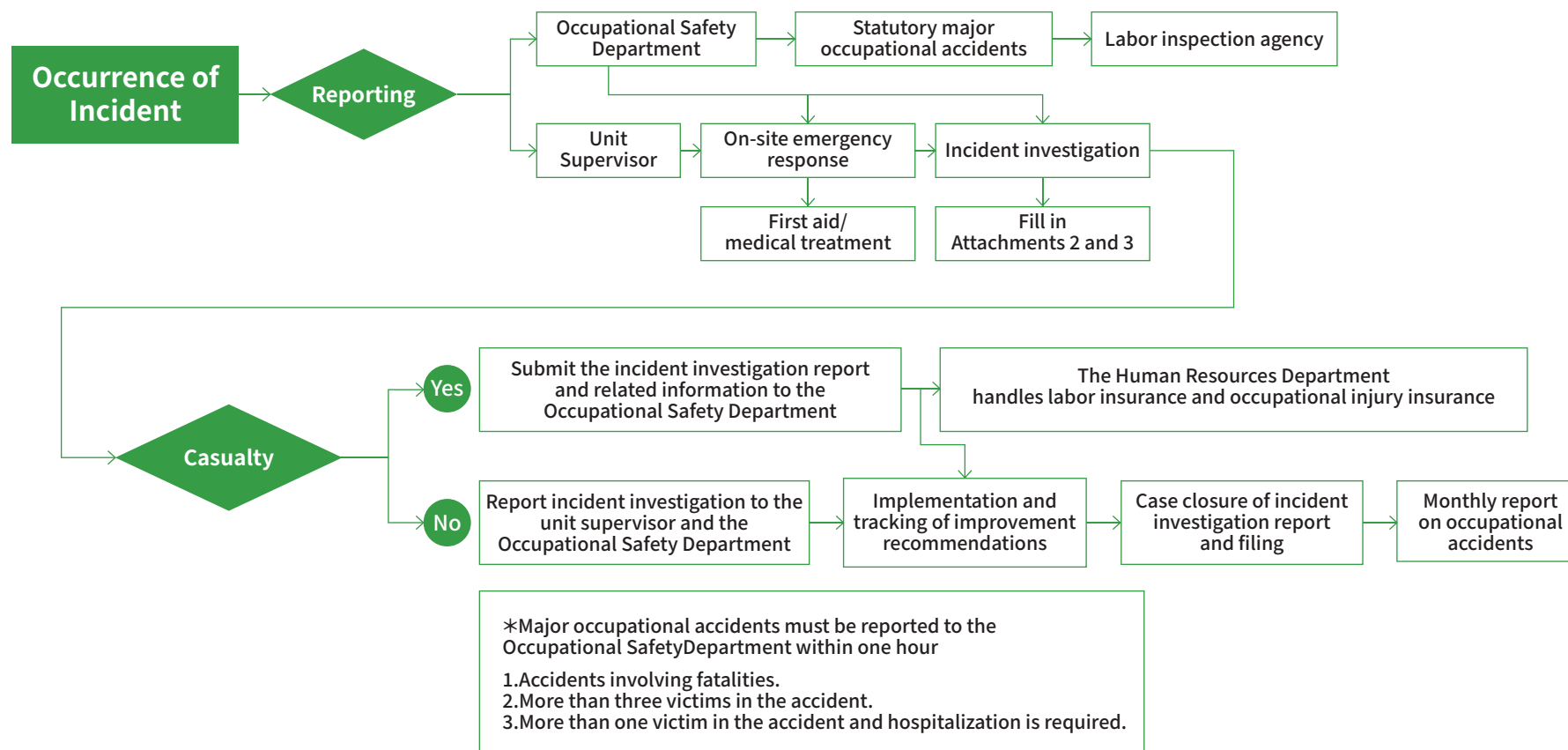
	Number of Cases	Number of Casualties	Death Rate
2025	0	0	0

Note 1: Death Rate: Number of casualties due to fire accidents / total number of employees



Incident Reporting and Incident Investigation Process

If an employee encounters occupational hazards or discovers dangerous conditions that may cause injury during operations, they may immediately stop operations and leave the dangerous area based on their own judgment to ensure personal safety. Subsequently, a report may be submitted in accordance with the "Operating Procedures for Occupational Hazard Response and Investigation" and no penalties or adverse treatment may be imposed due to reporting or suspension of work. We ensure that hazardous incidents can be disclosed in a timely manner and properly handled.



Occupational Accident Statistics

Statistics of accidents involving employees by category

This table summarizes the occurrence of different types of accidents and provides an overview of the percentages of different types of accidents. The majority of occupational injuries in 2025 were cuts, slashes, and falls.

Type of Incident	Cuts or Slashes	Falling	Object Falling	Others	Falling From Heights	Contact with Hazardous Matter	Collisions	Total number of cases
Number of Cases	5	5	3	3	2	1	1	20
Ratio	25%	25%	15%	15%	10%	5%	5%	100%

Employees' Work-related Injury Statistics in 2025

Item	Total number
Total work hours	10,862,252
Number of recordable occupational injuries	20
Ratio of recordable work-related injuries	1.84
Number of high-consequence work-related injuries (excluding fatalities)	0
Ratio of high-consequence work-related injuries (excluding fatalities)	0
Number of fatalities as a result of work-related injuries	0
Number of occupational diseases diagnosed by physicians	0

Occupational safety formula

Note 1: Total work hours: The actual work hours of employees.

Note 2: Recordable occupational injuries: Death, leaving a job role, restricted or switching to another job role, medical care beyond first aid, loss of consciousness, or major injuries or illnesses diagnosed by a doctor or other licensed healthcare professional (even if it does not result in death, leaving a job role, restricted or switching to another job role, medical care beyond first aid, and loss of consciousness). The number of recordable occupational injuries is calculated based on the number of people and excludes traffic accidents during commutes.

Note 3: Ratio of recordable work-related injuries: $(\text{Number of recordable work-related injuries} \div \text{total work hours}) \times 1,000,000$.

Note 4: High-consequence work-related injuries (excluding fatalities): Occupational injuries that result in death or result in workers being unable to recover to their pre-injury health within 6 months are calculated based on the number of people.

Note 5: Ratio of high-consequence work-related injuries (excluding fatalities): $(\text{Number of high-consequence work-related injuries (excluding fatalities)} \div \text{total work hours}) \times 1,000,000$

Note 6: The boundary includes all locations of operations in Taiwan. The statistics in this table only include employees. As information related to non-employee workers has not been collected, it cannot be disclosed for the current year. In the future, we plan to establish relevant records.

Note 7: The number of occupational diseases is determined by occupational medicine specialists, local labor authorities, or the Occupational Safety and Health Administration, Ministry of Labor.

5.4.2 Health Care

The Company has appointed dedicated occupational health nurses to provide professional services such as health consultation, health improvement recommendations, and disease prevention plans to ensure that employees receive immediate and appropriate health support. The Company also continues to implement employee health promotion activities and friendly care measures. The main results of health services in 2025 are as follows:

Health Services

Maternal Health Interviews

According to the Workplace Maternal Health Protection Program, we conducted 22 health questionnaire surveys for pregnant employees. Based on the contents of the employee survey, we assist in the suitability assessment and necessary adjustments of work contents.

Reinstatement Evaluation Interviews

We organized mandatory reinstatement evaluation interviews for seven employees who involved in occupational accidents and returned to work after a prolonged leave. After the evaluations and diagnoses by occupational medicine specialists, a consensus was reached following discussions between the employer and employees. Two of the employees completed reinstatement.

Healthcare and EAP Services

We provide simple medical consumables for use in the workplace. Employees who have health-related questions can also obtain consultation services, and we provide care and assistance when necessary. The above health consultation, including the use of medical consumables, was used approximately 24 times.

Employee Physical Examination and Management of High Risks

In 2025, 4,694 employees were expected to undergo physical examinations and 4,441 employees actually attended physical examinations, and the attendance rate was 95%. According to the physical examination results, the top five abnormalities were: BMI, abdominal ultrasound, waist circumference, triglycerides, and serum glutamic pyruvic transaminase (SGPT). According to the individual risk factor assessment analysis in the "Abnormal Workload-Induced Disease Management Plan", one individual was identified based on a BMI score of 28.6 (mild obesity). The internal ultrasound showed mild to moderate fatty liver, and the high-risk employee with abnormal liver enzymes was given health education on elevated liver enzymes. The employee was also notified of the abnormal items that require additional examination and follow-up tracking.

Vaccination Promotion and Arrangements

Assisted the head office in organizing a follow-up vaccination service. 68 people received influenza vaccination and 18 people received COVID-19 vaccination. We facilitated 86 vaccinations, which improved people's immunity and reduced the risks of infection.

Ergonomic Hazard Prevention Plan

In 2025, a total of 4,694 employees were required to undergo a musculoskeletal survey. A total of 4,448 employees completed the questionnaire. Based on the content of the questionnaire, they were classified as normal + mild, moderate, and severe. For employees with severe conditions, follow-up tracking and improvement suggestions were required, and job adjustments were made when necessary to prevent ergonomic hazards.

5.5 Social Relationship Building

5.5.1 Participation in Associations

World Gym believes that positive interactions with external professional organizations help the Company continue to optimize operational strategies in the rapidly changing industry and policy environment, and enhance our understanding and ability to respond to major sustainability issues. Therefore, we actively participate in professional associations and trade associations to promote the exchange of ideas in the industry, monitor market trends, and promote corporate social responsibility and sustainable development. The associations we engage with focus on health promotion, the fitness industry, corporate ethics, sustainable development, or local development. In addition to being a member, World Gym also participates in activities and initiatives of associations to demonstrate our commitment and support for related issues. The main associations in which the Company participated in 2025 are as follows:

Association Name	Position
New Taipei City Gym Association	Managing Director
Taichung City Gym Association	Managing Director
AmCham Taiwan	Members
AmCham Taichung	Members
MÜST Music Copyright Society of Chinese Taipei	Members



5.5.2 Community Participation

2025 World Gym Social Engagement

World Gym Social Engagement Vision

World Gym has adopted "sport empowerment and local co-prosperity" as the core value for social engagement to support SDG 3 Good health and well-being. We not only actively engage in public welfare, but also focus on supporting the actual needs of the society with professional competencies such as promoting equality in sports, teaching people of different ages and physical and mental conditions how to correctly exercise, accurately matching the recycling of professional fitness equipment, improving the training environment for first responders of Taiwan, extending the useful life of equipment, and building a win-win ecosystem of "zero waste in the environment and social resilience". The actions are core parts of our main business and we leverage our high-quality health resources such as fitness centers, professional sports equipment, and trainers throughout Taiwan to promote health in every corner of the world and build a social safety and health support network based on sports.

