



2024
Introduction to MDS Group

WELCOME TO MDS GROUP



The success of Men-Chuen is attributed to the dedication and contributions from all departments.

Company Overview
Blueprint for a Sustainable Environment

Corporate Governance
Practitioners in pursuit of innovation

Sustainable Production
A Responsible Manufacturer

Employee Welfare
A Company Our Employees Are Proud

Corporate Social Responsibility
The Power to Change Society

MDS Group's
E-Business Platforms

Performance Highlights

Men-Chuen has adopted multiple international management standards to enhance product quality, minimize environmental impact, improve efficiency, and reduce waste. Our overarching goal is to foster a healthier and happier life for future generations. We actively advocate for the production of eco-friendly products while identifying potential risks in the market through predictive systems, thereby strengthening our corporate leadership capabilities. Guided by a people-oriented philosophy, we place significant emphasis on the physical and mental health, as well as the overall welfare of our employees. Through our actions, we are practicing the spirit of sustainable corporate development!

100%

E - Environmental Sustainability

- Zero waste to landfill
- Compliance with ZDHC

100%

S-Social Care

- Zero Fees for Migrant Workers
- Zero Forced Labor and Child Labor

100%

G-Corporate Governance

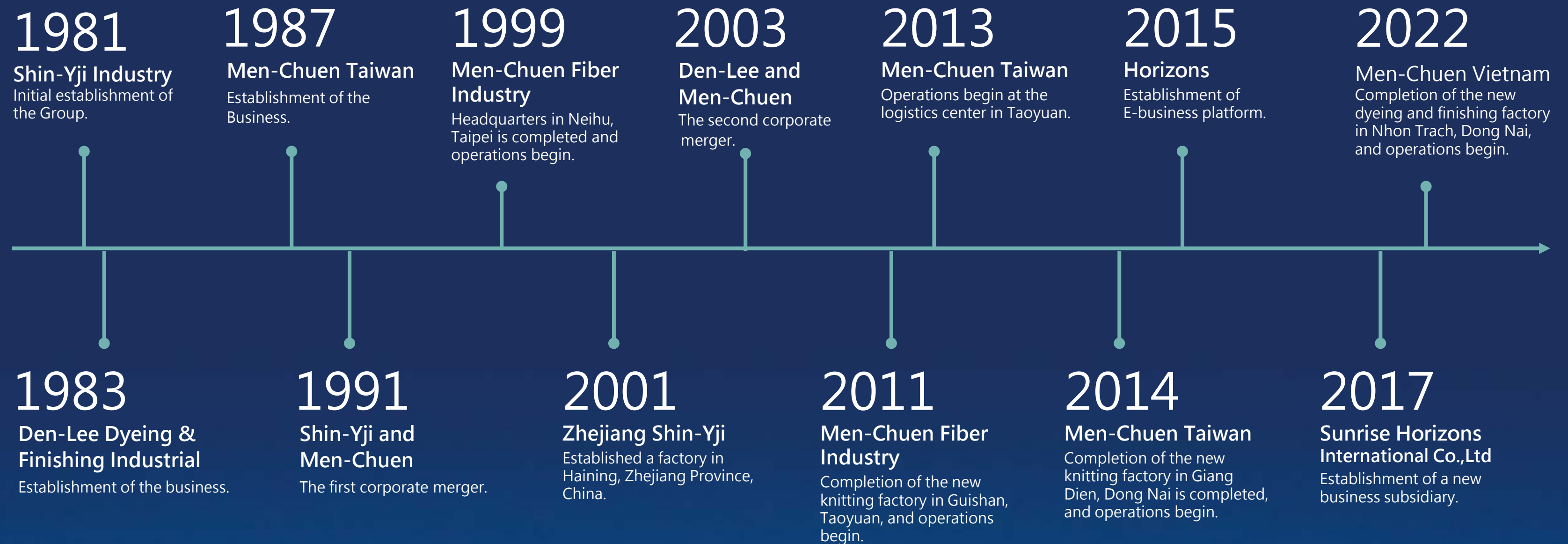
- Quality Control
- Compliance with management system standards



Introduction to the Company

Established in March 1987, Men-Chuen Fibre Industry Co., Ltd. is a functional fabric manufacturer and supplier with global headquarters in Neihu Science Park, Taipei City. In Taoyuan City, Taiwan, and Dong Nai, Vietnam we have knitting, dyeing, and finishing factories, and a logistics center.

Upholding the philosophy of “striving for excellence” and “customer-first”, Men-Chuen is constantly innovating in research and development and accumulating abundant experience and techniques, swiftly responding to market demands, staying on top of fluctuating trends, and maintaining of global competitiveness. Moreover, we can satisfy various customization needs with our vertically integrated and comprehensive supply chain.



Introduction to the Company

Moving with the times, Men-Chuen prioritizes environmental protection. Hoping to provide future generations with healthier and happier lives, we choose chemicals and raw materials that are certified by Oeko-Tex & bluesign, as non-toxic, harmless, and easily degradable. We are also increasing the ratio of recycled materials in our products and constantly promoting eco-friendly products. Guided by a people-oriented philosophy, we care for employees' overall welfare including physical and mental health. Through our actions, we are practicing the spirit of sustainable corporate development!

Men-Chuen has adopted multiple international management standards to enhance product quality, minimize environmental impact, increase efficiency, and reduce waste. Additionally, we strengthen our corporate leadership capabilities by identifying potential risks in the market through predictive systems. Furthermore, we have consistently introduced advanced automated production facilities from overseas and possess various internationally certified testing facilities ensure rigorous production quality.



The Group

MDS GROUP' s knitting, dyeing and finishing factories in Taiwan and Vietnam



1981

year

Shin-Yji Industry Group Initial establishment



900 +

people

MDS GROUP
Number of employees around the world



1.5

million USD / year

The annual revenue hits USD 150M



1.2

million USD / year

The total average monthly production capacity can reach up to 9 million yards / Month



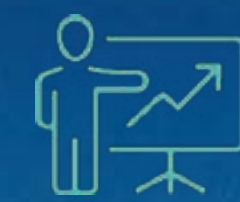
Competitiveness

Flagship product categories, functional knitted fabric. Warp knitting techniques / computer jacquard



400 +

Global Brand Clients
Number of Clients



Global Services

Operating and providing services across the globe
Europe/ America/ Oceania



International Trade Shows

Exhibitions that span across the globe
Europe/ America/ Asia

Towards Innovation



Only by making changes can people sustainably manage "things" and "keep pace with the times".



The people-oriented philosophy has always been the foundation of Men-Chuen's corporate culture and its most valuable asset. Cultivating talent can enhance a company's competitive advantages and thereby strive for digital transformation.



From recycling plastic bottles to reusing fibers from discarded clothing and shoes, and extensive use of bio-based materials, we are making breakthroughs and innovating at every stage. Global warming and climate change are currently our most significant concerns and a mission we must sustain.



30 years ago, the textile industry saw the biggest boom with a focus on mass production and quality consistency. 20 years ago, measures of production differentiation and flagship product development were taken to strengthen product value and reinforce market positioning. The global trend in the last decade is focused on sustainability and environmental protection. Achieving comprehensive certifications that meet International Standards is crucial to continue cooperating with brands.

