

# Management of Material Topics 2-23 2-24 3-3

## • 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.

## 2050 ESG Management Policy - Sinyi 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 to Sinyi	Commitment and Policy	Impact	Action Plan	Evaluation Mechanism and Result	Pages
<b>GRI</b> 201 Economic Performance	<b>G</b> We have consistently believed that if we can uphold sustainable development, 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"> <li>Corporate Governance Evaluations top 5% of listed companies</li> <li>Board performance evaluation</li> </ul>	<a href="#">p. 60</a>
<b>GRI</b> 203 Indirect Economic Impacts	<b>S</b> 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"> <li>Community building projects judging panel</li> <li>Cumulative proposal coverage rate</li> </ul>	<a href="#">p. 53</a>
<b>GRI</b> 303 Water and Effluents	<b>E</b> Taiwan has encountered droughts and floods in recent years; some areas have experienced severe water shortage. In response 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 implemented water efficiency management system and water footprint verification, enhanced water saving approaches for better management.	<ul style="list-style-type: none"> <li>ISO 46001 water efficiency management system</li> <li>ISO 14046 water footprint</li> <li>Water consumption per capita</li> </ul>	<a href="#">p. 34</a>
<b>GRI</b> 305 Emission	<b>E</b> Real estate brokerage industry is not included in high-emission sectors. However, Sinyi has always actively promoting environmental sustainability policies to respond to global climate crisis and carbon management issues.	Set carbon reduction target which complies with SBT 1.5 °C pathway. Develop climate resilient services; 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"> <li>Service carbon footprint</li> <li>GHG emissions (category 1+2)</li> </ul>	<a href="#">p. 32</a> <a href="#">p. 33</a>
<b>GRI</b> 403 Occupational Health and Safety	<b>S</b> 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 with Occupational Safety and Health Law.	Incidents in the workplace will detract from the trust of employees and t 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"> <li>Traffic accidents rate</li> <li>Continuously monitor labor safety data and working hours</li> </ul>	<a href="#">p. 44</a>

Material Topics → Sustainability Principle	Meaning to Sinyi	Commitment and Policy	Impact	Action Plan	Evaluation Mechanism and Result	Pages
<b>GRI</b> 409 Forced or Compulsory Labor	<b>S</b> 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.	<ul style="list-style-type: none"> <li>Balanced life average score from employees engagement survey</li> </ul>	p. 39
<b>GRI</b> 401 Employment	<b>S</b> 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.	<ul style="list-style-type: none"> <li>Employees engagement survey average score</li> <li>Turnover rate</li> </ul>	p. 39
<b>GRI</b> 404 Training and Education	<b>S</b> 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.	<ul style="list-style-type: none"> <li>Average hours of training</li> </ul>	p. 41
<b>GRI</b> 405 Diversity and Equal Opportunity	<b>S</b> 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.	<ul style="list-style-type: none"> <li>Parental Leave table</li> <li>The percentage of female management</li> <li>The percentage of female employees</li> </ul>	p. 46 p. 92
<b>GRI</b> 414 Supplier Social Assessment	<b>SC</b> 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.	<ul style="list-style-type: none"> <li>100% key suppliers signed the Business Code of Conduct and Sustainability Terms.</li> <li>Successfully collected back 78.4% of 132 key suppliers' annual ESG self-assessment survey.</li> <li>Key suppliers inspection rate reached 96.2%.</li> <li>100% of key suppliers have been inventoried.</li> </ul>	p. 76

Material Topics → Sustainability Principle	Meaning to Sinyi	Commitment and Policy	Impact	Action Plan	Evaluation Mechanism and Result	Pages
<b>GRI</b> 416 Customer Health and Safety 417 Marketing and Labeling 418 Customer Privacy	<b>S</b> 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"> <li>Customer Satisfaction Rate</li> <li>Error Rate on Instruction of Real Estate</li> </ul>	<a href="#">p. 51</a> <a href="#">p. 52</a>
<b>Custom</b> Digital Resilience	<b>G</b> <b>S</b> 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"> <li>No critical cybersecurity incident occurred</li> <li>Launch of new digital services</li> </ul>	<a href="#">p. 69</a> <a href="#">p. 52</a>
<b>Custom</b> Promotion of Business Ethics	<b>S</b> 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"> <li>The number of trained teachers in business ethics</li> </ul>	<a href="#">p. 55</a>
<b>SASB</b> Product Design & Lifecycle Management	<b>S</b> 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"> <li>Include service innovation as an important annual plan.</li> <li>Customer satisfaction and opinion survey.</li> </ul>	<a href="#">p. 50</a> <a href="#">p. 52</a>
<b>SASB</b> Business Ethics	<b>G</b> 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"> <li>Chief Ethics Officer regularly reports on the integrity management to the Board of Directors.</li> <li>Compliance assessment.</li> <li>All employees signed the "Sinyi Group Code of Conduct" with a completion rate of 100%.</li> </ul>	<a href="#">p. 67</a> <a href="#">p. 105</a>

# Sustainability Performance Overview

## • Governance Performance

✓ Achieved ⚙ Ongoing ✗ Not Achieved

Note	Measures	2020 Result	2021 Result	2022 Result	Status	2022 Target	2023 Target	Read more on page
	Corporate Governance Evaluations	Top 5%	Top 5%	Top 5%	✓	Top 5%	Top 5%	<a href="#">p. 4</a>
A.B	Number of Board Members	7	7	7				<a href="#">p. 87</a>

## • Economic Performance

201-1 SDG8

NT\$ thousands ✓ Achieved ⚙ Ongoing ✗ Not Achieved

Note	Measures	2020 Result	2021 Result	2022 Result	Status	2022 Target	2023 Target	Read more on page
	Consolidated Revenue	13,300,127	18,792,321	13,723,726				<a href="#">p. 8</a>
	Taiwan Core and Related Business Group Revenues	11,651,200	13,719,240	11,511,433				<a href="#">p. 8</a>
	China Business Group Revenues	1,167,513	4,753,069	1,814,193				<a href="#">p. 8</a>
	Overseas (Japan and Malaysia) Business Group Revenues	242,728	320,012	398,100				<a href="#">p. 8</a>
C	Individual Operating Revenues	11,013,952	13,297,719	10,077,630				<a href="#">p. 8</a>
	Individual Operating Gain	2,248,108	2,890,075	1,449,404	✓	Be profitable	Be profitable	<a href="#">p. 8</a>
	Consolidated Operating Costs	9,303,075	13,866,304	10,484,618				<a href="#">p. 8</a>
	Taiwan Core and Related Business Group Costs	8,228,495	9,711,105	8,646,666				<a href="#">p. 8</a>
	China Business Group Costs	875,388	3,961,888	1,632,846				<a href="#">p. 8</a>
	Overseas (Japan and Malaysia) Business Group Costs	199,192	193,311	205,106				<a href="#">p. 8</a>
	Staff Remuneration and Benefits <sup>Note 1</sup>	7,688,825	8,950,678	7,008,613				<a href="#">p. 8</a>
	Dividends and Interest Expenses <sup>Note 2</sup>	1,051,053	1,402,543	2,205,340				<a href="#">p. 8</a>
	Tax Payment Amount	952,503	1,228,983	762,835				<a href="#">p. 8</a>
	Consolidated Net Profit for the Year	1,569,168	2,370,359	1,236,208				<a href="#">p. 8</a>
	Paid-in Capital	7,368,465	7,368,465	7,368,465				<a href="#">p. 8</a>
	Liabilities	20,206,488	20,355,075	22,125,197				<a href="#">p. 8</a>
	Equity	11,654,984	12,565,717	11,945,480				<a href="#">p. 8</a>
	Number of Operating Locations							
	Taiwan (Company Operated)	465	487	495				<a href="#">p. 8</a>
	China (Company Operated)	60	40	22				<a href="#">p. 8</a>
	Japan (Company Operated) <sup>Note 3</sup>	9	8	7				<a href="#">p. 8</a>
	Malaysia (Company Operated) <sup>Note 4</sup>	3	1	1				<a href="#">p. 8</a>

[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.

[Note 3] Does not include Japan Division in Taiwan

[Note 4] Brokerage branch; excluding Taipei

## • Social Performance (Internal) 2-7

✓ Achieved ⚙️ Ongoing ⊖ Not Achieved

Note	Measures	2020 Result	2021 Result	2022 Result	Status	2022 Target	2023 Target	Read more on page
Total Number of Employees								
	Sinyi Group	6,347	6,329	6,078				<a href="#">p. 8</a>
	Taiwan Core and Related Business Group	639	661	523				<a href="#">p. 8</a>
	China Business Group	579	471	339				<a href="#">p. 8</a>
	Japan Business Group	105	105	104				<a href="#">p. 8</a>
	Malaysia Business Group <sup>Note 1</sup>	27	13	22				<a href="#">p. 8</a>
	Sinyi Realty <sup>Note 2</sup>	4,997	5,092	5,112				<a href="#">p. 89</a>
D	Number of Permanent Employees	4,949	5,038	5,102				<a href="#">p. 89</a>
E	Ratio of Employees Above Bachelor's Degree	95.43%	95.76%	95.79%				<a href="#">p. 89</a>
F	Percentage of Employees Under 30 Years Old	42.2%	39.86%	36.25%				<a href="#">p. 90</a>
G	Ratio of New Hires	31.1%	21.8%	30%				<a href="#">p. 91</a>
H	Employees Turnover Rate by Year	26.44%	22.32%	27.08	⊖	27%	27%	<a href="#">p. 91</a>
I	Average Training Hours	44.62	44.19	43.63	⊖	45	50	<a href="#">p. 91</a>
J	Percentage of Female Employees	38.14%	39.56%	41.67				<a href="#">p. 92</a>
J	Percentage of Female Managers	18.76%	18.5%	20.4%	✓	19%	21%	<a href="#">p. 92</a>
K	Number of Employees Applying for Parental Leave	62	58	73				<a href="#">p. 92</a>
L	Number of Employees Applied for Second-Child Grants	57	76	67				<a href="#">p. 92</a>
M	Employees Requested Injury Leave	184	191	231				<a href="#">p. 93</a>
N	Disabling Injury Frequency Rate	11.96	13.48	11.62				<a href="#">p. 93</a>
O	Lost Day Rate	178.62	176.6	200.24				<a href="#">p. 93</a>
P	Absentee Rate	0.32%	1.09%	0.25%				<a href="#">p. 93</a>
	EAP Service Used Times	317	224	260				<a href="#">p. 43</a>
	Labor Issues Complaints	0	2	1	⊖	0	0	<a href="#">p. 39</a>
	Human Rights Issues Complaints	0	0	0	✓	0	0	<a href="#">p. 47</a>
Q	Employees Engagement Survey (Average Score)	4.05	3.86	3.9	⊖	4	4	<a href="#">p. 93</a>

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

[Note 2] Malaysia Division, Japan Division, Tourism Division, Sinyi Real Estate Consulting Co., Ltd., First hand New House Selling Department are included in the 5,112 people of Sinyi Realty.

