

## Contents

About Sinyi Realty

Sustainable Operations

Environment

Social-Internal Stakeholders

Social-External Stakeholders

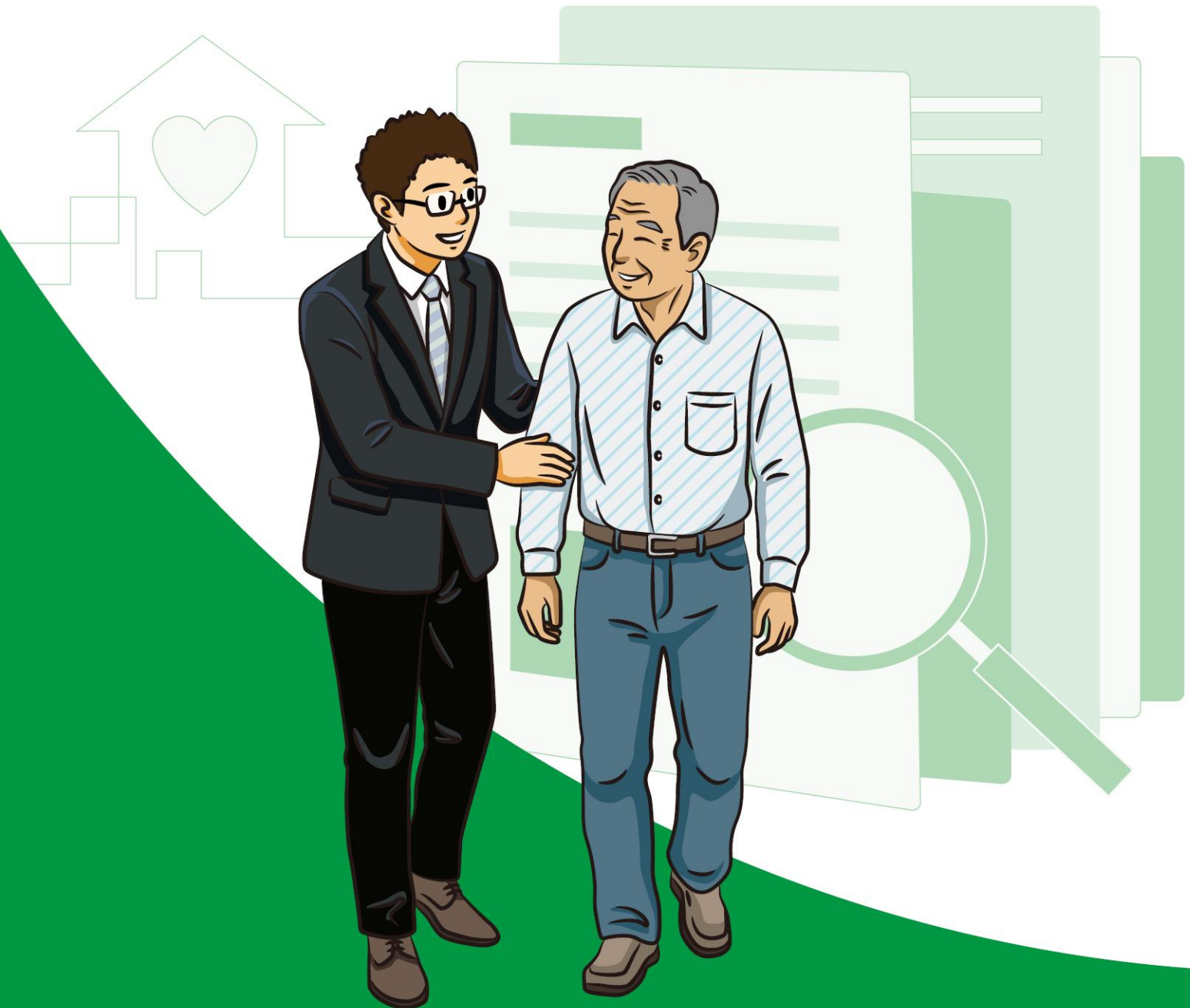
Corporate Governance

Supply Chain Management

## Appendix

- Management of Material Topics — 86
- Sustainability Performance Overview — 89
- GRI Content Index — 103
- SASB Content Index — 115
- TCFD Content Index — 118
- Climate-related information of Listed Companies — 120
- SDGs Content Index — 122
- Verification Opinion Statement — 125
- Independent Assurance Opinion Statement — 127
- Stakeholder Questionnaire — 128

# Appendix



# 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



Environment - Get to Net Zero

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



Governance - Creating a Sustainable Lifestyle

Supply chain management - Building an Ethical and Sustainable Supply Chain

| Material Topics                      | Meaning to Sinyi                                                                                                                                                                                                                                                                                                  | Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Commitment and Policy                                                                                                                                                                                                                                                                                                                                                                                                                                           | Action Plan                                                                                                                                                                                                                                                                                                | Evaluation Mechanism                                                                                                                                               | Pages                                          |
|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| <b>201 Economic Performance</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.                                                                                                                                   | Sinyi Realty places trust at the core of its operations, enhancing transaction success rates and customer experience through high-quality services and protection mechanisms, which in turn translate into stable economic performance and create shared value for both shareholders and society.                                                                                                                                                                                 | 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, TCFD, and TNFD.                                                                                                                                                                                             | 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. 65</a>                          |
| <b>203 Indirect Economic Impacts</b> | In addition to being homes, the community is also a place where many beautiful things happen. In hope that with the family as the core and the community as the bridge, we can invest in the transformation of the community and of people's hearts.                                                              | Sinyi Realty has long invested in community development, leveraging manpower, resources, and professional initiatives to foster resident participation and community cohesion. During the "community engagement and after-sales service" phase, the company extends service touchpoints and deepens neighborhood trust, generating stable and resilient indirect economic benefits, thereby achieving mutual prosperity for both the community and the enterprise.                | Sustainable development 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. | 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>Award-winning proposals under "We are ONE" Community Building Project</li> </ul>                                            | <a href="#">p. 58</a>                          |
| <b>303 Water and Effluents</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.                                                                | Most of Sinyi Realty's water consumption is attributable to employees or customers, with no process wastewater generated, and the company is not a major water user. However, in times of drought or flooding, there may still be risks of water shortages or insufficient treatment of domestic wastewater. Through monitoring and efficiency management, the company minimizes daily water waste and strengthens water resource protection and water quality impact management. | Sinyi stays aware of global water resource management trends even though real estate brokerage industry does not belong to high water-consumption industry.                                                                                                                                                                                                                                                                                                     | 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>Total water consumption</li> </ul> | <a href="#">p. 38</a>                          |
| <b>304 Biodiversity</b>              | As we realized that biodiversity is the precious assets of all human beings and that protection or restoration of ecosystems can help mitigate the climate crisis, with positive significance to agricultural development, food and water issues, health and hygiene as well as sustainable economic development. | The operational impact of Sinyi Realty on biodiversity is low; however, community services still prioritize landscaping and environmental management to prevent potential ecological disturbances. By promoting environmentally friendly practices in community initiatives, participating in conservation platforms, supporting native species, and engaging in environmental education, the company fosters ecological well-being. °                                            | Compliance of operational activities with international, national, and municipal biodiversity-related law and regulations. Avoidance of negative impacts on threatened and protected species by the operational activities. Not explore or develop in legally designed protected biodiversity areas, and we respect legally designated protected biodiversity areas.                                                                                            | We participate "Taiwan Nature Positive Initiative" and support the conservation and rehabilitation of Taiwan's native flora and fauna. Additionally, we promote environmental education to uphold environmental sustainability.                                                                            | <ul style="list-style-type: none"> <li>Participating in biodiversity related initiatives</li> </ul>                                                                | <a href="#">p. 40</a>                          |
| <b>305 Emission</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.                                                                                     | Although real estate brokerage services are not major emission sources, greenhouse gas emissions still occur during service operations. We will continuously monitor emission hotspots and, through process optimization and digital transformation, work to reduce the long-term environmental impact on the climate.                                                                                                                                                            | Set carbon reduction target which complies with SBT 1.5°C pathway. Develop low-carboned services; purchase renewable energy; conduct GHG inventory annually for performance review and improvement.                                                                                                                                                                                                                                                             | Implement organizational carbon management and service carbon footprint, 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 (Scope 1+2)</li> </ul>                                                      | <a href="#">p. 36</a><br><a href="#">p. 37</a> |