Theme	Highlights	Beneficiaries	Social Impact	Implementation Period
Resource Recycling and Social Resilience	"Renew the Used" Equipment Donation Program	Fire departments, police departments, schools, and social welfare institutions in Taiwan	World Gym reuses professional fitness equipment replaced in operations for donations to public service and social welfare institutions to help first responders and community organizations improve their physical fitness training environment. It also extends the service life of the equipment, creates the dual benefits of resource recycling and social support, and strengthens public safety and social resilience.	2018 to present
Social Initiatives and Local Co-Prosperity	Annual Charity Event 2025 A-Xin Mystery Box Charity Project	Maria Social Welfare Foundation, Taichung Jointthink Social Welfare Foundation, Chinese Children's Home & Shelter Association, and Raising Children's Medical Foundation	Through the charity product sales mechanism, all income after deducting costs is invested into the social welfare system, assisting a diverse range of disadvantaged groups in obtaining long-term support, and leveraging the influence of the brand to expand participation in charity.	2016 to present
	Cross-sector Charity Partnership KPMG 2025 Love Market	Social welfare organizations and social enterprises	Leverage the partnership between the Company and charity platforms to support social welfare and social enterprise promotion through long-term sponsorships, assisting in effectively linking public welfare resources and expanding social influence.	2024 to present
	Community Health Promotion Walking Activity with Ye Lin-Chuan, Deputy Speaker of Taipei City Council	General public and community participants	World Gym supports large-scale community activities with professional instructors to enhance the safety in exercise and people's willingness to exercise, promote the establishment of regular exercise habits, and strengthen the health awareness of the community.	2024 to present
Diversity, Inclusion, and Sport Equality	I am a Little Hero Games	Children with special needs and their families	Through the participation of professional trainers and volunteers, World Gym accompanies children with special needs in exercises, practicing the concept of "equal exercise" to help children build confidence and promote physical and mental health.	2021
	Luo Wen-Chong Summer Youth Cup/ Youth 3x3 Basketball Championship	Elementary and junior high school students	Long-term sponsorship and support for the development of youth sporting events, encouraging regular exercise and positive sports spirit, and promoting youth physical and mental health and teamwork abilities.	2019

Other short-term projects in 2025

Project Name	Beneficiaries	Social Impact
Training volunteers and warmup exercise at the Eden 2025 Handicraft Workshop Baseball Tournament	Members of the Eden Social Welfare Foundation	Through volunteer accompaniment and sports guidance, we assist students with physical and mental disabilities in participating safely in sports, enhance their participation in sports, and convey the values of inclusion and equality in sports.
Kuang Tien General Hospital "Baseball for the Elderly" Program	Elderly people	World Gym provides professional resources including the InBody Body Composition Analyzer for body composition analysis to help elderly athletes understand their physical condition, strengthen exercise safety and health management, and support active aging. In 2025, the body composition analysis was provided to more than 500 elderly players from 15 teams across Taiwan.
Joint Fundraising Charity Sponsorship	Social welfare organizations and their service recipients	Promote public welfare initiatives at all locations in Taiwan to increase public awareness of social issues and participation in public welfare, and assist in the stable flow of public welfare resources into the social welfare system.

	World Gym Social Engagement Indicators	2023	2024	2025
In-kind input	Total number of donated equipment (items/sets)	114	24	168
	Equipment type (weight training/cardio)	29 sets of weight training equipment 56 sets of cardio fitness equipment 29 fitness-related items	20 sets of cardio fitness equipment 4 fitness-related items	14 sets of weight training equipment 128 sets of cardio fitness equipment 26 fitness-related items
Community Engagement	Number of beneficiary institutions	18	22	33
	Employee participation (number of participants/total hours)	128 / 512	103 / 412	62 / 248
Charitable Donations	Annual charitable donations (NT\$)	780,000	1,200,000	1,000,000
	Number of charity organizations that benefited from annual donations	3	6	4

2025 World Gym Social Engagement Highlight Projects

"Renew the Used" Equipment Donation Program

We retain the value of professional sports equipment and transform it into a protective force in society

8,000+ first responders benefited

124 recipients (cumulative from 2018 to present)

Partners/organizations

Fire departments, police departments, schools, and social welfare institutions in Taiwan

Stakeholders

Firefighters and police officers, students, workers of social welfare organizations, people served, and local communities

Problems we need to resolve

- ★ Public service personnel have limited access to physical training resources and it is difficult for them to obtain professional fitness equipment.
- ★ If fitness equipment is directly discarded after replacement, available resources cannot be reused.

Social welfare and community organizations lack stable support for physical training

Our actions

- ★ Take inventory of professional fitness equipment replaced in operations, and reuse and sort equipment that remains functional.
- ★ Collect information on the needs of recipient institutions, plan appropriate donations of weight training and cardio fitness equipment, and complete professional services for transportation and installation.

Assist public service and social welfare organizations in establishing or optimizing the physical training environment

Our role

Equipment Recycling and Reuse

We implement systematic inventory and classification to ensure that donated equipment meets actual training needs, improve usage efficiency, and avoid misuse or waste of resources.

Supporting First Responders

We donated equipment to support first responder units such as the fire and police departments, assisting them in establishing a more comprehensive physical training environment, and strengthening disaster relief and public safety resilience.

World Gym leverages its core competencies and plays the role of resource provider and platform integrator. We convert replaced fitness equipment that still remain functional into critical resources for supporting public safety and social services. We thus extend the service life of the equipment to create the dual value of circular economy and social support.

Our actions

Recycling Resources to Empower the Pillars of the Society

World Gym has always supported physical education and promoted sports development. We engage communities in a professional and active manner and we have implemented the "Renew the Used" replacement equipment donation program since 2018. Through systematic inventory and classification, we donate items such as equipment, fitness supplies, and other equipment in good condition each year to police stations, firefighters, physical education classes, and social welfare organizations to ensure that donated equipment meets actual training needs, improve usage efficiency, and prevent the idling or waste of resources. Since 2018, we have made donations to 124 organizations, which benefited over 8,000 people. We made donations to 33 units in 2025, including 1 police unit, 26 fire brigades, 2 schools, and 4 social welfare organizations.



In 2025, we donated 9 major items and 15 fitness equipment to Ching-Shuei Junior High School in Taichung, including cardio and weight training machines. In addition to donating hardware equipment, we also provided support through professional trainers so that teachers and students can learn the correct training methods and strengthen their physical fitness.

Annual public welfare activities - 2025 A-Xin Mystery Box

Supporting Local Public Welfare Through Sports and Actions

Potential support from 450,000 members
100% of net profit donated

Partners/organizations

Social welfare organizations,
charity organizations

Stakeholders

Disadvantaged groups,
social welfare organizations

Problems we need to resolve

- ★ Social welfare organizations have limited long-term resources and require stable and diverse sources of support.
- ★ Public welfare activities require more social support and engagement to expand their influence and lower the entry barriers of public participation in public welfare issues.

Our actions

- ★ Organize annual charity events and donate all income from sales minus costs to social welfare organizations.
- ★ Promote public welfare initiatives through locations across Taiwan and social media platforms to expand the reach of public welfare information.

Our role

Channel and Impact Support

Utilize the influence of all locations and brands in Taiwan and work with illustrators to encourage members and non-members to learn more about social issues and support charity.

Integration of Annual Charity Programs

Plan annual themed charitable activities and concentrate resources to avoid fragmented donations and improve public welfare.

World Gym organizes annual charity programs, participates in events, and promotes events through its channels to assist social welfare and charity organizations in increasing visibility and the exchange of resources and expand positive social impact.

Our actions

Consolidating Small Donations from Members

The A-Xin Mystery Box Charity Project in 2025 was a key medium for kickstarting member participation in supporting the society. We transformed the advantages of our channels with our 450,000 members into charity initiatives. Through the design of the blind box, members can also support public welfare issues while caring for their own health. We invested funds to support children and welfare institutions, and encouraged members and non-members to provide more support, transforming their passion for exercise into collective social support.



World Fitness Chairman John Edward Caraccio visited the Maria Social Welfare Foundation to interact with children and participate in the making of the A-Xin gorilla figurine



World Fitness Public Relations Manager Rong-Ying Liao and illustrators Kurt Wu and Jiejie & UncleCat led children to create figurines at the Jointthink Social Welfare Foundation

I am a Little Hero Games

There are no boundaries in sports and every child is a hero

**41 employees participated
Guidance provided in 3 events**

Partners/organizations

Institutions and families of children with special needs

Stakeholders

Children with special needs, parents, trainers, volunteers, education and care units
Partner Taiwan Sunshine

Problems we need to resolve

- ★ Children with special needs often face difficulties in complex processes during large-scale sporting events.
- ★ It is difficult for parents and organizers to provide timely assistance to every child due to limited manpower.
- ★ Lack of professional guidance may increase safety risks during exercise.

Our actions

- ★ Volunteers support on-site activities and provide guidance for children with special needs to participate in the games.
- ★ They assist children in completing various sports activities to ensure safety and success in their participation.
- ★ Professional aerobics teachers lead the warmup to reduce the risk of sports injuries.
- ★ Provide companionship and immediate assistance during the event to create a friendly and inclusive atmosphere.

Our role

Activity Guidance and Companionship

On-site guidance and companionship of volunteers reduce the psychological stress on children, increase their willingness and confidence for participating in sports, and ensure their safety and engagement in activities.

Sports Safety Warmup Support

Professional aerobics teachers lead the warmup to help children with special needs warm up before exercise and reduce the risk of injuries.

Exercise is a basic right and should not be constrained by individuals' physical and mental conditions. World Gym is committed to achieving "equal rights to exercise". We recognize that children with special needs often encounter difficulties in participating in large-scale activities, and we transform our professional faculty and volunteer manpower who embody the core competencies of the Company into leaders of activities and supporters of exercise safety so that every child can experience the fun of exercise in a stress-free environment.

Our actions

Professional Companionship for Friendly Inclusiveness

Since 2021, we have jointly organized the "I am a Little Hero Games" with Taiwan Sunshine to help children with special needs participate in the games, lower the entry barriers of participation, and ensure the safety of exercise. Through the on-site guidance and companionship of volunteers, we help reduce the psychological pressure of children in the face of complex processes, help them complete the games smoothly, build confidence, and convey the social values of friendly support and inclusion.



Each athlete is accompanied by a dedicated volunteer supporter to take on the challenge and complete each contest together to win their own medals.



The Little Hero Games created a sports environment full of love and support for children with special needs. We encourage them to challenge themselves and support equality in sports.



CHAPTER 6

Our Responsibility for Sustainability

- 6.1 Climate Change Response and Climate Actions
- 6.2 Energy and GHG Emission Management
- 6.3 Water Stewardship
- 6.4 Waste Management

6.1 Climate Change Response and Climate Actions

In recent years, global climate change has led to a significant increase in the frequency and intensity of extreme weather events, which not only impacts the natural environment, but also affects the stability of energy supply, operating costs, and fluctuations in raw material prices, making it an important issue that cannot be ignored in corporate operations and risk management. World Gym is profoundly aware of the potential risks and challenges brought by climate change to the business environment and long-term development, and continues to monitor the impact on corporate strategy, financial performance, and operational resilience.

The main business items of World Gym are the provision of fitness venues, equipment, and professional coach services, which are services with relatively limited direct impact on the environment. However, in response to transition risks and physical risks caused by climate change, the Company still actively reviews energy use, water stewardship, and greenhouse gas emissions in its operating activities, and actively implements science-based and systematic management mechanisms. Through automated equipment monitoring and inspections by personnel, we not only improve the operational efficiency of the fitness centers, but also effectively reduce energy consumption and carbon emissions, and strengthen the overall resource utilization efficiency.

The Company regards climate change as one of the key management issues for corporate sustainability. We continue to incorporate environmental management actions into operational decisions, taking into account cost control, service quality, and environmental responsibility, and responding to stakeholders' expectations for corporate climate responsibility with real actions. In order to improve information transparency and strengthen the management of climate-related risks and opportunities, World Gym follows the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD) to systematically disclose climate governance, strategies, risk management, and indicators and goals, which serve as an important foundation for the Company to respond to climate change and enhance long-term operational resilience.



Category	Corporate Management Strategies and Actions		
Governance	Board of Directors	Establishment of the Sustainable Development Committee	The Chairman serves as the convener and convenes meetings at least once every six months to receive reports on climate-related strategies and related projects to ensure the implementation of the climate-related risk management system.
	Senior Management	Creation of a cross-departmental ESG Task Force	Led by the Sustainable Development Department, with members from operations, finance, construction, and procurement units.
		Implementation of duties	Implement energy-saving equipment replacement, evaluate green energy procurement plans, and regularly report energy consumption data and improvement progress of each venue to the Board of Directors. Chief Executive Officer (CEO) Overall strategy implementation, cross-departmental coordination, and resource allocation. Chief Financial Officer Quantify the impact of climate risks on financial statements, capital budgets, and internal carbon pricing applications. Risk management unit The Company has not yet established an independent risk management unit, and relevant risk management operations are carried out by each department according to their duties. Sustainability/ESG Responsible Person Conduct carbon inventory, report disclosure, and engage in external mechanisms such as the Company's carbon reduction strategy and target planning. Facilities/engineering units Backup system and disaster response. Development unit New location selection. Procurement unit Optimization of energy consumption in the venues and equipment maintenance and replacements.