## • Social Performance (External)

✓ Achieved ⚙ Ongoing ✗ Not Achieved

Note	Measures	2020 Result	2021 Result	2022 Result	Status	2022 Target	2023 Target	Read more on page
Community								
	Social Investment (NT\$ thousands) <sup>Note 1</sup>	99,187	160,266	130,531	✓ <sup>Note 2</sup>	5%	5%	<a href="#">p. 58</a>
	Cumulative Coverage Rate of "We are One" Project Proposals	99.46%	99.73%	100%	✓	99.66%	100%	<a href="#">p. 53</a>
	Participants of Sinyi Lecture Hall	610 <sup>Note 3</sup>	4,306	7,297	⊖	10,840	8,000	<a href="#">p. 55</a>
	Participants of Sinyi Volunteer	0 <sup>Note 3</sup>	1,484	210	✓	1,000	1,600	<a href="#">p. 58</a>
	Hours of Volunteer Service by Sinyi Staff	0 <sup>Note 3</sup>	6,601	1,750	✓	6,500	8,640	
Customers								
	Value and Number of Fines Issued for Breaches of Regulations (NT\$ thousands; No.) <sup>Note 4</sup>	2 events	2 events	1 event <sup>Note 5</sup>	⊖	No severe penalty	No severe penalty	<a href="#">p. 51</a>
	Customer Satisfaction Survey Results	90.23%	91.62%	91.24%	✓	91%	91%	<a href="#">p. 52</a>
	Complaints of Infringement of Customer Privacy	No severe penalty	No severe penalty	No severe penalty	✓	No severe penalty	No severe penalty	<a href="#">p. 51</a>
	Error Rate on Instruction of Real Estate	0.002%	0.002%	0.001%	⊖	0	0	<a href="#">p. 50</a>

[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 2022, 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 2022 was 10%.

[Note 3] Only a few of volunteer activities were held before suspension due to COVID-19 outbreak in 2022. Sinyi Lecture Hall was held in virtual way.

[Note 4] Severe penalty: More than NTD\$ 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	2020 Result	2021 Result	2022 Result	Status	2022 Target	2023 Target	Read more on page
	Service Carbon Footprint - GHG Emissions per Real Estate Transaction(kgCO <sub>2</sub> e)	265.30	190.25	208.11 ( ↑ 9.4%)	✗	↓ 1%	↓ 1%	<a href="#">p. 32</a>
	GHG Emissions (category 1&2) (tonCO <sub>2</sub> e)	6,771.3	6,347.8	5,974.2 ( ↓ 5.9%)	✓	↓ 4.2%	↓ 4.2%	<a href="#">p. 33</a>
	GHG Emissions (category 1&2) per Capita (kgCO <sub>2</sub> e)	1,355	1,247	1,169				
	GHG Emissions of Electricity Consumption per Capita (kgCO <sub>2</sub> e)	1,234	1,148	1,080 ( ↓ 5.9%)	✓	↓ 4.2%	↓ 4.2%	<a href="#">p. 33</a>
	Operating Revenues per kWh(NTD/kWh)	909	1,110	876				
	Water Consumption for a Year(m <sup>3</sup> )	76,388	73,026	74,964				<a href="#">p. 34</a>
	Water Consumption per Capita (m <sup>3</sup> )	15.3	14.3	14.7 ( ↑ 2.3%)	✗	↓ 1%	↓ 1%	<a href="#">p. 34</a>
	Paper Usage per Transaction (kg)	11.03	6.89	1.26 ( ↓ 81.7%)	✓	↓ 1%	↓ 1%	<a href="#">p. 32</a>
	Waste(HQ): food waste and recycle (kg)	15,385	11,954	7,904				
	Renewable Energy Consumption (%)	-	2.8%	3.1%	✗	10%	16%	<a href="#">p. 33</a>

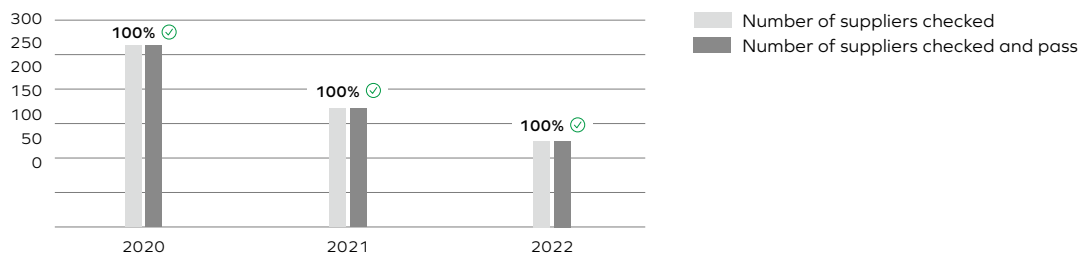
## • Supply Chain Management Performance

✓ Achieved ⚙️ Ongoing ✗ Not Achieved

Note	Measures	2020 Result	2021 Result	2022 Result	Status	2022 Target	2023 Target	Read more on page
	Ratio of Signed Sustainability Terms	100%	100%	100%	✓	100%	100%	<a href="#">p. 76</a>
	Ratio of Signed Procurement Ethics Standards	100%	100%	100%	✓	100%	100%	<a href="#">p. 76</a>
	Number of Key Suppliers	279	159	132				<a href="#">p. 76</a>
T	Number of Key Suppliers checked	261	152	127				<a href="#">p. 76</a>
	Existing Supplier Inspection Rate	92.86%	95.21%	95.54%	✓	90%	90%	<a href="#">p. 76</a>
	New Supplier Inspection Rate	100%	100%	100%	✓	100%	100%	<a href="#">p. 76</a>
U	Suppliers Disabling Injury Frequency Rate <sup>Note</sup>	9.58	7.89	16.36				<a href="#">p. 76</a>

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

### Note T- Number of Suppliers Checked and Pass Rates



Indicators	2020	2021	2022
Number of suppliers checked	261	152	127
Number of suppliers checked and pass	261	152	127
Pass Rate	100%	100%	100%

[Note] Since the introduction of ISO 20400 in 2021, only suppliers with procurement amount over NT\$ 1 million were listed for evaluation. Due to Covid-19 and organizational restructuring, the number of total suppliers slightly dropped in 2022.

### Note U- Suppliers Disabling Injury Indicators 403-9

Indicators	Male			Female			Total		
Year	2020	2021	2022	2020	2021	2022	2020	2021	2022
Annual Labor Hours	460,821	447,931	361,187	687,031	692,996	433,534	1,147,852	1,140,927	794,721
Fatalities Caused by Work-related Injuries	0	0	0	0	0	0	0	0	0
Rate of work-related disabling injuries <sup>Note 1</sup>	0	1	1	0	1	1	0	2	2
High consequence									
Recordable	3	4	7	8	3	4	11	7	11
Rate of recordable work-related disabling injuries <sup>Note 2</sup>	6.51	11.6	22.15	11.64	5.77	11.53	9.58	7.89	16.36

[Note 1] Since 2020 we have followed GRI 403-9 Disclosure 2018 version, reported and divided the work-related disabling injuries into high-consequence and recordable categories. In 2022, most of the recordable work-related disabling injuries were traffic incidents.

Two high consequence injuries were workplace confirmed Covid-19 cases, both had taken at least four days of leave.

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

## Note A - Remuneration for Directors

### • 1. Remuneration for Directors and Independent 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 any Companies Invested by the Company Other Than 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																						
Chairperson	Sinyi Co., Ltd.	-	-	-	-	2,077	2,077	-	-	2,077 0.17%	2,077 0.17%	-	-	-	-	-	-	-	-	-	-	-	-	2,077 0.17%	2,077 0.17%	Nil	
	Representative of Sinyi Co., Ltd.: Liu Yuan-Chih	-	-	-	-	-	-	-	-	-	-	9,037	9,037	240	240	10	-	10	-	-	-	-	-	9,287 0.76%	9,287 0.76%	1,237	
Vice Chairperson	Chou Ken-Yu	-	-	-	-	433	433	-	-	433 0.03%	433 0.03%	4,327	4,327	108	108	10	-	10	-	-	-	-	-	4,878 0.40%	4,878 0.40%	77	
Director	Chou Chun-Chi	-	-	-	-	-	-	1,691	1,691	1,691 0.14%	1,691 0.14%	-	-	-	-	-	-	-	-	-	-	-	-	1,691 0.14%	1,691 0.14%	Nil	
Independent Director	Jhan Hong-Chih	1,200	1,200	-	-	700	700	55	55	1,955 0.16%	1,955 0.16%	-	-	-	-	-	-	-	-	-	-	-	-	1,955 0.16%	1,955 0.16%	Nil	
Independent Director	Yen Lou-Yu	1,200	1,200	-	-	700	700	65	65	1,965 0.16%	1,965 0.16%	-	-	-	-	-	-	-	-	-	-	-	-	1,965 0.16%	1,965 0.16%	Nil	
Independent Director	Lee Yi-Li	1,200	1,200	-	-	700	700	60	60	1,960 0.16%	1,960 0.16%	-	-	-	-	-	-	-	-	-	-	-	-	1,960 0.16%	1,960 0.16%	Nil	
Independent Director	Wu Chih-Wei	743	743	-	-	433	433	45	45	1,221 0.10%	1,221 0.10%	-	-	-	-	-	-	-	-	-	-	-	-	1,221 0.10%	1,221 0.10%	Nil	
Former Chairperson	Sinyi Co., Ltd.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Nil	
	Representative of Sinyi Co., Ltd.: Hsueh Chien-Ping <small>Note 8</small>	-	-	-	-	-	-	-	-	-	-	4,944	6,247	153	153	-	-	-	-	-	-	-	-	5,097 0.41%	6,400 0.52%	763	
Former Director	Sinyi Co., Ltd.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Nil	
	Representative of Sinyi Co., Ltd.: Chou Ken-Yu <small>Note 8</small>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Nil	
Former Independent Director	Hong San-Xiong <small>Note 8</small>	460	460	-	-	267	267	20	20	747 0.06%	747 0.06%	-	-	-	-	-	-	-	-	-	-	-	-	747 0.06%	747 0.06%	Nil	
Total		4,803	4,803	-	-	5,310	5,310	1,936	1,936	12,049 0.98%	12,049 0.98%	18,308	19,611	501	501	20	-	20	-	-	-	-	-	30,878 2.52%	32,181 2.63%	2,077	