| Material Topics |                                 | Meaning to Sinyi                                                                                                                                                                                           | Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Commitment and Policy                                                                                                                                                                                                             | Action Plan                                                                                                                          | Evaluation Mechanism                                                                                                                                            | Pages                                           |
|-----------------|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| 403             | Occupational Health and Safety  | 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. | Sinyi Realty has established a Safety Management Plan in compliance with occupational safety regulations. In frontline service stages such as “property research, client matching, property viewing, and negotiation,” the company reduces fieldwork risks and promotes workplace health and safety through standardized procedures, risk identification, and regular training, demonstrating the effectiveness of systematic implementation.                                                                                                                                                                                                                                                                                     | A comprehensive safety operation is formulated with people-oriented spirit to promote the health and safety. The occupational safety and health management plan formulated in accordance with Occupational Safety and Health Law. | 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. 50</a>                           |
| 409             | Forced or Compulsory Labor      | Only when the employees are work-life-balanced can they work stably and have long-term development.                                                                                                        | Sinyi Realty places great importance on manpower allocation and working hour management during high-intensity service stages. Through shift rotations, flexible working hours, and care mechanisms, the company mitigates the risk of forced labor. By fostering a people-oriented management culture that emphasizes respect and trust, Sinyi ensures the protection of labor rights in line with international human rights principles and labor regulations.                                                                                                                                                                                                                                                                   | Continuously optimize leave policies to promote work-life balance for employees. The employee welfare measures are implemented in daily operations.                                                                               | 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>                                                  | <a href="#">p. 49</a>                           |
| 401             | Employment                      | Sinyi Realty always considers our employees to be unique partners. Harmonious labor employer relationship is the foundation of business development.                                                       | Sinyi Realty is committed to talent development and career support, providing competitive compensation, diverse training opportunities, and a comprehensive support network to create an attractive work environment. Strong labor relations enhance employee cohesion, while respect for human rights and labor dignity is embedded across all stages of the value chain.                                                                                                                                                                                                                                                                                                                                                        | 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.                                                          | 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>                                              | <a href="#">p. 49</a>                           |
| 404             | Training and Education          | Sinyi integrated the core concepts into a series of courses corresponding to the abilities and knowledge required for different positions.                                                                 | Through tiered training, practical simulations, and regulatory education, Sinyi Realty strengthens the professional competence and service quality of frontline staff, ensuring transaction security, safeguarding customer rights, enhancing customer trust, and laying the foundation for sustainable business operations.                                                                                                                                                                                                                                                                                                                                                                                                      | 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.                                                                                | On-the-job training and Industry-Academia Cooperation.                                                                               | <ul style="list-style-type: none"> <li>Average hours of training</li> </ul>                                                                                     | <a href="#">p. 47</a>                           |
| 405             | Diversity and Equal Opportunity | 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.                 | Traditionally, due to industry characteristics, the real estate brokerage sector has been male-dominated. In recent years, Sinyi Realty has actively promoted a gender-friendly culture and fair promotion mechanisms. Female employees have demonstrated exceptional influence in departmental collaboration, diverse thinking, and customer communication, with their representation in managerial and professional roles continuing to rise. Through corporate systems, structured training, and hands-on education, Sinyi not only enhances professional capabilities but also creates a talent development environment that fosters gender balance, advancing organizational culture toward greater diversity and inclusion. | Sinyi Realty adheres to the principle of substantive equality and ensures diversity in employment, development, and training policies. There is no gender- based inequality.                                                      | 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> | <a href="#">p. 45</a><br><a href="#">p. 101</a> |

| Material Topics                                  |  | Meaning to Sinyi                                                                                                                                                                                                                                                                            | Impact                                                                                                                                                                                                                                                                 | Commitment and Policy                                                                                                                                                                                                                                                                                                                                                    | Action Plan                                                                                                                                                              | Evaluation Mechanism                                                                                                                                                                                                                                                                                               | Pages                                           |
|--------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| <b>308 Supplier Environmental Assessment</b>     |  | We strive to extend our core value to our suppliers, jointly to set sustainability goals. We combine supplier environmental and social assessment with the green procurement policy, hope that the entire supply chain will act with business ethics and create a better world.             | In respond to climate crisis, we invite suppliers to join our 2030 net zero initiative, and promote a low-carbon transformation. We share new trends and regulations on human rights and occupational health and safety with our suppliers, to ensure our social care. | 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 enhancing sustainability value and impact.                                                                                                                            | Introduced ISO 20400. We assess key suppliers and enhance the ESG performance together with them through ESG survey, due diligence check.                                | <ul style="list-style-type: none"> <li>100% key suppliers signed the Business Code of Conduct and Sustainability Terms.</li> <li>Key suppliers inspection rate.</li> <li>Key suppliers have been inventoried.</li> <li>The ESG weights of the self-evaluation scale are 25%, 60%, and 15% respectively.</li> </ul> | <a href="#">p. 77</a>                           |
| <b>414 Supplier Social Assessment</b>            |  |                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                    |                                                 |
| <b>416 Customer Health and Safety</b>            |  |                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                    |                                                 |
| <b>417 Marketing and Labeling</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.                                                   | 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.                                                        | 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. | 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. 55</a><br><a href="#">p. 56</a>  |
| <b>418 Customer Privacy</b>                      |  |                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                    |                                                 |
| <b>Digital Resilience</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.                                                                                                                    | Information security will affect the continuity and stability of business operations. Changes in consumer and market preferences. Digital Tools can help providing digital tools will help enhance the customer experience.                                            | Combine the company's advantages with technological services to grasp the trend of service innovation.                                                                                                                                                                                                                                                                   | 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. 75</a>                           |
| <b>Promotion of Business Ethics</b>              |  | No matter how the environment changes, integrity and ethics will always be in the Company's core values.                                                                                                                                                                                    | To promote and share ideas and practices in the industry, help the society to learn and improve, and lead toward a better society.                                                                                                                                     | Established on trustfulness and righteousness, aimed for perfection. We promote business ethics to the 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. 60</a>                           |
| <b>Product Design &amp; Lifecycle Management</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. | 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.                                                                         | 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.                                                                                                                                                               | 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. 56</a><br><a href="#">p. 57</a>  |
| <b>Business Ethics</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 priority in Sinyi's sustainable operation.                                               | Create a high-quality integrity management and legal compliance culture to ensure the long-term interests of all stakeholders.                                                                                                                                         | 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.                                                                                                                                                                                       | 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. 72</a><br><a href="#">p. 115</a> |

# Sustainability Performance List

## Governance Performance

 Achieved
  Ongoing
  Not Achieved

| Note | Measures                         | 2022Result | 2023Result | 2024 Result | 2025 Result | Status | 2025Target | 2026Target | Read more on page     |
|------|----------------------------------|------------|------------|-------------|-------------|--------|------------|------------|-----------------------|
|      | Corporate Governance Evaluations | Top 5%     | Top 5%     | Top 5%      | Top 5%      | ✓      | Top 5%     | Top 5%     | <a href="#">p. 6</a>  |
| A.B  | Number of Board Members          | 7          | 7          | 7           | 7           |        |            |            | <a href="#">p. 68</a> |

## Economic Performance

201-1

SDG 8

Unit: NT\$ thousand

 Achieved
  Ongoing
  Not Achieved

| Note | Measures                                      | 2023 Result | 2024 Result | 2025Result | Status | 2025 Target | 2026 Target | Read more on page     |
|------|-----------------------------------------------|-------------|-------------|------------|--------|-------------|-------------|-----------------------|
| C    | Operating Revenue                             | 10,551,141  | 11,385,912  | 7,921,868  |        |             |             | <a href="#">p. 10</a> |
|      | Operating Costs                               | 7,764,505   | 8,135,012   | 6,236,068  |        |             |             | .                     |
|      | Profit from Operations                        | 1,675,433   | 1,925,258   | 445,675    | ✓      | Profitable  | Profitable  |                       |
|      | Employee Benefits Expense <sup>Note 1</sup>   | 6,535,466   | 7,182,162   | 5,132,161  |        |             |             | <a href="#">p. 10</a> |
|      | Dividends and Finance Costs <sup>Note 2</sup> | 1,042,541   | 1,352,986   | 1,556,554  |        |             |             |                       |
|      | Tax Payment Amount                            | 885,331     | 968,840     | 550,020    |        |             |             | <a href="#">p. 72</a> |
|      | Net Profit for the Year                       | 1,760,980   | 1,784,390   | 204,594    |        |             |             |                       |
|      | Paid-in Capital                               | 7,368,465   | 7,368,465   | 7,368,465  |        |             |             |                       |
|      | Total Liabilities                             | 16,912,684  | 16,863,542  | 14,961,619 |        |             |             |                       |
|      | Total Equity                                  | 12,408,205  | 13,830,341  | 12,911,904 |        |             |             |                       |
|      | <b>Number of Operating Locations</b>          |             |             |            |        |             |             |                       |
|      | Taiwan (Company Operated)                     | 478         | 466         | 447        |        |             |             | <a href="#">p. 10</a> |

[Note 1] Employee salaries and benefits (NT\$ thousand); employee benefit expenses in individual financial statements

[Note 2] Dividends and interest expenses (NT\$ thousand); cash dividends and financial costs of individual financial statements

## Social Performance (Internal)

2-7

 Achieved
  Ongoing
  Not Achieved

| Note | Measures                                                      | 2022 Result | 2023 Result | 2024 Result | 2025 Result | Status | 2025 Target | 2026 Target | Read more on page      |
|------|---------------------------------------------------------------|-------------|-------------|-------------|-------------|--------|-------------|-------------|------------------------|
|      | <b>Total Number of Employees</b>                              |             |             |             |             |        |             |             |                        |
|      | Sinyi Realty                                                  | 5,112       | 4,899       | 4,848       | 4,348       |        |             |             | <a href="#">p. 97</a>  |
| D    | Number of Permanent Employees                                 | 5,102       | 4,896       | 4,845       | 4,334       |        |             |             | <a href="#">p. 97</a>  |
| E    | Ratio of Employees Above Bachelor's Degree                    | 95.79%      | 95.78%      | 95.81%      | 95.56%      |        |             |             | <a href="#">p. 97</a>  |
| F    | Percentage of Employees Under 29 Years Old                    | 36.25%      | 32.76%      | 30.57%      | 18.84%      |        |             |             | <a href="#">p. 98</a>  |
| G    | Ratio of New Hires                                            | 30%         | 24.72%      | 22.68%      | 14.03%      |        |             |             | <a href="#">p. 99</a>  |
| H    | Employees Turnover Rate by Year                               | 27.08       | 28.87%      | 23.68%      | 25.04%      | ✓      | 26%         | 26%         | <a href="#">p. 100</a> |
| I    | Average Training Hours                                        | 43.63       | 47.02       | 51.32       | 55.54       | ✓      | 50          | 50          | <a href="#">p. 100</a> |
| J    | Percentage of Female Employees                                | 41.67       | 41.4%       | 45.06%      | 42.39%      |        |             |             | <a href="#">p. 101</a> |
| J    | Percentage of Female Managers                                 | 20.4%       | 21.76%      | 22.24%      | 23.56%      | ✓      | 21%         | 23.6%       | <a href="#">p. 101</a> |
| K    | Number of Employees Applying for Parental Leave               | 73          | 82          | 73          | 87          |        |             |             | <a href="#">p. 101</a> |
| L    | Number of Employees Applied for Second-Child Grants           | 67          | 64          | 44          | 32          |        |             |             | <a href="#">p. 101</a> |
| M    | Employees Requested Injury Leave                              | 231         | 215         | 168         | 177         |        |             |             | <a href="#">p. 102</a> |
| N    | Disabling Injury Frequency Rate                               | 23.28       | 21.61       | 32.54       | 23.6        |        |             |             | <a href="#">p. 102</a> |
| O    | Lost Day Rate                                                 | 200.24      | 57.93       | 128.51      | 72.08       |        |             |             | <a href="#">p. 102</a> |
| P    | Absentee Rate (%)                                             | 2.30%       | 1.14%       | 0.96%       | 1.48%       |        |             |             | <a href="#">p. 102</a> |
|      | EAP Service Used Times                                        | 260         | 300         | 300         | 510         |        |             |             | <a href="#">p. 50</a>  |
|      | Labor Issues Complaints                                       | 1           | 4           | 4           | 1           | —      | 0           | 0           | <a href="#">p. 49</a>  |
|      | Human Rights Issues Complaints                                | 0           | 0           | 0           | 0           | ✓      | 0           | 0           | <a href="#">p. 52</a>  |
| Q    | Employees Engagement Survey (Average Score) <sup>Note 1</sup> | 3.83        | 3.95        | 4.06        | 3.78        | —      | 4           | 4           | <a href="#">p. 49</a>  |