Category	Corporate Management Strategies and Actions	
Strategy	Scenario analysis	Simulate changes in operating costs (Energy/Insurance/Operations), capital expenditure requirements (HVAC optimization and flood prevention), revenue risks (member attendance/loss/course cancellation), and supply chain delays or increase in costs (equipment and parts). Timeframe Short-term: 0–3 years (e.g., extreme heat waves cause fluctuations in air conditioning costs and attendance of members) Medium term: 3–10 years (e.g., increase in carbon policies and insurance costs) Long term: 10–30 years (e.g., increased frequency of extreme weather events and changes in structural demand)
	Transition risks	Policies Carbon fees, energy efficiency regulations, and building energy efficiency classification. Market Consumer preferences switch to low-carbon/digitalized services (online training or PaaS). Technologies Alternative technologies for energy-saving HVAC, low-energy consumption equipment, and digital platforms.
	Physical risks	Frequent heat waves (pressure on air conditioning power and equipment) → Increase in electricity bills and equipment maintenance costs. Torrential rain/flooding, typhoon → Suspension of operations of stores, damage to equipment, and increase in insurance claims costs. Resource shortage → Increased cost of energy and water resources
	Opportunities	Energy conservation upgrades (HVAC upgrade, LED, and energy management system (EMS)) : Reduce operating costs. Green power (PPA/self-built solar power/RECs) : Reduce carbon intensity in operations. Product as a Service (Equipment-as-a-Service/renewal/lease) : Extend equipment life and create new revenue models. Online course services : Reduce member commuting and increase customer stickiness. Sustainability brand differentiation : Attract ESG-oriented customer groups or collaborate with corporate customers. Frequent heat waves : Increase people's willingness to exercise indoors.

Category	Corporate Management Strategies and Actions	
Risk Management	Risk Assessment Process	Climate risk matrix Rank risks based on the likelihood of occurrence and level of impact. Site selection and evaluation When developing new locations, the flood potential map and climate risk factors in the region are included in the assessment indicators to avoid expansion in areas with high risks of flood.
	Integration Mechanism	The Company currently incorporates climate risks into daily management considerations through existing operational management and internal control mechanisms, and evaluates and prioritizes risks based on the likelihood of occurrence and degree of impact as a reference for business operational decisions and resource allocation. In the future, we will continue to evaluate and introduce a more systematic risk management framework. Operational risk integration Incorporate power outages and floods caused by extreme weather into the Business Continuity Plan (BCP) and conduct regular on-site disaster prevention drills. Financial risk integration When preparing the annual budget, the Finance Department must reserve a certain proportion of the budget as the "Climate Transformation Fund" to replace old and low-efficiency equipment.
Targets and Goals	Key Performance Indicators (KPIs)	Scope 1 (direct emissions) Mainly from emergency generator fuel, company vehicle fuel, and air conditioning refrigerant leakage. Scope 2 (energy indirect emissions) Total electricity consumption of lighting, air conditioning, and sports equipment in the venues. Energy management • Operating area/revenue/electricity consumption per unit (kWh/m²) • Renewable energy use percentage • Smart control energy management system and programmable logic controller (PLC) control system (%)
	Carbon Reduction Targets	Short-term targets (1-3 years) • Complete the inventory of Scope 1, 2, and 3 GHG emissions (energy-related activities, operational waste) for 100% of business locations, and obtain ISO 14064-1 certification. • Replace all LED lights and install an EMS/smart energy monitoring system for all venues • Reduce energy intensity (kWh/m²) per store by 3%. Medium-term targets (2030) • Reduce Scope 1 and 2 GHG emissions by 3% compared to the baseline year (e.g., 2024) • Renewable electricity accounts for 3% (via self-generation/purchase/RECs) • Expand the scope of Scope 3 inventory and gradually include the categories of emissions such as purchased products and services, capital properties, upstream transportation and distribution, business travel, employee commuting, use of sold products and services, and franchise stores. Long-term targets (2050) • Achieve net zero and attain carbon neutrality at all business locations

Governance

The Company follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and incorporates climate change issues into the corporate governance framework. The Board of Directors and senior management are jointly responsible for supervising and managing climate-related risks and opportunities.

The Sustainable Development Committee is established at the Board of Directors level, with the Chairman serving as the convener to regularly receive reports on the implementation status of climate strategies, risk management mechanisms, and related projects to ensure the effective operation of the climate risk management system. The management integrates operations, finance, engineering, and procurement units through cross-departmental ESG working groups to promote the replacement of energy-saving equipment, green energy assessment, and energy consumption management, and regularly reports the improvement progress of each venue to the Board of Directors.

Strategy

The Company follows the TCFD framework to assess the potential impact of climate change on operating costs, capital expenditures, revenue stability, and the supply chain as the basis for medium- to long-term business strategies and resource allocation.

The analysis covers short-term (0–3 years), medium-term (3–10 years), and long-term (10–30 years), and incorporates transition risks and physical risks. It also identifies opportunities such as energy conservation transformation, adoption of green electricity, digital services, and sustainable brands to enhance operational resilience and long-term competitiveness.



Description of climate risk impacts

Risk Category		Risk Description	Likelihood of Occurrence	Timeframe of Impact	Impact in Value Chain Phase	Operational Impact	Financial Impact
Transition Risks	Carbon fee/ carbon pricing system	The launch of carbon fees or carbon pricing systems leads to an increase in the cost of electricity and operations.	Medium	Long term	Operations	Medium	Medium
	Green buildings/ energy efficiency improvement	Increase in cost due to the requirement of the government or market for venues to improve energy efficiency and adopt energy-saving equipment.	High	Medium term	Operations	Low	Medium
	Consumers pay more attention to low-carbon consumption	Members prefer a fitness brand with a sustainable image and low carbon operations.	Medium	Long term	Downstream (customers)	Medium	Medium
Physical Risks	Extreme weather	Interruption of venue operations, equipment damage, and increase in insurance claims expenses.	Medium	Short term	Operations	High	High
	Drought	Service restrictions will lead to a decrease in people's willingness to exercise.	Medium	Short term	Downstream (customers)	High	Medium
	Frequent heat waves and air pollution	Increased electricity bills and equipment maintenance costs, and decrease in people's willingness to exercise.	High	Medium term	Downstream (customers)	Low	Medium
	Shortage of resources	Increase in energy and water costs.	Medium	Long term	Operations	High	High

Description of climate opportunity impacts

Opportunity Type		Opportunity Description	Likelihood of Occurrence	Timeframe of Impact	Impact in Value Chain Phase	Operational Impact	Financial Impact
Transition Opportunities	Demand for indoor exercise	Increase people's willingness to exercise indoors.	Medium	Short term	Operations	High	High
	Digitalization and remote training	Reduce member commuting and increase customer stickiness.	Medium	Medium term	Downstream (customers)	High	Medium
	Increase awareness of healthy living and environmental protection	Increase social health awareness.	Medium	Long term	Downstream (customers)	Medium	High
	Energy conservation upgrades HVAC upgrade, LED, and energy management system (EMS)	Improve energy efficiency, thereby reducing electricity consumption and related carbon emissions, and reducing operating costs.	High	Short term	Operations	Low	High
	Adoption of green power PPA/self-built solar power/RECs	Reduce Scope 2 carbon emissions and operational carbon intensity.	Medium	Long term	Operations	Low	Medium
	Product as a Service Equipment-as-a-Service/ equipment renewal and lease	Reduce one-time capital expenditures and extend equipment life cycle.	Medium	Medium term	Operations	Medium	Medium
	Sustainability brand differentiation	Improve brand image and attract consumers who value sustainability.	Medium	Long term	Downstream (customers)	High	Low

• Risk Management •

The Company follows the TCFD framework to gradually establish climate risk identification, assessment, and management processes, and incorporate physical risks and transition risks into overall risk management. We identify and analyze climate change-related risks and opportunities based on the Company's operational characteristics, and assess the potential impact of various issues on operations and finance as the basis for risk management and resource allocation.

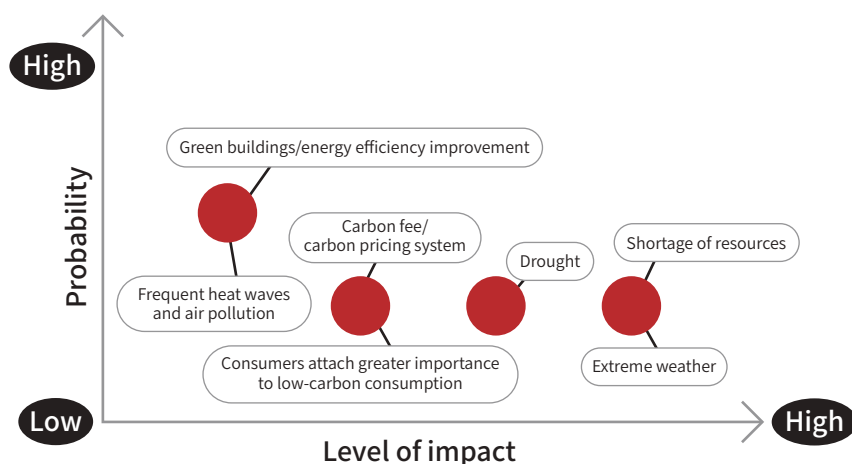
The assessment of climate risks and opportunities is based on two indicators, including the operational impact and financial impact. The average of the two indicators is used as the basis for assessing the level of impact to more comprehensively reflect the impact of climate issues on the Company's overall operations. The degree of impact is assessed using a five-level system, divided into high (5 points), medium high (4 points), medium (3 points), medium low (2 points), and low (1 point). The final degree of impact is converted to $(\text{operational impact score} + \text{financial impact score}) \div 2$. The probability of occurrence of each issue is ranked after the impact assessment. The probability of occurrence is also assessed using a five-level system, and the total score is calculated using $\text{level of impact} \times \text{probability of occurrence}$ to identify material climate issues that have a higher impact on the Company's operational resilience and financial performance, and serve as a reference for subsequent risk management, response measure planning, and resource investment.

In addition, when developing new locations, the Company also gradually incorporates flooding potential and climate factors into the site selection assessment to reduce the impact of potential physical risks. We will continue to strengthen climate risk management practices and evaluate the gradual integration into existing risk management and business continuity-related mechanisms. We will also consider factors in regards to climate transition investment when preparing the annual budget to improve overall operational resilience.