[Note 1] As officially resolved by the Board of Directors Meeting on February 22, 2023, the remuneration to directors for 2022 was NT\$5,310 million dollars. The resolution will be reported in the general shareholders' meeting on May 18, 2023.

[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 employee remuneration resolved by the Board of Directors Meeting on February 22, 2023. The resolution shall be reported in the general shareholders' meeting on May 18, 2023.

[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 2022.

[Note 6] The aforementioned expenses include the relevant remuneration NT\$1,439 thousand dollars (including general manager) 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 May 19, 2022, the general meeting of shareholders re-elected all directors, Sinyi Co., Ltd., Mr. Chou Ken-Yu and Mr. Chou Chun-Chi were newly appointed as new directors; Mr. Jan Hong-Chih, Mr. Yen Lou-Yu, Ms. Lee Yi-Li and Mr. Wu Chih-Wei were newly appointed independent directors.

[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.



## • 2. Remuneration Listed by Range of Directors

Range of the Remuneration Paid to the Company's Directors	2022			
	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	Hong San-Xiong, Chou Ken-Yu, Representative of Sinyi Co., Ltd.: Hsueh Chien-Ping, Representative of Sinyi Co., Ltd.: Liu Yuan-Chih		Hong San-Xiong	
\$1,000,000 (inclusive) ~ \$2,000,000 (exclusive)	Jhan Hong-Chih, Yen Lou-Yu, Lee Yi-Li, Wu Chih-Wei, Chou Chun-Chi		Jhan Hong-Chih, Yen Lou-Yu, Lee Yi-Li, Wu Chih-Wei, 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)	-		Chou Ken-Yu	
\$5,000,000 (inclusive) ~ \$10,000,000 (exclusive)	-		Representative of Sinyi Co., Ltd. : Hsueh Chien-Ping Representative of Sinyi Co., Ltd.: Liu Yuan-Chih	
\$10,000,000 (inclusive)~ \$15,000,000 (exclusive)	-		-	-
\$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 <sup>Note 1</sup>	10		10	10

[Note1] The Company has 7 directors, in aggregate total of 10 directors, with respective disclosure remuneration of the Company's juristic-person director, Sinyi Co., Ltd., and its representative. As well as one independent director and one director who resigned when the directors were re-elected on May 19, 2022.

For more information on Directors' remuneration and a remuneration chart, please see [Sinyi Realty's 2022 annual report, p. 3-17~3-19, 3-23~3-24](#)

## • 3. Ages and Genders of Board Members

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

### Note C Economic Value Retained 201-1

Economic value	Items	Amount (NT\$ thousands)	Calculation explanation	Reference pages
Direct economic value generated	Revenues	10,077,630		Annual Report <a href="#">p. 6-104</a> (Operating revenue)
Economic value distributed	Operating costs	7,548,670	Including Operating costs of Employee benefits expense 5,513,451	Annual Report <a href="#">p. 6-104</a> (Operating costs) Annual Report <a href="#">p. 6-142</a> (Operating costs)
	Employee wages and benefits	6,091,331	Operating costs 5,513,451 + General and administrative expenses 577,880	Annual Report <a href="#">p. 6-142</a> (Summary of Employee Benefits Expense)
	Payments to providers of capital	2,205,340	Dividends paid to owners of the Company 2,063,170 + Interest paid 142,170	Annual Report <a href="#">p. 6-108</a> Annual Report <a href="#">p. 6-107</a>
	Payments to government by country	762,835	Including various taxes, Business Tax, and Profit-seeking Enterprise Income Tax	Sustainability Report <a href="#">p. 66</a>
	Community investments	35,794	Such as "We are ONE" Project, Regional Revitalization, Sinyi Lecture Hall	Annual Report <a href="#">p. 3-121</a>
Economic value retained	"Direct economic value generated" less "economic value distributed".	1,010,281	10,077,630 - 7,548,670 - 577,880 - Interest paid 142,170 - 762,835 - 35,794 = 1,010,281	

## Note B - 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) <sup>Note 1</sup>		Employee Remuneration (D) <sup>Note 2</sup>				Ratio(%) of the Aggregate Amount of A, B, C and D to the Net Income After Tax <sup>Note 3</sup>		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
		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	Chen Li-Hsin <sup>Note 5</sup>	45,275	45,432	2,777	2,777	38,744	39,889	124	-	124	-	86,919 7.11%	88,222 7.21%	-	-	-	-	2,077
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																	
Auditor-General	Chou Su-Hsiang																	
Chief Financial Officer	Chen Chih-Huan <sup>Note 6</sup>																	
Vice General Manager of Public Affairs Department	Lin Jun-An																	
Vice General Manager of Brand Development Division	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																	
Former General Manager	Liu Yuan-Chih <sup>Note 5</sup>	[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.										Co., Ltd., and on June 21, 2022, Vice General Manager Ms. Chen Li-Hsin was appointed as the general manager of the company.						
Former CEO of Group Platform	Hsueh Chien-Ping <sup>Note 7</sup>	[Note 2] Employee Remuneration allocated to the Company's General Manager and vice General Managers is one part of the amount NT\$15,260 thousand dollars of employee remuneration resolved by the Board of Directors Meeting on February 22, 2023. The resolution was reported in the general shareholders' meeting on May 18, 2023.										[Note 6] Chief Financial Officer Mr. Wang Jun-Yen resigned in May 2022, and Mr. Chen Chih-Huan, the senior manager of the Finance Department, took over as the company's chief financial officer on June 21, 2022.						
Former General Manager of Innovation& Integration Business Group	Su Jyun-Bin <sup>Note 7</sup>	[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 2022.										[Note 7] Mr. Hsueh Chien-Ping, CEO of Group Platform, retired in January 2023, and Mr. Su Jyun-Bin, General Manager of Innovation& Integration Business Group, resigned in December 2022.						
Former Chief Financial Officer	Wang Jun-Yen <sup>Note 6</sup>	[Note 4] The remuneration to the General Manager's chauffeurs of the Company was already disclosed in the note of remuneration to directors.										[Note 8] Mr. Lin San-Chih, Vice General Manager, was transferred to an affiliated company of the company in July 2022, so the remuneration after the transfer was not included.						
Former Vice General Manager of Real Estate Agent Division	Lin San-Chih <sup>Note 8</sup>	[Note 5] On May 19, 2022, General Manager Mr. Liu Yuan-Chih was elected as the representative appointed by the chairman of the company, Sinyi																

### • 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	2022	
	The Company	All Companies Specified in the Consolidated Financial Statements
Below \$1,000,000	-	-
\$1,000,000 (inclusive) ~ \$2,000,000 (exclusive)	-	-
\$2,000,000 (inclusive) ~ \$3,500,000 (exclusive)	Lin Jun-An, Wang Jun-Yen <sup>Note 2</sup>	Lin Jun-An, Wang Jun-Yen <sup>Note 2</sup>
\$3,500,000 (inclusive) ~ \$5,000,000 (exclusive)	Chou Chuang Yun, Chou Su-Hsiang, Lin San-Chih <sup>Note 3</sup> , Chou Ken-Yu, Su Shou-Jen, Chen Chih-Huan	Chou Chuang Yun, Chou Su-Hsiang, Lin San-Chih <sup>Note 3</sup> , Chou Ken-Yu, Su Shou-Jen, Chen Chih-Huan
\$5,000,000 (inclusive) ~ \$10,000,000 (exclusive)	Hsueh Chien-Ping <sup>Note 1</sup> , Su Jyun-Bin <sup>Note 2</sup> , Hsin Hong-Jun, Feng Chi-Yi, Yang Pai-Chuan, Chen Li-Hsin <sup>Note 1</sup> , Liu Yuan-Chih <sup>Note 1</sup> , Lee Shao-Kang	Hsueh Chien-Ping <sup>Note 1</sup> , Su Jyun-Bin <sup>Note 2</sup> , Hsin Hong-Jun, Feng Chi-Yi, Yang Pai-Chuan, Chen Li-Hsin <sup>Note 1</sup> , Liu Yuan-Chih <sup>Note 1</sup> , Lee Shao-Kang
\$10,000,000 (inclusive) ~ \$15,000,000 (exclusive)	-	-
\$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] Chief Financial Officer Mr. Wang Jun-Yen resigned in May 2022, and Mr. Su Jyun-Bin, general manager of Innovation& Integration Business Group, resigned in December 2022.

[Note 3] Mr. Lin San-Chih, vice general manager, was transferred to an affiliated company of the Company in July 2022, so the remuneration after the transfer was not included.