## Social Performance (external)

✓ Achieved
⚙️ Ongoing
⊖ Not Achieved

| Note | Measures                                                                                             | 2023 Result | 2024 Result        | 2025 Result             | Status | 2025Target         | Read more on page     |
|------|------------------------------------------------------------------------------------------------------|-------------|--------------------|-------------------------|--------|--------------------|-----------------------|
|      | <b>Community</b>                                                                                     |             |                    |                         |        |                    |                       |
|      | Social Investment (NT\$ thousands) <sup>Note 1</sup>                                                 | 109,854     | 109,854            | 101,382                 | ✓      | 5%                 | <a href="#">p. 63</a> |
|      | Cumulative Sponsored “WE ARE ONE” Proposals. <sup>Note 3</sup>                                       | 3,227       | 3,464              | 3,709                   | ✓      | 3,500              | <a href="#">p. 58</a> |
|      | Participants of Sinyi Lecture Hall                                                                   | 7,760       | 5,087              | 4,910                   | ⊖      | 5,100              | <a href="#">p. 60</a> |
|      | Participants of Sinyi Volunteer                                                                      | 874         | 968                | 1,346                   | ⊖      | 1,600              | <a href="#">p. 63</a> |
|      | Hours of Volunteer Service by Sinyi Staff                                                            | 7,368       | 6,647              | 8,986                   | ⊖      | N/A                | <a href="#">p. 63</a> |
|      | <b>Customers</b>                                                                                     |             |                    |                         |        |                    |                       |
|      | Value and Number of Fines Issued for Breaches of Regulations (NT\$ thousands; No.) <sup>Note 4</sup> | 0event      | 1event             | 2event <sup>Note5</sup> | ✓      | No Severe penealty | <a href="#">p. 56</a> |
|      | Customer Net Promoter Score (NPS) <sup>Note 6</sup>                                                  | 84.13       | 87.40              | 86.86                   | ⊖      | 88.4               | <a href="#">p. 57</a> |
|      | Complaints of Infringement of Customer Privacy                                                       | 1event      | No Severe penealty | 1event <sup>Note5</sup> | ✓      | No Severe penealty | <a href="#">p. 56</a> |
|      | Error Rate on Instruction of Real Estate                                                             | 0.001%      | 0.001%             | 0.001%                  | ⊖      |                    | <a href="#">p. 55</a> |

[Note 1] Community investment (NT\$ thousand): includes expenses for community family, Lutheran volunteers, Lutheran College, Lutheran School, corporate ethics promotion, community service activities, etc. In 2025, referring to the LBG (London Benchmarking Group) model, only Sinyi Realty’ s social investment resources will be included in the calculation scope of community investment.

[Note 2] The community investment target is 5% of Sinyi Realty’ s net profit after tax for the year.

[Note 3] Social construction for all has been proposed in 368 towns, cities and towns across Taiwan (the cumulative coverage rate of proposals has reached 100% in 2022), so starting from 2023, the next year and mid-term goals will be set based on the number of communities realizing their dreams.

[Note 4] Huge fine: more than 100,000 yuan.

[Note 5] For related information, please refer to the chapter on social external affairs.

[Note 6] In order to pursue higher service quality and expect colleagues to provide customers with services beyond their imagination, so that customers are willing to recommend them, Sinyi adjusted its indicators.

## Environmental performance

✓ Achieved
⚙️ Ongoing
⊖ Not Achieved

| Note | Measures                                                                                  | 2023 Result     | 2024 Result     | 2025 Result | Status | 2025 Target | Read more on page     |
|------|-------------------------------------------------------------------------------------------|-----------------|-----------------|-------------|--------|-------------|-----------------------|
|      | Service Carbon Footprint - GHG Emissions per Real Estate Transaction(kgCO <sub>2</sub> e) | 240.14(↑15.4%)  | 221.00(↓8.0%)   | (↑48.7%)    | ⊖      | ↓1%         | <a href="#">p. 36</a> |
|      | Paper consumption per service case (kg)                                                   | 1.13(↓10.3%)    | 1.10(↓2.7%)     | (↑90.9%)    | ⊖      | ↓1%         | <a href="#">p. 36</a> |
|      | GHG Emissions (scope 1&2) (tonCO <sub>2</sub> e)                                          | 5,353.1(↓10.4%) | 4,620.5(↓13.7%) | (↓26.5%)    | ✓      | ↓4.2%       | <a href="#">p. 37</a> |
|      | GHG Emissions of Electricity Consumption (kgCO <sub>2</sub> e)                            | 16%(↑12.9%)     | 22%(↑6%)        | 44.3%       | ✓      | 30%         | <a href="#">p. 37</a> |
|      | Renewable Energy Consumption (%)                                                          | 75,058          | 73,559          | (↑19.8%)    | ⊖      | ↓1%         | <a href="#">p. 38</a> |
|      | Total Water Consumption(m3)                                                               | 917             | 1,025           | 14.5%       |        |             |                       |
|      | GHG Emissions of Electricity Consumption per 1,000 man-hours (CO <sub>2</sub> e)          | 14,789          | 16,831          | 88.9%       |        |             |                       |

| Note | Measures                                                      | 2022 Result | 2023 Result | 2024 Result | 2025 Result | Status | 2025 Target | 2026 Target | Read more on page     |
|------|---------------------------------------------------------------|-------------|-------------|-------------|-------------|--------|-------------|-------------|-----------------------|
|      | Ratio of Signed Sustainability Terms                          | 100%        | 100%        | 100%        | 100%        | ✓      | 100%        | 100%        | <a href="#">p. 81</a> |
|      | Ratio of Signed Procurement Ethics Standards                  | 100%        | 100%        | 100%        | 100%        | ✓      | 100%        | 100%        | <a href="#">p. 81</a> |
|      | Number of Key Suppliers                                       | 132         | 188         | 77          | 70          |        |             |             | <a href="#">p. 81</a> |
| T    | Number of Key Suppliers checked                               | 127         | 173         | 74          | 70          |        |             |             | <a href="#">p. 81</a> |
|      | Existing Supplier Inspection Rate                             | 95.54%      | 91.5%       | 95.38%      | 100%        | ✓      | 95%         | 95%         | <a href="#">p. 81</a> |
|      | New Supplier Inspection Rate                                  | 100%        | 100%        | 100%        | 100%        | ✓      | 100%        | 100%        | <a href="#">p. 81</a> |
| U    | Suppliers Disabling Injury Frequency Rate <sup>[ Note ]</sup> | 16.36       | 13.06       | 2.81        | 0           |        |             |             | <a href="#">p. 81</a> |

[Note] Supplier's formula for calculating the frequency of incapacitating injuries = number of incapacitating injuries/total working hours x 1,000,000

#### Note U- Suppliers Disabling Injury Indicators

403-9

| Suppliers Disabling Injury Indicators             |                  |         |         |         |         |         |         |
|---------------------------------------------------|------------------|---------|---------|---------|---------|---------|---------|
| Indicators                                        |                  | Male    |         |         | Female  |         |         |
| Year                                              |                  | 2023    | 2024    | 2025    | 2023    | 2024    | 2025    |
| Annual Labor Hours                                |                  | 406,786 | 310,699 | 359,557 | 435,194 | 401,311 | 423,346 |
| Fatalities Caused by Work-related Injuries        |                  | 0       | 0       | 0       | 0       | 0       | 0       |
| Rate of work-related disabling injuries<br>Note 1 | High consequence | 3       | 2       | 0       | 1       | 0       | 0       |
|                                                   | Recordable       | 4       | 0       | 0       | 3       | 0       | 0       |
| Rate of work-related disabling injuries<br>Note 2 | High consequence | 7.37    | 6.44    | 0       | 2.3     | 0       | 0       |
|                                                   | Recordable       | 9.83    | 0       | 0       | 6.89    | 0       | 0       |

[Note 1] Starting from 2020, disabling injuries will be divided into serious and recordable categories according to the GRI403-9 indicator. According to Article 2 of the Occupational Safety and Health Law, occupational disasters refer to diseases, injuries, disability or death of workers caused by buildings, machinery, equipment, raw materials, materials, chemicals, gases, steam, dust, etc. in the workplace or operating activities and other occupational reasons. Employers do not need to report traffic accidents that occur when workers are commuting to and from get off work and do not belong to the above-mentioned places where labor services are provided. We investigated the work-related injuries of a total of 77 key suppliers that are within the company's control. There were two cases of serious work-related injuries (loss of work days of more than four days), both of which were accidents during renovation works. In the future, in addition to ensuring that suppliers compensate workers in accordance with the law, we propose reviews and improvements, implement machine inspections and employee education and training, we also send colleagues to strengthen spot checks on occupational safety at construction sites to ensure that hazard identification capabilities are improved in each link, hoping that it will not happen again.