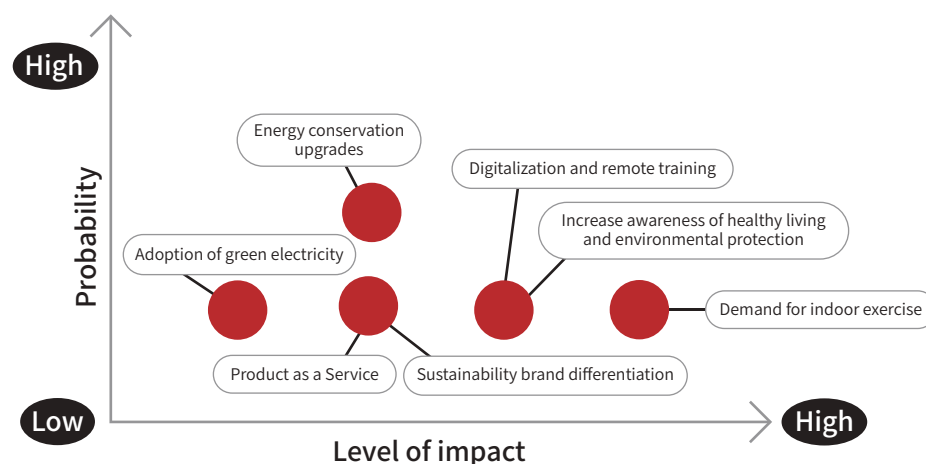
Climate Risk Matrix

Risk Category		Level of Impact ((Operations + Finance) / 2)	Probability	Total Score (level of impact * probability of occurrence)
Transition Risks	Carbon fee/carbon pricing system	Medium (3 points)	Medium (3 points)	9
	Green buildings/energy efficiency improvement	Medium low (2 points)	High (5 points)	10
	Consumers pay more attention to low-carbon consumption	Medium (3 points)	Medium (3 points)	9
Physical Risks	Extreme weather	High (5 points)	Medium (3 points)	15
	Drought	Medium high (4 points)	Medium (3 points)	12
	Frequent heat waves and air pollution	Medium low (2 points)	High (5 points)	10
	Shortage of resources	High (5 points)	Medium (3 points)	15



Climate Opportunity Matrix

Opportunity Type		Level of Impact ((Operations + Finance) / 2)	Probability	Total Score (level of impact * probability of occurrence)
Transition Opportunities	Demand for indoor exercise	High (5 points)	Medium (3 points)	15
	Digitalization and remote training	Medium high (4 points)	Medium (3 points)	12
	Increase awareness of healthy living and environmental protection	Medium high (4 points)	Medium (3 points)	12
	Energy conservation upgrades (HVAC upgrade, LED, and energy management system (EMS))	Medium (3 points)	High (5 points)	15
	Adoption of green power (PPA/self-built solar power/RECs)	Medium low (2 points)	Medium (3 points)	6
	Product as a Service (Equipment-as-a-Service/ equipment renewal and lease)	Medium (3 points)	Medium (3 points)	9
	Sustainability brand differentiation	Medium (3 points)	Medium (3 points)	9



Metrics and Targets

To effectively track and manage climate-related risks and opportunities, World Gym has established climate indicators and targets related to operational activities as an important basis for measuring management effectiveness and supporting decision-making. Relevant indicators focus on energy use, greenhouse gas emissions, and resource utilization efficiency, and we continue to strengthen climate management measures and operational resilience through regular monitoring and reviews.

Compilation of Key Climate Indicators, Targets, and Annual Actions

Indicator	Target	Management Measures	Concrete Actions in 2025
Greenhouse Gas Inventory	Completed Scope 1, Scope 2 and Scope 3 emissions inventory for 100% of business locations and passed third-party verification.	Established an annual GHG inventory system to collect, calculate, and conduct internal audits in accordance with ISO 14064-1.	- Completed the inventory of Scope 1 and Scope 2 emissions of the headquarters. Launched Scope 3 (energy-related activities and waste from operations) inventory and completed external verification. - Completed the inventory of Scope 1, 2, and Scope 3 (energy-related activities and waste from operations) in separate phases, and scheduled to complete the inventory and verification of all venues in 2027.
	Reduce emissions by 10% by 2030 compared to the baseline year (2024)	Identify the main sources of emissions based on the inventory results as the basis for reduction action planning.	Completed the inventory of the main sources of emissions and established the analysis basis necessary for subsequent reduction path planning.
Low-Carbon Energy / Carbon Emissions From Electricity Use	Reduce the carbon intensity of electricity consumption per unit operating area and unit operating revenue, and reduce energy intensity per store by 1% by 2026.	Adopt energy-saving equipment and smart energy management system (EMS) and regularly track the electricity usage performance of each venue.	- Replaced LED in 80% of the venues - Completed the installation of EMS for 40% of the venues - Inventory equipment with high energy consumption and set a replacement schedule
Energy Usage Efficiency	Reduce electricity consumption per unit operating area/business venue/revenue (kWh/m ²) year by year, with a reduction of 1% by 2026.	Establish energy performance indicators (EnPI) and incorporate energy consumption into operational management and internal evaluations.	Set 2024 as the baseline year and reduce overall energy intensity by 2% in 2025.
Percentage Of Renewable Energy As Power Sources	Increase the proportion of renewable energy use and reduce Scope 2 emissions, with renewable energy accounting for 10% by 2030.	Evaluate renewable energy procurement methods (RECs/PPA) and feasibility of adoption.	The preliminary feasibility assessment of renewable energy procurement has been completed, and renewable energy has not yet been purchased. The timeline of the adoption is still being discussed internally, and will be implemented in a timely manner based on the assessment results and actual operational needs.

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 2025 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

During the overall operation period in 2025, the Company's main sources of energy use included purchased electricity, natural gas, diesel, and liquefied petroleum gas (LPG). Purchased electricity and natural gas were the main sources of energy. In 2025, the energy consumption of purchased electricity was 501,788.57 GJ, accounting for approximately 62.22 % of total energy consumption. Natural gas energy consumption was 287,044.32 GJ, accounting for 35.60% of total energy consumption. The energy consumption of diesel and liquefied petroleum gas (LPG) was relatively low, totaling 13,356.04 GJ and 4,181.21 GJ, respectively.

The Company's overall energy consumption still consisted mainly of electricity and natural gas. The two sources of energy accounts for more than 90% of total energy consumption, indicating that the main energy needs are concentrated in the operation of the venue equipment, air conditioning, lighting, hot water supply, and daily operations. In addition, the Company currently does not use renewable energy, so renewable energy accounts for 0%.

Energy usage, intensity, and consumption within the organization in 2025					
		2023	2024	2025	Unit
Non-renewable energy source	Purchased Electricity	127,985,337.00	132,466,607.00	139,453,891.20	kWh
		460,747.21	476,879.79	501,788.57	Gigajoule (GJ)
	Natural Gas	6,679,255.00	6,844,301.00	7,876,606.23	(m3)
		251,139.99	257,345.70	287,044.32	Gigajoule (GJ)
	Diesel	249,107.00	279,232.00	369,935.00	Liter (L)
		8,761.09	9,820.57	13,356.04	Gigajoule (GJ)
	Liquefied Petroleum Gas (LPG)	75,372.50	87,796.50	92,260.49	kg
		3,806.62	4,434.08	4,181.21	Gigajoule (GJ)
Total	724,454.91	748,480.15	806,370.14	Gigajoule (GJ)	
Energy Intensity		6,139.45	5,847.50	5,801.22	GJ/venue
		76.84	76.25	73.41	GJ/NT\$ million
Percentage of Grid Power		63.60	63.71	62.22	%
Percentage of Renewable Energy		0	0	0	%

Note 1: Purchased electricity energy consumption = electricity consumption (kWh) × 860 (kcal/kWh) × 0.000004184 (GJ/kcal). The calorific value is obtained from the energy product unit calorific value table (electricity) published by the Energy Administration.

Note 2: Diesel energy consumption = fuel consumption (liter) × 8,629 (kcal/liter) × 0.000004184 (GJ/kcal). The calorific value is obtained from the energy product unit calorific value table (diesel) published by the Energy Administration.

Note 3: Natural gas energy consumption = gas consumption (m3) × 8,710 (kcal/m3) × 0.000004184 (GJ/kcal). The calorific value is obtained from the energy product unit calorific value table ("imported") of liquefied natural gas published by the Energy Administration.

Note 4: Liquefied petroleum gas (LPG) energy consumption = Weight (kg) × 1.818 (liter/kg) × 5,958 (kcal/liter) × 0.000004184 (GJ/kcal), calorific value obtained from the energy product unit calorific value table (liquefied petroleum gas (LPG)) published by the Energy Administration.

Note 5: The Company currently does not use renewable energy.

Note 6: 43 branch stores did not directly sign contracts with Taipower, and their usage was recorded and calculated based on receipts.

Note 7: Percentage of grid electricity (%) = (total purchased grid electricity consumption / total energy consumption) × 100%.

Note 8: In 2025, there were 139 venues and the consolidated revenue totaled NT\$10,983.985 million.

Energy Usage, Intensity, and Consumption Outside The Organization In 2025

	Category	2025	Unit
Fuel- and Energy-Related Activities	Diesel	4184.84	tCO2e
	Natural gas	250.45	tCO2e
	Purchased electricity	76.47	tCO2e
Waste Generated in Operations	General waste	116.58	tCO2e
	General wastewater	493.748	tCO2e

Note 1: Scope 3 energy consumption is already included in the carbon footprint, and it is therefore disclosed in CO2 emission equivalents. This year, we only included fuel and energy-related activities and waste generated in operations.

Note 2: We conducted Scope 3 inventory in 2025 on a voluntary basis and it was not verified by a third party.

6.2.2 GHG Emissions

The Company follows the international greenhouse gas inventory and disclosure principles, and references international standards such as the GHG Protocol and ISO 14064 to systematically inventory and disclose GHG emissions generated in business activities. Through regular inventory and quantitative analysis, the Company monitors the main sources of emissions and uses the information as an important basis for formulating reduction strategies, improving energy efficiency, and implementing climate governance.

This disclosure covers the Company's direct and indirect GHG emissions in accordance with international guidelines and regulations related to GHG inventory, and serves as the basis for setting reduction targets, assessing climate risks and opportunities, and tracking carbon reduction performance.



	2023	2024	2025	Unit
Scope 1	20,851.16	21,464.43	16,227.51	tCO2e
Scope 2 (by region)	60,665.05	62,789.17	65,360.95	tCO2e
Scope 2 (by market)	60,665.05	62,789.17	65,360.95	tCO2e
Total - Scope 1 + Scope 2 (by region)	81,516.21	84,253.60	81,588.46	tCO2e
Total - Scope 1 + Scope 2 (by market)	81,516.21	84,253.60	81,588.46	tCO2e
Scope 3	0	0	4,514.42	tCO2e
Total - by region	81,516.21	84,253.60	86,102.88	tCO2e
Total - by market	81,516.21	84,253.60	86,102.88	tCO2e
Emissions intensity	690.82	658.231	633.47	tCO ₂ e/venue
	8.65	8.58	7.84	tCO ₂ e/NT\$ million

Note 1: The Company's GHG inventory is conducted in accordance with international standards such as GHG Protocol and ISO 14064, and the organizational boundaries are set based on the business control approach. The values disclosed in this table include the inventory results of all locations. The greenhouse gas inventory results of the Taiwan operations headquarters and Taichung Taiping Branch were verified by a third party. The verified emissions were Scope 1: 1.46 tCO₂e, 393.84 tCO₂e. Scope 2: 277.46 tCO₂e and 761.60 tCO₂e. The remaining data consisted of voluntary inventory results and have not been verified by a third party.

Note 2: The GHG inventory covers carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Note 3: According to GHG Protocol classification, Scope 3 only includes Category 3-fuel and energy-related activities and Category 5-waste generated in operations. We conducted Scope 3 inventory in 2025 on a voluntary basis and it was not verified by a third party.

Note 4: The GHG emission factors are based on the GHG Emission Factor Management Table published in Huan-Bu-Shou-Qi No. 1139101231 by the Ministry of Environment, the Electricity Emission Factors published by the Bureau of Energy, Ministry of Economic Affairs, and Ministry of Environment's Product Carbon Footprint Information Network. GWP is based on the IPCC Global Warming Potential Values in AR6.

Note 5: The electricity carbon emission factor is calculated based on the 2024 electricity carbon emission factor of 0.474 kg CO₂e/kWh announced by the Ministry of Economic Affairs.

Note 6: Natural gas emission factor: 1.87903584 KgCO₂/M³; 3.34944E-05 KgCH₄/M³; 3.34944E-06 KgN₂O/M³, calorific value: 8,000kcal/m³. According to the latest announcement, the heating value was 8,067kcal/m³, and the coefficient was thus converted to: 1.894772765 KgCO₂/m³; 3.37749E-05 KgCH₄/M³; 3.37749E-06 KgN₂O/M³.

Note 7: LPG emission coefficient: 1.752881276 KgCO₂/L; 2.77794E-05 KgCH₄/L; 2.77794E-06 KgN₂O/L, calorific value: 6635 kcal/L, the latest announced heating value was 5,993 kcal/L, and the coefficient was thus converted to 1.752881276 KgCO₂/L; 2.77794E-05 KgCH₄/L; 2.77794E-06 KgN₂O/L.