For more information on General Manager and Vice General Managers' remuneration and a remuneration chart, please see Sinyi Realty's 2022 annual report, p. 3-20~3-22, 3-24~3-26

## Note D - Distribution of Contract Types

2-7

2-8

	2022						
	Male	Female	Other <sup>Note</sup>	Total	Taiwan	China	Japan
Number of employees (head count / FTE)	2,982	2,130	0	<b>5,112</b>	5,112	339	104
Number of permanent employees (head count / FTE)	2,978	2,124	0	<b>5,102</b>	5,102	339	104
Number of temporary employees (head count / FTE)	4	6	0	<b>10</b>	10	0	0
Number of non-guaranteed hours employees (head count / FTE)	0	0	0	<b>0</b>	0	0	0
Number of full-time employees (head count / FTE)	2,971	2,123	0	<b>5,094</b>	5,094	339	104
Number of part-time employees (head count / FTE)	11	7	0	<b>18</b>	18	0	0

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

## Note E - Educational Levels

	2020		2021		2022	
	Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
<b>Total Employees</b>	<b>4,997</b>	<b>100.0%</b>	<b>5,092</b>	<b>100.0%</b>	<b>5,112</b>	<b>100.00%</b>
Pre-Bachelor's	228	4.6%	216	4.24%	215	4.21%
Bachelor's Degree	4,398	88.0%	4,458	87.55%	4,471	87.46%
Master's Degree	366	7.3%	415	8.15%	424	8.29%
Doctorate	5	0.1%	3	0.06%	2	0.04%

[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.

## 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	
2020	<b>Total Employees</b>	<b>3</b>	<b>14</b>	<b>7</b>	<b>61</b>	<b>102</b>	<b>410</b>	<b>1,794</b>	<b>2,606</b>	<b>4,997</b>
	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	<b>Total Employees</b>	<b>2</b>	<b>16</b>	<b>8</b>	<b>61</b>	<b>106</b>	<b>434</b>	<b>1,898</b>	<b>2,567</b>	<b>5,092</b>
	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%
2022	<b>Total Employees</b>	<b>2</b>	<b>13</b>	<b>10</b>	<b>62</b>	<b>121</b>	<b>444</b>	<b>1,997</b>	<b>2,463</b>	<b>5,112</b>
	30 and under	0	0	0	0	5	27	831	990	1,853
	Percentage	0.00%	0.00%	0.00%	0.00%	4.13%	6.08%	41.61%	40.19%	36.25%
	31-50 (incl.)	0	2	6	37	104	379	1,095	1,389	3,012
	Percentage	0.00%	15.38%	60.00%	59.68%	85.95%	85.36%	54.83%	56.39%	58.92%
	51 and over	2	11	4	25	12	38	71	84	247
	Percentage	100.00%	84.62%	40.00%	40.32%	9.92%	8.56%	3.56%	3.41%	4.83%

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

## Note G - New Hires and Turnover Structure 401-1

		New Hires						Departed Employees					
		2020		2021		2022		2020		2021		2022	
		Number of Employees	%	Number of Employees	%	Number of Employees	%	Number of Employees	%	Number of Employees	%	Number of Employees	%
Gender	Male	929	59.7%	658	55%	706	49.10%	847	63.3%	671	60.3%	791	57.61%
	Female	628	40.3%	538	45%	732	50.90%	491	36.7%	442	39.7%	582	42.39%
Age Bracket	30 and under	1,226	78.7%	909	76%	970	67.45%	875	65.4%	715	64.2%	822	59.87%
	31-50 (incl.)	327	21.0%	282	24%	446	31.02%	448	33.5%	385	34.6%	532	38.75%
	51 and over	4	0.3%	5	0.4%	22	1.53%	15	1.1%	13	1.2%	19	1.38%
Region	Taipei/Taoyuan/Hsinchu	1,073	68.9%	745	62.3%	816	56.75%	936	70.0%	759	68.2%	857	62.42%
	Central Taiwan	252	16.2%	232	19.4%	428	29.76%	198	14.8%	190	17.1%	298	21.70%
	Southern Taiwan	232	14.9%	219	18.3%	194	13.49%	204	15.2%	164	14.7%	218	15.88%
TOTAL		1,557	100%	1,196	100%	1,438	100%	1,338	100%	1,113	100%	1,373	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	2020	2021	2022
Average Turnover Rate Across All Employees	26.44%	22.32%	27.08%

[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

		2020			2021			2022		
		Number of Employees	Total Hours	Average Hours	Number of Employees	Total Hours	Average Hours	Number of Employees	Total Hours	Average Hours
Rank	General Employees	4,400	173,502	39.22	4,465	191,354	42.86	4,460	190,258	42.65
	Base-level Management	512	22,499	43.77	540	29,766	55.12	565	28,588	50.6
	Middle Management	68	4,071	59	69	3,278	47.51	72	3,576	49.66
	Senior Management	17	620.5	36.5	18	612	34.00	15	632	42.13
Gender	Male	3,091	124,997	47.69	3,078	137,256	44.59	2,982	136,710	45.85
	Female	1,906	75,698	41.98	2,014	87,754	43.57	2,130	86,344	40.53
TOTAL		4,997	200,693	44.62	5,092	225,010	44.19	5,112	223,054	43.63

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

## Note J - Percentage of Female Employees and Management

Year	2020	2021	2022
General Employees	Total	4,997	5,092
	Number of Female	1,906	2,130
	<b>Percentage of Female</b>	<b>38.14%</b>	<b>39.5%</b>
Management Level	Total	597	627
	Number of Female	112	133
	<b>Percentage of Female</b>	<b>18.76%</b>	<b>18.5%</b>

## Note L - The Number of "Sinyi Babies"

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total
Total Number of "Sinyi Babies"	181	211	253	217	212	204	156	182	255	176	<b>2,047</b>
First-Born Children	144	139	169	120	136	113	73	125	179	109	<b>1,307</b>
Subtotal of Second-Child or More	37	72	84	97	76	91	83	57	76	67	<b>740</b>
Second-Child	33	67	78	82	71	86	76	51	65	61	<b>670</b>
Third-Child	3	4	5	15	5	5	6	6	10	5	<b>64</b>
Fourth-Child	1	1	1	0	0	0	1	0	1	1	<b>6</b>

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

Type	Gender	2020	2021	2022
Number of Employees Eligible to Apply for Parental Leave <sup>Note 1</sup>	Male	288	270	301
	Female	154	155	175
	<b>TOTAL</b>	<b>442</b>	<b>425</b>	<b>476</b>
Number of Employees Applying for Parental Leave	Male	22	16	23
	Female	40	42	50
	<b>TOTAL</b>	<b>62</b>	<b>58</b>	<b>73</b>
Employees Eligible to Return Returning to Previous Positions after Unpaid Parental Leave (A)	Male	20	27	15
	Female	31	20	34
	<b>TOTAL</b>	<b>51</b>	<b>47</b>	<b>49</b>
Employees Returning to Previous Positions after Unpaid Parental Leave (B)	Male	14	18	12
	Female	25	12	27
	<b>TOTAL</b>	<b>39</b>	<b>30</b>	<b>39</b>
Return to Work Rate (B/A) <sup>Note 2</sup>	Male	70%	67%	80%
	Female	81%	60%	79%
Number of Employees that Returned to Work After Parental Leave in the Previous Year (C)	Male	10	14	12
	Female	25	25	18
	<b>TOTAL</b>	<b>35</b>	<b>39</b>	<b>30</b>
Employees Remaining at Company over 12 Months after Unpaid Parental Leave (D)	Male	10	10	9
	Female	23	23	18
	<b>TOTAL</b>	<b>33</b>	<b>33</b>	<b>27</b>
Retention Rate (D/C) <sup>Note 3</sup>	Male	100%	71%	75%
	Female	92%	92%	100%

[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%

## Note M – Work-Related Injuries and Ill Health Statistics 403-9 403-10 SDG3

Year	2020		2021		2022	
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	184	0	191	0	231	0
Lost Day	2,827 days		2,400 days		2,477 days	
Recordable Traffic Accident Injuries	294		231		200	
High-Consequence Traffic Accident Injuries	55 cases accounts for 18.71% of all traffic accidents		16 cases accounts for 17.39% of all traffic accidents		44 cases accounts for 22% 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	2020	2021	2022
Male	10.01	11.09	11.52
Female	16.25	16.94	11.76
<b>TOTAL</b>	<b>11.96</b>	<b>13.48</b>	<b>11.62</b>

[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	2020	2021	2022
Male	159.72	194.15	223.09
Female	208.46	149.67	168.26
<b>TOTAL</b>	<b>178.62</b>	<b>176.6</b>	<b>200.24</b>

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

## Note P - Absentee Rate SDG3

Year	2020	2021	2022
Male	0.24%	0.75%	0.23%
Female	0.44%	1.6%	0.29%
<b>TOTAL</b>	<b>0.32%</b>	<b>1.09%</b>	<b>0.25%</b>

[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

Year	2020	2021	2022
Value identification	4.67	4.61	4.56
Job value	4.24	4.15	4.10
Behavioral identity	4.32	4.22	4.16
Passion for work	4.07	3.93	3.90
Balanced life	3.47	3.18	3.24
Growth needs	4.10	3.99	3.95
Organizational innovation	4.09	3.87	3.81
Department cooperation	4.11	3.89	3.97
Business strategy	4.04	3.81	3.59
Internal communication	3.90	3.61	3.60
Incentive mechanism	3.53	3.22	3.19

[Note] The questionnaire used Likert Scale.

