

Respond to Corporate Sustainability Principle

The management approach of material topics follows "Sinyi Sustainability Principles" to identify, analyze and respond to actual and potential impacts.

Sinyi ESG Management Policy - 2050 Sustainability Principles

E Environment—Get to Net Zero

G Governance—Creating a Sustainable Lifestyle

S Society—Co-existence, Co-prosperity, and Co-creation

SC Supply chain management— Building an Ethical and Sustainable Supply Chain

Material Topics → Sustainability Principle	Meaning	Commitment and Policy	Impact	Action Plan	Evaluation Mechanism and Result	Page
GRI 201 Economic Performanc	G We have consistently believed that if we can uphold our corporate social responsibility, then profits will follow naturally and that economic performance will bring corresponding results.	Follow corporate governance procedures and codes, operate in good faith, follow laws and regulations, and respond to standards and initiatives such as the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," SASB and TCFD.	The economic value generated by the organization's operations affects shareholders' rights and economic development. To create value for all stakeholders.	Through internal audit and external verification mechanism, the Board can supervise the operation plan and performance of the organization. Continue to strengthen corporate governance and risk and opportunity management.	<ul style="list-style-type: none"> Corporate Governance Evaluations top 5% of listed companies Board performance evaluation 	p. 56
GRI 203 Indirect Economic Impacts	S In addition to being homes, the community is also a place where many beautiful things happen. It is hoped that with the family as the core and the community as the bridge, we will invest in the transformation of the community and of people's hearts.	CSR first "sees the needs of society." We must exert our local influences, and try integrate the UN SDGs into our daily operations through initiatives and education. When we work as a team and be the resources bridge, we will make "where there is Sinyi, there is happiness!" come true. Follow Chapter 4 of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" to formulate relevant social norms.	We have been promoting community building for long time, and investing in manpower, material resources, and cash for greater impact.	With a judging panel, resources can be reasonably allocated in the Community building projects. An independent jury composed of external scholars and experts will be commissioned to conduct the evaluation, and the scores will be announced on the official website. Sinyi will not be involved at all.	<ul style="list-style-type: none"> Community building projects judging panel Cumulative proposal coverage rate 	p. 49
GRI 303 Water and Effluents	E Taiwan is ranked top 20 of the world's water-deficient areas. In responsive to stakeholder awareness of the importance of water resource, Sinyi has taken water stewardships as one material issue.	Sinyi stays aware of global water resource management trends even though real estate brokerage industry does not belong to high-water-consumption industry.	Water consumption is mainly from daily usage by employees, so Sinyi continuously follow up water management and pay attention to possible operation risks and opportunities.	We have strengthened water-saving measures and introduce water footprint verification and management system.	<ul style="list-style-type: none"> ISO 14046 water footprint Management of water consumption per capita 	p. 31
GRI 305 Emission	E Real estate brokerage industry is not included in high-emission sectors. However, Sinyi has always actively promoting environmental sustainability policies to respond to global warming issue.	Promoting green innovation and climate resilience service; purchase renewable energy; conduct GHG inventory annually for performance review and improvement.	The attribute of real estate is low in transaction frequency but high in marketing activities. The usage of paper and electricity both bring impacts to the environment.	Implement the organizational carbon management, improve management systems and carbon reduction performance, provide various green innovative services to customers, in order to reduce environmental footprint of business operation.	<ul style="list-style-type: none"> Service carbon footprint GHG emissions [category 1+2] 	p. 29 p. 30
GRI 403 Occupational Health and Safety	S Our employees are at the core of our success. We constantly strive for attracting talent and providing a healthy workplace by focused on a concept that is talents are key to a successful with happiness.	A comprehensive safety operation is formulated with people-oriented spirit to promote the health and safety. The occupational safety and health management plan formulated in accordance with Occupational Safety and Health Law.	Incidents in the workplace will detract from the trust of employees and the public. Employee injuries and illnesses will affect attendance and increase personnel costs.	Obtained ISO 45001 verification to achieve continuous improvement of occupational safety and health.	<ul style="list-style-type: none"> Traffic accidents rate Continuously monitor labor safety data and working hours 	p. 39

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GRI 409 Forced or Compulsory Labor	S Only if the employees are work-life-balanced can they work stably and have long-term development.	Continuously optimize leave policies to promote work-life balance for employees. The employee welfare measures are implemented in daily operations.	Overwork affects the output value of employees and detracts from their quality of life.	Sinfu Coin is a system that allows employees to choose the welfare items they need.	• Balanced life average score from employees engagement survey	<p>p. 35</p>
GRI 401 Employment	S Sinyi Realty always considers our employees to be unique partners. Harmonious labor-employer relationship is the foundation of business development.	Talent is the foundation of the business, attracting outstanding talents and creating a friendly working environment are the goals of Sinyi Realty's continuous efforts.	A positive labor-employment relationship can enhance the centripetal force of employees and increase the output value.	We employed a policy of high-paying jobs, happy career path, and health workplace to encourage employees become onwards and upwards.	• Employees engagement survey average score • Turnover rate	<p>p. 35</p>
GRI 404 Training and Education	S Sinyi integrated the core concepts into a series of courses corresponding to the abilities and knowledge required for different positions.	Set average hours of training for our goal. We would set practical exercises and more diverse courses to help employees learn and realize in work.	Make sure every agent has professional knowledge and ability in real estate transactions to ensure transaction safety, otherwise it may affect the rights and interests of customers.	On-the-job training and Industry-Academia Cooperation.	• Average hours of training	<p>p. 36</p>
GRI 405 Diversity and Equal Opportunity	S Sinyi Realty has always adhered to a diverse and inclusive talent strategy, placing great importance on diversity in all aspects of hiring and development, emphasizing work-life balance.	Sinyi Realty adheres to substantial equality and ensures diversity and flexibility when formulating policies such as employment, development and training. Recruitment and promotion are not based by genders.	The majority of employees are male because of character of real estate brokers. However, female workers have been increased in recent years, and the diversified thinking by female power have created innovative influences.	Childbirth Grants for second children NT 120,000. Equal salary and promotion.	• Parental Leave table • The percentage of female management • The percentage of female employees	<p>p. 42, 84</p>
GRI 414 Supplier Social Assessment	SC We strive to extend our core value to our suppliers, jointly to set sustainability goals. We combine supplier social assessment with the green procurement policy, hope that the entire supplier chain will act with business ethics and create a better world.	We commit to hold ourselves accountable in screening, training, auditing, and offering guidance integrated with ESG to suppliers, building a more resilient operation, sharing resources thus help both sides with sustainable growth.	We share new trend and regulations on human rights and on occupational health and safety with our suppliers, and raise their awareness. Through ESG self-evaluation form, we focus on the practices and promote low-carbon supply chain.	Introduced ISO 20400. We assess key suppliers and enhance the ESG performance together with them.	• 100% key suppliers signed the Business Code of Conduct and Sustainability Terms. • Collected back 24 ESG risk assessment survey from 32 large amount suppliers. • Key suppliers inspection rate reached 95.6%. • 100% of key suppliers have been inventoried.	<p>p. 70</p>

Management of Material Topics

Material Topics → Sustainability Principle	Meaning	Commitment and Policy	Impact	Action Plan	Evaluation Mechanism and Result	Page
GRI 416 Customer Health and Safety 417 Marketing and Labeling 418 Customer Privacy	S Real estate agency is a trust business. To consumers properties transaction a major event in life. That's why Sinyi is committed to protecting the rights and privacy of customers, communicating the core value of "trust" of the brand.	In order to protect the personal information of customers, we strictly set up some principles from collection information to write off documents. Additionally, we've founded Personal Information Protection Organization, which in charge of privacy protection and execute concrete policies to ensure all employees can be familiar with every rules and ordinances.	Failure to effectively manage customer privacy, ensure the correctness of real estate instruction, and transparency of relevant transaction information may result in damage to goodwill and loss of customers.	Continuously optimize and regularly audit real estate specifications. Regularly conduct customer privacy protection training and advertisement spot checks.	<ul style="list-style-type: none"> Customer Satisfaction Rate Error Rate on Instruction of Real Estate 	p. 48
Custom Digital Resilience	G S Taking efficiency, value, transformation and creation as the basis for Sinyi Realty to open up the entire platform, integrate online and offline, to improve efficiency.	Combine the company's advantages with technological services to grasp the trend of service innovation.	Information security will affect the continuity and stability of business operations. Changes in consumer and market preferences.	Improve the company's operational resilience through digital transformation.	<ul style="list-style-type: none"> Times to be cyber attack Launch of new digital services 	p. 64
Custom Promotion of Business Ethics	S No matter how the environment changes, "integrity, ethics, and CSR" are always the company's core values.	Established on trustfulness and righteousness, aimed for perfection. We promote business ethics to the society.	To promote and share ideas and practices in the industry, help the society to learn and improve, and lead toward a better society.	Proactively disseminate the company's ethical and integrity practices.	<ul style="list-style-type: none"> The number of trained teachers in business ethics 	p. 51
SASB Product Design & Lifecycle Management	S Sinyi Realty has deemed "to foster secure, efficient, and reasonable realty transactions through the synergy of expertise and teamwork." as our creed. The only way to achieve sustainable development is to comply with business ethics and to consider the interests of all stakeholders.	Adhering to the spirit of "put righteousness before profit," Sinyi Realty continues to innovate based on customer needs and business ethical thinking. We made policy and rules for innovative management.	In the operation process, we design new service models to solve social problems; coupled with the empowerment of digital technology, we will upgrade our services and provide better services.	Pay attention to market changes and customer needs, and develop new service models accordingly.	<ul style="list-style-type: none"> Include service innovation as an important annual plan. Customer satisfaction and opinion survey. 	p. 48, 76, 97
SASB Business Ethics	G Sinyi Realty is a company operating with a focus on trust. Adhering to ethics and demonstrating integrity is the most important way to win trust, and even the only way in the long run. It is the first priority for Sinyi's sustainable operation.	Follow "Sinyi Realty Inc. Sustainable Development Best Practice Principles," we implement integrity management in all aspects of the company's operations and continue to improve.	Create a high-quality integrity management and legal compliance culture to ensure the long-term interests of all stakeholders.	In various meetings, trainings and coaching occasions, convey the organizational philosophy, and the value of "pursuit of integrity," in order to shape company culture.	<ul style="list-style-type: none"> Chief Ethics Officer regularly reports on the integrity management to the Board of Directors. Compliance assessment. All employees signed the "Sinyi Group Code of Conduct" with a completion rate of 100%. 	p. 62, 97

Sustainability Performance Overview

Governance Performance

✓ Achieved ✖ Ongoing ✖ Not Achieved

Note	Measures	2019 Result	2020 Result	2021 Result	Status	2021 Target	2022 Target	Read more on page
	Corporate Governance Evaluations	Top 5%	Top 5%	Top 5%	✓	Top 5%	Top 5%	p. 58
A.B.C	Number of Board Members	7	7	7				p. 61

Economic Performance

201-1 SDG 8

NT\$ thousands ✓ Achieved ✖ Ongoing ✖ Not Achieved

Note	Measures	2019 Result	2020 Result	2021 Result	Status	2021 Target	2022 Target	Read more on page
	Consolidated Revenue	12,706,342	13,300,127	18,792,321				p. 5
	Taiwan Core and Related Business Group Revenues	9,897,681	11,651,200	13,719,240				p. 5
	China Business Group Revenues	2,213,890	1,167,513	4,753,069				p. 5
	Overseas (Japan and Malaysia) Business Group Revenues	326,461	242,728	320,012				p. 5
	Individual Operating Revenues	9,476,074	11,013,952	13,297,719				p. 5
	Individual Operating Gain	1,725,386	2,248,108	2,890,075	✓	Be profitable	Be profitable	p. 5
	Consolidated Operating Costs	8,523,873	9,303,075	13,866,304				p. 5
	Taiwan Core and Related Business Group Costs	6,942,624	8,228,495	9,711,105				p. 5
	China Business Group Costs	1,403,751	875,388	3,961,888				p. 5
	Overseas (Japan and Malaysia) Business Group Costs	177,497	199,192	193,311				p. 5
	Staff Remuneration and Benefits ^{Note 1}	6,815,053	7,688,825	8,950,678				p. 5
	Dividends and Interest Expenses ^{Note 2}	1,141,082	1,051,053	1,402,543				p. 5
	Tax Payment Amount	780,481	952,503	1,228,983				p. 5
	Consolidated Net Profit for the Year	1,276,205	1,569,168	2,370,359				p. 5
	Paid-in Capital	7,368,465	7,368,465	7,368,465				p. 5
	Liabilities	20,682,752	20,206,488	20,355,075				p. 5
	Equity	10,988,031	11,654,984	12,565,717				p. 5
	Number of Operating Locations							
	Taiwan (Company Operated)	450	465	487				p. 5
	China (Company Operated)	84	60	40				p. 5
	Japan (Company Operated)	10	9	8				p. 5
	Malaysia (Company Operated)	3	3	1				p. 5

[Note 1] Staff Remuneration and Benefits (NT\$ thousands): Consolidated Financial Statement Personnel Expenses.