Recognitions of Glory

Preferred Fabric Used in Many Major International Sports Events

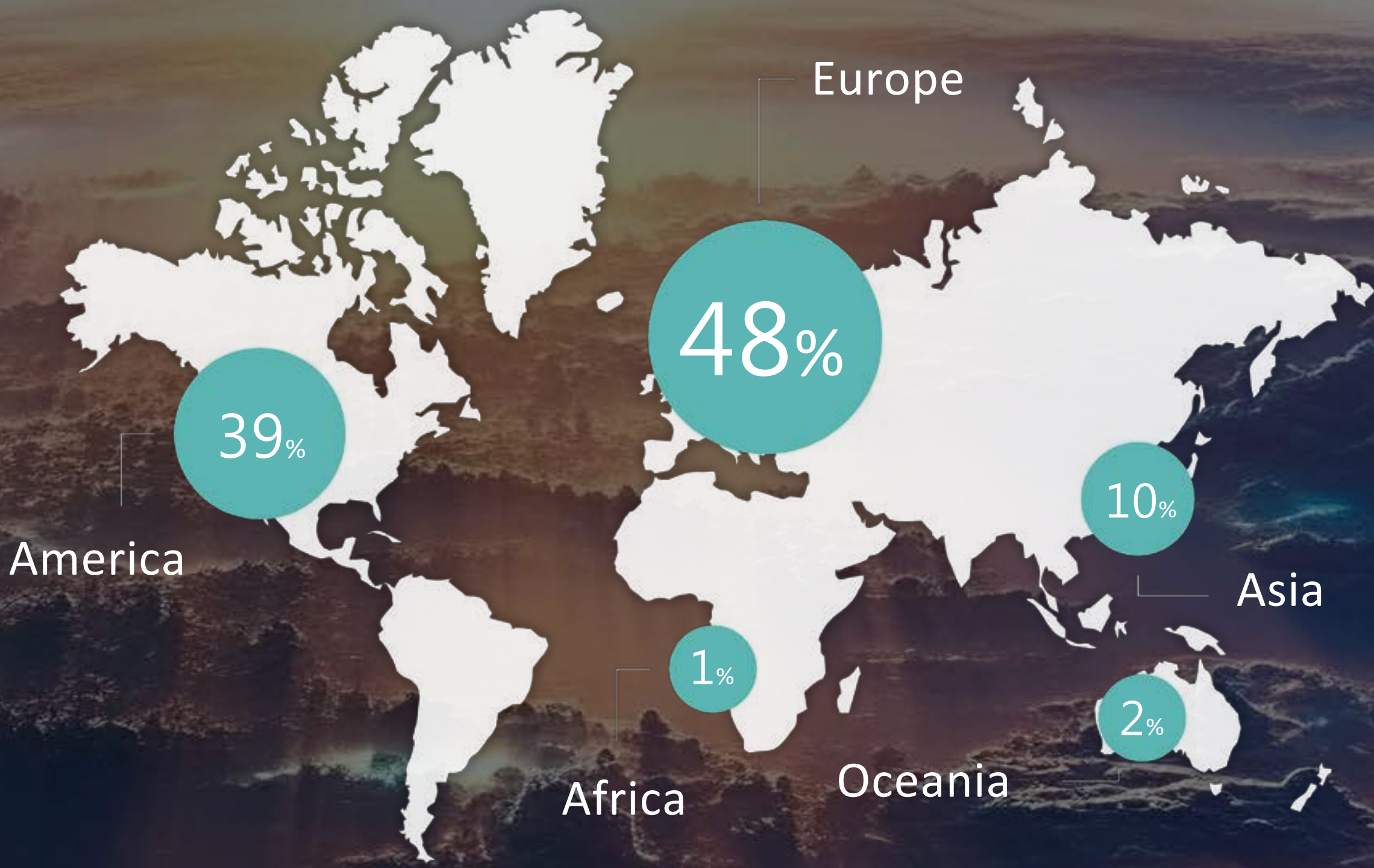
MDS Group has garnered extensive experience and built up capabilities in manufacturing functional sportswear fabric. We have a comprehensive manufacturing system that includes knitting, dyeing, finishing, garment manufacturing, and logistics operations. Moreover, with every step taken in product design, manufacturing, and shipping, we have implemented strict quality control to ensure that our products meet the highest quality standards.

Over the years, we have forged strong partnerships with over 60 globally recognized sportswear brands. Whether it's NBA basketball jerseys or the competition attire or team uniforms worn by top athletes across the globe in major international sports events such as the Olympics or FIFA World Cup, Men-Chuen's fabrics are widely used and highly acclaimed.

With our outstanding product quality and extensive network of partners, MDS Group has emerged as a pioneer in functional sportswear fabrics.

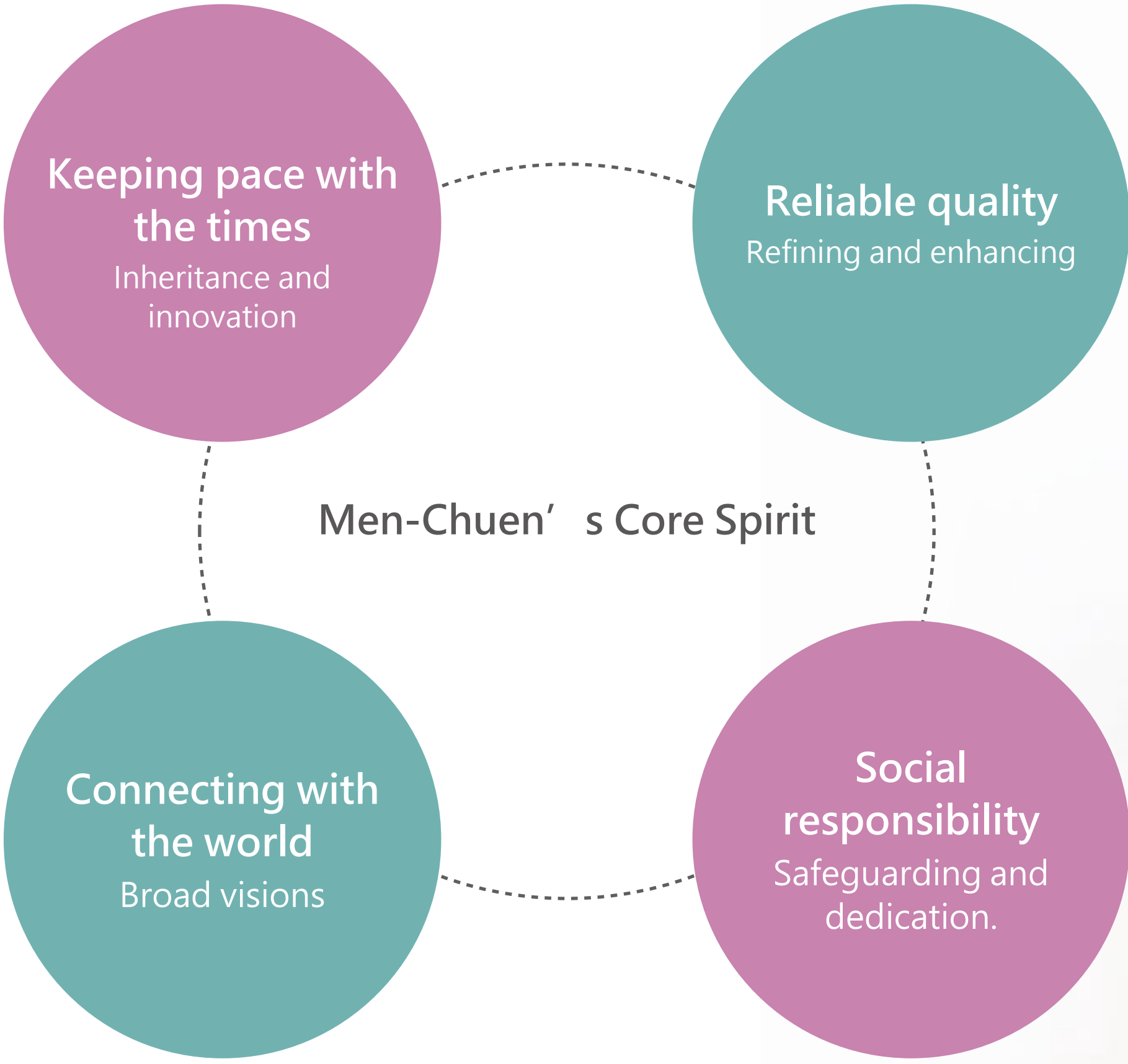


Recognitions from our customers



Sustainable Operations

Men-Chuen's sustainable management strategy – These four aspects: heritage and innovation, continuing quality enhancement, connecting with the world, and commitment to corporate responsibility, serve as the principles for the implementation and management practices that we closely adhere to. Simultaneously, when making comparisons and alignments, we benchmark ourselves against the 17 Sustainable Development Goals (SDGs) outlined by the United Nations Development Association.