# GRI Content Index

Sinyi Realty has reported the information cited in this GRI content index for the period year of 2022 (2022/01/01-2022/12/31) 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
<b>GRI 2: General Disclosure 2021</b>			
<b>The organization and its reporting practices</b>			
2-1	Organizational details	1 About Sinyi Realty - Corporate Profile <a href="#">p. 8</a>	
2-2	Entities included in the organization's sustainability reporting	1 About Sinyi Realty - About This Report <a href="#">p. 9</a> , Sinyi Realty as the report entity Please refer to <a href="#">p. 6-40~6-43</a> of the Annual Report for the subsidiaries included in consolidated financial statements.	
2-3	Reporting period, frequency and contact point	1 About Sinyi Realty - About This Report <a href="#">p. 9</a>	TWSE/TPEX Chapter 1, Chapter 5
2-4	Restatements of information	1 About Sinyi Realty - About This Report <a href="#">p. 9</a> , and explained in each chapter.	
2-5	External assurance	1 About Sinyi Realty - About This Report <a href="#">p. 9</a> 8 Appendix - Independent Assurance Opinion Statement <a href="#">p. 115</a>	TWSE/TPEX Chapter 1, Chapter 5
<b>Activities and workers</b>			
2-6	Activities, value chain and other business relationships	1 About Sinyi Realty - Corporate Profile <a href="#">p. 8</a> There are no any products or services that are banned in certain markets. 2 Sustainable Development - Sinyi Realty's Business Model <a href="#">p. 13</a> 7 Supply Chain - Sinyi Realty Supply Chain System <a href="#">p. 73</a> No significant changes to the organization and its supply chain.	ISO 20400
2-7	Employees	1 About Sinyi Realty - Corporate Profile <a href="#">p. 8</a> 8 Appendix - Sustainability Performance Overview <a href="#">p. 83</a> 4 Social(Internal) - Positive Labor - Employer Relations <a href="#">p. 39</a> 8 Appendix - Sustainability Performance Overview - Distribution of Contract Types <a href="#">p. 89</a>	SDG8 UNGC Principle 6
2-8	Workers who are not employees	4 Social(Internal) - Positive Labor-Employer Relations <a href="#">p. 39</a> 7 Supply Chain - implementation of human rights and OHS <a href="#">p. 77</a> 8 Appendix - Sustainability Performance Overview - Distribution of Contract Types <a href="#">p. 89</a>	SDG8 UNGC Principle 6
<b>Governance</b>			
2-9	Governance structure and composition	6 Governance - Sustainable Governance Structure and Procedures <a href="#">p. 61</a> 6 Governance - Sustainability Assessment, ESG Performance and Management <a href="#">p. 62</a> 6 Governance - Board of Directors' Structure and Operation <a href="#">p. 63</a> Comprehensive Organizational Chart: Sinyi Sustainability Website - Governance Structure <a href="http://csr.sinyi.com.tw/en/governance/organization.php">http://csr.sinyi.com.tw/en/governance/organization.php</a> 6 Governance - Director Training <a href="#">p. 64</a>	



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 <a href="http://csr.sinyi.com.tw/en/governance/board-of-directors.php">http://csr.sinyi.com.tw/en/governance/board-of-directors.php</a>	
2-11	Chair of the highest governance body	6 Governance - Corporate Vision p. 61 6 Governance - Sustainable Governance Structure and Procedures p. 61	
2-12	Role of the highest governance body in overseeing the management of impacts	2 Sustainable Development - Stakeholder Engagement p. 18 6 Governance - Corporate Vision p. 61 6 Governance - Responsible Unit for Sustainable Affairs: Total Ethical Management Committee p. 61 6 Governance - Sustainability Assessment, ESG Performance and Management p. 62 6 Governance - Processes for Consultation between Stakeholders p. 65 6 Governance - Risk Management p. 69	
2-13	Delegation of responsibility for managing impacts	6 Governance - Sustainability Assessment, ESG Performance and Management p. 62	
2-14	Role of the highest governance body in sustainability reporting	6 Governance - Corporate Vision p. 61 6 Governance - Responsible Unit for Sustainable Affairs: Total Ethical Management Committee p. 61	
2-15	Conflicts of interest	6 Governance - Board of Directors' Operations p. 63 <a href="#">Sinyi Realty 2022 Annual Report</a> p. 3-27, 3-131, 8-32	
2-16	Communication of critical concerns	6 Governance - Board of Directors' Operations p. 63	
2-17	Collective knowledge of the highest governance body	6 Governance - Director Training p. 64	SDG4
2-18	Evaluation of the performance of the highest governance body	6 Governance - Board of Directors' Operations p. 63 6 Governance - Performance Evaluations of the Board of Directors and Functional Committees p. 64	
2-19	Remuneration policies	6 Governance - Compensation and Sustainability Performance p. 64 6 Governance - Remuneration Mechanism for the Board of Directors p. 64 8 Appendix - Sustainability Performance Overview p. 86~88 <a href="#">Sinyi Realty 2022 Annual Report</a> p. 3-17~3-26	
2-20	Process to determine remuneration	4 Social(Internal)- Reasonable Remuneration and Promotion System p. 42 2 Sustainable Development - Materiality Analysis p. 15, Stakeholder Engagement p. 18 Sinyi Sustainability Website - Functional Committees <a href="http://csr.sinyi.com.tw/en/governance/committee.php">http://csr.sinyi.com.tw/en/governance/committee.php</a>	
2-21	Annual total compensation ratio	Sinyi Realty takes Taiwan as the main location, and the personal highest annual income was 14.84 times lower than the median annual income of all employees in Taiwan. Taiwan's highest annual salary decrease percentage is 10.89%, so the highest individual annual income and the median annual income of all employees in the country (excluding the highest individual annual income) is 0.75 times.	

GRI Standard	Disclosure	Page number(s) and/or URL	Responding to International Standards
<b>Strategy, policies and practices</b>			
2-22	Statement on sustainable development strategy	1 About Sinyi Realty - Message from the Management p. 5, 6, 7	TWSE/TPEX Chapter 1
2-23	Policy commitments	4 Social(Internal) - The human rights and LOHAS p. 47 6 Governance - Sustainable Development Strategy and Code p. 67, Whistleblower System p. 67, Risk Management p. 69 7 Supply Chain - Management Policy and ESG Guidelines p. 73, Achievement and Performance p. 76 8 Appendix - Management of Material Topics p. 79~81 Sinyi Sustainability Website - Policies and Principles <a href="http://csr.sinyi.com.tw/en/certificates/policy.php">http://csr.sinyi.com.tw/en/certificates/policy.php</a> Sinyi Realty 2022 Annual Report p. 3-107~3-111, 3-119~3-120, 5-34	UNGC Principle 10
2-24	Embedding policy commitments	2 Sustainable Development - Stakeholder Engagement p. 18 4 Social(Internal) -The human rights and LOHAS p. 47 6 Governance -Sustainable Development Strategy and Code p. 62 7 Supply Chain -Management Process and road of refinement p. 74, Achievement and Performance p. 76 8 Appendix - Management of Material Topics p. 79~81 Sinyi Realty 2022 Annual Report p. 3-107~3-111, 3-119~3-120, 5-34	
2-25	Processes to remediate negative impacts	2 Sustainable Development - Stakeholder Engagement p. 18 6 Governance - Whistleblower System p. 67 4 Social(Internal) - Communication Policy p. 39	
2-26	Mechanisms for seeking advice and raising concerns	6 Governance - Whistleblower System p. 67 Sinyi Sustainability Website - Ethics and Compliance <a href="http://csr.sinyi.com.tw/en/governance/ethics.php">http://csr.sinyi.com.tw/en/governance/ethics.php</a>	
2-27	Compliance with laws and regulations	6 Governance - Compliance Management p. 68 In 2022, there were one NT\$100 thousand penalty for real estate advertising violation. 5 Social(External) - p. 50, 51 8 Appendix - Sustainability Performance Overview p. 84 Sinyi Sustainability Website - Announcement <a href="http://csr.sinyi.com.tw/en/news/event.php">http://csr.sinyi.com.tw/en/news/event.php</a>	
2-28	Membership associations	Sinyi Sustainability Website - Governance Structure <a href="http://csr.sinyi.com.tw/en/governance/organization.php">http://csr.sinyi.com.tw/en/governance/organization.php</a>	
<b>Stakeholder engagement</b>			
2-29	Approach to stakeholder engagement	2 Sustainable Development - Materiality Analysis p. 15 2 Sustainable Development - Stakeholder Engagement p. 18 4 Social(Internal)- employee engagement survey p. 39 Sinyi Realty 2022 Annual Report p. 3-69~3-73 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

## Material Topics

GRI Standard	Disclosure	Page number(s) and/or URL	Responding to International Standards
<b>GRI 3: Material Topics 2021</b>			
3-1	Process to determine material topics	2 Sustainable Development - Materiality Analysis <a href="#">p. 15~17</a>	
3-2	List of material topics	2 Sustainable Development - Materiality Analysis <a href="#">p. 15~17</a> There is no significant difference in material topics and boundaries.	
<b>Economic Performance</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics <a href="#">p. 79</a>	
<b>GRI 201: Economic Performance 2016</b>			
201-1	Direct economic value generated and distributed	8 Appendix - Sustainability Performance Overview <a href="#">p. 82, 87</a> Payments to government: 6 Governance – Corporate Tax Contribution <a href="#">p. 66</a> Community investments: <a href="#">Sinyi Realty 2022 Annual Report p. 3-121</a>	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 <a href="#">p. 29, 30</a> 8 Appendix - TCFD content index <a href="#">p. 108</a> <a href="#">Sinyi Realty TCFD Report</a>	SDG13 UNGC Principle 7 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 <a href="#">p. 45</a> Benefits plans: <a href="#">Sinyi Realty 2022 Annual Report p. 5-29~5-31</a> Retirement plans and estimation basis: <a href="#">Sinyi Realty 2022 Annual Report - retirement system for employees p. 5-33</a> , pensions of senior managers <a href="#">p.3-25</a>	ISO 26000 6.8.7
201-4	Financial assistance received from government	The total amount of financial subsidies received from government in 2022 was NT\$ 227,044, including: 1. Bureau of Labor Insurance, Ministry of Labor: Subsidy NT\$197,044 for employers to pay for wages for the periods of pregnancy checkups, pregnancy checkup accompaniment, and paternity leaves. 2. Labor Affairs Department, New Taipei City Government: Incentive NT\$ 30,000 for Family-Friendly and Equality in Employment measures.	
<b>Indirect Economic Impacts</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics <a href="#">p. 79</a>	
<b>GRI 203: Indirect Economic Impacts 2016</b>			
203-1	Infrastructure investments and services supported	5 Social(External) - Input and Outcomes <a href="#">p. 58</a>	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 <a href="#">p. 58</a> 5 Social(External) - Community Building <a href="#">p. 53</a>	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