Note 8: Diesel emission factor: Originally 2.606031792 KgCO₂/L; 0.000105507 KgCH₄/L; 2.11015E-05 KgN₂O/L, heating value: 8,400kcal/L, the latest announced heating value was 8,636kcal/L, and the coefficient was thus converted to: 2.679248876 KgCO₂/L; 0.000108472 KgCH₄/L; 2.16943E-05 KgN₂O/L.

Note 9: Carbon dioxide emissions from biological sources were 0.

Note 10: In 2025, there were 139 venues and the consolidated revenue totaled NT\$10,983.985 million.

6.2.3 Energy Conservation Measures

The Company's main operating activities involve the operation and facility management of the venues. Energy use is an important part of operational management. In order to improve energy efficiency and reduce environmental impact, the Company continues to promote energy-saving measures, and reduces energy consumption and improves operational resilience through equipment performance improvements, operational model optimization, and energy consumption management mechanisms.

The implementation of energy-saving measures not only help reduce GHG emissions, but also serve as an important basis for the Company's assessment of energy management effectiveness and planning subsequent reduction measures.

In response to the equipment renewal and IAQ establishment in 2024, the Company officially upgraded its energy management strategy from "individual improvements" to "system integration planning" in 2025. The system planning and pilot verification in 2025 lay the foundation for the transformation of the Company's energy management. We are committed to establishing a management framework based on the ISO 50001 international standard and formulating a clear blueprint for medium and long-term transformation:

1. 2025 (pilot verification)

Initiate energy consumption inventory and design and conduct small-scale site verification.

2. 2026 (framework setup)

Establish management systems in accordance with the ISO 50001 standard and link them to decentralized energy-saving measures.

3. 2027 (comprehensive intensification)

Optimize system performance and implement data-driven energy decisions.



Project Roadmap for 2024-2026			
Key Projects	2024 Foundation Period Individual Implementation	2025 Development Period This year: Strategic Planning + Pilot Programs	2026 Outlook Period System Adoption + Comprehensive Deployment
Management System and Data Governance	Establish IAQ monitoring: Establish an indoor air quality (IAQ) monitoring system starting with linking the air conditioning box to implement control.	Expand deployment and data applications: 1. The IAQ system has been deployed in almost 80 fitness centers throughout Taiwan. 2. Complete medium and long-term energy conservation strategic planning.	Adopt the ISO 50001 framework: 1. Formally introduced the energy management system framework. 2. Identify equipment with significant energy use (SEU). 3. Establish energy baselines (EnB). 4. Upgrade the IAQ system to an energy management system (EMS).
Air-conditioning and power systems	Equipment replacement: Replace old constant-frequency chillers and upgrade some lighting equipment to LED.	Pilot programs: Conduct a pilot program to attain “variable-frequency control of the air handling unit (AHU)” to verify the energy-saving benefits under certain loads.	Scalable replication: Comprehensively implement variable frequency control and optimization of the air-conditioning system based on data from the pilot program in 2025.
Heating and electrification	Water stewardship: Smart water meters for all new fitness centers.	Integrated interdisciplinary pilot program: After analyzing water consumption data, a heat pump system was installed at the demonstration site of the pilot program to test the carbon reduction potential of electrification (replacing boilers).	Heating transition: Continue to promote the installation of heat pump systems and gradually phase out fossil fuel heating equipment.



2025 Performance Highlights

KPI 1: Completed Medium - and Long-Term Energy Conservation Strategies and Designs

In order to strengthen the system and outlook of energy governance, the Company invested key management resources in 2025, and formulated the "2025-2030 Energy Transformation Blueprint." We decided to establish an internal energy management system framework in 2026 based on the ISO 50001 international standard. This action marks the Company's transition from a traditional empirical approach to science-based data governance. We also plan to begin the identification of significant energy usage (SEU) and establishment of energy baselines (EnB) in 2026 to lay the foundation for quantitative management.

KPI 2: Proof of Concept (PoC)

To maximize benefits of future capital expenditures, we adopted the strategy of "site pilot verification and data-driven decision-making" in 2025:

1. Air conditioning system variable frequency optimization:

For air-conditioning airflow systems with a high energy consumption ratio, we selected a demonstration site for implementing control with a variable frequency drive (VFD). Preliminary monitoring data showed significant energy saving potential during off-peak hours, and the benefits of dynamic adjustment were verified.

2. Adoption of dual-purpose heat pump system:

In response to the need for heating hot water, we activated the pilot program for the installation of the heat pump system. Through actual operation tests, we collected data on performance coefficient (COP) and compared the data with that of traditional boilers as a scientific basis for subsequent comprehensive replacement and implementation.

KPI 3: IAQ Smart Monitoring Network Expansion and Deployment

Continued to build on the foundation established in 2024 and accelerated the deployment of the IAQ system this year. As of the end of 2025, the system was launched at almost 80 fitness centers across Taiwan. This dense sensor network not only ensures the quality of the sports environment for members, but also builds a representative environmental monitoring database. In 2026, we plan to upgrade this system to an "energy management system" with energy consumption analysis functions to implement dual monitoring of environmental quality and energy efficiency.

• 2026 Outlook: Key year for systematic implementation •

We align with international standards to intensify carbon reduction actions in 2026. We will conduct a systematic energy inventory based on the ISO 50001 management framework. We implement science-based identification of significant energy use (SEU) and establish the ENB in order to set reduction targets and action plans more accurately.

At the same time, we will accelerate the deployment of "high-efficiency heat pump system" and "air conditioning variable frequency control" across Taiwan based on the success of pilot programs in 2025. We further integrated the existing IAQ system to upgrade it to the digital hub for energy management, and create a comfortable and energy-efficient environment.

The Company also continues to promote digital services and online courses, providing members with remote exercise and course participation methods to reduce the commuting needs of some members and improve the overall utilization efficiency of service resources. Related measures will help reduce indirect GHG emissions and energy use intensity.

In recent years, the Company has continued to promote energy-saving equipment optimization, energy management, and digitization measures. The energy intensity has dropped from 76.84 GJ/NT\$ million in 2023 to 72.90 GJ/NT\$ million in 2025. The GHG emission intensity also decreased from 8.65 tCO₂e/NT\$ million in 2023 to 7.84 tCO₂e/NT\$ million in 2025, indicating the continuous improvement in the effectiveness of overall energy efficiency and carbon management.

However, due to the expansion of the inventory boundaries in 2025 and the inclusion of more operating locations and emission sources in the scope, the Company has adopted 2025 as the new baseline year for GHG management to improve data consistency and comparability. At present, we have not established individual quantitative tracking mechanisms for the reduction measures, and it remains difficult to provide a clear breakdown of the actual reduction contribution of each measure. The Company will continue to strengthen the energy and carbon emission data management mechanism, and gradually establish a reduction effectiveness tracking and quantitative analysis system as the basis for future GHG reduction management and performance evaluation.

6.3 Water Stewardship

In response to the uncertainty of water resources brought about by climate change, World Gym has incorporated water stewardship into its operational and environmental management framework, and systematically reviews the use of water resources and its possible impacts on business activities. Although the fitness industry is not an industry with high water consumption, the operations of the venues involve the use of water such as showering, cleaning, and facilities. Water management remains an important issue for operations, and we must improve water usage efficiency and reduce the impact on water resources.

The Company established water management mechanisms and implements water conservation measures to continue to track water sources and water withdrawal at each location of operations to identify water-related risks and opportunities. The relevant water resource management measures and quantitative results serve as an important basis for the Company to evaluate the effectiveness of water stewardship, respond to the concerns of stakeholders, continue to improve sustainable operations, and strengthen corporate climate resilience.

Type	Place	Water Withdrawal			
		2023	2024	2025	Unit
Tap water	Operations Headquarters	0	0	0	Cubic meters
		0	0	0	Million liters (ML)
	Fitness Centers	2,697,880.16	2,802,592.37	4,156,099.00	Cubic meters
		2,697.88	2,802.59	4,156.10	Million liters (ML)
	Total	2,697,880.16	2,802,592.37	4,156,099.00	Cubic meters
		2,697.88	2,802.59	4,156.10	Million liters (ML)
Water Withdrawal Intensity		22.863	21.895	29.89	ML/fitness center
		0.29	0.29	0.38	ML/NT\$ million

Note 1: Based on the water bill statistics of the fitness centers issued as of December 31, 2025

Note 2: The water withdrawal from the operations headquarters has been included in the management scope of the building and no additional water fees have been paid. Therefore, there are no actual water withdrawal data.

Note 3: 1 cubic meter of water = 0.001 million liters (ML).

Note 4: Some fitness centers are located in buildings that do not provide separate figures for public water consumption and we could only obtain the private water consumption of World Gym. Therefore, only the private water consumption is included.

Note 5: In 2025, there were 139 venues and the consolidated revenue totaled NT\$10,983.985 million.

6.3.1 Water Conservation Measures

Toilets, shower facilities, spa pools, and swimming pools are provided in World Gym's operations. Water is an important resource for the operations of the fitness clubs. The Company is fully aware of the importance of managing and protecting water resources especially in the context of climate change. Taiwan faces immense challenges in the stability of water supply and water shortages have become more frequent. To reduce the impact of water use on the environment and improve water usage efficiency, World Gym continues to implement water-saving measures in daily operations. We incorporated water conservation concepts into the facility management and operating processes of the venues, and gradually optimized equipment performance and water management methods through a review of the main types of water consumption. The implementation of water conservation measures not only help improves water efficiency and reduces operational risks, but also demonstrates the Company's commitment to becoming a model for water stewardship in the fitness industry. It creates a positive impact on the community and environment while providing members with high-quality fitness experiences.

World Gym's Detailed Water-Saving Management and Measures are as Follows

01

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.

02

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.

03

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.

04

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.

05

Install filters to reduce the cleaning frequency of water towers

06

Recycling and reusing swimming pool water

6.4 Waste management

The business activities of World Gym involve a variety of venues and facilities and daily operation management. General waste and recyclables are generated during the service provision process. To reduce the impact on the environment, we incorporated waste management into the environmental management framework, and systematically review waste types and their potential environmental impacts.

Waste sources include upstream procurement and operating processes, including procurement of general office supplies, operating service supplies, sports equipment and equipment procurement, as well as food and supplies. In terms of operations, they include the daily operations of the gym, member sports and course activities, the use and maintenance of fitness equipment, ancillary facility services, and cleaning and environmental maintenance. The waste generated from the aforementioned activities is mainly general industrial waste, which is incinerated or recycled and reused based on the nature of the waste.

We established waste management mechanisms to effectively manage waste-related risks and opportunities. We implement reduction at the source, sorting and recycling, and proper treatment based on the actual conditions of each location of operations. We also continue to review waste generation, recycling, and disposal to evaluate the effectiveness of management measures, respond to stakeholder concerns, and improve sustainable operations and circular economy practices.

Waste flowchart



The Company established waste management strategies based on the principles of "reduction, recycling, and removal of harm." Through systematic management, we reduce the impact of operations on the environment and improve resource utilization efficiency, and incorporate waste risks and opportunities in the operation process of the fitness industry into the business management process.

In terms of reduction, the Company starts from the source and actively takes measures to reduce waste generation, including reducing the use of disposable items, encouraging members to bring their own water bottles and towels, and providing reusable appliances in the venues. In terms of office and administrative processes, we implemented paperless operations, launched a brand-new member management system and member app, digitized member contracts, changed the access process to app scanning QR codes, and sent announcements electronically to effectively reduce paper usage and related waste.

In terms of recycling, the Company has set up clearly labeled recycling facilities at each location of operations to implement the classification of general garbage and recyclable materials. We also work with qualified disposal companies to ensure that general waste generated in business activities is properly handled. The general waste generated in 2025 totaled 1,452.2 metric tons, which was an increase of approximately 15.2% compared to the 1,260.7 metric tons in 2024. The main treatment method was incineration (energy recovery), and all waste disposal services are outsourced. Other recyclable materials totaled 171.5 metric tons, a decrease of 294.4 metric tons compared to 2024. The materials were mainly recycled and reused with 56.1 metric tons in on-site disposal and 115.4 metric tons in outsourced disposal.