[Note 2] Dividends and Interest Expenses (NT\$ thousands): Payment of Dividends and Loan Interest to Company Owners.

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● Social Performance (Internal)

2-7

✓ Achieved ✖ Ongoing ⚪ Not Achieved

Note	Measures	2019 Result	2020 Result	2021 Result	Status	2021 Target	2022 Target	Read more on page
Total Number of Employees								
	Sinyi Group	6,226	6,347	6,328				p. 5
	Taiwan Core and Related Business Group	594	639	661				p. 5
	China Business Group	772	579	471				p. 5
	Japan Business Group	115	105	105				p. 5
	Malaysia Business Group ^{Note 1}	29	27	13				p. 5
	Sinyi Realty	4,716	4,997	5,092				p. 82
D	Number of Permanent Employees	4,674	4,949	5,038				p. 81
E	Ratio of Employees Above Bachelor's Degree	94.9%	95.43%	95.76%				p. 81
F	Percentage of Employees Under 30 Years Old	42.9%	42.2%	39.86%				p. 83
G	Ratio of New Hires	36.2%	31.1%	21.8%				p. 83
H	Employees Turnover Rate by Year	28%	26.44%	22.32%	✓	28%	28%	p. 83
I	Average Training Hours	45.19	44.62	44.19	⚪	45	45	p. 83
J	Percentage of Female Employees	37.32%	38.14%	39.56%				p. 84
J	Percentage of Female Managers	17.83%	18.76%	18.5%	⚪	18%	19%	p. 84
K	Number of Employees Applying for Parental Leave	68	62	58				p. 84
L	Number of Employees Applied for Second-Child Grants	83	57	76				p. 84
M	Employees Requested Injury Leave	203	184	191				p. 85
N	Disabling Injury Frequency Rate	8.53	11.96	13.48				p. 85
O	Lost Day Rate	316.8	178.62	176.6				p. 85
P	Absentee Rate	0.66%	0.32%	1.09%				p. 85
	EAP Service Used Times	248	317	224				p. 40
	Labor Issues Complaints	0	0	2	⚪	0	0	p. 35
	Human Rights Issues Complaints	0	0	0	✓	0	0	p. 43
Q	Employees Engagement Survey (Average Score)	4.4	4.05	3.86	⚪	4.5	4.1	p. 85

[Note 1] 13 people from Malaysia Sinyi were included in Sinyi Realty

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Social Performance (External)

✔ Achieved
 ⚙ Ongoing
 — Not Achieved

Note	Measures	2019 Result	2020 Result	2021 Result	Status	2021 Target	2022 Target	Read more on page
Community								
	Social Investment (NT\$ thousands) ^{Note 1}	111,425	99,187	160,266	✔	5% ^{Note 2}	5%	p. 54
	Cumulative Coverage Rate of "We are One" Project Proposals	98.91%	99.46%	99.73%	✔	99.66%	99.88%	p. 49
	Participants of Sinyi Lecture Hall	15,439	610 ^{Note 3}	4,306	—	10,840	8,000	p. 51
	Participants of Sinyi Volunteer	2,115	0 ^{Note 3}	1,484	✔	1,000	1,600	p. 53
	Hours of Volunteer Service by Sinyi Staff	15,158	0 ^{Note 3}	6,601	✔	6,500	8,640	p. 53
Customers								
	Value and Number of Fines Issued for Breaches of Regulations (NT\$ thousands; No.) ^{Note 4}	No severe penalty	2 events ^{Note 5}	2 events ^{Note 5}	—	No severe penalty	No severe penalty	p. 47
	Customer Satisfaction Survey Results	88.88%	90.23%	91.62%	✔	91%	91%	p. 48
	Complaints of Infringement of Customer Privacy	No severe penalty	No severe penalty	No severe penalty	✔	No severe penalty	No severe penalty	p. 47
	Error Rate on Instruction of Real Estate	0.001%	0.002%	0.002%	—	0	0	p. 46

[Note 1] Social Investment (NT\$ thousands): Includes "We are One" Project, Sinyi Volunteers, Sinyi Lecture Hall, Sinyi School of NCCU, Promotion of Business Ethics, and community service expenses.

In 2021, we considered the LBG (London Benchmark Group) model, and the calculation scope for community investment took the resources invested by Sinyi Realty into account only.

[Note 2] The social investment target is 5% of Sinyi Realty Individual Operating Gain of the Year. The achievement of 2021 was 5.5%.

[Note 3] Only a few of volunteer activities were held before suspension due to COVID-19 outbreak in 2021. Sinyi Lecture Hall was held both in virtual- and physical-way, depending on situation.

[Note 4] Severe penalty: More than NT\$100,000 each event.

[Note 5] Please refer to Social – External Stakeholders chapter for details and corresponding practices.

Environmental Performance

✔ Achieved
 ⚙ Ongoing
 — Not Achieved

Note	Measures	2019 Result	2020 Result	2021 Result	Status	2021 Target	2022 Target	Read more on page
	GHG Emissions per Real Estate Transaction(kgCO ₂ e)	308.77	265.30	190.25	✔	↓ 1%	↓ 1%	p. 29
	GHG Emissions (category 1&2) (tonCO ₂ e)	6,374.3	6,771.3	6,347.8	✔	↓ 2.5%	↓ 4.2%	p. 30
	GHG Emissions per Capita (kgCO ₂ e/person)	1,352	1,355	1,247	✔	↓ 2.5%	↓ 4.2%	p. 30
	GHG Emissions of Electricity Consumption per Capita (kgCO ₂ e/person)	1,236	1,234	1,148	✔	↓ 2.5%	↓ 4.2%	p. 30
	Operating Revenues per kWh(NTD/kWh)	866.23	909.26	1,110				p. 30
	Water Consumption for a Year(m ³)	69,334	76,388	73,026				p. 31
	Water Consumption per Capita (m ³ /person)	14.70	15.29	14.34	✔	↓ 1%	↓ 1%	p. 31
	Paper Usage per Transaction (kg)	15.66	11.03	6.89	✔	↓ 1%	↓ 1%	p. 29
	Waste(HQ): food waste and recycle (kg)	14,178	15,385	11,954				

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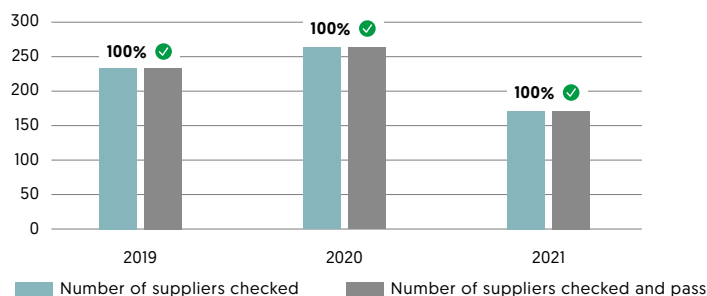
Supply Chain Management Performance

✔ Achieved
 ⚠ Ongoing
 ✖ Not Achieved

Note	Measures	2019 Result	2020 Result	2021 Result	Status	2021 Target	2022 Target	Read more on page
	Ratio of Signed Sustainability Terms	100%	100%	100%	✔	100%	100%	p. 70
	Ratio of Signed Procurement Ethics Standards	100%	100%	100%	✔	100%	100%	p. 70
	Number of Key Suppliers	257	279	159				p. 70
T	Number of Key Suppliers checked	232	261	152				p. 77
	Existing Supplier Inspection Rate	89.75%	92.86%	95.21%	✔	90%	90%	p. 70
	New Supplier Inspection Rate	100%	100%	100%	✔	100%	100%	p. 70
U	Supplier Work Injury Rate ^{Note}	13.35	9.58	7.89				p. 77

[Note] Injury Rate = Total No. of Injury Incidents / Total Working Hours x 1,000,000

Note T - Number of Suppliers Checked and Pass Rates



	2019	2020	2021
Number of suppliers checked	232	261	152
Number of suppliers checked and pass	232	261	152
Pass Rate	100%	100%	100%

[Note] Followed by the introduction of ISO 20400, in 2021 only the suppliers with procurement amount over NTS 1 million were listed for evaluation. And the suppliers of Sinyi Living were excluded, therefore the total number of suppliers checked dropped.

Note U - Suppliers Work Injuries 403-9

Indicator	Male			Female			Total		
Year	2019	2020	2021	2019	2020	2021	2019	2020	2021
Annual Labor Hours	434,746	460,821	447,931	688,946	687,031	692,996	1,123,692	1,147,852	1,140,927
Fatalities Caused by Work-related Injuries	1	0	0	0	0	0	1	0	0
Rate of work-related injuries ^{Note 1} High consequence	0	0	1	0	0	1	0	0	2
Recordable	3	3	4	12	8	3	15	11	7
Rate of recordable work-related injuries ^{Note 2}	6.9	6.51	11.6	17.42	11.64	5.77	13.35	9.58	7.89

[Note 1] Since 2020 we have followed GRI 403-9 Disclosure 2018 version, reported and divided the work-related injuries into high-consequence and recordable categories. In 2021, all the recordable results were traffic incidents. 2 of them had resulted in disabling injury, leading to 4 days (or above) leaves due to surgery and recovery.