GRI Standard	Disclosure	Page number(s) and/or URL	Responding to International Standards
<b>Water and Effluents</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 79	
<b>GRI 303: Water and Effluents 2018</b>			
303-3	Water withdrawal	3 Environment - Water Stewardship p.34 Sinyi Sustainability Website - Water Stewardship <a href="http://csr.sinyi.com.tw/en/environment/water-resources.php">http://csr.sinyi.com.tw/en/environment/water-resources.php</a>	SDG6 UNGC Principle 7,8 ISO 26000 6.5.4 TWSE/TPEX Chapter 3
303-4	Water discharge	Sinyi Sustainability Website - Water Stewardship <a href="http://csr.sinyi.com.tw/en/environment/water-resources.php">http://csr.sinyi.com.tw/en/environment/water-resources.php</a>	SDG6 ISO 26000 6.5.4 TWSE/TPEX Chapter 3
303-5	Water consumption	Sinyi Sustainability Website - Water Stewardship <a href="http://csr.sinyi.com.tw/en/environment/water-resources.php">http://csr.sinyi.com.tw/en/environment/water-resources.php</a>	SDG6
<b>Emissions</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 79	
<b>GRI 305: Emissions 2016</b>			
305-1	Direct (Scope 1) GHG emissions	3 Environment – Energy and Carbon Management p. 33 Sinyi Sustainability Website - GHG Inventory <a href="http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php</a>	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. 33 Sinyi Sustainability Website - GHG Inventory <a href="http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php</a>	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. 33 Sinyi Sustainability Website - GHG Inventory <a href="http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php</a>	SDG3, 12, 13 UNGC Principle 7,8 ISO 26000 6.5.5 TWSE/TPEX Chapter 3

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. 33 Sinyi Sustainability Website - GHG Inventory <a href="http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php</a>	SDG13 UNGC Principle 8 ISO 26000 6.5.5 TWSE/TPEX Chapter 3
305-5	Reduction of GHG emissions	3 Environment - Energy and Carbon Management p. 33 Sinyi Sustainability Website - GHG Inventory <a href="http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/en/environment/greenhouse-gases.php</a>	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 <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	There is no such emissions in Sinyi Realty.	ISO 26000 6.5.3 TWSE/TPEX Chapter 3
<b>Employment</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 80	
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	4 Social(Internal) - Labor-employer Relations p. 39 Appendix - Sustainability Performance Overview Note G - new hires and turnover structure p. 91	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. 45 Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/en/employee/system.php">http://csr.sinyi.com.tw/en/employee/system.php</a>	ISO 26000 6.4.4, 6.8.7
401-3	Parental leave	4 Social(Internal) - D&I policies p. 46 4 Social(Internal) - Benefits plans p. 45 8 Appendix - Sustainability Performance Overview Note K - employees applications for parental leave and their returns to work p. 92 Sinyi Sustainability Website <a href="https://csr.sinyi.com.tw/en/employee/system-3.php">https://csr.sinyi.com.tw/en/employee/system-3.php</a>	ISO 26000 6.4.4

GRI Standard	Disclosure	Page number(s) and/or URL	Responding to International Standards
<b>Occupational Health and Safety</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 79	
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	4 Social(Internal) - occupational health and safety p. 44 Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/en/employee/workplace.php">http://csr.sinyi.com.tw/en/employee/workplace.php</a>	ISO 26000 6.4.6
403-2	Hazard identification, risk assessment, and incident investigation	4 Social(Internal)- occupational health and safety p. 43 8 Appendix - Sustainability Performance Overview – Note M, N, O, P, U p. 93	ISO 26000 6.4.6, 6.8.8
403-3	Occupational health services	4 Social(Internal)- dedicated happy health management center p. 43	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. 44	ISO 26000 6.4.6
403-5	Worker training on occupational health and safety	4 Social(Internal)- training for occupational health and safety p. 44	
403-6	Promotion of worker health	4 Social(Internal) - dedicated happy health management center p. 43	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4 Social(Internal) - Risk Assessment and Management p. 44	
403-8	Workers covered by an occupational health and safety management system	4 Social(Internal) - dedicated happy health management center p. 43	
403-9	Work-related injuries	4 Social(Internal)- occupational health and safety p. 44 8 Appendix - Sustainability Performance Overview - Note M, N, O, P, U p. 93	SDG3
403-10	Work-related ill health	8 Appendix - Sustainability Performance Overview - Note M, N, O, P, U p. 93	SDG3
<b>Training and Education</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 80	
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	4 Social(Internal) - overview of employee training p. 41 8 Appendix - Sustainability Performance Overview - Note I average training hours p. 91	SDG4, 8 ISO 26000 6.4.7

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. 41, post-retirement re-employment p. 45 Sinyi Sustainability Website <a href="https://csr.sinyi.com.tw/en/employee/system-4.php">https://csr.sinyi.com.tw/en/employee/system-4.php</a>	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. 42	SDG8 ISO 26000 6.4.7
<b>Diversity and Equal Opportunity</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 80	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/en/governance/board-of-directors.php">http://csr.sinyi.com.tw/en/governance/board-of-directors.php</a> <a href="http://csr.sinyi.com.tw/en/employee/appeal.php">http://csr.sinyi.com.tw/en/employee/appeal.php</a> 4 Social(Internal) - employment overview p. 39 4 Social(Internal) - diversity and inclusion p. 46 8 Appendix - Sustainability Performance Overview Note F Employees Age Group p. 90	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. 46	SDG8 ISO 26000 6.3.7, 6.3.10, 6.4.3, 6.4.4
<b>Forced or Compulsory Labor</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 80	
<b>GRI 409: Forced or Compulsory Labor 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4 Social(Internal)- LOHAS p. 67 7 Supply Chain - no risk or incidents findings throughout the assessment Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/en/employee/workplace.php">http://csr.sinyi.com.tw/en/employee/workplace.php</a> <a href="http://csr.sinyi.com.tw/en/supplychain/achievement.php">http://csr.sinyi.com.tw/en/supplychain/achievement.php</a>	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

GRI Standard	Disclosure	Page number(s) and/or URL	Responding to International Standards
<b>Supplier Social Assessment</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 80	
<b>GRI 414: Supplier Social Assessment 2016</b>			
414-1	New suppliers that were screened using social criteria	Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/en/supplychain/achievement.php">http://csr.sinyi.com.tw/en/supplychain/achievement.php</a>	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. 75, 76, 77 Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/en/supplychain/achievement.php">http://csr.sinyi.com.tw/en/supplychain/achievement.php</a>	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
<b>Customer Health and Safety</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics p. 81	
<b>GRI 416: Customer Health and Safety 2016</b>			
416-1	Assessment of the health and safety impacts of product and service categories	5 Social(External) - guarantee service p. 51	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



GRI Standard	Disclosure	Page number(s) and/or URL	Responding to International Standards
<b>Marketing and Labeling</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics <a href="#">p. 81</a>	
<b>GRI 417: Marketing and Labeling 2016</b>			
417-1	Requirements for product and service information and labeling	5 Social(External) - Protecting Customers' Rights <a href="#">p. 51</a>	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 <a href="#">p. 50</a>	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 <a href="#">p. 51</a>	ISO 26000 4.6, 6.7.1, 6.7.2, 6.7.3 TWSE/TPEX Chapter 4
<b>Customer Privacy</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics <a href="#">p.81</a>	
<b>GRI 418: Customer Privacy 2016</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	8 Appendix - Sustainability Performance Overview <a href="#">p. 84</a>	ISO 26000 6.7.1, 6.7.2, 6.7.7 TWSE/TPEX Chapter 4

#### Topic-Specific Disclosures: Custom Material Topic

GRI Standard	Disclosure	Page number(s) and/or URL	Responding to International Standards
<b>Digital Resilience</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics <a href="#">p. 81</a>	
<b>Digital Resilience</b>			
Custom	Digital Resilience	5 Social(External) - Exceptional Service and Innovation <a href="#">p. 52</a> 6 Governance - Risk Management <a href="#">p. 69</a> Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/en/governance/risk-management.php">http://csr.sinyi.com.tw/en/governance/risk-management.php</a>	
<b>Promotion of Business Ethics</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	8 Appendix - Management of Material Topics <a href="#">p. 81</a>	
<b>Promotion of Business Ethics</b>			
Custom	Promotion of Business Ethics	5 Social(External) - Input and Outcomes <a href="#">p. 58</a> 5 Social(External) - Promotion of Business Ethics <a href="#">p. 55</a>	TWSE/TPEx Chapter 4

 Sinyi Realty 2022 Annual Report <https://www.sinyi.com.tw/investors/en/financial-information/annual-reports>



# 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"> <li>1. Pay attention to market changes and customer needs, and develop new service models accordingly.</li> <li>2. Review the implementation of policies in accordance with the regularly held annual plan meetings and quarterly review meetings.</li> <li>3. Establish innovation management systems and methods.</li> </ol>	<ol style="list-style-type: none"> <li>1. The main policy is to implement our mission of "Sinyi People, Sinyi Company, Sinyi Society."</li> <li>2. The guiding principle is to integrate ethics and integrity in daily customer service and management.</li> <li>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."</li> </ol>
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"> <li>1. Customer complaint hotline: 0800-211-922</li> <li>2. 24-hour online customer service</li> <li>3. Customer Service Email: <a href="mailto:sinyi@sinyi.com.tw">sinyi@sinyi.com.tw</a></li> <li>4. Please refer to "Stakeholder Engagement" section</li> </ol>	<ol style="list-style-type: none"> <li>1. Founder Internal Email</li> <li>2. Corporate Ethics Office Email</li> <li>3. Customer complaint hotline: 0800-211-922</li> <li>4. Contact the Audit Office in order to express the opinion or report inappropriate behavior of colleagues.</li> </ol>
Evaluation Mechanisms and Results	<ol style="list-style-type: none"> <li>1. Include service innovation as an important annual plan.</li> <li>2. Customer satisfaction and opinion survey.</li> </ol>	<ol style="list-style-type: none"> <li>1. Chief Ethics Officer regularly reports on the integrity management to the Board of Directors.</li> <li>2. Compliance assessment.</li> <li>3. All employees signed the "Sinyi Group Code of Conduct" with a completion rate of 100%.</li> </ol>
Reference pages	Sustainable Innovation <a href="#">p. 23~24</a> Stakeholder Engagement <a href="#">p. 18</a> Exceptional Service and Innovation <a href="#">p. 52</a>	Ethics and Integrity <a href="#">p. 67</a> Compliance management and related instructions <a href="#">p. 68, 51, 84, 103</a>

## Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Accounting Metric	2022 Disclosure	Reference pages
<b>SUSTAINABILITY SERVICES</b>				
Revenue from energy and sustainability services	IF-RS-410a.1	<ul style="list-style-type: none"> <li>The entity shall disclose its revenue from energy and sustainability services.</li> <li>The entity shall provide a description of the energy and sustainability services it offers.</li> </ul>	<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><b>[Measures of improvement and future goals]</b></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%. Sinyi's real estate brokerage service income was NT\$9.865 billion.</p>	<p>Main Products and Services <a href="#">p. 8</a></p> <p>Value Chain <a href="#">p. 23</a></p>
(1) Floor area and (2) number of buildings under management provided with energy and sustainability services	IF-RS-410a.2	The entity shall disclose (1)The floor area under management for which it provided energy and/or sustainability related services during the reporting period. (2)The number of buildings for which it provided energy and sustainability-related services during the reporting period.	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	The entity shall disclose (1)The floor area under management that obtained an energy rating during the reporting period. (2)The number of buildings that obtained an energy rating during the reporting period.	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.	
<b>TRANSPARENT INFORMATION &amp; MANAGEMENT OF CONFLICT OF INTEREST</b>				
Brokerage revenue from dual agency transactions	IF-RS-510a.1	<ul style="list-style-type: none"> <li>The entity shall disclose its revenue from real estate sales brokerage services that directly resulted from dual agency transactions.</li> <li>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.</li> </ul>	<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.</p> <p>In 2022, Sinyi Realty's real estate brokerage services directly derived income from dual agency transactions totaled NT\$10.077 billion.</p> <p><b>[Measures of improvement and future goals]</b></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 "<a href="#">Sinyi Realty Inc. Ethical Corporate Management Best Practice Principles</a>," 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. 67) to learn more about how Sinyi Realty ensures professional and business ethics.</p>	Ethics and Integrity <a href="#">p. 67</a>

Topic	Code	Accounting Metric	2022 Disclosure	Reference pages
<b>TRANSPARENT INFORMATION &amp; MANAGEMENT OF CONFLICT OF INTEREST</b>				
Revenue from transactions associated with appraisal services	IF-RS-510a.2	<ul style="list-style-type: none"> <li>The entity shall disclose the amount of revenue generated from transactions.</li> <li>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.</li> </ul>	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"> <li>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.</li> <li>The entity shall briefly describe the nature and context of all monetary losses as a result of legal proceedings.</li> <li>The entity shall describe any corrective actions it has implemented as a result of the legal proceedings.</li> </ul>	Sinyi Realty didn't face any monetary loss due to fraud, corruption or bribery in 2022.	Ethics and Integrity <a href="#">p. 67</a>

## Activity Metrics

Code	Accounting Metric	2022 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 19,042.5 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 4,951.	
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. 115](#))
- SASB Materiality Map: <https://materiality.sasb.org/>
- For more information about SASB, please refer to <https://www.sasb.org/>
- Disclosure category: All quantitative.

# 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 management 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	2022 Disclosure	Reference page
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: In Total Ethical Management Committee (TEM Committee), the CFO reports to the Board on results of climate-related projects quarterly. 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. 61, 62
		2. Supervision and management of which the Board consider climate-related issues when reviewing, guiding strategy and so on: Sinyi convenes the Board meetings monthly. The Board 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 <a href="#">Sinyi Sustainable Development Policy</a> .	p. 62, 63, 69
		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 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. 29
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. Corporate Ethics Sustainability Committee, under TEM Committee, is convened by Chief Ethics Officer and meet monthly to discuss climate-related or ESG-related topics, integrating resources to create synergy. ESG Working Groups are lead by the manager of responsible departments to implement the sustainable or climate-related projects approved by the Corporate Ethics Sustainability Committee, the TEM committee and the Board. Meetings are held on demand by each working group.	p. 29, 61
		2. Description of the associated organizational structures: Please refer to " <a href="#">Climate Governance and Action – Governance</a> ," " <a href="#">TEM Committee</a> " and " <a href="#">Risk Management Organization</a> ."	p. 29, 61, 69
		3. Management process of monitoring climate-related issues: The TEM Committee is responsible for climate-related project management and is overseen by the Board. The CFO reports to the Board on a quarterly basis on results of climate-related performance. 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. 61, 62
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, paper usage reduction, support renewable energy and natural carbon sink. (3) Long-term: Rising mean temperatures, changes in precipitation patterns.	p. 29 <a href="#">Website</a>
		2. Define time horizons: Short-term: within 1 year(~2023), medium-term: 1-10 years(~2030), long-term: 10-30 years (~2050).	p. 29
		3. Financial impact of risks and opportunities: Please refer to " <a href="#">Climate Governance and Action – Strategy</a> ."	p. 29
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 " <a href="#">Opportunities and Risks</a> ."	p. 13, 69
		2. Climate-related issues affect business, strategy and financial planning: Please refer to " <a href="#">Climate Governance and Action – Strategy</a> ."	p. 29
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 scenarios, "SSP5-8.5" and "NZE+NDCs," to analyze physical and transitional risks. (1)SSP5-PB.5: Referred to IPCC AR6 SSP5-8.5 scenario and its estimated situation in Taiwan by Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), the physical risks of increased number of strong typhoons/ rainfall volume and intensity/ average temperature were taken into consideration. (2)NZE+NDCs: Referred to the IEA net-zero emission scenario(NZE), the 1.5° C goal of Paris Agreement, and Taiwan 2050 Net Zero Pathway(NDCs), the transitional risks and opportunities of moving towards a low-carbon economy and decarbonized energy were taken into consideration.	<a href="#">Sinyi Realty TCFD Report</a> p. 23-34

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












Code	TCFD Recommended Disclosure	2022 Disclosure	Reference pages
<b>RISK MANAGEMENT [Disclose how the organization identifies, assesses, and manages climate-related risks.]</b>			
TCFD 3(a)	Describe the organization's processes for identifying and assessing climate-related risks.	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.	p. 13, 30, 69
		2. Risk scope assessment and risk classification definition: Please refer to "Risk Management Policy" and "Risk Management Process."	p. 13, 30, 69
TCFD 3(b)	Describe the organization's processes for managing climate-related risks.	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 GHG related verification, and the performance are regularly reported to the Board.	p. 13, 30, 69
		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. 30
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	1. Integration of climate-related risks and overall risk management system: (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. As the top management unit supervising climate-related issues, the Board 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. 30, 69
<b>METRICS AND TARGETS [Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.]</b>			
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.	1. Key metrics: Please refer to "Climate Governance and Action – Metrics and Target."	p. 31
		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. 64
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. 33
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 and management approaches for "reduction in service carbon footprint –carbon emissions per real estate transaction," "reduction in GHG emissions (category 1+2)," "reduction in per capita water consumption," "reduction in paper usage per service," "renewable energy consumption," "GHG emissions of electricity consumption per capita," "GHG emissions of electricity consumption by key suppliers (2022 new metric)," and "net zero (2022 new metric)." The progress is reviewed and disclosed periodically in order to realize the goal of achieving net zero.	p. 31

- 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. 113)
- For more information about TCFD, please refer to <https://www.fsb-tcfid.org/>

# SDGs Content Index



















SDGs Goals and Targets		Sinyi's Major Contributions Toward the SDGs	
 <b>GOAL 3</b> 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.	• Hold regular traffic rules, fire drill, and first aid training courses.	 <a href="#">Occupational Health and Safety Management System</a> <a href="#">p. 44</a>
	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.	• Set up the "Happy Health Management Center" to provide consultation and systematic health management.	 <a href="#">Happy Health Management Center</a> <a href="#">p. 43</a>  <a href="#">SinFu Coins</a> <a href="#">p. 45</a>
 <b>GOAL 4</b> 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.	• Regularly arrange advanced education for senior management and the Board of Directors.	 <a href="#">Director training</a> <a href="#">p. 64</a>
	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.	• Improve the real estate professionalism by taking advantage of the Sowing Seeds on Campus Program, industry-university cooperation.	 <a href="#">Campus Program</a> <a href="#">p. 40</a>
	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.	• 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.	 <a href="#">Sinyi Culture Foundation</a> <a href="#">p. 55</a>  <a href="#">Business Ethics Podcast</a> <a href="#">p. 55</a>  <a href="#">Sinyi School at NCCU</a> <a href="#">p. 56</a>
	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.		
 <b>GOAL 5</b> Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere.	• Gender equality at work, diversified employment.	 <a href="#">Diversified employment, Gender Equality at work,</a> <a href="#">p. 46</a>
	5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	• Provide birth incentives, maternity benefits, and develop maternal health protection plan.	 <a href="#">Second-child Grants</a> <a href="#">p. 46</a>



SDGs Goals and Targets		Sinyi's Major Contributions Toward the SDGs		
 <p><b>GOAL 7</b> Ensure access to affordable, reliable, sustainable and modern energy for all</p>	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	<ul style="list-style-type: none"> <li>• Increase renewable energy consumption.</li> </ul>	 <a href="#">Renewable energy</a>	<a href="#">p. 33</a>
	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.			
 <p><b>GOAL 8</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	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"> <li>• Via digital transformation to enhance business resilience.</li> <li>• TCFD was introduced in response of climate-related risks.</li> </ul>	 <a href="#">Digital resilience, innovation services</a>  <a href="#">TCFD</a>	<a href="#">p. 69, 52</a> <a href="#">p. 108</a>
	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.			
	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"> <li>• We designed our salary and incentives system based on staff long-term development point of view.</li> <li>• Reduce any form of forced labor.</li> <li>• Through ESG evaluation, we focus on human rights and occupational health and safety.</li> </ul>	 <a href="#">30-day Work Appraisal Program</a>  <a href="#">LOHAS</a>  <a href="#">Conduct ESG risks audit to confirm suppliers compliance with human rights</a>	<a href="#">p. 42</a> <a href="#">p. 48</a> <a href="#">p. 77</a>
	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><b>GOAL 10</b> Reduce inequality within and among countries</p>	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"> <li>• Provide scholarships to ensure that students in rural areas and underprivileged families have access to education.</li> <li>• To eliminate unfairness and discrimination in society.</li> </ul>	 <a href="#">Scholarships</a>  <a href="#">Gung-Ho Project</a>	<a href="#">p. 57</a> <a href="#">p. 54</a>
	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.			