Sustainable Operations



Inheritance and innovation Keeping in pace with the times

- Establish a digitized network-based work environment: Integrate information management for rapid communication, negotiation, and decision-making; providing a comprehensive cloud-based mobile office.
- An excellence-driven R&D team: The R&D team not only pursues continuous improvement and innovation, but also demonstrates Men-Chuen's ability to promptly respond to trends and changes.



Reliable quality with commitment to continuous improvement

- Excellent product quality: Standardize management of operations across every stage and department, supplemented by risk management to further enhance various products.
- Customer-first service: Evaluate products from the client's perspective to optimize customer satisfaction levels.



Connecting with the world Broad visions

- Qualified laboratory: Deliver customer-approved, safe and exceptional products ensured by the quality control from our fully standardized laboratories.
- Standardized management system: Elevating internal operational standards and procedures to international standards by implementing internationally certified ISO & OHSAS management systems.



Safeguarding and dedication to social responsibility

- Management of commitment to sustainability: Be "people-oriented" to enhance employees' sense of belonging and drive corporate productivity.
- Eco-friendly green products: Develop energy-saving, low-carbon, and waste-reducing production technologies for us to gradually transform into low-pollution factories, and thereby enhancing our corporate image.

Commitment and Vision

Men-Chuen is a professional manufacturer specializing in the knitting, dyeing and finishing, and development of special functional fabrics. We have various sites specializing in knitting, dyeing, and finishing, as well as logistics operations. Committed to complying with regulatory standards, we continuously strive in improving our operations in terms of the environment, safety, and health, guided by the principles of pollution prevention and risk management.

Our commitments are as follows:



Green Raw Materials

Using green raw materials that are relatively non-toxic, hazard-free, easy to decompose, easy to handle, and cause minimal environmental impact to reach the ultimate goal of producing environmentally friendly products.



Recycling and reusing

Lean management can improve the recycling and reuse of raw materials, therefore mitigating emissions or discharge from polluting sources, minimizing waste production, and reducing water and energy consumption.



Risk Management Assessment

Minimize environmental impacts and prevent hazards in compliance with environmental, health, and safety (EHS) regulations to avoid workplace accidents and ensure a safe and comfortable working environment.

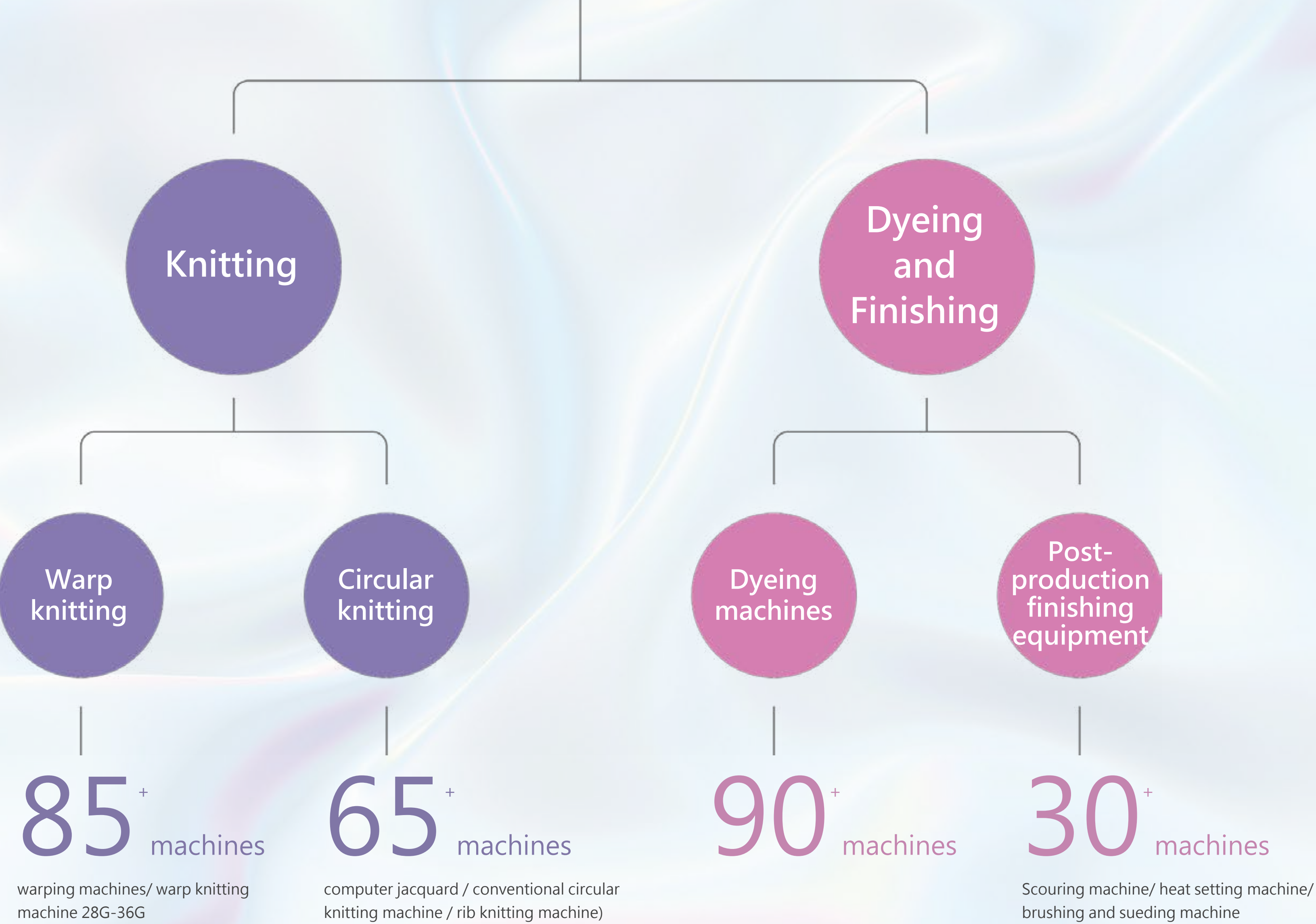


PDCA Management Principles

Implementing and maintaining an effective EHS management system with continuous improvements to enhance EHS performance. This will gradually lead to achieving the sustainable operation goals that the company is pursuing.

Vertical Production

Vertical Manufacturing Supply Chain



Product Testing and Auditing



Latest technology and equipment upgrades



Standard and semi-automated production



Stable production capacity and quality output



Professional inspection to ensure quality control



Quality Control

- 100% full inspection of fabric
- 100% metal detection
- Annual quality inspection and certification
- Digital centralized control system



Color Management

- Automated color matching and color combination equipment
- Color technicians are visually certified
- Standard color assessment cabinet
- Annual hue test for all employees



Professional Testing and Inspection

- Internationally accredited laboratories
Bureau Veritas/ Intertek
(Total Quality. Assured) / SGS Taiwan
- **Laboratory Capacity**
Fabric specifications, color fastness, skewing, weft skewing, pilling, snagging, absorbency, vertical wicking, drying rate, evaporation rate, water repellency, shrinkage rate, heat shrinkage, elasticity, recovery, abrasion resistance and bursting

Development of Sustainable Fabrics

Creating products with care and attention to every detail in the production and execution. The digital simulation and emulation of textile designs can reduce repetitive energy and resource consumption. With a focus on selecting raw materials, post-production finishing equipment and chemical, we aim to optimize the benefits and effectiveness of sustainability and energy-saving concepts. We will continue to advance in line with global green product trends, courageously take on challenges, drive innovative reform, build a solid foundation, and pursue excellence.