[Note 2] Rate of recordable work-related injuries = Total No. of recordable Injury Incidents / Total working hours x 1,000,000

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Note A - Remuneration for Directors

1. Remuneration for Directors

NT\$ thousands

Title	Name	Remuneration for Directors								Remuneration for Directors Ratio(%) of the Aggregate Amount of A, B, C and D to the Net Income After Tax	Remuneration Received by Concurrent Employees												Ratio (%) of the Aggregate Amount of A, B, C, D, E, F and G to the Net Income After Tax		Whether Receiving Remuneration from the Company or the Subsidiaries of the Company or Not				
		Compensation (A)		Pension (B)		Remuneration (C) <small>Note 1</small>		Fees for Performance of Business (D) <small>Note 2</small>			Wages, Bonus and Special Disbursement, etc. (E) <small>Note 3</small>		Pension (F)		Employee Remuneration (G) <small>Note 4</small>				Number of Shares Granted under the Share Subscription Warrants for Employees (H)		Number of the Restricted Shares for Employees (I)								
		The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements		The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements	The Company		All Companies Specified in the financial statements		The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements					
		Cash Bonus	Share Bonus	Cash Bonus	Share Bonus																								
Chair-person	Sinyi Co., Ltd.	-	-	-	-	1,300	1,300	-	-	1,300	1,300	0.06%	0.06%	-	-	-	-	-	-	-	-	-	-	1,300	1,300	0.06%	0.06%	Nil	
	Representative of Sinyi Co., Ltd.: Hsueh Chien-Ping	-	-	-	-	-	-	-	-	-	-	-	-	9,019	11,003	11	11	19	-	19	-	-	-	-	9,049	11,033	0.39%	0.47%	2,000
Vice Chair-person	Sinyi Co., Ltd.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Nil	
	Representative of Sinyi Co., Ltd.: Chou Wang Mei-Wen <small>Note 8</small>	-	-	-	-	-	-	136	136	136	136	0.01%	0.01%	-	-	-	-	-	-	-	-	-	-	-	136	136	0.01%	0.01%	Nil
Director	Sinyi Co., Ltd.	-	-	-	-	700	700	-	-	700	700	0.03%	0.03%	-	-	-	-	-	-	-	-	-	-	-	700	700	0.03%	0.03%	Nil
	Representative of Sinyi Co., Ltd.: Chou Ken-Yu <small>Note 8</small>	-	-	-	-	-	-	-	-	-	-	-	-	5,557	5,557	80	80	19	-	19	-	-	-	-	5,656	5,656	0.24%	0.24%	Nil
Director	Chou Chun-Chi	-	-	-	-	-	-	1,303	1,303	1,303	1,303	0.06%	0.06%	-	-	-	-	-	-	-	-	-	-	-	1,303	1,303	0.06%	0.06%	Nil
Independent Director	Hong San-Xiong	1,200	1,200	-	-	700	700	55	55	1,955	1,955	0.08%	0.08%	-	-	-	-	-	-	-	-	-	-	-	1,955	1,955	0.08%	0.08%	Nil
Independent Director	Jhan Hong-Chih	1,200	1,200	-	-	700	700	55	55	1,955	1,955	0.08%	0.08%	-	-	-	-	-	-	-	-	-	-	-	1,955	1,955	0.08%	0.08%	Nil
Independent Director	Yen Lou-Yu	1,200	1,200	-	-	700	700	55	55	1,955	1,955	0.08%	0.08%	-	-	-	-	-	-	-	-	-	-	-	1,955	1,955	0.08%	0.08%	Nil
Independent Director	Lee Yi-Li	1,200	1,200	-	-	700	700	45	45	1,945	1,945	0.08%	0.08%	-	-	-	-	-	-	-	-	-	-	-	1,945	1,945	0.08%	0.08%	Nil
Total		4,800	4,800	-	-	4,800	4,800	1,649	1,649	11,249	11,249	0.48%	0.48%	14,576	16,560	91	91	38	-	38	-	-	-	-	25,954	27,938	1.11%	1.19%	2,000

[Note 1] As officially resolved by the Board of Directors Meeting on February 25, 2022, the remuneration to directors for 2021 was NT\$4,800 million dollars. The resolution was reported in the general shareholders' meeting on May 19, 2022.

[Note 2] The aforementioned expenses include rental or depreciation expense, fuel expense and maintained expense of the cars used by the Company's Non-Independent Directors.

[Note 3] The aforementioned expenses include rental, fuel expense and maintenance expense of the cars used by the Company's Director concurrent employee and house rental provided to him.

[Note 4] Employee Remuneration allocated to the director who is a concurrent employee is one part of the amount NT\$29,247 thousand dollars of employee remuneration resolved by the Board of Directors Meeting on February 25, 2022. The resolution has been reported in the general shareholders' meeting on May 19, 2022.

[Note 5] The term "net profit after tax" as set forth herein denotes the net profit after tax as shown through the individual financial statements 2021.

[Note 6] The aforementioned expenses include the relevant remuneration NT\$2,078 thousand dollars paid to the chauffeurs to the Company's Non-Independent Directors.

[Note 7] Other than those disclosures above, remuneration granted to a director(s) of the Company for rendering services within the contents of the financial statements (e.g., serving as a consultant other than an employee of the company/ all companies of the financial report/subsidiaries): Nil.

[Note 8] On 8/24/2021, the juridical-person director, Sinyi Co., Ltd., reassigned Mr. Chou Ken-Yu as its representative of the Company's director to replace Ms. Chou Wang Mei-Wen, the Vice Chairperson of the Company.

[Note 9] Independent directors' remuneration policy, system, standards and structure, and descriptions of the inter-relevance to the amount of remuneration according to the responsibilities, risks, time invested and other factors: Here at the Company, the independent directors' remuneration is mainly divided into directors' remuneration, directors' payment and expenses for business execution. To an independent director, the directors' remuneration has been duly determined with reference to the level of the independent directors' participation in the Company's business operation, the value of their contribution and the normal standards/criteria prevalent in other listed companies, in an amount of NT\$100,000 dollars per month for an independent director, as an amount duly determined by the board of directors with the powers duly bestowed thereupon. Where the normal standards/criteria prevalent in other listed companies have little to do with the Company's profitability, the level of remuneration granted to the Company's independent directors is believed at a rational level. As expressly provided for in the Company's Articles of Incorporation, upon end of a fiscal year, the remuneration shall be granted to directors pro rata below the specified ratio of the Company's profitability in that year. The remuneration to the independent directors has been further judged with reference to the overall salary and pay levels prevalent in other listed companies (including the remuneration to directors and pay to directors) as well as the level of their participation in the board of directors and functional committees. The salary on business implementation was granted at NT\$5,000 traffic allowance for each attendance in the board of directors meeting, paid based on the substantial fact.

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2. Remuneration Listed by Range of Directors

Range of the Remuneration Paid to the Company's Directors	2021			
	Aggregate Amount of A, B, C and D		Aggregate Amount of A, B, C, D, E, F and G	
	The Company	All Companies Specified in the Financial Statements (I)	The Company	All Companies Specified in the Financial Statements (J)
Below \$1,000,000	Representative of Sinyi Co., Ltd.: Hsueh Chien-Ping, Chou Wang Mei-Wen ^{Note 2} and Chou Ken-Yu ^{Note 2}		Representative of Sinyi Co., Ltd.: Chou Wang Mei-Wen ^{Note 2}	
\$1,000,000 (inclusive) ~ \$2,000,000 (exclusive)	Hong San-Xiong, Jhan Hong-Chih, Yen Lou-Yu, Lee Yi-Li, Chou Chun-Chi		Hong San-Xiong, Jhan Hong-Chih, Yen Lou-Yu, Lee Yi-Li, Chou Chun-Chi	
\$2,000,000 (inclusive) ~ \$3,500,000 (exclusive)	Sinyi Co., Ltd.		Sinyi Co., Ltd.	
\$3,500,000 (inclusive) ~ \$5,000,000 (exclusive)	-		-	-
\$5,000,000 (inclusive) ~ \$10,000,000 (exclusive)	-		Representative of Sinyi Co., Ltd. : Hsueh Chien-Ping and Chou Ken-Yu ^{Note 2}	Representative of Sinyi Co., Ltd. : Chou Ken-Yu ^{Note 2}
\$10,000,000 (inclusive)~ \$15,000,000 (exclusive)	-		-	Representative of Sinyi Co., Ltd. : Hsueh Chien-Ping
\$15,000,000 (inclusive)~ \$30,000,000 (exclusive)	-		-	-
\$30,000,000 (inclusive)~ \$50,000,000 (exclusive)	-		-	-
\$50,000,000 (inclusive)~ \$100,000,000 (exclusive)	-		-	-
Above \$100,000,000	-		-	-
Total ^{Note 1}	8		8	8

[Note 1] The Company has 7 directors, in aggregate total of 8 directors, with respective disclosure remuneration of the Company's juristic-person director, Sinyi Co., Ltd., and its representative.

[Note 2] On 8/24/2021, the juridical-person director, Sinyi Co., Ltd., reassigned Mr. Chou Ken-Yu as its representative of the Company's director to replace Ms. Chou Wang Mei-Wen, the Vice Chairperson of the Company.

For more information on Directors' remuneration and a remuneration chart, please see [Sinyi Realty's 2021 annual report, p. 3-17~3-18, 3-22~3-23](#)

Note B - Ages and Genders of Board Members

Age Group			Gender	
30 and under	31-50	51 and over	Male	Female
-	2	5	6	1

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Note C - Remuneration for General Manager and Vice General Managers

1. Remuneration for General Manager and Vice General Managers

NT\$ thousands

Title	Name	Wages (A)		Pension (B)		Bonus and Special Disbursement, etc. (C) ^{Note 1}		Employee Remuneration (D) ^{Note 2}				Ratio[%] of the Aggregate Amount of A, B, C and D to the Net Income After Tax ^{Note 3}		Amount of the Share Subscription Warrants for Employees Received		Number of the Restricted Shares for Employees		Whether Receiving Remuneration from any Companies Invested by the Company Other Than the Subsidiaries of the Company or Not
		The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements	The Company		All Companies Specified in the financial statements		The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements	The Company	All Companies Specified in the financial statements	
								Cash Bonus	Share Bonus	Cash Bonus	Share Bonus							
General Manager	Liu Yuan-Chih	43,951	44,878	1,744	1,744	72,210	73,266	290	-	290	-	118,194 5.03%	120,178 5.11%	-	-	-	-	2,000
CEO of Group Platform	Hsueh Chien-Ping																	
General Manager of Innovation& Integration Business Group	Su Jyun-Bin																	
Chief Transformation Officer and Head of Digital Intelligent Center, concurrently	Chou Ken-Yu																	
Ethics Director Chief Human Resource Officer, concurrently	Yang Pai-Chuan																	
Vice General Manager of General Manager's Office	Chou Chuang Yun																	
Vice General Manager of General Manager's Office	Chen Li-Hsing																	
Vice General Manager of Real Estate Agent Division	Lin San-Chih																	
Auditor-General	Chou Su-Hsiang																	
Chief Financial Officer	Wang Jun-Yen																	
Vice General Manager of Public Affairs Department	Lin Jun-An																	
Vice General Manager of Innovation& Integration Business Group	Su Shou-Jen																	
Vice General Manager of Real Estate Agent Division	Hsin Hong-Jun																	
Vice General Manager of Real Estate Agent Division	Feng Chi-Yi																	
Vice General Manager of Selling Agency Division	Lee Shao-Kang																	
Vice General Manager of Chairperson's Office	Su Yi-Jie ^{Note 5}																	

[Note 1] The aforementioned expenses include rental, fuel expense and maintenance expense of the cars used by CEO of Group Platform Business and General Manager. House rental for CEO of Group Platform Business is included as well.
[Note 2] Employee Remuneration allocated to the Company's General Manager and vice General Managers is one part of the amount NT\$29,247 thousand dollars of employee remuneration resolved by the Board of Directors Meeting on February 25, 2022. The resolution was reported in the general shareholders' meeting on May 19, 2022.

[Note 3] The term "net profit after tax" as set forth herein denotes the net profit after tax as shown through the individual financial statements for 2021.

[Note 4] The remuneration to the General Manager's chauffeurs of the Company was already disclosed in the note of remuneration to directors.

[Note 5] Mr. Su Yi-Jie was transferred to the affiliate of the Company in May, 2021 and his remuneration for 2021 above does not include remuneration after the transfer.

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2. Remuneration Listed by Range of General Manager and Vice General Managers

Range of the Remuneration Paid to the Company's General Manager and Vice General Managers	2021	
	The Company	All Companies Specified in the Financial Statements
Below \$1,000,000	-	-
\$1,000,000 (inclusive) ~ \$2,000,000 (exclusive)	Su Yi-Jie ^{Note2}	Su Yi-Jie ^{Note2}
\$2,000,000 (inclusive) ~ \$3,500,000 (exclusive)	Lin Jun-An	Lin Jun-An
\$3,500,000 (inclusive) ~ \$5,000,000 (exclusive)	-	-
\$5,000,000 (inclusive) ~ \$10,000,000 (exclusive)	Hsueh Chien-Ping ^{Note1} , Su Jyun-Bin, Hsin Hong-Jun, Feng Chi-Yi, Chou Chuang Yun, Yang Pai-Chuan, Chen Li-Hsing, Chou Su-Hsiang, Wang Jun-Yen, Su Shou-Jen, Lin San-Chih, Chou Ken-Yu ^{Note3}	Su Jyun-Bin, Hsin Hong-Jun, Feng Chi-Yi, Chou Chuang Yun, Yang Pai-Chuan, Chen Li-Hsing, Chou Su-Hsiang, Wang Jun-Yen, Su Shou-Jen, Lin San-Chih, Chou Ken-Yu ^{Note3}
\$10,000,000 (inclusive)~ \$15,000,000 (exclusive)	Liu Yuan-Chih ^{Note1} , Lee Shao-Kang	Liu Yuan-Chih ^{Note1} , Hsueh Chien-Ping ^{Note1} , Lee Shao-Kang
\$15,000,000 (inclusive)~ \$30,000,000 (exclusive)	-	-
\$30,000,000 (inclusive)~ \$50,000,000 (exclusive)	-	-
\$50,000,000 (inclusive)~ \$100,000,000 (exclusive)	-	-
Above \$100,000,000	-	-
Total	16	16

[Note 1] Remuneration of CEO of Group Platform Business and the Company's General Manager include the rental, fuel expense and maintenance expense of the cars provided by the Company and house rental provided by the Company's subsidiary for CEO of Group Platform Business.