[Note 2] Calculation formula for frequency of incapacitating injuries = number of incapacitating injuries/total working hours x 1,000,000

#### Note T Number of key suppliers evaluated and their qualification rate

|                                      | 2023 | 2024 | 2025 |
|--------------------------------------|------|------|------|
| Number of suppliers checked          | 173  | 74   | 70   |
| Number of suppliers checked and pass | 173  | 74   | 70   |
| Pass Rate                            | 100% | 100% | 100% |

[Note] In response to the introduction of ISO 20400, the number of supplier evaluation companies will be screened in 2023 for those with an annual purchase amount of more than 1 million.

Table A Remuneration for Directors

Unit: Thousands of NT\$

| Title                | Name                                                     | Remuneration for Directors |                                                     |             |                                                     |                           |                                                     |                                               |                                                     | The total amount of A, B, C and D & Ratio (%) of the Aggregate Amount of A, B, C and D to the Net Income After Tax |                                                     | Remuneration Received by Concurrent Employees               |                                                     |             |                                                     |                                    |             |            |             |                                                                                  |                                                     |                                                   |                                                     | The total amount of A, B, C, D, E, F and G & Ratio (%) of the Aggregate Amount of A, B, C, D, E, F and G to the Net Income After Tax (Note 5) |                                                     | 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) (Note 1) |                                                     | Fees for Performance of Business (D) (Note 2) |                                                     |                                                                                                                    |                                                     | Wages, Bonus and Special Disbursement, etc. (E) (Note 2, 3) |                                                     | Pension (F) |                                                     | Employee Remuneration (G) (Note 4) |             |            |             | 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 | Cash Bonus                         | Share Bonus | Cash Bonus | Share Bonus | 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 |                                                                                                                             |
| Chairperson          | Ken-Yu Chou                                              | -                          | -                                                   | -           | -                                                   | 675                       | 675                                                 | 1,727                                         | 1,727                                               | 2,402 1.17%                                                                                                        | 2,402 1.17%                                         | 9,074                                                       | 9,074                                               | -           | -                                                   | 2                                  | -           | 2          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 11,478 5.61%                                                                                                                                  | 11,478 5.61%                                        | Nil                                                                                                                         |
| Director             | Chun-Chi Chou                                            | -                          | -                                                   | -           | -                                                   | -                         | -                                                   | 1,811                                         | 1,835                                               | 1,811 0.89%                                                                                                        | 1,835 0.90%                                         | -                                                           | -                                                   | -           | -                                                   | -                                  | -           | -          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 1,811 0.89%                                                                                                                                   | 1,835 0.90%                                         | Nil                                                                                                                         |
| Director             | Li-Shin Chen (Note 8)                                    | -                          | -                                                   | -           | -                                                   | 200                       | 200                                                 | -                                             | -                                                   | 200 0.10%                                                                                                          | 200 0.10%                                           | 7,717                                                       | 7,717                                               | -           | -                                                   | 2                                  | -           | 2          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 7,919 3.87%                                                                                                                                   | 7,919 3.87%                                         | Nil                                                                                                                         |
| Independent Director | Lou-Yu Yen                                               | 1,347                      | 1,347                                               | -           | -                                                   | 700                       | 700                                                 | 55                                            | 55                                                  | 2,102 1.03%                                                                                                        | 2,102 1.03%                                         | -                                                           | -                                                   | -           | -                                                   | -                                  | -           | -          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 2,102 1.03%                                                                                                                                   | 2,102 1.03%                                         | Nil                                                                                                                         |
| Independent Director | Hong-Chih Jhan                                           | 809                        | 809                                                 | -           | -                                                   | 429                       | 429                                                 | 35                                            | 35                                                  | 1,273 0.62%                                                                                                        | 1,273 0.62%                                         | -                                                           | -                                                   | -           | -                                                   | -                                  | -           | -          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 1,273 0.62%                                                                                                                                   | 1,273 0.62%                                         | Nil                                                                                                                         |
| Independent Director | Yi-Li Lee                                                | 809                        | 809                                                 | -           | -                                                   | 429                       | 429                                                 | 30                                            | 30                                                  | 1,268 0.62%                                                                                                        | 1,268 0.62%                                         | -                                                           | -                                                   | -           | -                                                   | -                                  | -           | -          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 1,268 0.62%                                                                                                                                   | 1,268 0.62%                                         | Nil                                                                                                                         |
| Independent Director | Chih-Wei Wu                                              | 1,200                      | 1,200                                               | -           | -                                                   | 700                       | 700                                                 | 30                                            | 30                                                  | 1,930 0.94%                                                                                                        | 1,930 0.94%                                         | -                                                           | -                                                   | -           | -                                                   | -                                  | -           | -          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 1,930 0.94%                                                                                                                                   | 1,930 0.94%                                         | Nil                                                                                                                         |
| Former Director      | Sinyi Co., Ltd.                                          | 468                        | 468                                                 | -           | -                                                   | 271                       | 271                                                 | 20                                            | 20                                                  | 759 0.37%                                                                                                          | 759 0.37%                                           | -                                                           | -                                                   | -           | -                                                   | -                                  | -           | -          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 759 0.37%                                                                                                                                     | 759 0.37%                                           | Nil                                                                                                                         |
|                      | Representative of Sinyi Co., Ltd.: Li-Shin Chen (Note 8) | 468                        | 468                                                 | -           | -                                                   | 271                       | 271                                                 | 20                                            | 20                                                  | 759 0.37%                                                                                                          | 759 0.37%                                           | -                                                           | -                                                   | -           | -                                                   | -                                  | -           | -          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 759 0.37%                                                                                                                                     | 759 0.37%                                           | 78                                                                                                                          |
| Total                |                                                          | -                          | -                                                   | -           | -                                                   | 675                       | 675                                                 | 1,727                                         | 1,727                                               | 2,402 1.17%                                                                                                        | 2,402 1.17%                                         | 9,074                                                       | 9,074                                               | -           | -                                                   | 2                                  | -           | 2          | -           | -                                                                                | -                                                   | -                                                 | -                                                   | 11,478 5.61%                                                                                                                                  | 11,478 5.61%                                        | 78                                                                                                                          |

Note 1: On February 26, 2015, the company's board of directors approved the director's remuneration for 2014 in the amount of NT\$3,675,000 (the same below), which is planned to be reported at the shareholders' regular meeting on May 18, 2015.

Note 2: Includes car rental or depreciation, fuel and maintenance fees for directors who are non-independent directors.

Note 3: Includes car rental, fuel and maintenance fees, and residence rental for non-independent directors who also serve as managers.

Note 4: Refers to the amount expected to be distributed to directors and managers in the annual employee remuneration approved by the board of directors on February 26, 2015 and will be reported at the shareholders' regular meeting on May 18 of the same year.

Note 5: Net profit after tax refers to the net profit after tax in the 2014 individual financial report.

Note 6: The expenses in this table do not include the RMB 1,116,000 related remuneration paid to the company's non-independent directors and their car drivers (including the general manager).

Note 7: In addition to what is disclosed in the above table, the remuneration received by directors of the company for providing services to all companies in the financial report (such as serving as non-employee consultants for the parent company/all companies in the financial report/reinvested enterprises, etc.) in the most recent year: None.

Note 8: On May 21, 2014, the regular meeting of shareholders held a comprehensive re-election of directors, and Mr. Zhou Gengyu, Mr. Zhou Junji and Ms. Chen Lixin were elected as new directors; Ms. Li Yili, Mr. Wu Zhiwei, Mr. Lin Wenzheng and Ms. Chen Shujuan were elected as new independent directors. Independent Director Wu Zhiwei resigned as an independent director on January 27, 2015 due to personal factors. The vacancy is expected to be filled by shareholders in 2015.

There will be a by-election.

Note 9: Directors' remuneration payment policies, systems, standards and structures are stated, and the correlation with the amount of remuneration is stated based on factors such as responsibilities, risks, time invested, etc.

The company's director's remuneration is mainly divided into director's remuneration, director's remuneration and executive business expenses:

- Directors' remuneration: According to the company's articles of association, the amount is authorized to be determined by the board of directors based on the level of participation and contribution value of independent directors in the company's operations and the usual level of other listed companies. When the decision is made, each independent director will abstain from voting when discussing his or her individual remuneration. 114 The annual director's remuneration is the independent director's remuneration determined by the board of directors. Because it takes into account the general standards of other listed companies, it has little connection with the company's profit level, but the remuneration of the company's independent directors is still at a reasonable level. Directors who are not independent directors do not receive director remuneration.
- Directors' remuneration: After the end of the year, directors' remuneration is distributed based on a certain proportion of the profit for the year in accordance with the company's articles of association. The director's remuneration for 2014 was proposed by the remuneration committee held on February 26, 2015 and approved by the board of directors. The director's remuneration is 1% of the profit for 2014, totaling 3,675 NT\$ thousand, which is mainly related to the company's net profit and operating performance. The remuneration of independent directors is also determined by reference to the general overall remuneration level of independent directors of other listed companies (including director remuneration and director remuneration), as well as the degree of participation in the board of directors and its functional committees and the positions held; the director's remuneration received by non-independent directors takes into account the remuneration level of independent directors, the degree of guidance given by their usual participation in the company's operations, the degree of board participation and the positions they hold. However, the founder of the company, Director Zhou Junji, does not receive director's remuneration.
- The salary paid for executing business includes the transportation expenses for independent directors to attend board meetings and other meetings, as well as the rent or depreciation of directors' cars, as well as car fuel and maintenance fees for non-independent directors. Travel expenses for independent directors are paid based on actual attendance, at 5,000 yuan each time. The level of travel expenses is equivalent to that of ordinary companies; non-independent directors do not receive travel expenses. In addition, the three non-independent directors all have official cars (including cars for concurrently serving as managers). The company will bear the rent or depreciation of the cars, as well as the fuel and maintenance fees for the cars, but they do not receive monthly director remuneration.
- The original remuneration of the company's independent directors is 100,000 yuan per month, which is based on the level of participation and contribution value of the independent directors in the company's operations and the usual level of other listed companies. The amount is authorized to be decided by the board of directors. When the decision is made, each independent director will abstain from voting when discussing his individual remuneration. Because it considers the normal standards of other listed companies and has little to do with the company's profit level, the remuneration of the company's independent directors is still at a reasonable level. Since the 15th session of the board of directors, the company has decided that the remuneration of independent directors will take into account each independent director's participation in functional committees. The remuneration of an independent director who serves as the convener of the audit committee is 120,000 yuan per month, and the remuneration of an independent director who serves as the convener of other functional committees is 110,000 yuan per month. The remuneration of the remaining independent directors is RMB 100,000 per month. Directors' remuneration refers to directors' remuneration distributed after the end of the year according to the company's articles of association, based on the profits of the year not exceeding a certain proportion. The remuneration of independent directors is also determined by reference to the general overall remuneration level of independent directors of other listed companies (including director remuneration and director remuneration) and the degree of participation of the board of directors and its functional committees.