In terms of other types of recyclable materials, the main sources in 2025 consisted of other recyclable materials and large sports equipment, with 74.5 tons and 56.1 tons of waste produced, followed by 28 tons of medium-sized waste and 12.9 tons of paper. Overall, other recyclable materials in 2025 totaled 162.37 metric tons, a slight increase compared to 2024, indicating that as the number of locations increases and the scale of operations expands, the amount of related waste also grows. In addition, we began promoting the "Renew the Used" equipment replacement donation program in 2018. We donate old fitness equipment to community groups and public service units to extend the service life of the equipment and reduce resource waste, while promoting community health and supporting the physical and mental health of law enforcement and rescue personnel.

In terms of harmless treatment, we dispose of waste that cannot be recycled and reused in accordance with relevant environmental laws and regulations, and work with qualified waste disposal companies to ensure that the final disposal process does not cause secondary pollution to the environment. Special waste (such as chemical cleaning agent containers) is also treated safely in accordance with regulations.

To improve the transparency and management effectiveness of waste management, we continue to track the amount of waste generated, recycled, and final disposal methods at each location of operations, and disclose relevant results based on available data as an important basis for evaluating waste management performance. In the future, we will establish a more comprehensive waste monitoring and reporting mechanism, and set waste reduction targets. We hope to continue to move towards the goal of reducing waste generation and improving resource recycling through systematic management and the participation of all employees.

Waste Generated and Disposal Method

Waste Type	Output (t)			Disposal Method	Disposal Operations (weight t)	
	2023	2024	2025		Onsite	Outsourced
General Waste	1,213	1,260.7	1,452.2	Incineration (energy recovery)	0	1452.2
				Incineration (non-energy recovery)	0	0
Other Recyclable Waste	182.2	294.4	171.5	Recycling/reuse	56.1	115.4

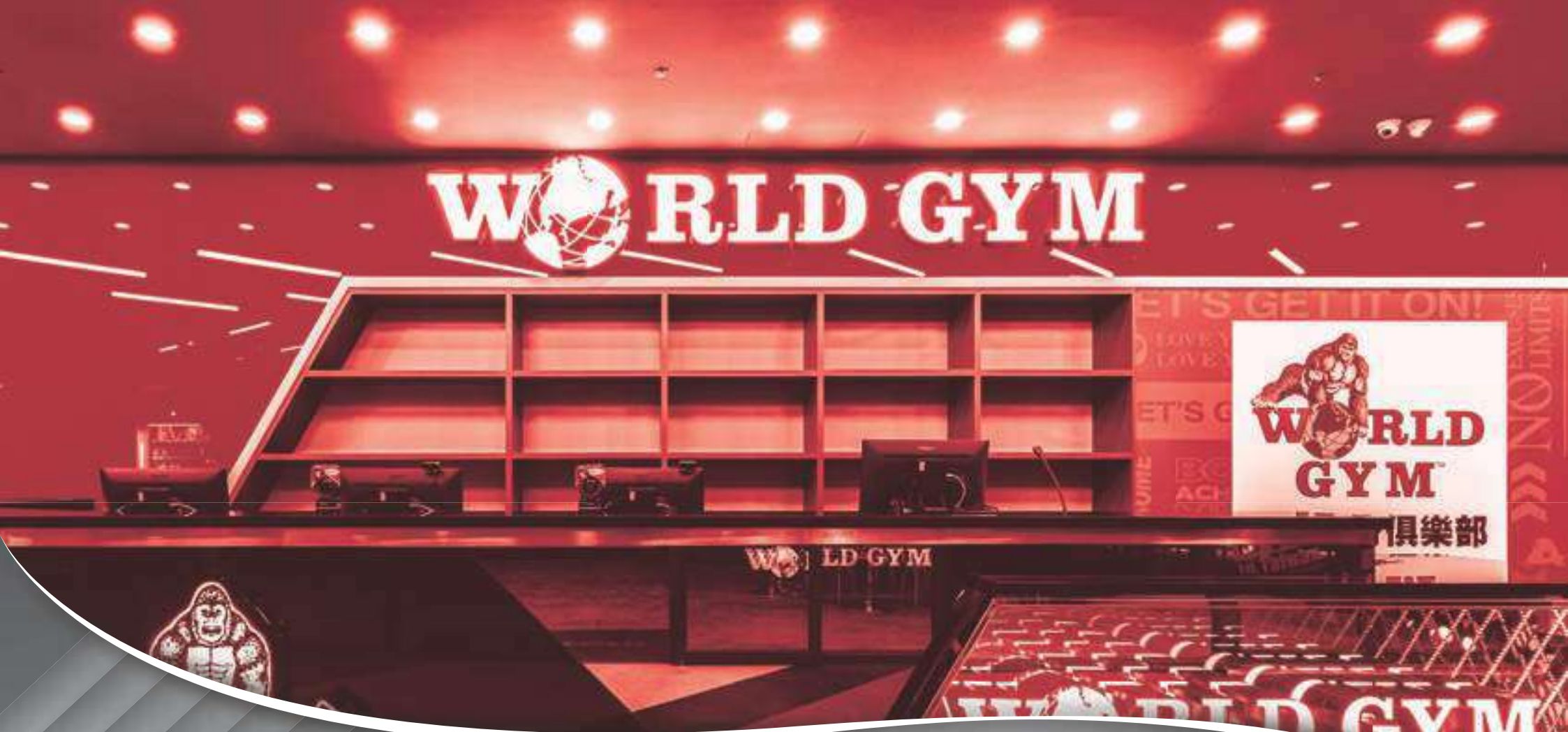
Note 1: Description of calculation methods (estimated based on a 240-liter dumpster carrying 100 kg, a 660-liter dumpster carrying 300 kg, and a 1100-liter dumpster carrying 500 kg) and transportation to the disposal site (waste incineration plants and energy plants in operation in each county or city)

Other waste generated in operations

Waste Type	Output (t)		
	2023 118 fitness centers	2024 128 fitness centers	2025 139 fitness centers
Paper 10% (site announcements/contract documents, etc.)		6.3	12.9
Other recyclables 15% (plastics, iron and aluminum cans, etc.) Approximately 1.5 kg of waste is generated per day per fitness center, which equals approximately 45 kg per month and approximately 540 kg per year for each fitness center.	63.7	69.1	74.5
Medium-sized waste 25% (Office chairs, accessories for equipment use, etc.)	39.5	73	28
Large sports equipment: 50%	79	146	56.1
Total	1395.2	1555.1	1623.7

Note 1: Recycling volume per person = annual recycling volume of standard fitness centers ÷ number of users in a year

Note 2: Estimated annual recycling volume = number of users of the fitness center in the year × quantity of materials recycled per person



CHAPTER 7 Appendices

- 7.1 About the Report
- 7.2 GRI Indicator Index
- 7.3 Human Resource Data
- 7.4 SASB Indicator Comparison Table
- 7.5 Climate-related Information of TWSE/TPEX Listed Companies
- 7.6 External Independent Assurance Statement

7.1 About the Report

This report is based on the sustainable development strategy of World Gym Corporation (hereinafter referred to as "World Fitness") and is based on five key aspects including "People", "Organization", "Wellness", "Environment", and "Reimagination". It explains the key points of concern, management approaches, and relevant action results of World Fitness in the process of promoting sustainable development.

Reporting Period and Scope Of Report

January 1, 2025 to December 31, 2025

World Fitness Asia Limited (H.K.) Taiwan Branch (including: 136 fitness centers and 3 training centers that have been opened), and any inconsistencies in scope will be identified and explained in the report.



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Preparation Guidelines and Standards

This report was prepared in accordance with the GRI Standards published by the Global Reporting Initiative (GRI) in 2021. The contents also correspond to the Task Force on Climate-related Financial Disclosures (TCFD), the United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB), and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.

Internal Management

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.

Report Assurance Status

The data on occupational injury and greenhouse gas inventory related to occupational safety and health in this report received independent limited assurance from PricewaterhouseCoopers (PwC) in accordance with the TWSAE3000.

Issuance

Since 2023, World Gym has issued a sustainability report every year.

Current Version: Published in August 2026

Previous Version: Published in August 2025

Next Version: To be published in August 2027

7.2 GRI Indicator Index

- Usage Statement: World Gym Corporation has reported information for the period from January 1, 2025 to December 31, 2025 in accordance with the GRI Standards 2021.
- GRI 1 version: GRI 1: Foundation 2021
- Applicable GRI Sector Standards: None

GRI 2: General Disclosures 2021				
GRI	Disclosure Items	Chapters	Page	Description/Reason for Omission
2 - 1	Organizational details	1.2 About the Company	05	Due to the Company's adjustment to the definition of significant non-compliance with laws and regulations and the re-clarification of the scope of applicable GRI indicators in 2025, relevant 2024 data have been restated accordingly.
2 - 2	Entities included in the organization's sustainability reporting	7.1 About the Report	129	
2 - 3	Reporting period, frequency, and contact person	7.1 About the Report	129	
2 - 4	Restatements of information	4.3.2 Compliance	47	
2 - 5	External assurance	7.6 External Independent Assurance Statement	142	
2 - 6	Activities, value chain, and other business relationships	1.2 About the Company 4.5 Supplier Management	05-53	
2 - 7	Employees	5.2.1 Manpower Structure	65	
2 - 8	Workers who are not employees	5.2.1 Manpower Structure	65	
2 - 9	Governance structure and composition	4.1 Board of Directors and Functional Committees	40	
2 - 10	Nomination and selection of the highest governance body	4.1 Board of Directors and Functional Committees	40	
2 - 11	Chair of the highest governance body	4.1 Board of Directors and Functional Committees	40	
2 - 12	Role of the highest governance body in overseeing the management of impacts	2.1 Sustainable Development Strategy	23	
2 - 13	Delegation of responsibility for managing impacts	2.1 Sustainable Development Strategy	23	
2 - 14	Role of the highest governance body in sustainability reporting	2.1 Sustainable Development Strategy	23	
2 - 15	Conflicts of interest	4.1 Board of Directors and Functional Committees	40	

GRI 2: General Disclosures 2021			
GRI	Disclosure Items	Chapters	Page
2 - 16	Communication of critical concerns	2.1 Sustainable Development Strategy	23
2 - 17	Collective knowledge of highest governance body	4.1 Board of Directors and Functional Committees	40
2 - 18	Performance evaluation of the highest governance body	4.1 Board of Directors and Functional Committees	40
2 - 19	Remuneration policy	4.1 Board of Directors and Functional Committees	40
2 - 20	Process for determining remuneration	4.1 Board of Directors and Functional Committees	40
2 - 21	Annual total compensation ratio	5.2.3 Employee Salary and welfare	75
2 - 22	Statement on sustainable development strategy	1.1 A Word from Management	04
2 - 23	Policy commitments	4.2 Ethical corporate management 5.1.1 Human rights management	44-58
2 - 24	Embedding policy commitments	4.2 Ethical corporate management 5.1.1 Human rights management	44-58
2 - 25	Processes to remediate negative impacts	5.1.1 Human rights management	58
2 - 26	Mechanisms for seeking advice and raising concerns	4.2 Ethical corporate management 5.1.1 Human Rights Management	44-58
2 - 27	Compliance	4.3.2 Compliance	47
2 - 28	Membership of associations	5.5.1 Participation in Associations	97
2 - 29	Approach to stakeholder engagement	3.2 Stakeholder Engagement 5.1.1 Human rights management	37-58
2 - 30	Collective bargaining agreements	5.1.2 Freedom of Association and Communication Channels	64

GRI 3: Material Topics 2021

GRI	Disclosure Items	Chapters	Page
3 - 1	Procedures for Resolving Material Topics	3.1 Materiality Assessment	30
3 - 2	List of Material Topics	3.1 Materiality Assessment	30
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30