[Note 2] Mr. Su Yi-Jie was transferred to the affiliate of the Company in May, 2021 and his remuneration for 2021 above does not include remuneration after the transfer.

[Note 3] Mr. Chou Ken-Yu is promoted as Chief Transformation Officer and concurrently serves as head of Digital Intelligence Center in October, 2021.

For more information on General Manager and Vice General Managers' remuneration and a remuneration chart, please see [Sinyi Realty's 2021 annual report](#), p. 3-20~3-25

Note D - Distribution of Contract Types

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	2021						
	Male	Female	Other ^{Note}	Total	Taiwan	China	Japan
Number of employees (head count / FTE)	3,078	2,014	0	5,092	5,092	471	105
Number of permanent employees (head count / FTE)	3,060	1,978	0	5,038	5,038	471	105
Number of temporary employees (head count / FTE)	18	36	0	54	0	0	0
Number of non-guaranteed hours employees (head count / FTE)	0	0	0	0	0	0	0
Number of full-time employees (head count / FTE)	3,068	2,004	0	5,072	5,072	471	105
Number of part-time employees (head count / FTE)	10	10	0	20	20	0	0

[Note] Other: Gender as specified by the employees themselves.

Note E - Educational Levels

	2019		2020		2021	
	Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
Total Employees	4,716	100.0%	4,997	100.0%	5,092	100.0%
Pre-Bachelor's	239	5.07%	228	4.6%	216	4.24%
Bachelor's Degree	4,133	87.64%	4,398	88.0%	4,458	87.55%
Master's Degree	339	7.19%	366	7.3%	415	8.15%
Doctorate	5	0.11%	5	0.1%	3	0.06%

[Note] Pre-Bachelor's (incl. high school and vocational school graduates)—specialist employees (masseurs, drivers, operators, etc.) or senior employees (hired prior to the 1986 adjustment of employment policy to hiring only university graduates or higher). Bachelor's Degree—Includes both two-year (post-Associate's) and four-year programs.

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Note F - Employees Age Group 405-1

		Senior Management (VP or higher)		Middle Management (Regional managers)		Base-level Management (Store managers)		General Employees		Total
		Female	Male	Female	Male	Female	Male	Female	Male	
2019	Total Employees	3	12	8	88	91	370	1,658	2,486	4,716
	30 and under	0	0	0	0	2	14	785	1,219	2,020
	Percentage	0.0%	0.0%	0.0%	0.0%	2.2%	3.8%	47.3%	49.1%	42.8%
	31-50 (incl.)	2	2	3	58	82	343	837	1,214	2,541
	Percentage	66.7%	16.7%	37.5%	65.9%	90.2%	92.7%	50.5%	48.8%	53.9%
	51 and over	1	10	5	30	7	13	36	53	155
	Percentage	33.3%	83.3%	62.5%	34.1%	7.6%	3.5%	2.2%	2.1%	3.3%
2020	Total Employees	3	14	7	61	102	410	1,794	2,606	4,997
	30 and under	0	0	0	0	0	13	855	1,242	2,110
	Percentage	0.00%	0.00%	0.00%	0.00%	0.00%	3.17%	47.66%	47.66%	42.23%
	31-50 (incl.)	0	1	4	36	95	367	891	1,306	2,700
	Percentage	0.00%	7.14%	57.14%	59.02%	93.14%	89.51%	49.67%	50.12%	54.03%
	51 and over	3	13	3	25	7	30	48	58	187
	Percentage	100.00%	92.86%	42.86%	40.98%	6.86%	7.32%	2.68%	2.23%	3.74%
2021	Total Employees	2	16	8	61	106	434	1,898	2,567	5,092
	30 and under	0	0	0	0	2	18	862	1,153	2,035
	Percentage	0.00%	0.00%	0.00%	0.00%	1.89%	4.15%	45.42%	44.92%	39.96%
	31-50 (incl.)	0	2	5	36	95	382	978	1,342	2,840
	Percentage	0.00%	12.50%	62.50%	59.02%	89.62%	88.02%	51.53%	52.28%	55.77%
	51 and over	2	14	3	25	9	34	58	72	217
	Percentage	100.00%	87.50%	37.50%	40.98%	8.49%	7.83%	3.06%	2.80%	4.26%

[Note] Total employees = the number of employees at the end of the reporting period.

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Note G - New Hires and Turnover Structure 401-1

		New Hires						Departed Employees					
		2019		2020		2021		2019		2020		2021	
		Number of Employees	%	Number of Employees	%	Number of Employees	%	Number of Employees	%	Number of Employees	%	Number of Employees	%
Gender	Male	1,072	62.8%	929	59.7%	658	55%	839	64.2%	847	63.3%	671	60.3%
	Female	635	37.2%	628	40.3%	538	45%	467	35.8%	491	36.7%	442	39.7%
Age Bracket	30 and under	1,322	77.4%	1,226	78.7%	909	76%	993	23.7%	875	65.4%	715	64.2%
	31-50 (incl.)	384	22.5%	327	21.0%	282	24%	309	76%	448	33.5%	385	34.6%
	51 and over	1	0.1%	4	0.3%	5	0.4%	4	0.3%	15	1.1%	13	1.2%
Region	Taipei/Taoyuan/Hsinchu	1,211	70.9%	1,073	68.9%	745	62.3%	1,158	88.7%	936	70.0%	759	68.2%
	Central Taiwan	259	15.2%	252	16.2%	232	19.4%	69	5.3%	198	14.8%	190	17.1%
	Southern Taiwan	237	13.9%	232	14.9%	219	18.3%	79	6%	204	15.2%	164	14.7%
TOTAL		1,707	100%	1,557	100%	1,196	100%	1,306	100%	1,338	100%	1,113	100%

[Note 1] New hires are cumulative for the year.

[Note 2] Central Taiwan—Central region and administrative areas. Southern Taiwan—Tainan, Kaohsiung, and administrative areas.

Note H - Employees Turnover Rate by Year 401-1

Year	2019	2020	2021
Average Turnover Rate Across All Employees	28%	26.44%	22.32%

[Note] Turnover Rate = Cumulative Total of Departures for Year / [(Total Employees at Beginning of Year + Total Employees at End of Year) / 2]

Note I - Average Training Hours 404-1

		2019			2020			2021		
		Number of Employees	Total Hours	Average Hours	Number of Employees	Total Hours	Average Hours	Number of Employees	Total Hours	Average Hours
Rank	General Employees	4,144	192,468	46.44	4,400	173,502	39.22	4,465	191,354	42.86
	Base-level Management	461	12,845	27.86	512	22,499	43.77	540	29,766	55.12
	Middle Management	96	3,860	40.21	68	4,071	59	69	3,278	47.51
	Senior Management	15	870	58	17	620.5	36.5	18	612	34.00
Gender	Male	2,956	126,025	42.63	3,091	124,997	47.69	3,078	137,256	44.59
	Female	1,760	84,018	47.74	1,906	75,698	41.98	2,014	87,754	43.57
TOTAL		4,716	210,043	45.19	4,997	200,693	44.62	5,092	225,010	44.19

[Note] Source from Sinyi e-Schools Training and Education System Data (01/01-12/31) included sum of branches training lessons.

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Note J - Percentage of Female Employees and Management

Year		2019	2020	2021
General Employees	Total	4,716	4,997	5,092
	Number of Female	1,760	1,906	2,014
	Percentage of Female	37.32%	38.14%	39.5%
Management Level	Total	572	597	627
	Number of Female	102	112	116
	Percentage of Female	17.83%	18.76%	18.5%

Note L - The Number of "Sinyi Babies"

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	TOTAL
Total Number of "Sinyi Babies"	181	211	253	217	212	204	156	182	255	1,871
First-Born Children	144	139	169	120	136	113	73	125	179	1,198
Subtotal of Second-Child or More	37	72	84	97	76	91	83	57	76	673
Second-Child	33	67	78	82	71	86	76	51	65	609
Third-Child	3	4	5	15	5	5	6	6	10	60
Fourth-Child	1	1	1	0	0	0	1	0	1	5

Note K - Employees Applications for Parental Leave and their Returns to Work 401-3

Type	Gender	2019	2020	2021
Number of Employees Eligible to Apply for Parental Leave ^{Note 1}	Male	321	288	270
	Female	180	154	155
	TOTAL	501	442	425
Number of Employees Applying for Parental Leave	Male	18	22	16
	Female	50	40	42
	TOTAL	68	62	58
Employees Eligible to Return Returning to Previous Positions after Unpaid Parental Leave [A]	Male	18	20	27
	Female	40	31	20
	TOTAL	58	51	47
Employees Returning to Previous Positions after Unpaid Parental Leave [B]	Male	10	14	18
	Female	25	25	12
	TOTAL	35	39	30
Return to Work Rate [B/A] ^{Note 2}	Male	56%	70%	67%
	Female	63%	81%	60%
Number of Employees that Returned to Work After Parental Leave in the Previous Year [C]	Male	17	10	14
	Female	41	25	25
	TOTAL	58	35	39
Employees Remaining at Company over 12 Months after Unpaid Parental Leave [D]	Male	14	10	10
	Female	32	23	23
	TOTAL	46	33	33
Retention Rate [D/C] ^{Note 3}	Male	82%	100%	71%
	Female	78%	92%	92%

[Note 1] Employees who are after six months of employment could apply for parental leave before each child reaches the age of three. For those who raise two or more children at the same time, their parental leave period shall be calculated together. We identified number for qualified parental leave by employees who applied for maternity subsidy.

[Note 2] Return to Work Rate = Actual Number of Employees Returning After Parental Leave [B] / Anticipated Number of Employees Returning After Parental Leave [A] x 100%

[Note 3] Retention Rate = Number of Employees Still at Company 12 Months after Returning from Parental Leave [D] / Number of Employees that Returned to Work After Parental Leave in the Previous Year [C] X 100%

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Note M –Work-Related Injuries and Ill Health Statistics

403-9

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SDG3

Year	2019		2020		2021	
Accident Type	General Work Injury	Work-related ill health	General Work Injury	Work-related ill health	General Work Injury	Work-related ill health
Number Of Recordable Work-Related Injuries	203	1	184	0	191	0
Number Of Fatalities	0	0	0	0	0	0
Lost Day	3,896 days		2,827 days		2,400 days	
Recordable Traffic Accident Injuries	N/A		294		231	
High-Consequence Traffic Accident Injuries	N/A		55 cases accounts for 18.71% of all traffic accidents		16 cases accounts for 17.39% of all traffic accidents	

[Note]

1. Total Working Hours =12,367,575 (number of employees* hours worked in a day* days worked in a year)

2. Total Work Days =1,374,175 (number of employees* days worked in a year)

3. Work-related injuries and ill health are those that arise from exposure to hazards at work. We disclosure lost days which included days from accident to recovery.

4. According to risk assessment and accident investigation, our work-related injuries are mostly caused by traffic accidents, and the number of high-consequence traffic accident injuries refers to those whose employees have taken more than 4 days off.

Note N - Disabling Injury Frequency Rate

403-9

SDG3

Year	2019	2020	2021
Male	7.01	10.01	11.09
Female	11.08	16.25	16.94
TOTAL	8.53	11.96	13.48

[Note] Disabling Injury Frequency Rate

[DIFR] = [Total Number of Recordable Disabling Injuries / Total Working Hours] x 1,000,000.