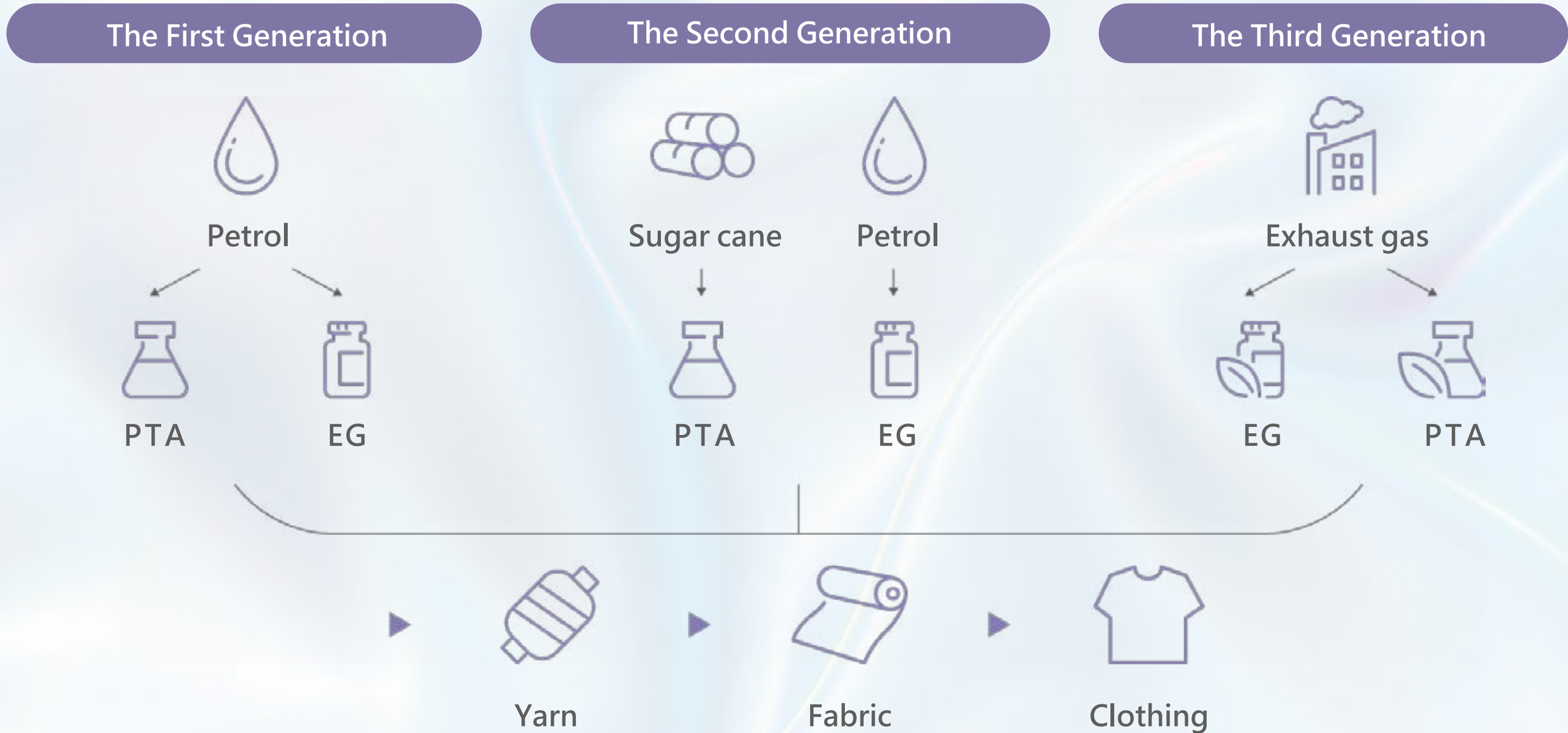


Sustainable Production - A Responsible Manufacturer

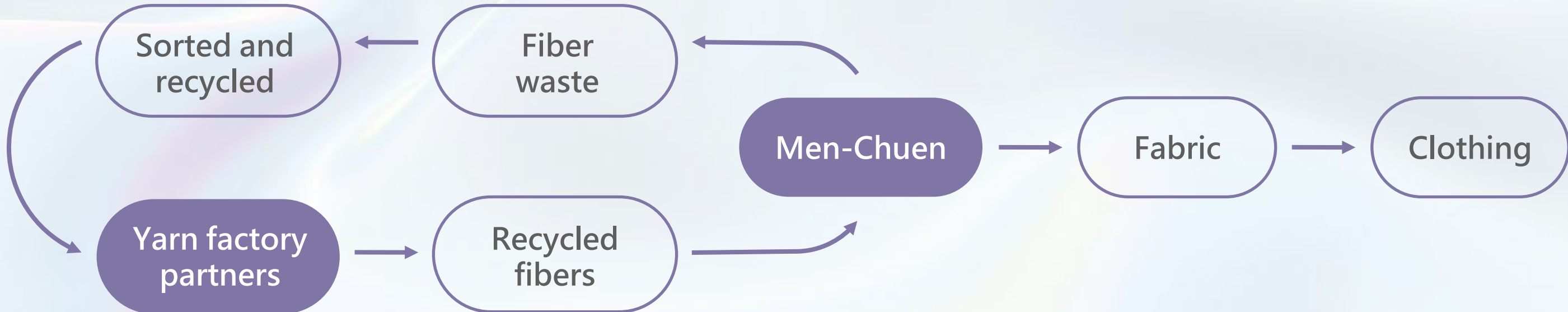
Development of Sustainable Fabrics

Men-Chuen is committed to being a responsible supplier. Regarding textile waste materials generated from our factory operations, we have partnered with contracted yarn suppliers to produce yarns from recycled and regenerated fibers through agglomeration, bleaching, crushing, polymerization, and drawing. This aligns with our goal of achieving closed-loop sustainability.

Moreover, we have reduced our use of crude oil while effectively utilizing renewable resources; minimizing burning and landfilling of waste, thus mitigating global warming, using recycled fibers from various sources such as recycled plastic bottles, coffee grounds, oyster shells, volcanic ashes, second-hand clothes, and shoes. Furthermore, we have replaced chemical auxiliaries that use petroleum-based raw materials with non-edible plant-derived biomass oils.