Material Topic - Ethical Corporate Management

GRI	Disclosure Items	Chapters	Page
GRI 3: Material Topics 2021			
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30
GRI 203: Indirect Economic Impacts 2016			
203 - 1	Infrastructure investments and services supported	5.5.2 Community participation	98
203 - 2	Significant indirect economic impacts	5.5.2 Community participation	98
GRI 206: Anti-competitive Behavior 2016			
206 - 1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.2 Ethical corporate management	44

Material Topics - Business Performance

GRI	Disclosure Items	Chapters	Page
GRI 3: Material Topics 2021			
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30
GRI 201: Economic Performance 2016			
201 - 1	Direct economic value generated and distributed	1.5 Economic Performance	20
201 - 2	Financial implications and other risks and opportunities due to climate change	6.1 Climate Change Response and Climate Actions	107

GRI 201: Economic Performance 2016

201 - 3	Defined benefit plan obligations and other retirement plans	5.2.3 Employee Salary and welfare	75
201 - 4	Financial assistance received from government	1.5 Economic Performance	20

Material Topic - World Gym Specific Topic - Risk Management

GRI	Disclosure Items	Chapters	Page
GRI 3: Material Topics (2021)			
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30
		4.3 Risk Management and Compliance	46

Material Topic - Information Security

GRI	Disclosure Items	Chapters	Page
GRI 3: Material Topics 2021			
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30
GRI 418: Customer Privacy 2016			
418 - 1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.4 Information Security and Customer Privacy	48

Material Topic - Data and Privacy

GRI	Disclosure Items	Chapters	Page
GRI 3: Material Topics 2021			
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30
GRI 418: Customer Privacy 2016			
418 - 1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.4 Information Security and Customer Privacy	48

Material Topic - Climate Strategy and Greenhouse Gas Management				
GRI	Disclosure Items	Chapters	Page	Description/Reason for Omission
GRI 3: Material Topics 2021				
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30	
GRI 302: Energy 2016				
3 0 2 - 1	Energy consumption within the organization	6.2.1 Energy	117	
3 0 2 - 2	Energy consumption outside of the organization	6.2.1 Energy	117	Scope 3 energy consumption is already included in the carbon footprint, and it is therefore disclosed in CO2 emission equivalents. This year, we only included fuel and energy-related activities and waste generated in operations.
3 0 2 - 3	Energy intensity	6.2.1 Energy	117	
3 0 2 - 4	Reduction of energy consumption	6.2.3 Energy Conservation Measures	119	At present, the Company continues to monitor the overall energy usage and changes in energy usage. However, as various energy-saving measures involve multiple operational and usage factors, the overall energy improvement results are currently being evaluated and presented.
3 0 2 - 5	Reductions in energy requirements of products and services			The Company mainly provides online courses and services. The business model does not involve the manufacturing of own products. Therefore, it is currently difficult to quantify energy reduction benefits from the perspective of the product life cycle. In the future, we will continue to evaluate suitable management and disclosure methods.

GRI	Disclosure Items	Chapters	Page	Description/Reason for Omission
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	6.2.2 GHG Emissions	118	
305-2	Energy indirect (Scope 2) GHG emissions	6.2.2 GHG Emissions	118	
305-3	Other indirect (Scope 3) GHG emissions	6.2.2 GHG Emissions	118	
305-4	GHG emissions intensity	6.2.2 GHG Emissions	118	
305-5	Reduction of GHG emissions	6.2.3 Energy Conservation Measures	119	Due to the expansion of the inventory boundary in 2025, the Company adopted 2025 as the new baseline year for GHG management, and continues to monitor changes in overall GHG emissions. However, as various energy-saving measures involve multiple operational and usage factors, the overall improvement results for GHG emissions are currently being evaluated and presented.
302-5	Emissions of ozone-depleting substances			The Company's business model does not involve the use and emissions of ozone-depleting substances.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions			The Company's business model does not involve major NOX, SOX, or other significant gas emissions.

Material Topic - Energy Management				
GRI	Disclosure Items	Chapters	Page	Description/Reason for Omission
GRI 3: Material Topics 2021				
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30	
GRI 302: Energy 2016				
3 0 2 - 1	Energy consumption within the organization	6.2.1 Energy	117	
3 0 2 - 2	Energy consumption outside of the organization	6.2.1 Energy	117	Scope 3 energy consumption is already included in the carbon footprint, and it is therefore disclosed in CO2 emission equivalents. This year, we only included fuel and energy-related activities and waste generated in operations.
3 0 2 - 3	Energy intensity	6.2.1 Energy	117	
3 0 2 - 4	Reduction of energy consumption	6.2.3 Energy Conservation Measures	119	At present, the Company continues to monitor the overall energy usage and changes in energy usage. However, as various energy-saving measures involve multiple operational and usage factors, the overall energy improvement results are currently being evaluated and presented.
3 0 2 - 5	Reductions in energy requirements of products and services			The Company mainly provides online courses and services. The business model does not involve the manufacturing of own products. Therefore, it is currently difficult to quantify energy reduction benefits from the perspective of the product life cycle. In the future, we will continue to evaluate suitable management and disclosure methods.

GRI	Disclosure Items	Chapters	Page	Description/Reason for Omission
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	6.2.2 GHG Emissions	118	
305-2	Energy indirect (Scope 2) GHG emissions	6.2.2 GHG Emissions	118	
305-3	Other indirect (Scope 3) GHG emissions	6.2.2 GHG Emissions	118	
305-4	GHG emissions intensity	6.2.2 GHG Emissions	118	
305-5	Reduction of GHG emissions	6.2.3 Energy Conservation Measures	119	Due to the expansion of the inventory boundary in 2025, the Company adopted 2025 as the new baseline year for GHG management, and continues to monitor changes in overall GHG emissions. However, as various energy-saving measures involve multiple operational and usage factors, the overall improvement results for GHG emissions are currently being evaluated and presented.
302-5	Emissions of ozone-depleting substances			The Company's business model does not involve the use and emissions of ozone-depleting substances.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions			The Company's business model does not involve major NOX, SOX, or other significant gas emissions.

Material Topic - Talent Recruitment and Retention				
GRI	Disclosure Items	Chapters	Page	Description/Reason for Omission
GRI 3: Material Topics 2021				
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30	
GRI 401: Employment 2016				
401 - 1	New employee hires and employee turnover	5.2.1 Manpower Structure	65	
401 - 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2.3 Employee Salary and welfare	75	
401 - 3	Parental leave	5.2.3 Employee Salary and welfare	75	
GRI 408: Child Labor 2016				
408 - 1	Operations and suppliers at significant risk for incidents of child labor	5.2.1 Manpower Structure	65	The Company's work rules clearly prohibit the use of child labor, and there are no such occurrences.
GRI 409: Forced or Compulsory Labor 2016				
409 - 1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1.1 Human rights management	58	

Material Topic - Talent Cultivation and Development				
GRI	Disclosure Items	Chapters	Page	Description/Reason for Omission
GRI 3: Material Topics 2021				
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30	

GRI	Disclosure Items	Chapters	Page
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	1.5 Economic Performance	20
201-2	Financial implications and other risks and opportunities due to climate change	6.1 Climate Change Response and Climate Actions	107
201-3	Defined benefit plan obligations and other retirement plans	5.2.3 Employee Salary and welfare	75
201-4	Financial assistance received from government	1.5 Economic Performance	20
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	5.3.1 Talent Cultivation Program	80
404-2	Programs for upgrading employee skills and transition assistance programs	5.3.1 Talent Cultivation Program	80
404-3	Percentage of employees receiving regular performance and career development reviews	5.3.2 Career Development	87

Material Topic - Diversity and Equal Opportunity			
GRI	Disclosure Items	Chapters	Page
GRI 3: Material Topics 2021			
3-3	Management of Material Topics	3.1 Materiality Assessment	30
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	5.2.1 Manpower Structure	65
405-2	Ratio of basic salary and remuneration of women to men	5.2.3 Employee Salary and welfare	75
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	5.1.1 Human rights management	58

Material Topic - Workplace Health and Safety				
GRI	Disclosure Items	Chapters	Page	Description/Reason for Omission
GRI 3: Material Topics 2021				
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30	
GRI 403: Occupational Health and Safety 2018				
4 0 3 - 1	Occupational health and safety management system	5.4.1 Occupational Safety and Health Management	89	
4 0 3 - 2	Hazard identification, risk assessment, and incident investigation	5.4.1 Occupational Safety and Health Management	89	
4 0 3 - 3	Occupational health services	5.4.2 Health Care	96	
4 0 3 - 4	Worker participation, consultation, and communication on occupational health and safety	5.4.1 Occupational Safety and Health Management	89	
4 0 3 - 5	Worker training on occupational health and safety	5.4.1 Occupational Safety and Health Management	89	
4 0 3 - 6	Promotion of worker health	5.4.2 Health Care	96	
4 0 3 - 7	Prevention and mitigation of direct impact of occupational health and safety issues on business activities	5.4.1 Occupational Safety and Health Management	89	The relevant definitions of contractors/suppliers are currently integrated and harmonized internally, and relevant planning and management mechanisms are also being implemented.
4 0 3 - 8	Workers covered by an occupational health and safety management system	5.4.1 Occupational Safety and Health Management	89	
4 0 3 - 9	Work-related injuries	5.4.1 Occupational Safety and Health Management	89	
4 0 3 - 10	Work-related ill health	5.4.1 Occupational Safety and Health Management	89	
Material Topic - Customer Relationship Management				
GRI	Disclosure Items	Chapters	Page	
GRI 3: Material Topics 2021				
3 - 3	Management of Material Topics	3.1 Materiality Assessment	30	
GRI 418: Customer Privacy 2016				
4 1 8 - 1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.4 Information Security and Customer Privacy	48	

7.3 Human Resource Data

New Hires of World Gym from 2023 to 2025							
		2023		2024		2025	
		Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Gender	Male	2517	62%	3166	59%	2655	41.04%
	Female	1525	38%	2162	41%	1848	58.96%
Age Group	Under 30	3150	78%	4157	78%	3473	77.13%
	Age 30-50	776	19%	1026	19%	879	19.52%
	50 and above	116	3%	145	3%	151	3.35%
Region	Taiwan	4020	99.46%	5292	99.32%	4464	99.13%
	China	5	0.12%	9	0.16%	9	0.21%
	U.S.A.	0	0%	0	0%	1	0.02%
	Japan	1	0.02%	0	0%	0	0%
	Indonesia	2	0.05%	0	0%	2	0.04%
	Hong Kong	3	0.07%	4	0.08%	8	0.18%
	Norway	1	0.02%	0	0%	0	0%
	Malaysia	6	0.16%	8	0.15%	7	0.16%
	Vietnam	3	0.07%	6	0.11%	5	0.11%
	Singapore	1	0.02%	1	0.02%	0	0%
	India	0	0%	2	0.04%	0	0%
	Russia	0	0%	1	0.02%	1	0.02%
	Myanmar	0	0%	3	0.06%	3	0.07%
	Macao	0	0%	2	0.04%	0	0%
	Turkey	0	0%	0	0%	0	0%
	Thailand	0	0%	0	0%	1	0.02%
	The Philippines	0	0%	0	0%	2	0.04%
Number of New Employees		4042		5328		4503	
New Hire Rate		68.29%		79.89%		70.28%	

Note 1: New hire rate - Number of new employees in the current year / Number of employees on December 31 of the current year