## 2. Remuneration scale table for general directors and independent directors

| Remuneration Listed by Range of Directors                 |                                                          |                                                          |                                                          |                                                          |
|-----------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------|
| Range of the Remuneration Paid to the Company's Directors | 2025                                                     |                                                          |                                                          |                                                          |
|                                                           | 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                                         | Yen Lou-Yu, Jhan Hong-Chih, Chen Li-Shin                 | Yen Lou-Yu, Jhan Hong-Chih, Chen Li-Shin                 | Yen Lou-Yu, Jhan Hong-Chih                               | Yen Lou-Yu, Jhan Hong-Chih                               |
| \$1,000,000 (inclusive)~\$2,000,000 (exclusive)           | Chou Chun-Chi, Wu Chih-Wei, Lin Wen-Jeng, Chen Shu-Chuan | Chou Chun-Chi, Wu Chih-Wei, Lin Wen-Jeng, Chen Shu-Chuan | Chou Chun-Chi, Wu Chih-Wei, Lin Wen-Jeng, Chen Shu-Chuan | Chou Chun-Chi, Wu Chih-Wei, Lin Wen-Jeng, Chen Shu-Chuan |
| \$2,000,000 (inclusive)~\$3,500,000 (exclusive)           | Lee Yi-Li, Chou Ken-Yu                                   | Lee Yi-Li, Chou Ken-Yu                                   | Lee Yi-Li                                                | Lee Yi-Li                                                |
| \$3,500,000 (inclusive)~\$5,000,000 (exclusive)           | -                                                        | -                                                        | -                                                        | -                                                        |
| \$5,000,000 (inclusive)~\$10,000,000 (exclusive)          | -                                                        | -                                                        | Chen Li-Shin                                             | Chen Li-Shin                                             |
| \$10,000,000 (inclusive)~\$15,000,000 (exclusive)         | -                                                        | -                                                        | Chou Ken-Yu                                              | Chou Ken-Yu                                              |
| \$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                                       | -                                                        | -                                                        | -                                                        | -                                                        |
| <b>Total (Note)</b>                                       | <b>9</b>                                                 | <b>9</b>                                                 | <b>9</b>                                                 | <b>9</b>                                                 |

Note: The Company has a total of 7 directors. The total count of 9 individuals is due to the disclosure of the 2 independent directors who stepped down during the general re-election of the Board members at the Annual General Meeting on May 21, 2025

 For details of the directors' remuneration and grade scale, please see Sinyi Realty's 2025 Annual Report p. 2-10 and 2-11.

## 3. Age and gender of board members

| Age Group    |       |             | Gender |        |
|--------------|-------|-------------|--------|--------|
| 30 and under | 31-50 | 51 and over | Male   | Female |
| -            | 2     | 5           |        | 3      |

## Table C Retained Economic Value 201-1

| Economic value                  | Items                                                                | Amount (NT\$ thousands) | Calculation explanation                                                                               | Reference pages                                                                                                      |
|---------------------------------|----------------------------------------------------------------------|-------------------------|-------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| Direct economic value generated | Revenues                                                             | 7,921,868               |                                                                                                       | Individual Financial Statements P.9 ( Operating revenue )                                                            |
| Economic value Distributed      | Operating costs                                                      | 6,236,068               | Including Operating costs of Employee benefits expense 4,382,426                                      | Individual Financial Statements P.9 ( Operating costs ) 、 Individual Financial Statements P.52 ( Employee benefits ) |
|                                 | Employee wages and benefits                                          | 5,132,161               | Operating costs 4,382,426 + General and administrative expenses 749,735                               | Individual Financial Statements P.52 ( Summary of Employee Benefits Expenses )                                       |
|                                 | Payments to providers of capital                                     | 1,556,554               | Dividends paid to owners of the Company 1,326,324 +Interest paid 230,230                              | Individual Financial Statements P.12-13                                                                              |
|                                 | Payments to government by country                                    | 550,020                 | Including various taxes, Business Tax, and Profit-seeking Enterprise Income Tax                       | Sustainability Report p. 65                                                                                          |
|                                 | Community investments                                                | 11,961                  | Such as "WE ARE ONE" Project, Regional Revitalization, Sinyi Lecture Hall, cultural sponsorship, etc. | Annual Report p. 2-76 and Rules of ProcedureP.21                                                                     |
| Economic value retained         | "Direct economic value generated" less "economic value distributed". | 143,854                 | 7,921,868 - 6,236,068 - 749,735 - 借款利息230,230 – 550,020 - 11,961 = 143,854                            |                                                                                                                      |

## Note B - Remuneration for General Manager and Vice General Managers

Unit: Thousands of NT\$

| Expressed in Thousands of New Taiwan Dollars                                                          |                            |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
|-------------------------------------------------------------------------------------------------------|----------------------------|-------------|-----------------------------------------------------|-------------|-----------------------------------------------------|---------------------------------------------------|-----------------------------------------------------|------------------------------------|-------------|-----------------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Title                                                                                                 | Name                       | Wages (A)   |                                                     | Pension (B) |                                                     | Bonus and Special Disbursement, etc. (C) (Note 1) |                                                     | Employee Remuneration (D) (Note 2) |             |                                                     |             | The total amount of A, B, C and D & Ratio (%) of the Aggregate Amount of A, B, C and D to the Net Income After Tax (Note 3) |                                                     | Amount of the Share Subscription Warrants for Employees Received |                                                     | Number of the Restricted Shares for Employees |                                                     | Whether Receiving Remuneration from any Companies Invested by the Company Other Than the Subsidiaries of the Company or Not |
|                                                                                                       |                            | The Company | All Companies Specified in the Financial Statements | The Company | All Companies Specified in the Financial Statements | The Company                                       | All Companies Specified in the Financial Statements | The Company                        |             | All Companies Specified in the Financial Statements |             | The Company                                                                                                                 | All Companies Specified in the Financial Statements | The Company                                                      | All Companies Specified in the Financial Statements | The Company                                   | All Companies Specified in the Financial Statements |                                                                                                                             |
|                                                                                                       |                            |             |                                                     |             |                                                     |                                                   |                                                     | Cash Bonus                         | Share Bonus | Cash Bonus                                          | Share Bonus |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| General Manager                                                                                       | Chen Li-Shin               | 39,069      | 40,459                                              | 943         | 943                                                 | 27,255                                            | 28,256                                              | 23                                 | -           | 23                                                  | -           | 67,290<br>32.89%                                                                                                            | 67,740<br>33.11%                                    | -                                                                | -                                                   | -                                             | -                                                   | -                                                                                                                           |
| Chief Transformation Officer                                                                          | Chou Ken-Yu                |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Chief Ethics Officer                                                                                  | Yang Bai-Chuan             |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Auditor-General                                                                                       | Chou Su-Hsiang             |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Chief Financial Officer and Corporate Governance Officer, concurrently                                | Chen Chih-Huan             |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Vice General Manager of Public Relations Department                                                   | Lin Jun-An                 |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Vice General Manager of Transaction Security Division and concurrently the Brand Development Division | Hsin Hung-Chun             |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Vice General Manager of First-hand New House Selling Division                                         | Hsieh Tsung-Hsien (Note 5) |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Chief Digital Officer and Information Security Officer, concurrently                                  | Wang Hsien-Chih            |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Chief Human Resources Officer                                                                         | Huang Chi-Liang            |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Chief Investment Officer                                                                              | Huang Chen-Feng (Note 6)   |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Former Vice General Manager of First-hand New House Selling Division                                  | Lee Shao-Kang (Note 5)     |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |
| Former Vice General Manager of General Manager's Office                                               | Feng Chi-Yi (Note 5)       |             |                                                     |             |                                                     |                                                   |                                                     |                                    |             |                                                     |             |                                                                                                                             |                                                     |                                                                  |                                                     |                                               |                                                     |                                                                                                                             |

Note 1: The aforementioned expenses include rental, fuel expense and maintenance expense of the cars used by CEO of Group Platform Business and General Manager. House rental for CEO of Group Platform Business is included as well. Note 2: Employee Remuneration allocated to the Company's General Manager and vice General Managers is one part of the amount of employee remuneration resolved by the Board of Directors Meeting on February 26, 2026. The resolution shall be reported in the general shareholders' meeting on May 18, 2026. 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 2025. Note 4: The remuneration to the General Manager's chauffeurs of the Company was already disclosed in the note of remuneration to directors. Note 5: Mr. Li Shao-Kang was reassigned to be General Manager of Sinyi Development Inc in October, 2025. and Mr. Hsieh Tsung-Hsien was promoted to be Vice General Manager of that Division in November, 2025. Mr. Feng Chi-Yi retired in November, 2025. Note 6: Mr. Huang Chen-Feng assumed the position of Chief Investment Officer of the Company on February 1, 2025.