Sinyi's Contribution to the SDGs





SDGs Goals and Targets		Sinyi's Major Contributions Toward the SDGs					
 <b>GOAL 11</b> 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"><li>To promote community building, connect local organizations and resources for cultural reservation, hard-ware renovation and local vitalization activities.</li></ul>	 <a href="#">Community Building Project</a>	<a href="#">p. 53</a>		
	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.					
	11.a	Support positive economic, social and environmental links between urban, per-urban and rural areas by strengthening national and regional development planning.					
 <b>GOAL 12</b> Ensure sustainable consumption and production patterns	12.2	By 2030, achieve the sustainable management and efficient use of natural resources.	<ul style="list-style-type: none"><li>Improve resource efficiency.</li></ul>	 <a href="#">Service carbon footprint</a>	<a href="#">p. 32</a>		
	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.				 <a href="#">Water stewardship and environment management system</a>	<a href="#">p. 34</a>
	12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	<ul style="list-style-type: none"><li>Waste management and circular economy.</li></ul>	 <a href="#">Waste management</a>	<a href="#">p. 34</a>		
	12.8	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.		 <a href="#">Lending service and sustainability uniform</a>	<a href="#">p. 35</a>		
			<ul style="list-style-type: none"><li>Implement TCFD, SASB to strengthen ESG disclosure.</li><li>Enhance knowledge and skills of sustainability through activities and training.</li></ul>	 <a href="#">Management of the Sustainability Report</a>	<a href="#">p. 62, 65</a>		
			<ul style="list-style-type: none"><li>Promote the concept of sustainability through various channels.</li><li>Work with the community to make clean products from renewable resources.</li></ul>	 <a href="#">Sustainability Promotion</a>	<a href="#">p. 62</a>		
 <b>GOAL 13</b> Take urgent action to combat climate change and its impacts	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	<ul style="list-style-type: none"><li>Adapt TCFD for climate governance and develop climate-related management and response actions.</li><li>Climate resilient services.</li><li>Reduce GHG emissions.</li><li>Net-zero and environmental education.</li></ul>	 <a href="#">Climate governance and action</a>	<a href="#">p. 29-31</a>		
						 <a href="#">Green real estate services</a>	<a href="#">p. 32</a>
						 <a href="#">Energy and carbon management</a>	<a href="#">p. 30</a>
				<ul style="list-style-type: none"><li>Net-zero and environmental education.</li></ul>	 <a href="#">Green impacts and biodiversity</a>	<a href="#">p. 35, 36</a>	
			<ul style="list-style-type: none"><li>Raise awareness and work together with our suppliers to achieve a low-carbon supply chain.</li></ul>	 <a href="#">GHG emissions of energy survey to key suppliers</a>	<a href="#">p. 77</a>		
	 <b>GOAL 17</b> 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"><li>Improve customer satisfaction and corporate governance through innovation with suppliers.</li></ul>	 <a href="#">Innovate with partner suppliers to promote a sustainable and better life for all</a>	<a href="#">p. 77</a>	
<ul style="list-style-type: none"><li>Join the associations, alliances, or initiatives.</li></ul>				 <a href="#">Join associations</a>	<a href="#">Website</a>		

# Verification Opinion Statement / Certificate of Registration

ISO 14064-1  
Greenhouse Gas Emissions  
Verification Opinion Statement



# Opinion Statement

## Greenhouse Gas Emissions

### Verification Opinion Statement

To be verified by: **Sinly Realty Inc.**  
 No. 100, Sec. 5, Sinly Rd.,  
 Sinyi District  
 Taipei City  
 110002  
 Taiwan

台灣綠屋宇建設有限公司  
 臺北市  
 信安區  
 信義路一段100號  
 110002

**Utility Statement No:** **026756** **052701**

**Issued for:** **Verification opinion statement**

**Issued for:** **Greenhouse Gas verification process in accordance with ISO 14064-3:2006, & the**  
**control of GHGs with reasonable assurance that:**

- The Greenhouse Gas Emissions with Sinly Realty Inc. for the period from 2022-01-01 to 2022-12-31 have been audited, including direct greenhouse gas emissions from 644,000 tonnes of CO<sub>2</sub> equivalent and indirect greenhouse gas emissions from imported energy 5,055,208 tonnes of CO<sub>2</sub> equivalent.
- No material misstatements for the period from 2022-01-01 to 2022-12-31 Greenhouse Gas Emissions calculation were identified.
- Data quality was considered acceptable to determine the principles as set out in ISO 14064-3.
- The reason for failure for electricity of year 2022 is 0.95 tCO<sub>2</sub>e per kWh.

Overall, the audited GHG emissions are in the acceptable level and the data quality were also appropriate and thus verified with limited assurance, and data quality was not considered inappropriate in determining the principles as set out in ISO 14064-3, 2006.

*[Signature]*  
**Issued under ISO 14064-3:2006, Annex A, Part 10**

Per and on behalf of: **bsi.**

Originally issued: 2023-05-29

**Likelihood**

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Page 1 of 2

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ISO 14046  
Water Footprint  
Verification Opinion Statement

[illegible]

ISO 14067  
Product Carbon Footprint  
Verification Opinion Statement

[illegible]

ISO 46001  
Water Efficiency Management System  
Certificate of Registration

		 	
<h1>Certificate of Registration</h1>			
<h2>WATER EFFICIENCY MANAGEMENT SYSTEM – ISO 46001:2019</h2>			
This is to certify that:		茲此證明：	
Giny Realty Inc. No. 180, Gao S. Giny Rd. Tsim Sha Tsui Kowloon Taiwan	信譽地產有限公司 香港 九龍 新加坡 信譽地產 180 號 110022		
Hold Certificate No: <b>WEM5 768883</b>			
and operates a Water Efficiency Management System which complies with the requirements of ISO 46001:2019 for the following activities:			
The provision of real estate services. (提供房地產服務)			
and provides a Water Efficiency Management System for water for air conditioning and office/ventilation/drying. (提供水和空氣調節)			
			
For and on behalf of (R/S):		Peter P. H. Ho, Managing Director/Representative, North East Asia	
Original Registration Date: 2022-02-27 Latest Revision Date: 2022-02-27		Effective Date: 2022-02-27 Expiry Date: 2025-06-26	
<h3>„making excellence a habit“</h3>			
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PAS 2060  
Carbon Neutrality Declaration  
Verification Opinion Statement[illegible]

ISO 14001  
Environmental Management System  
Certificate of Registration

**bsi.**

**Certificate of Registration**

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

Singl Realty Inc.	信盛昌信利有限公司
No. 150, Telok Ayer St., Singl Rd.	第 150 號
Singl District	大馬路
Telok Ayer	大馬路
150	信盛昌信利有限公司
Telok	150

Hold Certificate No: **EMS 693670**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The provision of real estate brokerage services.  
提供房地產經紀服務

For and on behalf of:

  
Cheong Ching, Head of Compliance & Risk Assurance

Original Registration Date: 2018-07-03  
Latest Renewal Date: 2021-06-12

Effective Date: 2021-07-03  
Expiry Date: 2024-07-03

Page: 1 of 2

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This certificate was issued electronically and contains the registry of ISO 14001 and is bound by the conditions of annex.

For more information, please visit [www.bsi.com.sg](http://www.bsi.com.sg) or contact your local BSI office or telephone: 050 200 2000

BSI  
INTERNATIONAL  
REGISTERED  
MEMBER

IAF  
ANAB

TCFD  
Task Force on Climate-Related  
Financial Disclosures Conformity Statement

[illegible]

ISO 50001  
Energy Management System  
Certificate of Registration

[illegible]

ISO 27001  
Information Security Management System  
Certificate of Registration



ISO 9001  
Quality Management System Certificate



# Independent Assurance Opinion Statement (In Accordance with GRI and SASB)



## INDEPENDENT ASSURANCE OPINION STATEMENT

### Sinyi Realty 2022 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 purposes 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 2022 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(s) 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 2022 Sustainability Report provides a fair view of the Sinyi Realty sustainability programmes and performances during 2022. 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 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.
- 9 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(s) to assess and manage topic-related risks and opportunities.

#### Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness and Impact of AA1000AP (2018), GRI Standards and SASB Standard(s) is 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 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 Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported or omitted. In our professional opinion the self-declaration covers the Sinyi Realty's sustainability topics.

#### SASB Standards

Sinyi Realty provided us with their self-declaration of in accordance with SASB Standard(s) (REAL ESTATE SERVICES Sustainability Accounting Standard). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard(s) (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(s).

#### 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.

The moderate level assurance provided is in accordance with AA1000AS v3 in our review of SASB Standard(s).

#### 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.



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Statement No: SRA-TW-789042  
2023-06-28

For and on behalf of BSI:

  
Peter Pu, Managing Director BSI Taiwan

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:

## 01 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"/>

## 02 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"/>
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"/>

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

## 02 Social S

Not Concerned   Normal   Very Concerned

Marketing Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>

## 03 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](mailto: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>