2023-2025 World Gym Turnover Structure							
		2023		2024		2025	
		Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Gender	Male	2280	62%	2669	60%	2742	59.34%
	Female	1421	38%	1796	40%	1879	40.66%
Age Group	Under 30	2996	81%	3431	77%	3464	74.96%
	Age 30-50	607	16%	929	21%	1037	22.44%
	50 and above	98	3%	105	2%	120	2.60%
Region	Taiwan	3677	99.35%	4437	99.37%	4593	99.40%
	China	11	0.29%	3	0.07%	5	0.11%
	U.S.A.	0	0%	0	0%	1	0.02%
	Japan	1	0.03%	0	0%	0	0%
	Indonesia	2	0.05%	0	0%	0	0%
	Hong Kong	1	0.03%	8	0.18%	1	0.02%
	Norway	3	0.08%	0	0%	0	0%
	Malaysia	1	0.03%	7	0.17%	4	0.09%
	Vietnam	4	0.11%	3	0.07%	7	0.15%
	The Philippines	0	0%	0	0%	2	0.04%
	Singapore	1	0.03%	0	0%	0	0%
	India	0	0%	2	0.04%	0	0%
	Russia	0	0%	1	0.02%	1	0.02%
	Myanmar	0	0%	2	0.04%	3	0.06%
	Macao	0	0%	1	0.02%	4	0.09%
	Turkey	0	0%	1	0.02%	0	0%
Number of Resigned Employees		3701		4465		4621	
Turnover Rate		62.53%		66.95%		72.12%	

Note 1: Turnover rate - Employee turnover in the current year / Number of employees on December 31 of the current year

Average hours of online training from 2024 to 2025							
Training hours for each department							
Classification	Gender	2024			2025		
		Number of people	Total training hours	Average hours	Number of people	Total training hours	Average hours
Business Department	Male	514	87,756	171	977	114,079	117
	Female	375	46,090	123	735	94,045	128
Sports Department	Male	1,613	276,008	171	1146	94,914	83
	Female	708	102,484	145	500	34,384	69
Operations Department	Male	409	29,334	72	323	17,161	53
	Female	406	40,845	101	291	29,588	102
Total		4,025	582,517	145	3,972	384,170	92

Note 1: Average male and female training hours = total training hours / number of people

Note 2: Number of people = Number of people who completed the course

Average hours of online training from 2024 to 2025							
Training hours for each role							
Classification	Gender	2024			2025		
		Number of people	Total training hours	Average hours	Number of people	Total training hours	Average hours
General employees	Male	2,190	260,232	119	1,840	137,116	75
	Female	1,287	132,534	103	1,126	87,583	78
Mid-level managers	Male	262	107,342	410	213	59,450	279
	Female	123	32,826	267	121	63,793	527
Senior executives	Male	84	25,525	304	48	29,588	616
	Female	79	24,059	305	27	6,640	246
Total		4,025	582,518	145	3,375	384,170	303

Note 1: Average male and female training hours = total training hours / number of people

Note 2: Number of people = Number of people who completed the course

Note 3: General employees: Entry-level personnel performing daily operations at each location of operations have no management duties. Mid-level managers: Mid-level managers at all business locations assist senior executives in on-site management and they have partial supervision responsibility. Senior executives: The highest level supervisor of on-site operations and personnel management is responsible for each location of operations.

Note 4: Based on the job title data as of January 1, 2026.

Note 5: This table (hours of training at each level) is based on the data collected on January 1, 2026. As some employees may be transferred to different departments and complete various departmental courses during 2025, all training records will be kept in the system. Therefore, compared to the above table (number of training hours received by each department), the number of employees and average hours may differ, but the overall training hours remain the same.



7.4 SASB Indicator Comparison Table

Topics and indicators of sustainability disclosure					
Disclosure Topic	Indicator Code	Indicator	Category	Measurement Unit	Summary and Description
Energy management	SV-LF-130a.1	(1) Total energy consumption (2) Percentage of grid power and (3) Percentage of renewable energy	Quantitative	Gigajoules (GJ) percentage (%)	(1) Total energy consumption: 800,751.11 GJ (2) Percentage of grid power: 61.96% (3) Percentage of renewable energy: 0%
Customer safety	SV-LF-250a.1	Customers' (1) Mortality rate and (2) Frequency rate of injuries	Quantitative	Ratio	Fatality rate per million customers: 2.02; Injury rate per million customers: 1126.29
	SV-LF-250a.2	(1) Percentage of facilities (2) Percentage of facilities that did not pass inspections	Quantitative	Percentage (%)	100% 0%
Worker health and safety	SV-LF-320a.1	(a) Direct employees and (b) Contract employees (1) Total recordable incident rate (TRIR) and (2) Near miss frequency rate (NMFR)	Quantitative	Ratio	TRIR: Direct employees: 0.368%The data collection mechanism for contract employees is currently being established. NMFR: Data collection and management mechanisms related to direct employees and contract employees are currently being established.

Activity indicator				
Activity indicator	Indicator Code	Category	Measurement Unit	Summary and Description
Number of Visitors	SV-LF-000.A	Quantitative	Number	37,506,380 visits
Number of days of stay of customers	SV-LF-000.B	Quantitative	Number	13,652,322,320 days

7.5 Climate-related Information of TWSE/TPEX Listed Companies

Item	Chapters
Description of the supervision and governance of climate-related risks and opportunities by the Board of Directors and management	6.1 Climate Change Response and Climate Actions
A description of climate risks and opportunities identified affect the Company's business, strategies, and financial position (short-, mid-, and long-term)	6.1 Climate Change Response and Climate Actions
A description of the impact of extreme weather events and transition actions on the company's financial position	6.1 Climate Change Response and Climate Actions
A description of how the identification, assessment, and management process of climate risks is integrated in the overall risk management system	6.1 Climate Change Response and Climate Actions
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	6.1 Climate Change Response and Climate Actions
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	6.1 Climate Change Response and Climate Actions
If internal carbon pricing is used as a planning tool, the basis for pricing shall be described	We currently do not have carbon pricing mechanisms
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.	6.1 Climate Change Response and Climate Actions
The GHG inventory and assurance, reduction targets, strategies, and specific action plans are provided in 1-1 and 1-2.	6.1 Climate Change Response and Climate Actions

1-1 Greenhouse Gas Inventory Data

A description of GHG emissions (metric tons of CO₂e), intensity (metric tons of CO₂e/NT\$ million), data coverage, and assurance in the past two years.

Category	2025	Assurance Institution	Assurance Criteria and Assurance Opinions
Scope 1	Emissions (tons CO ₂ e): 16,227.51 (all fitness centers, voluntary inventory);434.9225 (Taiwan Operations Headquarters: 1.46;Taichung Taiping Fitness Center: 393.84, passed verification) Intensity (tCO ₂ e/NT\$ million): 1.48	PwC Taiwan	Verified/Reasonable Assurance in accordance with ISO 14064-1:2018 Unqualified opinion
Scope 2	Emissions (tons CO ₂ e): 65,360.95 (all fitness centers, voluntary inventory);1,039.0659 (Taiwan Operations Headquarters: 277.46;Taichung Taiping Fitness Center: 761.60, passed verification) Intensity (tCO ₂ e/NT\$ million): 5.95	PwC Taiwan	Verified/Reasonable Assurance in accordance with ISO 14064-1:2018 Unqualified opinion
Scope 3	Emissions (tons CO ₂ e): 4,514.42 Intensity (tCO ₂ e/NT\$ million): 0.41	Voluntary inventory without verification	

1-2 Ghg Reduction Targets, Strategies, and Specific Action Plans

Describe the base year for GHG reduction and its data, reduction targets, strategies, and the achievement of specific action plans and reduction targets.

Reduction Target	Strategic Action Plan	Achievement Status
With 2024 as the baseline year for GHG management, the Company's Scope 1 and Scope 2 GHG emissions totaled 84,253.60 tCO₂e. We have set the following reduction targets: 1. Short term targets: Complete the inventory of Scope 1, 2, and some Scope 3 emissions, and continue to install energy-saving equipment and smart energy management systems. 2. Medium-term targets (2030): Reduce Scope 1 and Scope 2 emissions by 10% compared to the baseline year, and increase the proportion of renewable energy use. 3. Long-term targets: Continue to plan low carbon transition and net zero emissions.	The Company continues to implement the following measures to attain reduction goals: 1 .Replace old lighting equipment with LED lighting and high-efficiency equipment. 2 .Introduce IAQ and EMS energy management systems. 3 .Install variable frequency control for air conditioning systems and optimize chillers. 4 .Evaluate the installation of heat pump systems and alternative electrification solutions to replace natural gas. 5 .Evaluate the feasibility of adopting green electricity and renewable energy. 6 .Plan and establish an energy management system in accordance with ISO 50001.	Scope 1 emissions in 2025 was 16,227.51 tCO₂e, a decrease of approximately 24.4% compared to 2024.The total Scope 1 and Scope 2 emissions was 81,588.46 tCO₂e, which was slightly lower than that of the baseline year. In addition, energy intensity in 2025 decreased from 76.25 GJ/million NTD in 2024 to 72.90 GJ/million NTD, indicating an improvement in energy efficiency.

7.6 External Independent Assurance Statement

Limited Assurance Report by PwC

Independent Limited Assurance Report

To WORLD GYM CORPORATION

We have been engaged by WORLD GYM CORPORATION ("Company") to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 2025 Sustainability Report (hereinafter referred to as the "Identified Key Performance Indicators") and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the "Summary of Subject Matter Assured" of the Sustainability Report. The scope of the aforementioned Identified Key Performance Indicators is set out in the "Reporting Period and Scope of Report" of the Sustainability Report.

Management's Responsibility

The Management of the Company is responsible for the preparation of the Identified Key Performance Indicators disclosed in the Sustainability Report in accordance with the respective applicable criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Identified Key Performance Indicators that are free from material misstatement, whether due to fraud or error.

Inherent Limitations

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial data. Qualitative interpretations of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.

Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the Standard on Quality Management 1, "Quality Management for Public Accounting Firms" of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Key Performance Indicators based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" of the Republic of China. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the Identified Key Performance Indicators are free from material misstatement.

Under the requirements of the aforementioned standards, our limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the criteria as the basis for the preparation of the Identified Key Performance Indicators, assessing the risk of material misstatement of the Identified Key Performance Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Key Performance Indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made inquiries of the person responsible for the Identified Key Performance Indicators to obtain an understanding of the processes, and the relevant internal controls relating to the preparation of the aforementioned information to identify the areas where there may be risks of material misstatement; and
- Based on the above understanding and the areas identified, performed analytical procedures on the Identified Key Performance Indicators and performed substantive testing on a selective basis, including inquiries and inspection to obtain evidence for limited assurance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified Key Performance Indicators have been prepared, in all material respects, in accordance with the respective applicable criteria.

We also do not provide any assurance on the Sustainability Report as a whole or on the design or operating effectiveness of the relevant internal controls.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the applicable criteria.

Other Matter

The Management of the Company is responsible for maintaining the Company's website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the applicable criteria have been subsequently modified.

Lai, Chih-Wei

For and on behalf of PricewaterhouseCoopers, Taiwan
August 27, 2026

For the convenience of readers and for information purpose only, the independent practitioner's report has been translated into English from the original Chinese version prepared and used in the Republic of China. In the event of any discrepancy between the English version and the original Chinese version or any differences in the interpretation of the two versions, the Chinese-language independent practitioner's report shall prevail.

Summary of Subject Matter Assured

No.	Assurance Subject Matter	Page No.	Corresponding Section	Applicable Criteria
1	The total non-renewable energy resource in 2025 amounted to 406,370.14 GJ.	P.117	6.2.1 Energy	The aggregate amount of direct and indirect energy consumed by the organization during 2025, based on internal records and statistical data.
2	The total water withdrawal in 2025 amounted to 4,156.10 ML.	P.117	6.3 Water Sewardship	The aggregate amount of water consumed by the organization's operating locations during 2025, based on water consumption records stated in water bills.
3	The number and rate of occupational accidents for 2025: (1) Number of recordable occupational injuries: 20 (2) Ratio of recordable work-related injuries: 1.84 (3) Number of high-consequence work-related injuries (excluding fatalities): 0 (4) Ratio of high-consequence work-related injuries (excluding fatalities): 0 (5) Number of fatalities as a result of work-related injuries: 0 (6) Ratio of fatalities as a result of work-related injuries: 0	P.95	2.4 Occupational Safety and Health	The number and rate of recordable occupational injuries for 2025, calculated in accordance with GRI 403-9 Occupational Health and Safety: Work-related Injuries.

ISO 14064-1:2018 Greenhouse Gas Inventory for Organizations