**Table B: Remuneration for General Manager and Vice General Managers**

| 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 | 2025                                                                                                                      |                                                                                                                           |
|                                                                                           | The Company                                                                                                               | All Companies Specified in the Consolidated Financial Statements                                                          |
| Below \$1,000,000                                                                         | -                                                                                                                         | -                                                                                                                         |
| \$1,000,000 (inclusive)~\$2,000,000 (exclusive)                                           | Hsieh Tsung-Hsien (Note 1)                                                                                                | Hsieh Tsung-Hsien (Note 1)                                                                                                |
| \$2,000,000 (inclusive)~\$3,500,000 (exclusive)                                           | Lin Jun-An, Feng Chi-Yi (Note 2)                                                                                          | Lin Jun-An,<br>Feng Chi-Yi (Note 2)                                                                                       |
| \$3,500,000 (inclusive)~\$5,000,000 (exclusive)                                           | Chou Su-Hsiang, Wang Hsien-Chih, Chen Chih-Huan,<br>Lee Shao-Kang (Note 1)                                                | Chou Su-Hsiang, Feng Chi-Yi (Note 2), Wang Hsien-Chih,<br>Chen Chih-Huan, Lee Shao-Kang (Note 1)                          |
| \$5,000,000 (inclusive)~\$10,000,000 (exclusive)                                          | Chou Ken-Yu, Chen Li-Shin (Note 3), Hsin Hung-Chun,<br>Yang Bai-Chuan (Note 2), Huang Chi-Liang, Huang Chen-Feng (Note 1) | Chou Ken-Yu, Chen Li-Shin (Note 3), Hsin Hung-Chun,<br>Yang Bai-Chuan (Note 2), Huang Chi-Liang, Huang Chen-Feng (Note 1) |
| \$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                                                                       | -                                                                                                                         | -                                                                                                                         |
| <b>Total</b>                                                                              | <b>13</b>                                                                                                                 | <b>13</b>                                                                                                                 |

Note 1: Mr. Huang Chen-Feng assumed the position of Chief Investment Officer of the Company on February 1, 2025. Mr. Li Shao-Kang was reassigned to be General Manager of Sinyi Development Inc in October, 2025. and Mr. Hsieh Tsung-Hsien was promoted to be Vice General Manager of that Division in November. Note 2: Mr. Feng Chi-Yi and Mr. Yang Bai-Chuan retired in November and December, 2025, respectively. Note 3: The compensation for the Company's General Manager includes the rental fees, fuel expenses, and maintenance costs of the cars provided by the Company. Note 4: the remuneration consisted of those served as general manager or vice general managers in 2025 only.

 For details on the executive remuneration and grade scale, please see Sinyi Realty's 2025 Annual Report p.2-13

Table D Contract type distribution

2-7

2-8

|                                                             | 2025年 |        |                       |       |
|-------------------------------------------------------------|-------|--------|-----------------------|-------|
|                                                             | Male  | Female | Other <sup>Note</sup> | Total |
| Number of employees (head count / FTE)                      | 2,505 | 1,843  | 0                     | 4,348 |
| Number of permanent employees (head count / FTE)            | 2,498 | 1,836  | 0                     | 4,334 |
| Number of temporary employees (head count / FTE)            | 7     | 7      | 0                     | 14    |
| Number of non-guaranteed hours employees (head count / FTE) | 0     | 0      | 0                     | 0     |
| Number of full-time employees (head count / FTE)            | 2,494 | 1,835  | 0                     | 4,329 |
| Number of part-time employees (head count / FTE)            | 11    | 8      | 0                     | 19    |

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

[Note] Fixed-term employees: Refers to personnel employed under fixed-term contracts. In 2025, all fixed-term contract employees were retired colleagues rehired by the company.

[Note] Part-time employees: All are massage therapists.

Table E Educational level distribution

|                   | 2023                |            | 2024                |            | 2025                |            |
|-------------------|---------------------|------------|---------------------|------------|---------------------|------------|
|                   | Number of Employees | Percentage | Number of Employees | Percentage | Number of Employees | Percentage |
| Total Employees   | 4,899               | 100%       | 4,848               | 100%       | 4,348               | 100.00%    |
| Pre-Bachelor's    | 207                 | 4.23%      | 200                 | 4.13%      | 193                 | 4.44%      |
| Bachelor's Degree | 4,281               | 87.39%     | 4,225               | 87.15%     | 3,748               | 86.20%     |
| Master's Degree   | 407                 | 8.31%      | 420                 | 8.66%      | 401                 | 9.22%      |
| Doctorate         | 4                   | 0.08%      | 3                   | 0.06%      | 6                   | 0.14%      |

[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.

Table F - Employees Age Group

405-1

|      |                        | Senior Management<br>(VP or higher) |        | Middle Management<br>(Regional managers) |        | Base-level Management<br>(Store managers) |        | General Employees |        | Total  |
|------|------------------------|-------------------------------------|--------|------------------------------------------|--------|-------------------------------------------|--------|-------------------|--------|--------|
|      |                        | Female                              | Male   | Female                                   | Male   | Female                                    | Male   | Female            | Male   |        |
| 2023 | <b>Total Employees</b> | 3                                   | 12     | 12                                       | 60     | 121                                       | 418    | 1,892             | 2,381  | 4,899  |
|      | 30 and under           | 0                                   | 0      | 0                                        | 0      | 3                                         | 24     | 692               | 886    | 1,605  |
|      | Percentage             | 0.00%                               | 0.00%  | 0.00%                                    | 0.00%  | 2.48%                                     | 5.74%  | 36.58%            | 37.21% | 32.76% |
|      | 31-50 (incl.)          | 0                                   | 2      | 8                                        | 34     | 105                                       | 357    | 1,126             | 1,397  | 3,029  |
|      | Percentage             | 0.00%                               | 16.67% | 66.67%                                   | 56.67% | 86.78%                                    | 85.41% | 59.51%            | 58.67% | 61.83% |
|      | 51 and over            | 3                                   | 10     | 4                                        | 26     | 13                                        | 37     | 74                | 98     | 265    |
|      | Percentage             | 100.00%                             | 83.33% | 33.33%                                   | 43.33% | 10.74%                                    | 8.85%  | 3.91%             | 4.12%  | 5.41%  |
| 2024 | <b>Total Employees</b> | 3                                   | 12     | 10                                       | 62     | 126                                       | 412    | 1,903             | 2,320  | 4,848  |
|      | 30 and under           | 0                                   | 0      | 0                                        | 0      | 7                                         | 17     | 656               | 802    | 1,482  |
|      | Percentage             | 0.00%                               | 0.00%  | 0.00%                                    | 0.00%  | 5.56%                                     | 4.13%  | 11.00%            | 34.57% | 30.57% |
|      | 31-50 (incl.)          | 0                                   | 4      | 6                                        | 36     | 105                                       | 352    | 1,165             | 1,411  | 3,079  |
|      | Percentage             | 0.00%                               | 33.33% | 60.00%                                   | 58.06% | 83.33%                                    | 85.44% | 61.22%            | 60.82% | 63.51% |
|      | 51 and over            | 3                                   | 8      | 4                                        | 26     | 14                                        | 43     | 82                | 107    | 287    |
|      | Percentage             | 100.00%                             | 66.67% | 40.00%                                   | 41.94% | 11.11%                                    | 10.44% | 4.31%             | 4.61%  | 5.92%  |
| 2025 | <b>Total Employees</b> | 3                                   | 11     | 10                                       | 64     | 130                                       | 389    | 1,700             | 2,041  | 4,348  |
|      | 29 and under           | 0                                   | 0      | 0                                        | 0      | 1                                         | 3      | 350               | 465    | 819    |
|      | Percentage             | 0.00%                               | 0.00%  | 0.00%                                    | 0.00%  | 0.77%                                     | 0.77%  | 11.00%            | 22.78% | 18.84% |
|      | 30 and under           | 0                                   | 3      | 6                                        | 39     | 115                                       | 335    | 1,255             | 1,456  | 3,209  |
|      | Percentage             | 0.00%                               | 27.27% | 60.00%                                   | 60.94% | 88.46%                                    | 86.12% | 73.82%            | 71.34% | 73.80% |
|      | 51 and over            | 3                                   | 8      | 4                                        | 25     | 14                                        | 51     | 95                | 120    | 320    |
|      | Percentage             | 100.00%                             | 72.73% | 40.00%                                   | 39.06% | 10.77%                                    | 13.11% | 5.59%             | 5.88%  | 7.36%  |

