

SINFU COIN



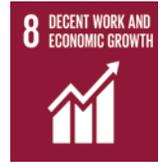
Physical
&
Mental
Health

Family
Care

Life-long
Learning

Benefits Are the Best Backup

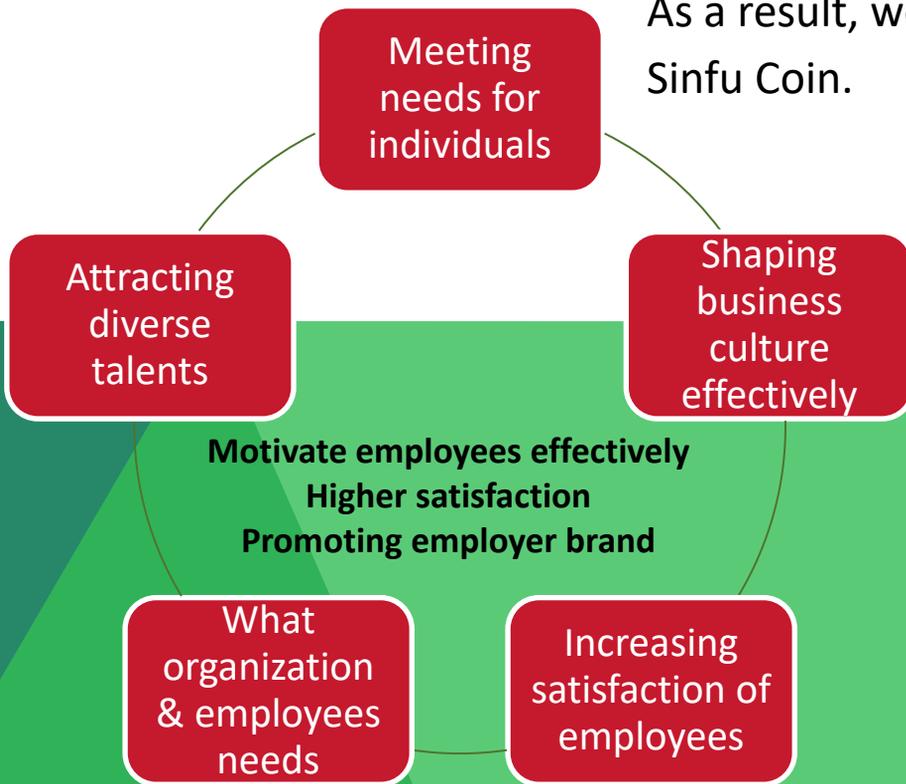
Flexible Benefits of Sinyi



A flexible benefits system comes in a variety of options to meet needs individually for attracting great talent and creating a friendly workplace. It allows employees to have more control over their plans and, in turn, control their lives in a better way at different life stages.

Our Purpose

In line with our core philosophy- Putting people first, we providing high-paying jobs, diverse career paths, and proper support. As a result, we offered Sinfu Coin.



Objectives with Following Goals

We would like to achieve two objectives that one is improving comprehensive workplace atmosphere and the other is encouraging employees to pay more care of life-long learning, family care, and, most important, physical and mental health for shaping our business culture. According to the objectives we developed long, mid, and short term goals as following:

- Long-term goal: Employees are important partners.
- Mid-term goals: Attracting great talent and creating a friendly workplace.
- Short-term goals: Improving employees' well-being, focusing on employee physical and mental health, and increasing retention rate.

By implementing the project, we increased benefits for employees. In addition, there are more opportunities for connecting with employees and family.