Note O - Lost Day Rate

SDG3

Year	2019	2020	2021
Male	181.14	159.72	194.15
Female	267.24	208.46	149.67
TOTAL	213.27	178.62	176.6

[Note] Lost Day Rate = (Lost Work Days / Total Work Hours) x 1,000,000

Note P - Absentee Rate

SDG3

Year	2019	2020	2021
Male	0.35%	0.24%	0.75%
Female	1.17%	0.44%	1.6%
TOTAL	0.66%	0.32%	1.09%

[Note] Absentee Rate = (Days Absent / Total Work Days) x 100%
Includes days absent due to sick leave, menstrual leave, and work injury leave

Note Q - Employees Engagement Survey Average Score Survey

Year	2019	2020	2021
Value identification	4.61	4.67	4.61
Job value	4.66	4.24	4.15
Behavioral identity	4.59	4.32	4.22
Passion for work	4.45	4.07	3.93
Balanced life	4.04	3.47	3.18
Growth needs	4.44	4.10	3.99
Organizational innovation	4.42	4.09	3.87
Department cooperation	4.41	4.11	3.89
Business strategy	4.43	4.04	3.81
Internal communication	4.26	3.90	3.61
Incentive mechanism	3.97	3.53	3.22

[Note] The questionnaire used Likert Scale.

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Sinyi Realty has reported the information cited in this GRI content index for the period year of 2021 [2021/01/01-2021/12/31] with reference to the GRI Standards. The following indicators have been verified externally, and the verification results are detailed in the independent assurance opinion statement.

GRI 1: Foundation 2021 [No disclosure index in GRI 1]

GRI 2: General Disclosure 2021

- Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
- The United Nations Global Compact (UNGC)
- ISO 26000 Guidance on Social Responsibility
- The UN Sustainable Development Goals (SDGs)

GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
GRI 2 : General Disclosure 2021			
The organization and its reporting practices			
2-1	Organizational details	1 About Sinyi Realty - Corporate Profile p. 5	
2-2	Entities included in the organization's sustainability reporting	1 About Sinyi Realty - About This Report p. 6 Sinyi Realty as the report entity	
2-3	Reporting period, frequency and contact point	1 About Sinyi Realty - About This Report p. 6	TWSE / TPEX Chapter 1, Chapter 5
2-4	Restatements of information	1 About Sinyi Realty - About This Report p. 6 , and explained in each chapter.	
2-5	External assurance	1 About Sinyi Realty - About This Report p. 6 8 Appendix - Independent Assurance Opinion Statement p. 107	TWSE / TPEX Chapter 1, Chapter 5
Activities and workers			
2-6	Activities, value chain and other business relationships	1 About Sinyi Realty - Corporate Profile p. 5 There are no any products or services that are banned in certain markets. 2 Sustainable Development - Sinyi Realty's Business Model p. 10 7 Supply Chain -Sinyi Realty Supply Chain System p. 67 No significant changes to the organization and its supply chain.	ISO 20400
2-7	Employees	1 About Sinyi Realty - Corporate Profile p. 5 8 Appendix - Sustainability Performance Overview p. 74 4 Social[Internal] - Positive Labor - Employer Relations p. 35 8 Appendix - Sustainability Performance Overview - Distribution of Contract Types p. 81	SDG8 UNGC Principle 6
2-8	Workers who are not employees	4 Social[Internal] - Positive Labor-Employer Relations p. 35 8 Appendix - Sustainability Performance Overview - Distribution of Contract Types p. 81	SDG8 UNGC Principle 6
Governance			
2-9	Governance structure and composition	6 Governance - Sustainable Governance Structure and Procedures p. 57 6 Governance - Sustainability Assessment, ESG Performance and Management p. 58 6 Governance - Board of Directors' Structure and Operation p. 59 Comprehensive Organizational Chart: Sinyi Sustainability Website - Governance Structure http://csr.sinyi.com.tw/en/governance/organization.php 6 Governance - Director Training p. 60	

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GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
2-10	Nomination and selection of the highest governance body	Sinyi Sustainability Website - Board of Directors http://csr.sinyi.com.tw/en/governance/board-of-directors.php	
2-11	Chair of the highest governance body	6 Governance - Corporate Vision p. 57 6 Governance - Sustainable Governance Structure and Procedures p. 57	
2-12	Role of the highest governance body in overseeing the management of impacts	2 Sustainable Development - Stakeholder Engagement p. 20 6 Governance - Corporate Vision p. 57 6 Governance - Responsible Unit for Sustainable Affairs: Total Ethical Management Committee p. 57 6 Governance - Sustainability Assessment, ESG Performance and Management p. 58 6 Governance - Processes for Consultation between Stakeholders p. 59 6 Governance - Risk Management p. 64	
2-13	Delegation of responsibility for managing impacts	6 Governance - Sustainability Assessment, ESG Performance and Management p. 58	
2-14	Role of the highest governance body in sustainability reporting	6 Governance - Corporate Vision p. 57 6 Governance - Responsible Unit for Sustainable Affairs: Total Ethical Management Committee p. 57	
2-15	Conflicts of interest	6 Governance - Board of Directors' Operations p. 59 Sinyi Realty 2021 Annual Report p. 3-26, 3-117, 8-36	
2-16	Communication of critical concerns	6 Governance - Board of Directors' Operations p. 59	
2-17	Collective knowledge of the highest governance body	6 Governance - Director Training p. 60	SDG4
2-18	Evaluation of the performance of the highest governance body	6 Governance - Performance Evaluations of the Board of Directors and Functional Committees p. 60	
2-19	Remuneration policies	6 Governance - Compensation and Sustainability Performance p. 60 6 Governance - Remuneration Mechanism for the Board of Directors p. 60 8 Appendix - Sustainability Performance Overview p. 78~81 Sinyi Realty 2021 Annual Report p. 3-17~3-25	
2-20	Process to determine remuneration	4 Social[Internal]- Reasonable Remuneration and Promotion System p. 38 2 Sustainable Development - Materiality Analysis p. 17, Stakeholder Engagement p. 20 Sinyi Sustainability Website - Functional Committees http://csr.sinyi.com.tw/en/governance/committee.php	
2-21	Annual total compensation ratio	Sinyi Realty takes Taiwan as the main location, and the personal highest annual income was 14.23 times higher than the median annual income of all employees in Taiwan. Taiwan's highest annual salary decrease percentage is 3.93%, so the highest individual annual income and the median annual income of all employees in the country (excluding the highest individual annual income) is minus 10.34 times.	

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GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	1 About Sinyi Realty - Message from the Management p. 3, 4	TWSE / TPEx Chapter 1
2-23	Policy commitments	6 Governance - Sustainable Development Strategy and Code p. 62 6 Governance - Whistleblower System p. 63 6 Governance - Risk Management p. 64 8 Appendix - Management of Material Topics p. 71~73 Sinyi Sustainability Website - Policies and Principles http://csr.sinyi.com.tw/en/certificates/policy.php	UNGC Principle 10
2-24	Embedding policy commitments	6 Governance - Sustainable Development Strategy and Code p. 62 8 Appendix - Management of Material Topics p. 71~73	
2-25	Processes to remediate negative impacts	2 Sustainable Development - Stakeholder Engagement p. 20 6 Governance - Whistleblower System p. 63 4 Social[Internal] - Communication Policy p. 35	
2-26	Mechanisms for seeking advice and raising concerns	6 Governance - Whistleblower System p. 63 Sinyi Sustainability Website - Ethics and Compliance http://csr.sinyi.com.tw/en/governance/ethics.php	
2-27	Compliance with laws and regulations	6 Governance - Compliance Management p. 63 5 Social[External]- p. 46, 47 [2 events of severe penalty, more than NTDS 100,000, and noncompliance with marketing related regulations; Error Rate on Instruction of Real Estate 0.002%] 8 Appendix - Sustainability Performance Overview p. 76 Sinyi Sustainability Website - Announcement http://csr.sinyi.com.tw/en/news/event.php	
2-28	Membership associations	Sinyi Sustainability Website - Governance Structure http://csr.sinyi.com.tw/en/governance/organization.php	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	2 Sustainable Development - Materiality Analysis p. 17 2 Sustainable Development - Stakeholder Engagement p. 20 4 Social[Internal]- employee engagement survey p. 35 Sinyi Realty 2021 Annual Report p. 3-64~3-68 The communication process has been developed and is not specifically carried out for this report.	ISO 26000 6.7.1, 6.7.2, 6.7.6 TWSE / TPEx Chapter 2, Chapter 6
2-30	Collective bargaining agreements	Although Sinyi Realty did not set up labor union and has no group agreement, it still holds a labor conference quarterly and has a transparent communication channels.	UNGC Principle 6



GRI Content Index

Material Topics

GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	2 Sustainable Development - Materiality Analysis p. 17~19	
3-2	List of material topics	2 Sustainable Development - Materiality Analysis p. 17~19 There is no significant difference in material topics and boundaries.	
Economic Performance			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 71	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	8 Appendix - Sustainability Performance Overview p. 74	SDG8 ISO 26000 6.8.1, 6.8.2, 6.8.3, 6.8.7, 6.8.9
201-2	Financial implications and other risks and opportunities due to climate change	3 Environment - Climate Governance and Action p. 27, 28 8 Appendix - TCFD content index p. 100 Sinyi Realty TCFD Report	UNGC Principle 7, SDG13, ISO 26000 6.5.5 TWSE / TPEx Chapter 2, Chapter 3, Chapter 6
201-3	Defined benefit plan obligations and other retirement plans	4 Social[Internal] - retirement plan p. 41	ISO 26000 6.8.7
201-4	Financial assistance received from government	The total amount of financial subsidies received from the government in 2021 was NT\$ 566,720, including: 1. The Environmental Protection Administration: Incentive NT\$ 300,000 for low-carbon product. 2. Taipei City Government Department of Economic Development: Subsidy of NT\$ 216,720 for installing smart energy saving system. 3. Taichung City Government Economic Development Bureau: Incentive NT\$ 50,000 for energy saving.	
Indirect Economic Impacts			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 71	
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	5 Social[External] - Input and Outcomes p. 54	SDG11 ISO 26000 6.3.9, 6.8.1, 6.8.2, 6.8.7, 6.8.9 TWSE / TPEx Chapter 4
203-2	Significant indirect economic impacts	5 Social[External] - Input and Outcomes p. 54 5 Social[External] - Community Building p. 49	SDG8, 10 ISO 26000 6.3.9, 6.6.6, 6.6.7, 6.7.8, 6.8.1, 6.8.2, 6.8.5, 6.8.7, 6.8.9 TWSE / TPEx Chapter 4

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GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
Water and Effluents			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 71	
GRI 303: Water and Effluents 2018			
303-3	Water withdrawal	3 Environment - Water Stewardship p.31 Sinyi Sustainability Website - Water Stewardship http://csr.sinyi.com.tw/en/environment/water-resources.php	SDG6 UNGC Principle 7,8 ISO 26000 6.5.4 TWSE / TPEX Chapter 3
303-4	Water discharge	Sinyi Sustainability Website - Water Stewardship http://csr.sinyi.com.tw/en/environment/water-resources.php	SDG6 ISO 26000 6.5.4 TWSE / TPEX Chapter 3
303-5	Water consumption	Sinyi Sustainability Website - Water Stewardship http://csr.sinyi.com.tw/en/environment/water-resources.php	SDG6
Emissions			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 71	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	3 Environment – Energy and Carbon Management p. 30 Sinyi Sustainability Website - GHG Inventory http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php	SDG3,12,13 UNGC Principle 7,8 ISO 26000 6.5.5 TWSE / TPEX Chapter 3
305-2	Energy indirect (Scope 2) GHG emissions	3 Environment – Energy and Carbon Management p. 30 Sinyi Sustainability Website - GHG Inventory http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php	SDG3,12,13 UNGC Principle 7,8 ISO 26000 6.5.5 TWSE / TPEX Chapter 3
305-3	Other indirect (Scope 3) GHG emissions	3 Environment – Energy and Carbon Management p. 30 Sinyi Sustainability Website - GHG Inventory http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php	SDG3,12,13 UNGC Principle 7,8 ISO 26000 6.5.5 TWSE / TPEX Chapter 3