Table G New Hires and Turnover Structure

401-1

|             |                        | New Hires           |         |                     |         |                     |         | Departed Employees  |         |                     |         |                     |         |
|-------------|------------------------|---------------------|---------|---------------------|---------|---------------------|---------|---------------------|---------|---------------------|---------|---------------------|---------|
|             |                        | 2023                |         | 2024                |         | 2025                |         | 2023                |         | 2024                |         | 2025                |         |
|             |                        | Number of Employees | %       | Number of Employees | %       | Number of Employees | %       | Number of Employees | %       | Number of Employees | %       | Number of Employees | %       |
| Gender      | Male                   | 710                 | 58.63%  | 620                 | 56.36%  | 385                 | 56.70%  | 838                 | 57.91%  | 692                 | 62.91%  | 670                 | 98.67%  |
|             | Female                 | 501                 | 41.37%  | 480                 | 43.64%  | 294                 | 43.30%  | 609                 | 42.09%  | 453                 | 41.18%  | 482                 | 70.99%  |
| Age Bracket | 30 and under           | 815                 | 67.30%  | 641                 | 58.27%  | 389                 | 57.29%  | 708                 | 58.46%  | 474                 | 43.09%  | 503                 | 74.08%  |
|             | 31-50 (incl.)          | 393                 | 32.45%  | 449                 | 40.82%  | 274                 | 40.35%  | 716                 | 59.12%  | 647                 | 58.82%  | 620                 | 91.31%  |
|             | 51 and over            | 3                   | 0.25%   | 10                  | 0.91%   | 16                  | 2.36%   | 23                  | 1.90%   | 24                  | 2.18%   | 29                  | 4.27%   |
| Region      | Taipei/Taoyuan/Hsinchu | 716                 | 59.12%  | 650                 | 59.09%  | 405                 | 59.65%  | 901                 | 62.27%  | 701                 | 63.73%  | 721                 | 106.19% |
|             | Central Taiwan         | 268                 | 22.13%  | 245                 | 22.27%  | 155                 | 22.83%  | 305                 | 21.08%  | 247                 | 22.45%  | 253                 | 37.26%  |
|             | Southern Taiwan        | 227                 | 18.74%  | 205                 | 18.64%  | 119                 | 17.53%  | 241                 | 16.66%  | 197                 | 17.91%  | 178                 | 26.22%  |
|             | TOTAL                  | 1,211               | 100.00% | 1,100               | 100.00% | 679                 | 100.00% | 1,447               | 100.00% | 1,145               | 100.00% | 1,152               | 100.00% |

| New Hire (Gender) | 2023                |        | 2024                |        | 2025                |        |
|-------------------|---------------------|--------|---------------------|--------|---------------------|--------|
|                   | Number of Employees | %      | Number of Employees | %      | Number of Employees | %      |
| Male              | 710                 | 25.93% | 620                 | 23.31% | 385                 | 15.37% |
| Female            | 501                 | 25.67% | 480                 | 25.17% | 294                 | 15.95% |

| New Hire (Region)      | 2023                |        | 2024                |        | 2025                |        |
|------------------------|---------------------|--------|---------------------|--------|---------------------|--------|
|                        | Number of Employees | %      | Number of Employees | %      | Number of Employees | %      |
| Taipei/Taoyuan/Hsinchu | 716                 | 20.88% | 650                 | 19.60% | 405                 | 59.65% |
| Central Taiwan         | 268                 | 38.56% | 245                 | 35.61% | 155                 | 22.83% |
| Southern Taiwan        | 227                 | 40.14% | 205                 | 36.44% | 119                 | 17.53% |

| New Hire (Age) | 2023                |        | 2024                |        | 2025                |        |
|----------------|---------------------|--------|---------------------|--------|---------------------|--------|
|                | Number of Employees | %      | Number of Employees | %      | Number of Employees | %      |
| 30 and under   | 873                 | 54.07% | 711                 | 49.69% | 389                 | 57.29% |
| 31-50 (incl.)  | 335                 | 11.83% | 379                 | 13.18% | 274                 | 40.35% |
| 51 and over    | 3                   | 1.23%  | 10                  | 3.83%  | 16                  | 2.36%  |

[Note 1] The number of new hires is the cumulative number of employees employed in the current year.  
[Note 2] Central: Central District and Administration; South: Tainan, Kaohsiung and Administration.

Table G New Hires and Turnover Structure (continued)

| Turn Over (Gender) | 2023                |        | 2024                |        | 2025                |        |
|--------------------|---------------------|--------|---------------------|--------|---------------------|--------|
|                    | Number of Employees | %      | Number of Employees | %      | Number of Employees | %      |
| Male               | 838                 | 30.60% | 692                 | 26.02% | 670                 | 58.16% |
| Female             | 609                 | 31.21% | 453                 | 23.75% | 482                 | 41.84% |

| Turn Over (Gender)     | 2023                |        | 2024                |        | 2025                |        |
|------------------------|---------------------|--------|---------------------|--------|---------------------|--------|
|                        | Number of Employees | %      | Number of Employees | %      | Number of Employees | %      |
| Taipei/Taoyuan/Hsinchu | 901                 | 26.27% | 701                 | 21.14% | 721                 | 62.59% |
| Central Taiwan         | 305                 | 43.88% | 247                 | 35.90% | 253                 | 21.96% |
| Southern Taiwan        | 241                 | 42.62% | 197                 | 35.02% | 178                 | 15.45% |

| Turn Over (Age) | 2023                |        | 2024                |        | 2025                |        |
|-----------------|---------------------|--------|---------------------|--------|---------------------|--------|
|                 | Number of Employees | %      | Number of Employees | %      | Number of Employees | %      |
| Under 29        | 708                 | 48.93% | 474                 | 41.40% | 503                 | 43.66% |
| 30-50 (incl.)   | 716                 | 49.48% | 647                 | 56.51% | 620                 | 53.82% |
| 51 and over     | 23                  | 1.59%  | 24                  | 2.10%  | 29                  | 2.52%  |

Table H: Turnover rate by the year

| Year                                       | 2023    | 2024    | 2025   |
|--------------------------------------------|---------|---------|--------|
| Average Turnover Rate Across All Employees | 28.87 % | 23.68 % | 25.04% |

Table I Average training hours

404-1

|        |                       | 2022                |                   |                     | 2023                |                   |                     | 2024                |                   |                     | 2025                |                   |                     |
|--------|-----------------------|---------------------|-------------------|---------------------|---------------------|-------------------|---------------------|---------------------|-------------------|---------------------|---------------------|-------------------|---------------------|
|        |                       | Number of Employees | Group total hours | Group average hours | Number of Employees | Group total hours | Group average hours | Number of Employees | Group total hours | Group average hours | Number of Employees | Group total hours | Group average hours |
| Rank   | General Employees     | 4,460               | 190,258           | 42.65               | 4,273               | 197,258           | 46.16               | 4,223               | 211,353           | 50.05               | 4,366               | 241,351           | 55.28               |
|        | Base-level Management | 565                 | 28,588            | 50.6                | 539                 | 29,543            | 54.81               | 538                 | 32,433            | 60.28               | 455                 | 27,422            | 60.27               |
|        | Middle Management     | 72                  | 3,576             | 49.66               | 72                  | 3,032             | 42.11               | 72                  | 3,845             | 53.40               | 79                  | 3,499             | 44.29               |
|        | Senior Management     | 15                  | 632               | 42.13               | 15                  | 535               | 35.67               | 15                  | 1170              | 78.00               | 19                  | 912               | 48                  |
| Gender | Male                  | 2,982               | 136,710           | 45.85               | 2,871               | 135,917           | 47.34               | 2,806               | 144,305           | 51.43               | 2,853               | 148,599           | 52.09               |
|        | Female                | 2,130               | 86,344            | 40.53               | 2,028               | 94,450            | 46.57               | 2,042               | 104,496           | 51.17               | 2,066               | 124,585           | 60.03               |
| TOTAL  |                       | 5,112               | 223,054           | 43.63               | 4,899               | 230,367           | 47.02               | 4,848               | 248,801           | 51.32               | 4,919               | 273,184           | 55.54               |

[Note] Turnover rate formula: Turnover rate = Annual cumulative number of resignations/[(Total number of people at the beginning of the year + Total number of people at the end of the year)/2]

Table J Proportion of female employees and supervisors

| Year              |                      | 2023   | 2024   | 2025   |
|-------------------|----------------------|--------|--------|--------|
| General Employees | Total                | 4,899  | 4,223  | 4,348  |
|                   | Number of Female     | 2,028  | 1,903  | 1,843  |
|                   | Percentage of Female | 41.40% | 45.06% | 42.39% |
| Management Level  | Total                | 625    | 625    | 607    |
|                   | Number of Female     | 136    | 139    | 143    |
|                   | Percentage of Female | 21.76% | 22.24% | 23.56% |

Table L Number of Sinyi babies

|                                  | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | Sum   |
|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|
| Total Number of "Sinyi Babies"   | 181  | 211  | 253  | 217  | 212  | 204  | 156  | 182  | 179  | 176  | 147  | 179  | 182  | 2,1   |
| First-Born Children              | 144  | 139  | 169  | 120  | 136  | 113  | 73   | 125  | 106  | 109  | 83   | 135  | 150  | 1,602 |
| Subtotal of Second Child or More | 37   | 72   | 84   | 97   | 76   | 91   | 83   | 57   | 73   | 67   | 64   | 44   | 32   | 877   |
| Second Child                     | 33   | 67   | 78   | 82   | 71   | 86   | 76   | 51   | 62   | 61   | 56   | 37   | 27   | 787   |
| Third-Child                      | 3    | 4    | 5    | 15   | 5    | 5    | 6    | 6    | 10   | 5    | 5    | 7    | 4    | 80    |
| Fourth Child                     | 1    | 1    | 1    | 0    | 0    | 0    | 1    | 0    | 1    | 1    | 2    | 0    | 0    | 8     |
| Fifth-child                      | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1    | 0    | 1    | 2     |

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

401-3

| Type                                                                                         | Gender | 2023 | 2024 | 2025 |
|----------------------------------------------------------------------------------------------|--------|------|------|------|
| Number of Employees Eligible to Apply for Parental Leave <sup>Note1</sup>                    | Male   | 224  | 266  | 217  |
|                                                                                              | Female | 110  | 198  | 173  |
|                                                                                              | TOTAL  | 334  | 464  | 390  |
| Number of Employees Applying for Parental Leave                                              | Male   | 32   | 18   | 37   |
|                                                                                              | Female | 50   | 55   | 50   |
|                                                                                              | TOTAL  | 82   | 73   | 87   |
| Employees Eligible to Return Returning to Previous Positions after Unpaid Parental Leave (A) | Male   | 17   | 14   | 33   |
|                                                                                              | Female | 37   | 13   | 36   |
|                                                                                              | TOTAL  | 54   | 27   | 69   |
| Employees Returning to Previous Positions after Unpaid Parental Leave (B)                    | Male   | 9    | 4    | 22   |
|                                                                                              | Female | 30   | 10   | 22   |
|                                                                                              | TOTAL  | 39   | 14   | 44   |
| Return to Work Rate (B/A) <sup>Note 2</sup>                                                  | Male   | 53%  | 29%  | 67%  |
|                                                                                              | Female | 81%  | 77%  | 61%  |
| Number of Employees that Returned to Work After Parental Leave in the Previous Year (C)      | Male   | 12   | 9    | 4    |
|                                                                                              | Female | 27   | 30   | 10   |
|                                                                                              | TOTAL  | 39   | 39   | 14   |
| Employees Remaining at Company over 12 Months after Unpaid Parental Leave (D)                | Male   | 10   | 7    | 3    |
|                                                                                              | Female | 22   | 25   | 7    |
|                                                                                              | TOTAL  | 32   | 32   | 10   |
| Retention Rate (D/C) <sup>Note 3</sup>                                                       | Male   | 83%  | 78%  | 75%  |
|                                                                                              | Female | 81%  | 83%  | 70%  |