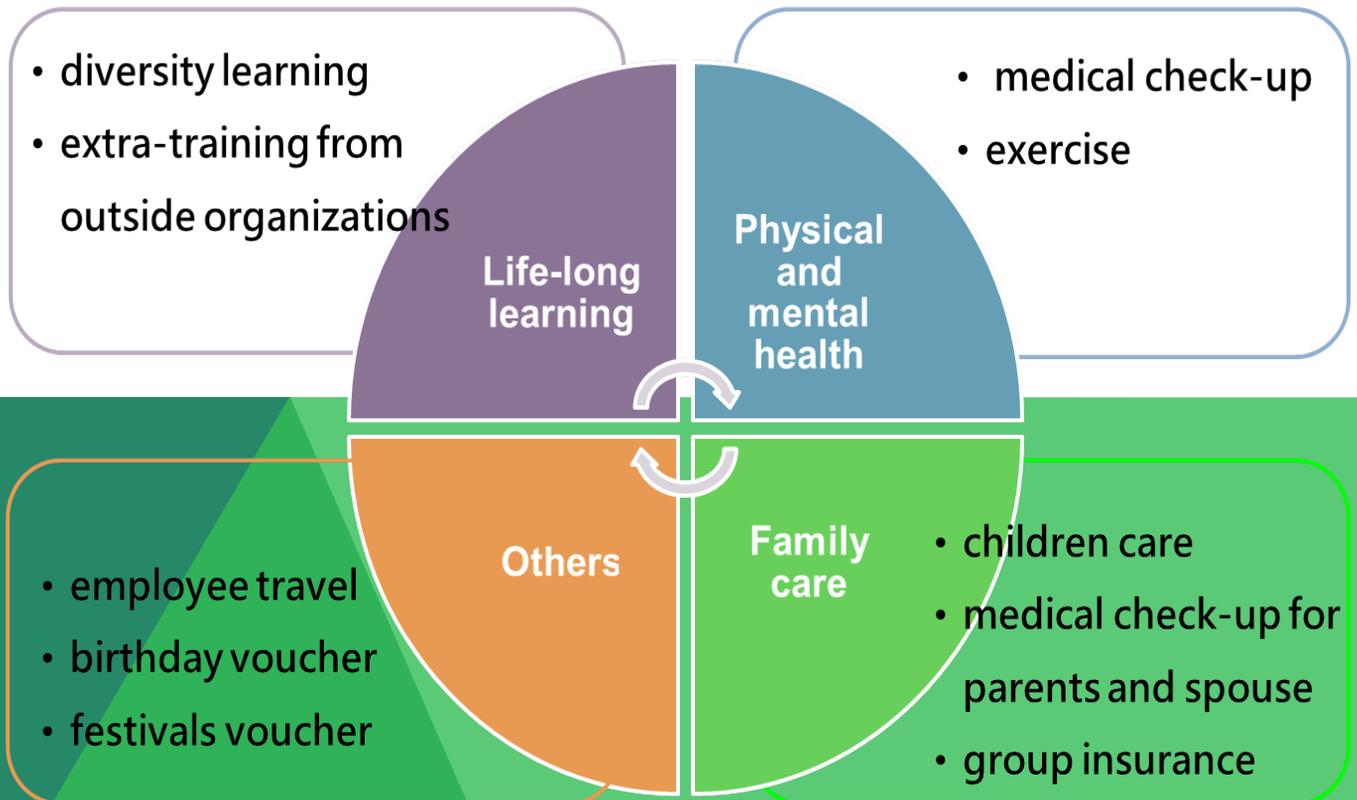
We would like create a workplace which employees engaged actively.



Characteristics Make Sinfu Coin Outstanding

- Setting diverse options considered by the actual employee needs.
- There is larger ratio for options about learning, family, and health.
- Raising indirect financial conditions for caring employees and their dependents.
- Exclusive digital currency which is not only for benefits but also will be applied to plenty ways in the future.

Flexible benefits options



Defining Benefit Options

Sinyi would like to create our unique business culture so we focused on the three major aspects of life-long learning, family care, and physical and mental health. We collected plenty opinions through different channels and summarized the flexible welfare project summary table. The flexible benefit system covers three categories of "original options", "new flexible usage of existing options" and "additional options". Additional options as following weighted larger as an indirect financial compensation which a crucial hygiene factor is provided by the organization for supporting employees and their dependents



The Operating Progress of Sinfu Coin

Employees will receive 10,000 coins in their account at the beginning of every year. Sinyi enlarged diversity options focused on physical and mental health, family care, and lifelong learning.