GRI Content Index

GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
305-4	GHG emissions intensity	3 Environment - Energy and Carbon Management p. 30 Sinyi Sustainability Website - GHG Inventory http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php	SDG13 UNGC Principle 8 ISO 26000 6.5.5 TWSE / TPEX Chapter 3
305-5	Reduction of GHG emissions	3 Environment - From Nearly Zero to Net Zero p. 32 Sinyi Sustainability Website - GHG Inventory http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php	SDG13 UNGC Principle 8,9 ISO 26000 6.5.5 TWSE / TPEX Chapter 3
305-6	Emissions of ozone-depleting substances (ODS)	There is no ODS emissions in Sinyi Realty.	ISO 26000 6.5.3, 6.5.5 TWSE / TPEX Chapter 3
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	There is no such emissions in Sinyi Realty.	ISO 26000 6.5.3 TWSE / TPEX Chapter 3
Employment			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 72	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	4 Social[Internal] - Labor-employer Relations p. 35 Appendix - Sustainability Performance Overview Note G - new hires and turnover structure p. 83	SDG8 UNGC Principle 6 ISO 26000 6.4.3
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4 Social[Internal] - benefits and retirement plans p. 41 Sinyi Sustainability Website http://csr.sinyi.com.tw/en/employee/system.php	ISO 26000 6.4.4, 6.8.7
401-3	Parental leave	4 Social[Internal] - D&I policies p. 42 4 Social[Internal] - Benefits plans p. 41 8 Appendix - Sustainability Performance Overview Note K - employees applications for parental leave and their returns to work p. 84 Sinyi Sustainability Website https://csr.sinyi.com.tw/en/employee/system-3.php	ISO 26000 6.4.4

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GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
Occupational Health and Safety			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 71	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	4 Social[Internal] - occupational health and safety p. 39 Sinyi Sustainability Website http://csr.sinyi.com.tw/en/employee/workplace.php	ISO 26000 6.4.6
403-2	Hazard identification, risk assessment, and incident investigation	4 Social[Internal]- occupational health and safety p. 39 8 Appendix - Sustainability Performance Overview – Note M, N, O, P, U p. 85	ISO 26000 6.4.6, 6.8.8
403-3	Occupational health services	4 Social[Internal]- dedicated happy health management center p. 40	SDG3 ISO 26000 6.4.6, 6.8.8
403-4	Worker participation, consultation, and communication on occupational health and safety	Sinyi listens to employees' voices and has transparent communication channels; it holds the labor conference so Sinyi did not set up labour union. 4 Social[Internal] - p. 39	ISO 26000 6.4.6
403-5	Worker training on occupational health and safety	4 Social[Internal]- training for occupational health and safety p. 39	
403-6	Promotion of worker health	4 Social[Internal] - dedicated happy health management center p. 40	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4 Social[Internal] - Risk Assessment and Management p. 39	
403-8	Workers covered by an occupational health and safety management system	4 Social[Internal] - dedicated happy health management center p. 40	
403-9	Work-related injuries	4 Social[Internal]- occupational health and safety p. 39 8 Appendix - Sustainability Performance Overview - Note M, N, O, P, U p. 85	SDG3
403-10	Work-related ill health	8 Appendix - Sustainability Performance Overview - Note M, N, O, P, U p. 85	SDG3
Training and Education			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 72	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	4 Social[Internal] - overview of employee training p. 37 8 Appendix - Sustainability Performance Overview - Note I average training hours p. 83	SDG4, 8 ISO 26000 6.4.7

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GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
404-2	Programs for upgrading employee skills and transition assistance programs	4 Social[Internal] - lifelong learning p. 37, post-retirement re-employment p. 42 Sinyi Sustainability Website https://csr.sinyi.com.tw/en/employee/system-4.php	SDG8 ISO 26000 6.4.7, 6.8.5
404-3	Percentage of employees receiving regular performance and career development reviews	4 Social[Internal] - performance management p. 38	SDG8 ISO 26000 6.4.7
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 72	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Sinyi Sustainability Website http://csr.sinyi.com.tw/en/governance/board-of-directors.php http://csr.sinyi.com.tw/en/employee/appeal.php 4 Social[Internal] - employment overview p. 35 4 Social[Internal] - diversity and inclusion p. 42 8 Appendix - Sustainability Performance Overview Note F Employees Age Group p. 82	SDG8 UNGC Principle 6 ISO 26000 6.2.3, 6.3.7, 6.3.10, 6.4.3
405-2	Ratio of basic salary and remuneration of women to men	4 Social[Internal] - gender-friendliness p. 42	SDG8 ISO 26000 6.3.7, 6.3.10, 6.4.3, 6.4.4
Forced or Compulsory Labor			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 72	
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social[Internal]- LOHAS p. 64 7 Supply Chain -Supplier Risk Assessment and Evaluation p. 67, 70 Sinyi Sustainability Website http://csr.sinyi.com.tw/en/employee/workplace.php http://csr.sinyi.com.tw/en/supplychain/achievement.php	SDG8 UNGC Principle 4 ISO 26000 6.3.3, 6.3.4, 6.3.5, 6.3.10, 6.6.6 TWSE / TPEX Chapter 4

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GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
Supplier Social Assessment			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 72	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Sinyi Sustainability Website http://csr.sinyi.com.tw/en/supplychain/achievement.php	SDG8 UNGC Principle 2 ISO 26000 6.3.3, 6.3.4, 6.3.5, 6.4.3, 6.6.1, 6.6.2, 6.6.6, 6.8.1, 6.8.2, 7.3.1 TWSE / TPEX Chapter 4
414-2	Negative social impacts in the supply chain and actions taken	7 Supply Chain -Supplier Risk Assessment and Evaluation p. 68, 69, 70 Sinyi Sustainability Website http://csr.sinyi.com.tw/en/supplychain/achievement.php	SDG8 ISO 26000 6.3.3, 6.3.4, 6.3.5, 6.4.3, 6.6.1, 6.6.2, 6.6.6, 6.8.1, 6.8.2, 7.3.1 TWSE / TPEX Chapter 4
Customer Health and Safety			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 73	
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	5 Social[External] - guarantee service p. 47	ISO 26000 6.7.1, 6.7.2, 6.7.4, 6.7.5, 6.8.8 TWSE / TPEX Chapter 4
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Non-related event	ISO 26000 4.6, 6.7.1, 6.7.2, 6.7.4, 6.7.5, 6.8.8 TWSE / TPEX Chapter 4

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GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
Marketing and Labeling			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 73	
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	5 Social[External] - Protecting Customers' Rights p. 47	SDG12 ISO 26000 6.7.1, 6.7.2, 6.7.3, 6.7.4, 6.7.5, 6.7.9 TWSE / TPEX Chapter 4
417-2	Incidents of non-compliance concerning product and service information and labeling	5 Social[External] - Performance Overview p. 46	ISO 26000 4.6, 6.7.1, 6.7.2, 6.7.3, 6.7.4, 6.7.5, 6.7.9 TWSE / TPEX Chapter 4
417-3	Incidents of non-compliance concerning marketing communications	There was one severe penalty, please refer to p. 47	ISO 26000 4.6, 6.7.1, 6.7.2, 6.7.3 TWSE / TPEX Chapter 4
Customer Privacy			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 73	
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	8 Appendix - Sustainability Performance Overview p. 76	ISO 26000 6.7.1, 6.7.2, 6.7.7 TWSE / TPEX Chapter 4

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GRI Standard	Disclosure	Page number(s) and / or URL	Responding to International Standards
Digital Resilience			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 73	
Digital Resilience			
Custom	Digital Resilience	5 Social[External] - Exceptional Service and Innovation p. 48 6 Governance - Risk Management p. 64 Sinyi Sustainability Website http://csr.sinyi.com.tw/en/governance/risk-management.php	
Promotion of Business Ethics			
GRI 3: Material Topics 2021			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 73	
Promotion of Business Ethics			
Custom	Promotion of Business Ethics	5 Social[External] - Input and Outcomes p. 54 5 Social[External] - Promotion of Business Ethics p. 51	TWSE / TPEx Chapter 4

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Sustainability Accounting Standards Board (SASB) Content Index

Sinyi Realty selects applicable indicators from 11 sectors and 77 industries in the SASB Materiality Map of the SASB Standards:

- Sector: Infrastructure
- Industry: Real Estate Services

Sustainability Strategies and Goals of SASB Material Topics

- Product Design & Lifecycle Management
- Business Ethics

	Product Design & Lifecycle Management	Business Ethics
Meaning to Sinyi	Sinyi Realty has deemed "to foster secure, efficient, and reasonable realty transactions through the synergy of expertise and teamwork." as our creed. The only way to achieve sustainable development is to comply with business ethics and to consider the interests of all stakeholders.	Sinyi Realty is a company operating with a focus on trust. Adhering to ethics and demonstrating integrity is the most important way to win trust, and even the only way in the long run. It is the first priority for Sinyi's sustainable operation.
Our Commitments	Adhering to the spirit of "put righteousness before profit," Sinyi Realty continues to innovate based on customer needs and business ethical thinking. In our operations, we design new service models to solve social problems and upgrade services through digital technology to provide better services.	Following our business philosophy of "Sinyi begins with trust and ends with perfection," Sinyi Realty will implement integrity management in all aspects of the company's operations and continue to improve to create an integrity management and legal compliance culture to ensure all the stakeholders have their long-term interests met.
Policy	<ol style="list-style-type: none"> 1. Pay attention to market changes and customer needs, and develop new service models accordingly. 2. Review the implementation of policies in accordance with the regularly held annual plan meetings and quarterly review meetings. 3. Establish innovation management systems and methods. 	<ol style="list-style-type: none"> 1. The main policy is to implement our mission of "Sinyi People, Sinyi Company, Sinyi Society." 2. The guiding principle is to integrate ethics and integrity in daily customer service and management. 3. Established the "Sinyi Realty Inc. Ethical Corporate Management Best Practice Principles," "Sinyi Realty Inc. Sustainable Development Best Practice Principles," and "Sinyi Group Code of Conduct."
Responsibility	Total Ethical Management Committee – Social Inclusion Group	Total Ethical Management Committee - Corporate Governance Group
Resources	HR: Customer Service Department, Innovation and Integration Division, Digital Intelligence Center Funding: Develop innovative services	HR: Corporate Ethics Office, Audit Office Funding: Risk management and internal control systems, and promoting business ethics and legal compliance
Grievance Mechanisms	<ol style="list-style-type: none"> 1. Customer complaint hotline: 0800-211-922 2. 24-hour online customer service 3. Customer Service Email: sinyi@sinyi.com.tw 4. Please refer to "Stakeholder Engagement" section 	<ol style="list-style-type: none"> 1. Founder Internal Email 2. Corporate Ethics Office Email 3. Customer complaint hotline: 0800-211-922 4. Contact the Audit Office in order to express the opinion or report inappropriate behavior of colleagues.
Evaluation Mechanisms and Results	<ol style="list-style-type: none"> 1. Include service innovation as an important annual plan. 2. Customer satisfaction and opinion survey. 	<ol style="list-style-type: none"> 1. Chief Ethics Officer regularly reports on the integrity management to the Board of Directors. 2. Compliance assessment. 3. All employees signed the "Sinyi Group Code of Conduct" with a completion rate of 100%.
Reference pages	Value Creation Process - Sustainable Innovation p. 8~10 Stakeholder Engagement p. 20 Exceptional Service and Innovation p. 48	Ethics and Integrity p. 62 Compliance management and related instructions p. 63, 47, 76, 94