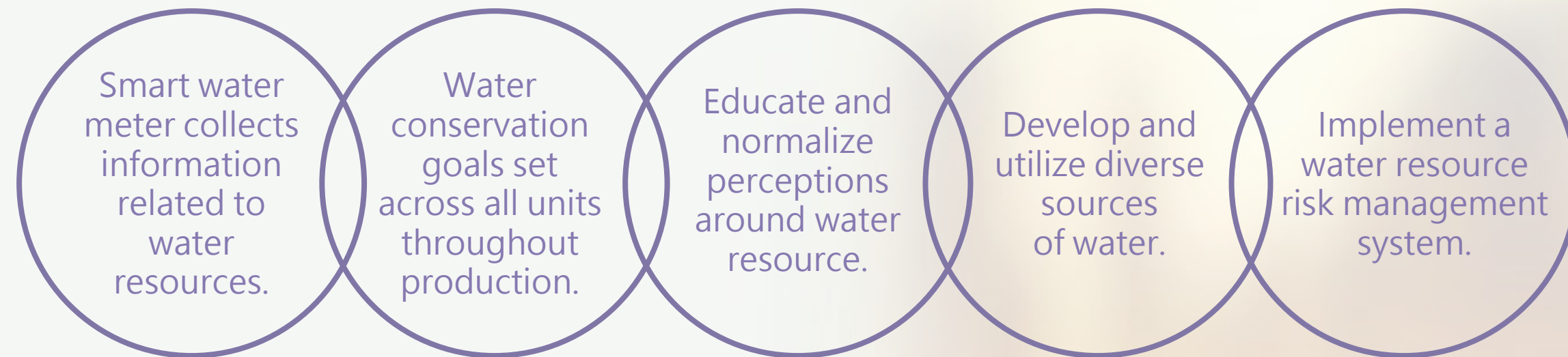


Men-Chuen's Closed-Loop Recycling Plan

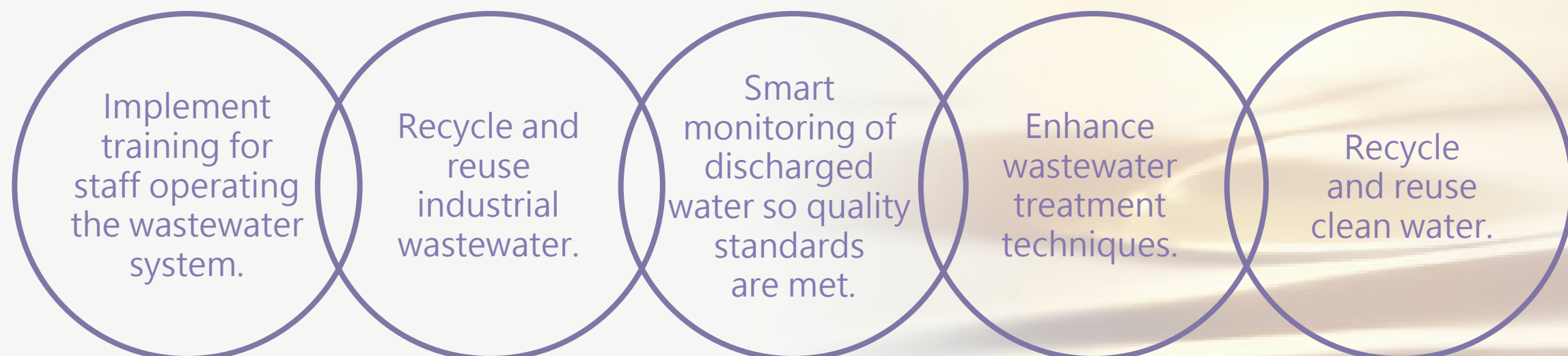


Water Resources and Wastewater Management

In recent years, climate change has caused abrupt changes in the water environment. With floods and droughts occurring frequently and in turns, issues regarding water resources and effective conservation must be addressed immediately. In response, Men-Chuen has implemented the following action plans to advocate for water resource management.



The textile dyeing and finishing industry requires a substantial amount of water and is a huge contributor of industrial wastewater. The wastewater produced from dyeing and finishing processes needs to undergo thorough purification treatments to meet regulatory discharge standards. The following measures are also implemented to ensure the cleanliness of discharged water and to maintain a sustainable environment on Earth.



Achieved Targets

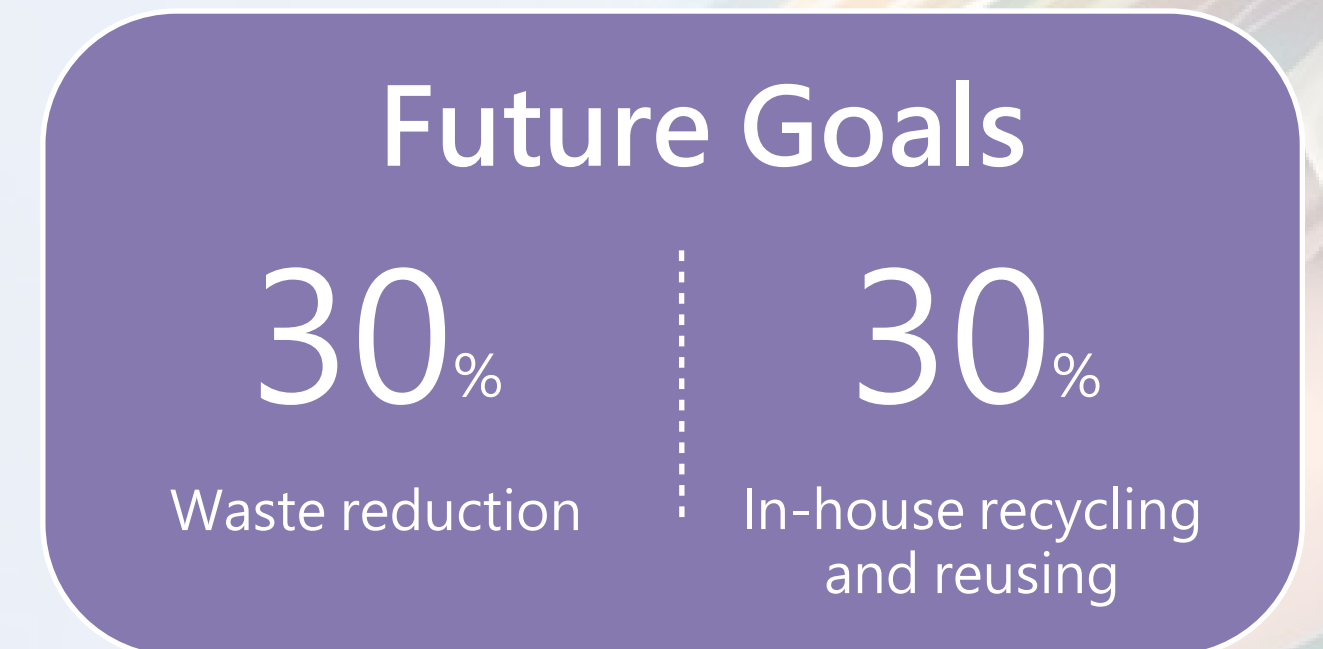
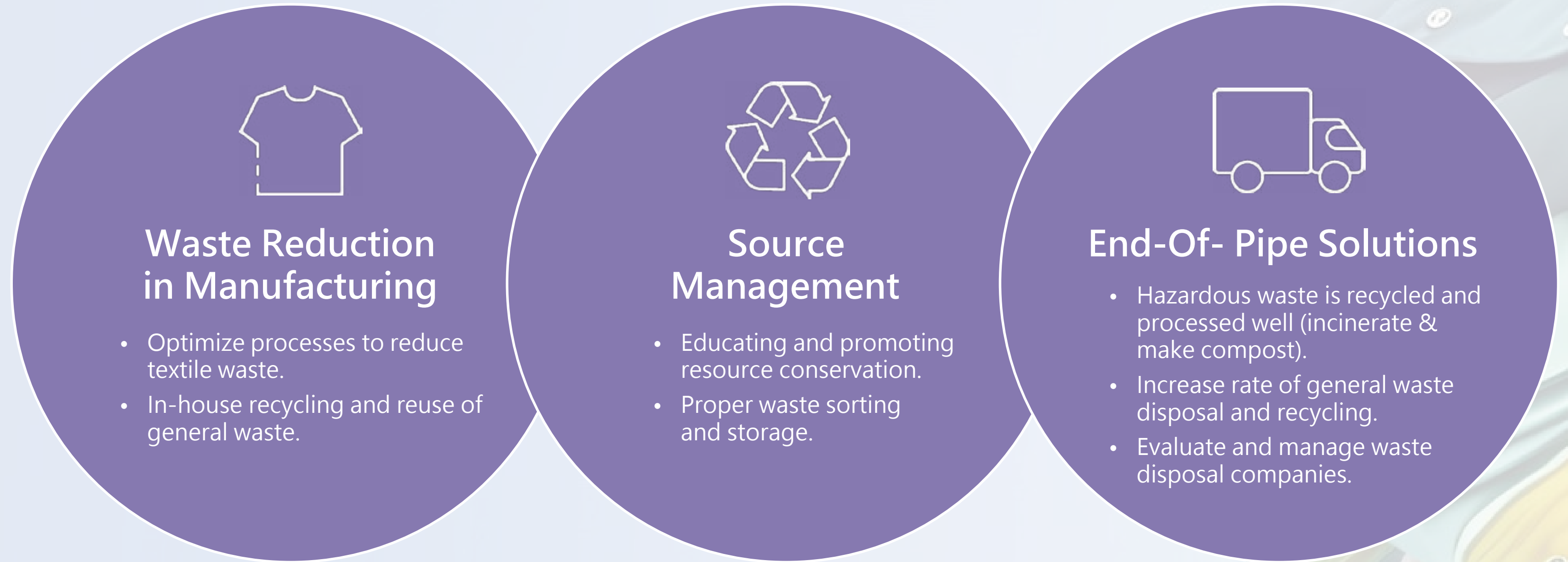
Zero waste to landfill	100%
Rainwater recycling	100%
Recycling water through cooling and condensation	100%
Basic compliance of ZDHC wastewater testing achieved	100%
Wastewater discharge amount permitted	TW 4000 tons/ day VN 5000 tons/ day