Life-long Learning

In order to stimulate the willingness of employees to learn, the relevant project magnification will be enlarged, and the types of external training subsidies will be diverse, including professional promotion courses, language training, and self-motivation courses.



Family care

Including spouse and parental medical check-up; moreover, it can be used as child care expenses. Sinyi extended the benefits to the use of the dependents.

Physical and mental health

including gym or sports center costs. Because of the larger ratio, employees went gyms more often. In addition, there were



Issued Digital Currency - Sinfu Coin

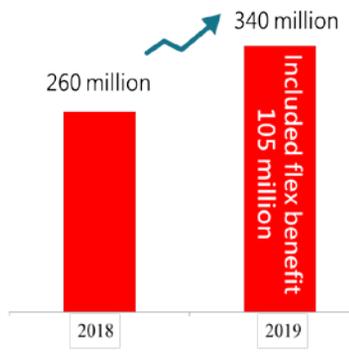
In order to enable employees to choose to use flexible options and to facilitate the recording of peer selection projects, remaining quotas, detailed inquiries, etc., Sinyi develops relevant systems, applies for patents and issues virtual



currency for calculation or settlement of the quota; and at the same time, to avoid excessive concentration in the single project and the limit of the use limit of the original options, each option has a "maximum usage limit after redemption". We hope that our employees will enjoy the benefits and balance the development of different aspects.

Performance

Investment of 2019 increased 32.4%



By executing this exclusive and innovative project, we expect to create an environment with employee satisfaction composed by diversity, inclusion, business ethics, equity compensation, and benefits systems with respects among employees. With providing 10,000 Sinfu coins per employee to cover the gym, sports center, child care, health check-ups and

non-work related learning and growth courses. The maximum amount is equivalent to NT\$15,000. A budget of 105 million will be invested in the flexible benefits system, and the overall welfare amount will increase by 32.4% compared with 2017.

Practical and significant changes for our employees



Health and child-care costs have risen tremendously over the past several decades. This has had a major effect on a business' ability to offer benefits, yet most employees still expect to receive benefits as a result of employment with more flexible and amount to deal with their priorities.

As the gym and other sports projects have been magnified, employees have organized weight-loss and other related competitions, and the sports clubs have become more vigorous. The new multi-learning subsidies also encourage employees to pursue interest beyond works to achieve a balance between life and work. The project was promoting personal health and more interaction between colleagues, thereby enhancing the positive atmosphere of the organization, it was a result we would never thought of. Collecting relevant data can optimize future welfare projects and follow the true needs of employees; the various measures are making Sinyi to become more and more close to perfection.



Stakeholder engagement of Sinyi

Customers- Employees with high loyalty and satisfaction will be able to greatly enhance the passion and quality of the service. Stable retention rate can ensure the consistency of service quality.



Employees- Flexible benefits plans gave control to the employee that allows them to meet their own or their family needs. For example, one employee may be single and not benefit from a family health plan but another employee may benefit greatly from a strong family plan. The first employee would be given the option of choosing a family plan and would likely avoid it, saving them money. A traditional benefits plan does not allow for this type of choice, leading to most employees paying for a great amount more than they need. On the other hand, the project will be expired if employees did not spend in that year. This would mean that employees would be putting in a certain amount of money each month for their plan and not being able to recoup that money if they do not use their benefits.



Shareholders- Once employers find top talent the flex plans can help keep the talent. Turnover is a major expense that employers want to avoid and employees will be far less likely to leave a business when they are having their needs met in a practical way that does not require much effort on their behalf.



Society- We demonstrated of employee care policies and practiced. Sinyi plays a role as a benchmark for enterprises and leads the industry to become better together. Establish a good employee and employment relationship with a view to gradually changing the more extreme opposite standpoints in society, and thus

positively affecting the relationship between social and interpersonal relationships.

Environment- Reducing waste of redundant benefits for employees they may not use and the relevant social resources.



Suppliers- Sinyi would like to become better with our suppliers; as a result, some of our core suppliers were also implementing flexible benefits. It is expected that Sinyi will bring the influence of the whole and related industries.

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