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Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Accounting Metric	2021 Disclosure	Reference pages
SUSTAINABILITY SERVICES				
Revenue from energy and sustainability services	IF-RS-410a.1	<ul style="list-style-type: none"> The entity shall disclose its revenue from energy and sustainability services. The entity shall provide a description of the energy and sustainability services it offers. 	<p>Sinyi Realty primarily provides real estate sales and rental brokerage services. Specific services include sales and leases for pre-sold, surplus and individual units, first-hand and second-hand units; including residential houses, offices, plants, land, and parking spaces. Sinyi does not primarily rely on the provision of sustainable energy services as a source of income, so it does not directly derive income from energy and sustainable services.</p> <p>[Measures of improvement and future goals]</p> <p>In the service process of real estate brokerage, we also provide community residents' daily life services, such as: one-day plumbers, health inspections of power distribution boxes, top floor greening, etc. In response to community residents' needs, we provide residents with brokerage services related to energy-saving services of professional suppliers.</p> <p>Sinyi Realty's real estate brokerage services are certified by the Environmental Protection Administration's Carbon Footprint Label and Carbon Footprint Reduction Label, and the low-carbon service revenue accounts for 100%.</p> <p>Sinyi's real estate brokerage service income was NT\$13.105 billion.</p>	Main Products and Services p. 5 Value Chain p. 9
(1) Floor area and (2) number of buildings under management provided with energy and sustainability services	IF-RS-410a.2	<p>The entity shall disclose</p> <p>(1) The floor area under management for which it provided energy and/or sustainability related services during the reporting period.</p> <p>(2) The number of buildings for which it provided energy and sustainability-related services during the reporting period.</p>	Not applicable. Sinyi is a company that provides real estate brokerage services. It does not provide property management services, so it does not have building area and quantity which provide energy and sustainability-related services.	
(1) Floor area and (2) number of buildings under management that obtained an energy rating	IF-RS-410a.3	<p>The entity shall disclose</p> <p>(1) The floor area under management that obtained an energy rating during the reporting period.</p> <p>(2) The number of buildings that obtained an energy rating during the reporting period.</p>	Not applicable. Sinyi is a company that provides real estate brokerage services. It does not provide property management services. Therefore, it does not conduct energy rating for buildings that provide energy and sustainable services.	
TRANSPARENT INFORMATION & MANAGEMENT OF CONFLICT OF INTEREST				
Brokerage revenue from dual agency transactions	IF-RS-510a.1	<ul style="list-style-type: none"> The entity shall disclose its revenue from real estate sales brokerage services that directly resulted from dual agency transactions. The entity shall describe its policies and practices to assure the professional integrity and duty of care of its workforce in avoiding of conflicts of interest in dual agency transactions. 	<p>Taiwan's real estate brokerage system is a dual agency system (both buyers and sellers can be dealt with by the same company), and we use this boundary for disclosure. In 2021, Sinyi Realty's real estate brokerage services directly derived income from dual agency transactions totaled NT\$13.298 billion.</p> <p>[Measures of improvement and future goals]</p> <p>To implement the company's ethical behavior and integrity management that benefit corporate sustainability, Sinyi has formulated and promoted various codes of conduct, such as the "Sinyi Realty Inc. Ethical Corporate Management Best Practice Principles," and stated what code of conduct and ethical principles should be abided by in relevant code to ensure employees' integrity and obligations and avoid interest conflicts in dual agency.</p> <p>Please refer to the "Ethics and Integrity" (p. 62) to learn more about how Sinyi Realty ensures professional and business ethics.</p>	Ethics and Integrity p. 62

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Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Accounting Metric	2021 Disclosure	Reference pages
TRANSPARENT INFORMATION & MANAGEMENT OF CONFLICT OF INTEREST				
Revenue from transactions associated with appraisal services	IF-RS-510a.2	<ul style="list-style-type: none"> The entity shall disclose the amount of revenue generated from transactions. The entity shall describe its policies and practices to assure the professional integrity and duty of care of its workforce in avoiding conflicts of interest in appraisal services. 	Not applicable. Sinyi only provides relevant market information to the seller as a reference for selling price during the process of housing brokerage services. It does not provide appraisal services, so there is no income from appraisal services.	
Amount of legal and regulatory fines and settlements associated with professional integrity or duty of care	IF-RS-510a.3	<ul style="list-style-type: none"> The entity shall disclose the total amount of monetary losses it incurred during the reporting period as a result of legal proceedings associated with professional integrity or duty of care. The entity shall briefly describe the nature and context of all monetary losses as a result of legal proceedings. The entity shall describe any corrective actions it has implemented as a result of the legal proceedings. 	Sinyi Realty didn't face any monetary loss due to fraud, corruption or bribery in 2021.	Ethics and Integrity p. 62

Activity Metrics

Code	Accounting Metric	2021 Disclosure	Reference pages
IF-RS-000.A	Number of property management clients, categorized by: (1) tenants and (2) real estate owners	Not applicable. Sinyi Realty is a company that provides real estate brokerage services. It does not provide property management services, so it does not have property management clients.	
IF-RS-000.B IF-RS-000.C	Floor area under management with owner operational control Number of buildings under management with owner operational control	Sinyi Realty headquarters building is our own assets with owner operational control and available for lease. The total floor area of the Sinyi Realty headquarters building is 17,663.7 square meters.	
IF-RS-000.D	Number of leases transacted, categorized by: (1) tenants and (2) real estate owners	Taiwan's real estate brokerage system is a dual agency system (both buyers and sellers can be dealt with by the same company). Therefore, the number of tenants and real estate owners in Sinyi Realty lease transactions is the same, totaling 4,602.	
IF-RS-000.E	Number of appraisals provided	Not applicable. Sinyi only provides relevant market information to the seller as a reference for selling price during the process of housing brokerage services. It does not provide appraisal services, so there is no appraisal number.	

- This appendix refers to the industry standards of the Sustainability Accounting Standards Board, and passed independent third-party audit (please refer to the Independent Assurance Opinion Statement p. 107)
- SASB Materiality Map: <https://materiality.sasb.org/>
- For more information about SASB, please refer to <https://www.sasb.org/>

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Task Force on Climate-Related Financial Disclosures (TCFD) Content Index

Although the real estate brokerage industry is not a major producer of carbon emissions, Sinyi Realty still focuses on the impact of climate change and implements climate-related risk manage in compliance with the TCFD structure of "governance, strategy, risk management, and metrics and targets," for disclosing climate governance information to enhance climate resilience, promote sustainable business operations and integrate industry forces to resolve disasters caused by "climate emergency."

Code	TCFD Recommended Disclosure	2021 Disclosure	Reference Pages
GOVERNANCE [Disclose the organization's governance around climate-related risks and opportunities.]			
TCFD 1(a)	Describe the board's oversight of climate-related risks and opportunities.	1. Process and frequency by which the Board are informed about climate-related issues: Total Ethical Management Committee (TEM Committee) reports climate-related performance annually to the Board of Directors so that the Board can review ESG impact, performance and strategic goals.	p. 57, 58
		2. Supervision and management of which the Board consider climate-related issues when reviewing, guiding strategy and so on: Sinyi convenes the Board meetings at least once every 2 month. The Board of Directors reviews business performance, discusses important strategic issues and critical concerns, including economic, environmental (including climate-related issues), social impacts, risks, and opportunities. The Chairperson represents to sign Sinyi Sustainable Development Policy .	p. 58, 59, 64
		3. The Board monitors and oversees progress against goals and targets for addressing climate-related issues: As the top management unit supervising climate-related issues, the Board of Directors is responsible for reviewing the annual risk management report and audit report to ensure the effective implementation of the climate-related risk management system.	p. 27
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.	1. Organization assign climate-related responsibilities: The "Total Ethical Management Committee (TEM Committee)" is subordinate to the Board and the top-level ESG promotion organization within Sinyi to formulate Sinyi's climate-related strategies and goals, and regularly reviews performance and the progress of achievement. The TEM Committee has set up a cross-department subordinate of "Environment Group" to manage and implement environmental and climate-related plans.	p. 27, 57
		2. Description of the associated organizational structures: Please refer to " Climate Governance and Action – Governance ", " TEM Committee " and " Risk Management Organization ."	p. 27, 57, 64
		3. Management process of monitoring climate-related issues: The TEM Committee is responsible for climate-related project management, which is overseen by the Board. Corporate Sustainability Office, the management unit of TEM Committee, regularly reports to the Board on results of climate-related projects. The Board reviews ESG impacts, performance, and strategic goals; complies with the risk management procedures to reduce the threats caused by occasional climate events.	p. 57, 58
STRATEGY [Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.]			
TCFD 2(a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	1. Short-, medium-, and long-term climate-related risks and opportunities: (1) Short-term: Enhanced emissions-reporting obligations, costs to transition to lower emissions technology (low-carbon services), increased energy costs, increased severity and frequency of extreme weather events. (2) Medium-term: Changing customer behavior, increased stakeholder concern or negative feedbacks, reduction of paper usage, use of low-carbon energy. (3) Long-term: Rising mean temperatures, changes in precipitation patterns	p. 27 Website
		2. Define time horizons: Short-term: within 1 year(~2022), medium-term: 1-10 years(~2030), long-term: 10-30 years (~2050).	p. 27
		3. Financial impact of risks and opportunities: Please refer to " Climate Governance and Action – Strategy ."	p. 27
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	1. Organizational risk and opportunity assessment: Please refer to " Opportunities and Risks ."	p. 15, 64
		2. Climate-related issues affect business, strategy and financial planning: Please refer to " Climate Governance and Action – Strategy ."	p. 27
TCFD 2(c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	1. Climate-related scenario analysis: Applied two climate-related scenarios, "2DS+NDCs" and "RCP8.5," to analyze physical risks and transition risks. (1) 2DS+NDCs: In line with the Paris Agreement and the government's decarbonization pathway of "Net Zero by 2050", Sinyi Realty has set 2030 GHG reduction goal and will purchase renewable energy, which is expected to increase the unit cost of electricity consumption; as a result, the increased cost by using renewable energy will account for about 0.2% of total revenue. (2) RCP8.5: The scenario involves an annual temperature increase of 1.62° C and an annual precipitation increase of 75.74 mm/day. Sinyi Realty predicts that it will cause approximately 5.4% increase in electricity consumption by air-conditioning devices by 2030, and the incremental costs account for approximately 0.24% of the total revenue.	Website

For more information about TCFD, please refer to: [Sinyi Realty TCFD Report](#)

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Code	TCFD Recommended Disclosure	2021 Disclosure	Reference Pages
RISK MANAGEMENT [Disclose how the organization identifies, assesses, and manages climate-related risks.]			
TCFD 3(a)	Describe the organization's processes for identifying and assessing climate-related risks.	<ol style="list-style-type: none"> 1. Risk management processes for identifying and assessing climate-related risks: In response to possible climate-related physical risks and transition risks, we reassess the climate-related impact every year, explore business opportunities, strategies and action plans in a systematic way. 2. Risk scope assessment and risk classification definition: Please refer to "Risk Management Policy" and "Risk Management Process." 	p. 15, 28, 64
TCFD 3(b)	Describe the organization's processes for managing climate-related risks.	<ol style="list-style-type: none"> 1. Risk management processes for managing climate-related risk: The Board of Directors regards the impact of climate change as a material risk. Based on the results of the identification and assessment of climate-related risks, strategies for climate-related issues are formulated and managed in the TEM committee. Climate-related issues are managed systematically through ISO management system verification and carbon emissions verification, and the performance are regularly reported to the Board. 2. Prioritizing climate-related risks: We identified the types of high impacts of climate-related risk as "transition to low-emissions technology (low-carbon services)," "enhanced emissions-reporting obligations," "increased energy costs" and "increased severity and frequency of extreme weather events." 	p. 15, 28, 64
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<ol style="list-style-type: none"> 1. Integration of climate-related risks and overall risk management system: <ol style="list-style-type: none"> (1) Sinyi Realty integrates climate-related and other operational risks into overall risk management system, and conducts regular identification, evaluation and management through standardized procedures. (2) Each department in Sinyi Realty identifies relevant risks so that be reviewed at annual and quarterly plan-review meeting. (3) The TEM committee determines material risks and regularly reports to the Board of Directors. As the top management unit supervising climate-related issues, the Board of Directors is responsible for reviewing the annual risk management report and audit report to ensure the effective implementation of the climate-related risk management system. (4) The executive team appointed by the TEM committee serves as the risk owner of material risks and is responsible for setting risk management targets and related policies. 	p. 28
METRICS AND TARGETS [Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.]			
TCFD 4(a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<ol style="list-style-type: none"> 1. Key metrics: Please refer to "Climate Governance and Action – Metrics and Target". 2. Climate-related performance metrics are incorporated into remuneration policies: The "Long-Term Value Contribution Rewards" for senior managers are connected to their sustainability performance. The evaluation includes the performance of climate-related indicators. Please refer to "Board Member Compensation and Sustainability Performance." 	p. 28
TCFD 4(b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Greenhouse Gas Inventory: In accordance with ISO 14064-1:2018 requirements, Sinyi Realty reported on 100% of emissions from the organization's operating activities in the operational boundary, including direct GHG emissions (category 1), indirect GHG emissions from energy (category 2) and other indirect GHG emissions (category 3~6) and has passed the verification by an independent third party.	p. 60
TCFD 4(c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Other climate-related goals and targets: Sinyi Realty has set the short-, medium- and long-term goals for "reduction in carbon emissions per transaction," "reduction in GHG emissions (category 1&2)," "reduction in per capita water consumption," "reduction in paper usage per service," and "renewable energy consumption." Through the internal management mechanism, we can realize the goal of reducing carbon emissions and improving energy efficiency.	p. 30
TCFD 4(c)			p. 26