Future Goals

30%	60%
Water conservation in manufacturing processes	Recycling and reusing wastewater from manufacturing processes

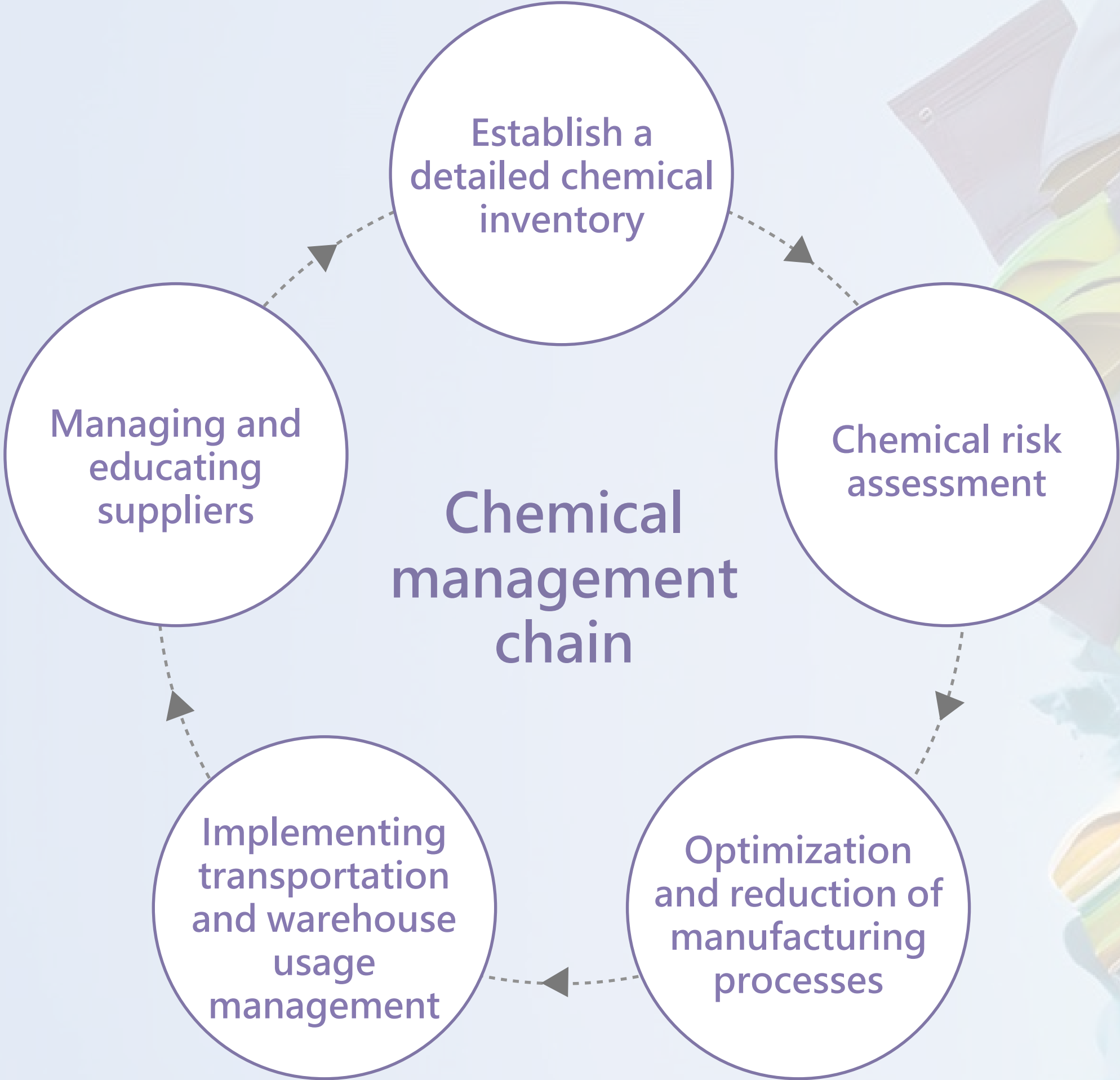
Waste Management

Men-Chuen adheres to local regulations and ZDHC standards, holding ourselves to rigorous waste management and tracking. Following three key principles - "Source Management", "Waste Reduction in Manufacturing", and "End-Of-Pipe Solutions" - we effectively manage textile dyeing and finishing waste. Our commitment is to prevent environmental pollution and ensure the safety of employees and ecosystem.



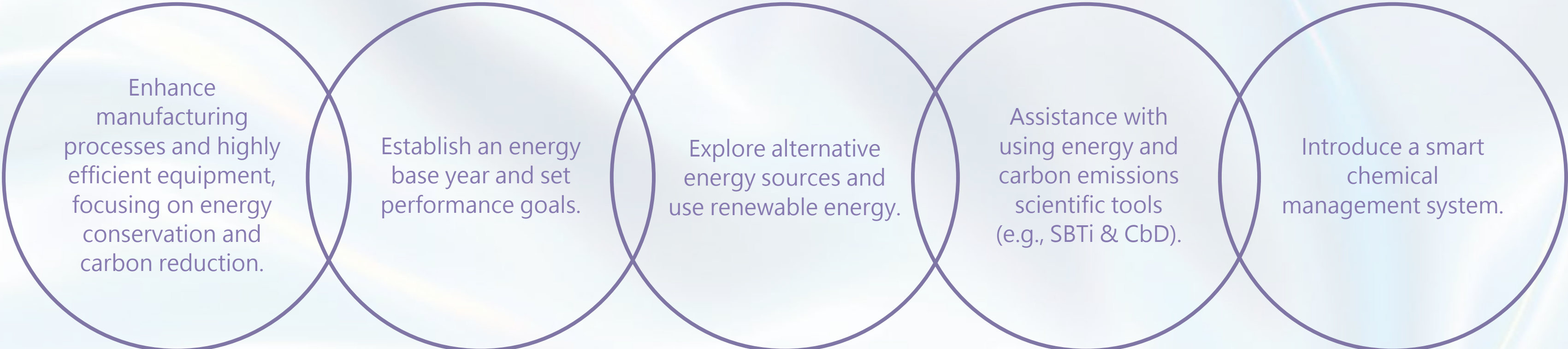
Chemical Management

According to Men-Chuen's Chemical Management Procedures, chemicals must comply with ZDHC MRSL/RSL, SVHC, and EU REACH regulations and more. Moreover, the chemical procurement standards need to undergo review and certification by bluesign, in accordance with our Procurement Management Procedures. Men-Chuen takes even greater care in effective chemical source management to minimize exposure risks during chemical storage and usage, and protect the safety and physical health of our employees and maintain a friendly environment.

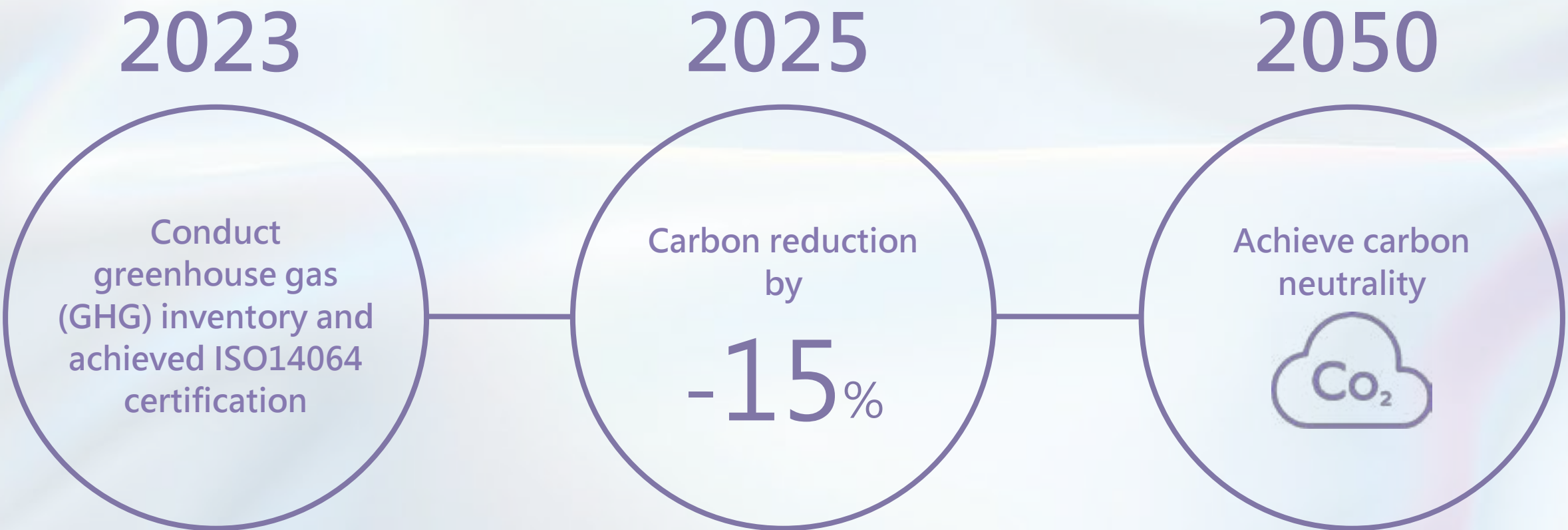


Energy Conservation and Carbon Reduction

Climate change has significant impacts on companies and addressing how to mitigate these effects and enhance companies' ability to adapt is of an urgent matter. In response to such challenges, Men-Chuen has articulated five major strategies to achieve our goal of a low-carbon economy.



Meanwhile, we also commit to achieving carbon neutrality goals in accordance with the following procedures:



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Energy Conservation and Carbon Reduction

Achieved Targets

2017 The boiler fuel was switched from heavy oil to natural gas
Reduced carbon emissions by 4,800,000 tons/year.

2020-2022 Switched to high-efficiency equipment
Saved 700,000 Kwh/year in energy

The rooftop solar energy panels of our Giang Dien factory begin operating.
Generated 1,200,000 Kwh/year of solar energy and reduced carbon emissions by 500 tons/ year.

2022 Base-year Carbon Footprint Verification (CFV)
ISO 14064

Installed smart electric meters
100%

2023 Replaced blower fans
Energy saved: 170,000 Kwh/year.



Future Goals

Continue upgrading to high-efficiency equipment
Save energy by 20%

Energy management system
ISO 50001

Sustainable Production - A Responsible Manufacturer

Certification Seal

In terms of environmental protection, we have obtained various environmental protection-related international certifications, including ISO 14001, bluesign, Global Recycle Standard, and Organic Content Standard. Moreover, we use raw materials in compliance with bluefinder, SVHC, CPSIA which demonstrates our dedication to producing toxic-free and hazard-free green products!



Future Goals



Employee Welfare-A Company Our Employees Are Proud Of

Building a happy workplace for employees

Men-Chuen protects human rights and equality and upholds the constitutional spirit to eliminate all kinds of discrimination and promote substantive equality in human rights. The company's recruitment process, salary increases, day-to-day evaluations and promotions, whether it's aimed at job candidates or our current employees, will not be judged differently based on their gender, age, ethnicity, sexual orientation, marital status, or any other specific circumstances. All assessments are made solely based on their professional performance, and there are no violations of human rights in daily work interactions. We have established various publicly accessible channels such as an official website, an employee suggestion box, and a dedicated complaints mailbox, allowing employees to voice their needs and protect their rights and interests. All employees can file anonymous complaints. Moreover, we have established the "Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment in the Workplace" to safeguard the human rights and equality of our employees.

TTQS

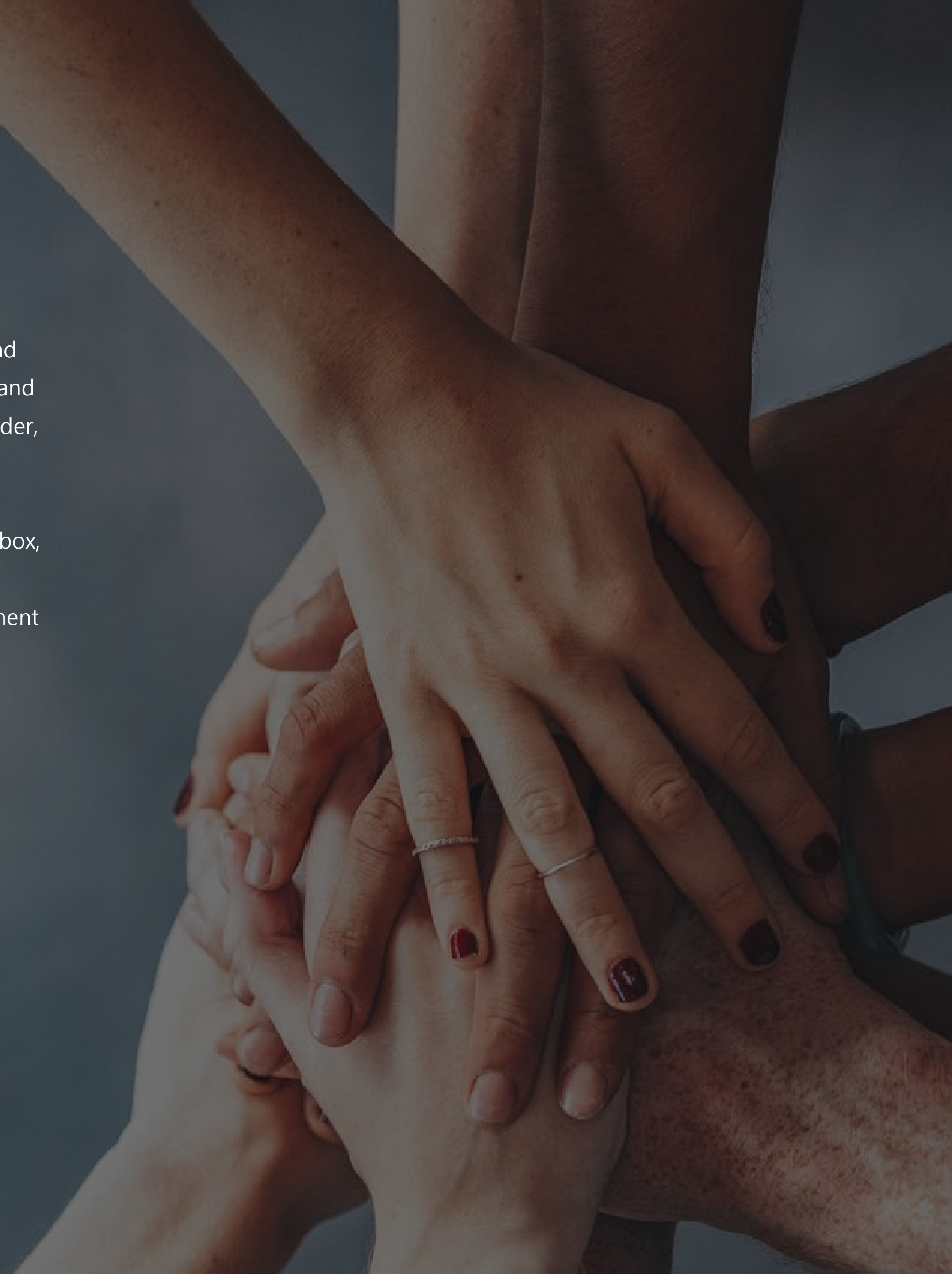
Conduct assessments through the Taiwan Talent Quality Management System.