- The table above display the summary, for more information about climate-related risk management, please refer to [Sinyi Realty TCFD Report](#)
- For more information about climate-related risk management, please refer to <https://csr.sinyi.com.tw/en/environment/climate-related.php>
- This appendix discloses climate-related financial information in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures. The maturity model of climate-related financial disclosures of Sinyi Realty verified by an independent third-party is "Level 5+: Excellent". [Please refer to "[Verification Opinion Statement / Certificate of Registration](#)" p. 105]
- For more information about TCFD, please refer to <https://www.fsb-tcfd.org/>

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SDGs Goals and Targets		Sinyi's Major Contributions Toward the SDGs	
 GOAL 3 Ensure healthy lives and promote well-being for all at all ages	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.	<ul style="list-style-type: none"> Hold regular traffic rules, fire drill, and first aid training courses. 	 p. 39 Occupational Health and Safety Management System
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	<ul style="list-style-type: none"> Set up the "Happy Health Management Center" to provide consultation and systematic health systematic health management. 	 p. 40 Happy Health Management Center  p. 41 SinFu Coins
 GOAL 4 Ensure inclusive and equitable quality education and promote lifelong learning	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.	<ul style="list-style-type: none"> Regularly arrange advanced education for senior management and the Board of Directors. 	 p. 60 Director training
	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	<ul style="list-style-type: none"> Improve the real estate professionalism by taking advantage of the Sowing Seeds on Campus Program, industry-university cooperation. 	 p. 36 Campus Program
 GOAL 5 Achieve gender equality and empower all women and girls	4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.	<ul style="list-style-type: none"> Through Sinyi Lecture Hall, Sinyi School at NCCU and other charity donations, the concept of sustainability and ethics will be promoted to schools and society. 	 p. 50 Sinyi Culture Foundation  p. 51 Business Ethics Podcast  p. 52 Sinyi School at NCCU
	4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	<ul style="list-style-type: none"> Gender equality at work, diversified employment. Provide birth incentives, maternity benefits, and develop maternal health protection plan. 	 p. 42 Diversified employment, Gender Equality at work, Second-child Grants

Sinyi's Contribution to the SDGs



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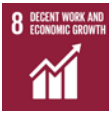








SDGs Goals and Targets		Sinyi's Major Contributions Toward the SDGs	
 GOAL 7 Ensure access to affordable, reliable, sustainable and modern energy for all	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	<ul style="list-style-type: none"> • Increase renewable energy consumption. • Support the development of low-carbon and renewable energy. 	 p. 32 Renewable energy
	7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.		
 GOAL 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.	<ul style="list-style-type: none"> • Via digital transformation to enhance business resilience. • TCFD was introduced in response of climate-related risks. 	 p. 64, 48 Digital resilience, innovation services
	8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.	<ul style="list-style-type: none"> • We designed our salary and incentives system based on staff long-term development point of view. • Reduce any form of forced labor. 	 p. 64, 27 TCFD
	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	<ul style="list-style-type: none"> • Through ESG sustainable evaluation, we focus on human rights and occupational health and safety. 	 p. 36 30-day Work Appraisal Program
	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.		 p. 44 LOHAS
			 p. 69 Conduct ESG risks audit to confirm suppliers compliance with human rights
 GOAL 10 Reduce inequality within and among countries	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	<ul style="list-style-type: none"> • Provide scholarships to ensure that students in rural areas and underprivileged families have access to education. 	 p. 53 Scholarships
	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	<ul style="list-style-type: none"> • To eliminate unfairness and discrimination in society. 	 p. 50 Gung-Ho Project

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SDGs Goals and Targets		Sinyi's Major Contributions Toward the SDGs	
 GOAL 11 Make cities and human settlements inclusive, safe, resilient and sustainable	11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.	<ul style="list-style-type: none"> To promote community building, connect local organizations and resources for cultural reservation, hard-ware renovation and local vitalization activities. 	 p. 49 Community Building Project
	11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.		
 GOAL 12 Ensure sustainable consumption and production patterns	11.a Support positive economic, social and environmental links between urban, per-urban and rural areas by strengthening national and regional development planning.	<ul style="list-style-type: none"> Improve resource efficiency. Waste management and circular economy. 	 p. 29 Service carbon footprint  p. 31 Water stewardship  p. 31 Environment Management system  p. 31 Waste reduction and lending service
	12.2 By 2030, achieve the sustainable management and efficient use of natural resources.		
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.		
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.		
 GOAL 13 Take urgent action to combat climate change and its impacts	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.	<ul style="list-style-type: none"> Implement TCFD, SASB to strengthen ESG disclosure. Enhance knowledge and skills of sustainability through activities and training. Promote the concept of sustainability through various channels. Work with the community to make clean products from renewable resources. 	 p. 58, 61 Management of the Sustainability Report  p. 58 Sustainability Promotion  p. 53 ISO 20121 sustainable events  p. 48 Community engagement
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.		
 GOAL 17 Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	<ul style="list-style-type: none"> Raise awareness and work together with our suppliers to achieve a low-carbon supply chain. Improve customer satisfaction and corporate governance through innovation with suppliers. Join the associations, alliances, or initiatives. 	 p. 69 GHG emissions of energy survey to key suppliers  p. 69 Innovate with partner suppliers to promote a sustainable and better life for all  Join associations

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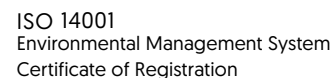
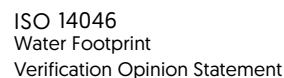
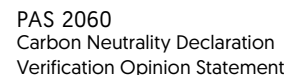
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(No. 2016812001)



Certificate for the Use of Product
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(No. R2016812001)



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INDEPENDENT ASSURANCE OPINION STATEMENT

Sinyi Realty 2021 Sustainability Report

The British Standards Institution is independent to Sinyi Realty Inc. (hereafter referred to as Sinyi Realty in this statement) and has no financial interest in the operation of Sinyi Realty other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of Sinyi Realty only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by Sinyi Realty. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Sinyi Realty only.

Scope

The scope of engagement agreed upon with Sinyi Realty includes the following:

1. The assurance scope is consistent with the description of Sinyi Realty 2021 Sustainability Report.
2. The evaluation of the nature and extent of the Sinyi Realty's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.
3. The assessment of disclosure to be in conformance with the applicable SASB industry standard in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the Sinyi Realty 2021 Sustainability Report provides a fair view of the Sinyi Realty sustainability programmes and performances during 2021. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the Sinyi Realty and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate Sinyi Realty's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that Sinyi Realty's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards and SASB Standard (REAL ESTATE SERVICES Sustainability Accounting Standard) were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a review of issues raised by external parties that could be relevant to Sinyi Realty's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 6 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000AP (2018).
- an assessment of the organization's use of metrics or targets of SASB Standard to assess and manage topic-related risks and opportunities.

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness and Impact of AA1000AP (2018) and GRI Standards and SASB Standard are set out below:

Inclusivity

This report has reflected a fact that Sinyi Realty has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the Sinyi Realty's inclusivity issues.

Materiality

Sinyi Realty publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of Sinyi Realty and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the Sinyi Realty's management and performance. In our professional opinion the report covers the Sinyi Realty's material issues.

Responsiveness

Sinyi Realty has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for Sinyi Realty is developed and continually provides the opportunity to further enhance Sinyi Realty's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the Sinyi Realty's responsiveness issues.

Impact

Sinyi Realty has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. Sinyi Realty has established processes to monitor, measure, evaluate and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the Sinyi Realty's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

Sinyi Realty has provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic-specific Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard (REAL ESTATE SERVICES Sustainability Accounting Standard) are reported, partially reported or omitted. In our professional opinion the self-declaration covers the Sinyi Realty's sustainability topics.

SASB Standard

Sinyi Realty provided us with their self-declaration of in accordance with SASB Standard (REAL ESTATE SERVICES Sustainability Accounting Standard). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard (REAL ESTATE SERVICES Sustainability Accounting Standard) are reported, partially reported or omitted. In our professional opinion the self-declaration covers disclosure topics, associated accounting metrics and activity metrics for applicable SASB industry standard.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the Sinyi Realty's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



Peter Pu, Managing Director BSI Taiwan



Statement No: SRA-TW-2021045

2022-06-06

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Ni-Hu Dist., Taipei 114, Taiwan, R.O.C.

A Member of the BSI Group of Companies.

Stakeholder Questionnaire

We hope the questionnaire could enhance interaction with the stakeholders who care about Sinyi Realty. To find out your valuable advice and recommendations on our ESG practices. Furthermore, to disclosure with the material topics you are concerned in the next sustainability report.

Which of the following stakeholder groups do you associate with? (select all that apply)

☐ Customers
 ☐ Employee in Sinyi Group
 ☐ Investor
 ☐ Community or Local Group
 ☐ Supplier
 ☐ Government/Academic Unit
 ☐ Media
 ☐ Others

Please select the degree of your concern to the topics listed below:

1. Environmental E

Not Concerned Normal Very Concerned

Green Procurement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biodiversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Greenhouse Gas Emissions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste Disposal Method	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ecosystem Protection	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Green Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Social S

Not Concerned Normal Very Concerned

Employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Talent Training and Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational Climate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Not Concerned Normal Very Concerned

Remuneration and Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity and Equality Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced Labor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freedom of Association and Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Occupational Health and Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational Identity and Retention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-Life Balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customer Relations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service Innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital Resilience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transaction Security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Please select the degree of your concern to the topics listed below:

2. Social S

Not Concerned Normal Very Concerned

Quality of Service and Customer Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information Disclosure and Transparency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate Image	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing Justice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lifelong Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Competitive Behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Philanthropy and Donations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changes in Population Structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion of Culture and Creativity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Industrial Development and Policy Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supply Chain Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair Purchasing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supplier Social Assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Governance G

Not Concerned Normal Very Concerned

Operating Performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Governance Structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal Compliance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethics and Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Risk Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shareholder Equity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Audit Mechanisms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial Transparency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stakeholder Engagement and Grievance Mechanisms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other Suggestion

After completing this anonymous questionnaire, please send it to "Corporate Sustainability Office":
 Fax: +886-2-2722-2515
 E-mail: csr@sinyi.com.tw
 Add: No. 100 Xinyi Rd. Sect. 5, Xinyi District, Taipei City, Taiwan

Alternatively, you can also fill out our questionnaire online:
<http://csr.sinyi.com.tw/en/interactive/survey.php>



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