1000⁺

Create job positions and ensure family stability.

95%⁺

Employees have acquired CPR & ADE certifications.



Employee Welfare-A Company Our Employees Are Proud Of

Building a happy workplace for employees



Healthcare Services

We are dedicated to caring for every employee's physical and mental health. Our company arranges regular health check-ups for staff and has also established medical stations and nursery rooms. Moreover, we hire professional medical staff to conduct health management and implement health protection measures such as preventing occupational disease. Through tangible actions, we have obtained the "Badge of Accredited Healthy Workplace" issued by the government, demonstrating our commitment to Corporate Social Responsibility (CSR). These efforts create a healthy and friendly environment for our employees, embodying our spirit in pursuing sustainable business operations!



Career Development

We firmly believe that every employee's growth and progress are key drivers for a flourishing team. Based on this belief, we are actively dedicated to building an environment for a rich and diverse career development that enables every employee to fully demonstrate their potential and achieve personal career goals. To enhance their professional capabilities and for the company to select key talents, we plan annual courses that are suitable for everyone. We also actively participate in the government's "Industrial Human Resource Investment Program" and comply with Taiwan Talent Quality Management System (TTQS) standards, to establish a comprehensive roadmap for talent cultivation.



Environmental Safety

To provide employees with a safe and hygienic work environment that allows them to work with ease, we uphold the spirit of "prevention is better than cure". In addition to complying with local labor regulations, the company regularly arranges and promotes "EHS training and internal audits" and other related activities, with "zero occupational injuries" as our highest guiding principle for occupational safety to achieve our goal of being environmentally friendly.



Salary and Benefits

Our compensation package includes base salary, allowances, bonuses, and dividends. In addition to monthly salary and year-end bonus, we adjust top-performing employees' salary based on annual performance evaluations. Moreover, we offer a comprehensive and considerate welfare system in compliance with Standard Labor Laws. We also periodically organize company retreats and dinner get-togethers to reward and boost morale, thus strengthening the company's solidarity.

Social Responsibility-The Power to Change Society

Lohas and Sustainability

Men-Chuen Fibre established the e-business platform HORIZONS in 2014. Guided by the philosophy of "Life, LOHAS, and Sustainability", this platform strives not only to purify mountains and oceans but also to adopt beaches to undertake regular maintenance works. We actively encourage the participation of the general public and students in various activities. By engaging with the natural environment, everyone gains a deeper understanding of the grave consequences of environmental pollution and cultivates an innate commitment to environmental protection and sustainability.



8

Sponsored 8 categories of sports



18

Sponsored 18 schools for talent cultivation



Planning a sustainable welfare



Welfare Development Strategy



Social Responsibility-The Power to Change Society

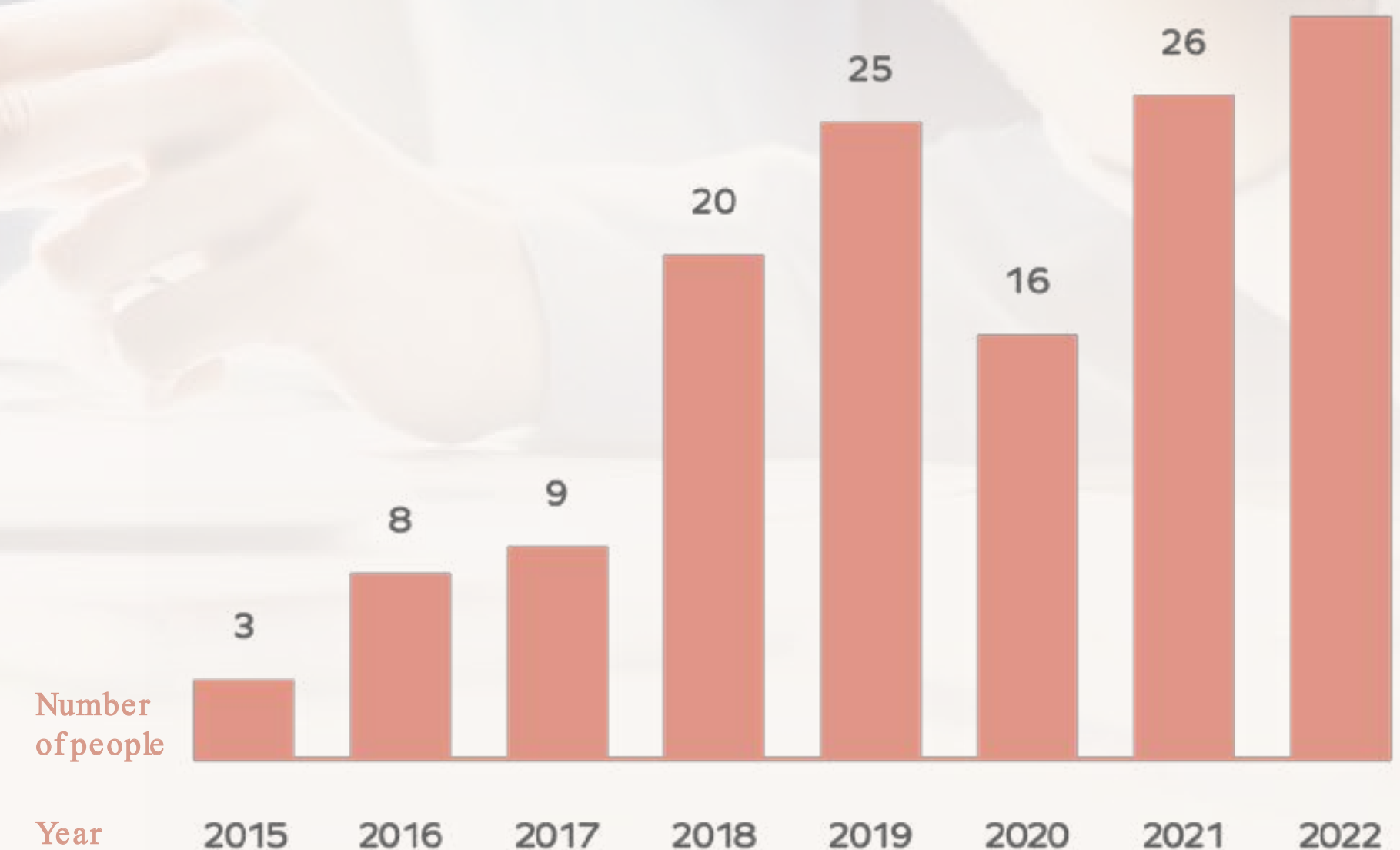
Technical Collaboration, Research and Development

Aligning with the practical and pragmatic philosophy of "learning by doing" and "doing while learning" by the Department of Technological and Vocational Education, Ministry of Education, Men-Chuen has partnered with technical and vocational schools to recruit students, to help them strategically understand and learn the necessary skills required for entering the workplace through internships.

Since 2013, we have forged partnerships with colleges and universities to implement internship programs as part of their studies. We compile a list of positions needed, and students attend in-person interviews. After completing a successful interview process, students can undertake a one-year internship, honing relevant professional skills and thus providing them with an experience in the real-world beyond university. Furthermore, the students may return to join the company post-graduation, optimizing the collaborative bond between the company and educational institutions.

Universities we collaborate with

- Ming Chi University of Technology
- Mingsin University of Science and Technology
- Fu Jen Catholic University
- Shih Chien University
- Takming University of Science and Technology
- Chinese Culture University
- Asia Eastern University of Science and Technology
- Wenzao Ursuline University of Languages
- Hsuan Chuang University
- Tunghai University
- National Taipei University of Business
- National Kaohsiung University of Science and Technology
- National Sun Yat-sen University
- Ling Tung University
- National Yunlin University of Science and Technology
- China University of Technology



E-Commerce Platforms

Men-Chuen



Official Website



Facebook



Instagram



LinkedIn



YouTube



Contact Us

Alibaba



Official Website

Horizons



Official Website



Facebook



Instagram



LinkedIn



YouTube