Table M Work-Related Injuries and Ill Health Statistics

403-9

403-10

SDG3

| Year                                       | 2022                                               |                         | 2023                                                 |                         | 2024                                               |                         | 2025                                                |                         |
|--------------------------------------------|----------------------------------------------------|-------------------------|------------------------------------------------------|-------------------------|----------------------------------------------------|-------------------------|-----------------------------------------------------|-------------------------|
| Accident Type                              | General Work Injury                                | Work-related ill health | 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 | 231                                                | 0                       | 215                                                  | 0                       | 168                                                | 0                       | 177                                                 | 0                       |
| Lost Day                                   | 2,477                                              |                         | 955                                                  |                         | 1,268                                              |                         | 876                                                 |                         |
| Recordable Traffic Accident Injuries       | 200                                                |                         | 188                                                  |                         | 139                                                |                         | 134                                                 |                         |
| High-Consequence Traffic Accident Injuries | 44 cases accounts for 22% of all traffic accidents |                         | 40 cases accounts for 21.2% of all traffic accidents |                         | 5 cases accounts for 3.5% of all traffic accidents |                         | 9 cases accounts for 6.66% of all traffic accidents |                         |

[Note] 1. Total working hours = 12,367,575 (total number of people \* daily working hours \* annual working days).

2. Total number of working days = 1,374,175 (total number of people \* number of working days per year).

3. Occupational injuries refer to injuries caused by workers performing their duties, and the data disclosed are calculated in terms of lost work days; lost work days: refers to the number of days a colleague is hospitalized after an accident.

4. After risk assessment and accident investigation, Sinyi' s work-related injuries are mostly caused by traffic accidents. The number of serious traffic accidents refers to those in which colleagues were hospitalized for more than 4 days (inclusive). The numerical calculation excludes work-related fatal accidents. In 2025, no colleagues will die due to serious occupational injuries.

Table N – Disabling Injury Frequency Rate

403-9

SDG3

| Year         | 2023  | 2024  | 2025  |
|--------------|-------|-------|-------|
| Male         | 9.74  | 16.27 | 9.09  |
| Female       | 11.87 | 16.27 | 14.51 |
| <b>Total</b> | 10.81 | 16.27 | 11.80 |

[Note] The formula for calculating the frequency of incapacitating injuries = (number of recordable incapacitating injuries/total working hours) x 1,000,000

Table O Lost Days Rate

SDG3

| Year         | 2023  | 2024   | 2025  |
|--------------|-------|--------|-------|
| Male         | 77.63 | 114.46 | 69.61 |
| Female       | 63.65 | 135.07 | 87.85 |
| <b>Total</b> | 57.93 | 128.51 | 72.08 |

[Note] Lost days rate = (lost days/total working hours) x 1,000,000

Table P Absence Rate

SDG3

| Year         | 2023  | 2024  | 2025  |
|--------------|-------|-------|-------|
| Male         | 0.78% | 0.51% | 1.40% |
| Female       | 1.64% | 1.57% | 1.59% |
| <b>Total</b> | 1.14% | 0.96% | 1.48% |

[Note] Absence rate = (absent days/total working days) x 100%; including those absent due to sick leave, vaccination leave, menstrual leave, and work-related injury leave.

Number of visits to the “Health Management Platform”

| Year                 | 2023    | 2024    | 2025    |
|----------------------|---------|---------|---------|
| Accumulated visitors | 361,000 | 391,000 | 449,746 |
| Visitors             | 30,000  | 30,000  | 54,886  |

Form Q Employees Engagement Survey Average Score

|                           | 2023 | 2024 | 2025 |
|---------------------------|------|------|------|
| Value identification      | 4.49 | 4.50 | 4.39 |
| Job value                 | 4.25 | 4.25 | 3.96 |
| Behavioral identity       | 4.22 | 4.22 | 3.90 |
| Passion for work          | 3.86 | 3.96 | 3.66 |
| Balanced life             | 3.82 | 3.91 | 3.70 |
| Growth needs              | 4.08 | 3.95 | 3.63 |
| Organizational innovation | 3.77 | 3.87 | 3.55 |
| Business strategy         | 3.66 | 4.07 | 3.84 |
| Internal communication    | 3.91 | 3.52 | 3.16 |
| Incentive mechanism       | 3.34 | 4.22 | 4.03 |
| Average                   | 3.95 | 4.06 | 3.78 |

[Note] This survey can be checked and scored on a six-point scale from 0 to 5.

# GRI content index

Sinyi Realty has reported in accordance with the GRI Standards for the period from 2025/01/01 to 2025/12/31. The following indicators have been verified externally, and the verification results are detailed in the independent assurance opinion statement.

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

**GRI 2: General Disclosure 2021**

| 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. 10</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                       |
| 2-2                                                 | Entities included in the organization's sustainability reporting | 1 About Sinyi Realty - About This Report <a href="#">p. 1</a> Sinyi Realty as the report entity<br>Please refer to <a href="#">Market Observation Post System</a> for the subsidiaries included in consolidated financial statements. <a href="https://mopsov.twse.com.tw/mops/web/t57sb01_q10">https://mopsov.twse.com.tw/mops/web/t57sb01_q10</a>                                                                                                                                                                                                      |                                       |
| 2-3                                                 | Reporting period, frequency and contact point                    | 1 About Sinyi Realty - About This Report <a href="#">p. 11</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | TWSE/TPEX Chapter 1, Chapter 5        |
| 2-4                                                 | Restatements of information                                      | 1 About Sinyi Realty - About This Report <a href="#">p. 11</a> , and explained in each chapter.                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                       |
| 2-5                                                 | External assurance                                               | 1 About Sinyi Realty - About This Report <a href="#">p. 11</a><br>8 Appendix - Independent Assurance Opinion Statement <a href="#">p. 127</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. 10</a><br>There are no any products or services that are banned in certain markets.<br>2 Sustainable Development - Sinyi Realty's Business Model <a href="#">p. 27</a><br>7 Supply Chain - Sinyi Realty Supply Chain System <a href="#">p. 78</a><br>No significant changes to the organization and its supply chain.                                                                                                                                                                            | ISO 20400                             |
| 2-7                                                 | Employees                                                        | 1 About Sinyi Realty - Corporate Profile <a href="#">p. 10</a><br>8 Appendix - Sustainability Performance Overview <a href="#">p. 89</a><br>4 Social(Internal) - Positive Labor - Employer Relations <a href="#">p. 44</a><br>8 Appendix - Sustainability Performance Overview - Distribution of Contract Types <a href="#">p. 97</a>                                                                                                                                                                                                                    | SDG8<br>UNGC Principle 6              |
| 2-8                                                 | Workers who are not employees                                    | 4 Social(Internal) - Positive Labor-Employer Relations <a href="#">p. 44</a><br>7 Supply Chain – Turnover rate on non-employee workers at headquarter <a href="#">p. 81</a><br>8 Appendix - Sustainability Performance Overview - Distribution of Contract Types <a href="#">p. 97</a>                                                                                                                                                                                                                                                                   | SDG8<br>UNGC Principle 6              |
| <b>治理</b>                                           |                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                       |
| 2-9                                                 | Governance structure and composition                             | 6 Governance - Sustainable Governance Structure and Procedures <a href="#">p. 66</a><br>6 Governance - Sustainability Assessment, ESG Performance and Management <a href="#">p. 67</a><br>6 Governance - Board of Directors' Structure and Operation <a href="#">p. 68</a><br>Comprehensive Organizational Chart: Sinyi Sustainability Website – Governance Structure<br><a href="http://csr.sinyi.com.tw/governance/organization.php">http://csr.sinyi.com.tw/governance/organization.php</a><br>6 Governance - Director Training <a href="#">p. 70</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<br><a href="http://csr.sinyi.com.tw/governance/board-of-directors.php">http://csr.sinyi.com.tw/governance/board-of-directors.php</a>                                                                                                                                                                                                                                                                                                               |                                       |
| 2-11         | Chair of the highest governance body                                        | 6 Governance - Sustainable Governance Structure and Procedures p. 68                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                       |
| 2-12         | Role of the highest governance body in overseeing the management of impacts | 2 Sustainable Development - Stakeholder Engagement p. 20<br>6 Governance - Corporate Vision p. 66<br>6 Governance - Responsible Unit for Sustainable Affairs: Total Ethical Management Committee p. 66<br>6 Governance - Sustainability Assessment, ESG Performance and Management p. 67<br>6 Governance - Processes for Consultation between Stakeholders p. 71<br>6 Governance - Risk Management p. 74                                                                                             |                                       |
| 2-13         | Delegation of responsibility for managing impacts                           | 6 Governance - Sustainability Assessment, ESG Performance and Management p. 67                                                                                                                                                                                                                                                                                                                                                                                                                       |                                       |
| 2-14         | Role of the highest governance body in sustainability reporting             | 6 Governance - Corporate Vision p. 66<br>6 Governance - Responsible Unit for Sustainable Affairs: Total Ethical Management Committee p. 66                                                                                                                                                                                                                                                                                                                                                           |                                       |
| 2-15         | Conflicts of interest                                                       | 6 Governance - Board of Directors' Operations p. 68<br><a href="#">Sinyi Realty 2025 Annual Report p. 2-4</a>                                                                                                                                                                                                                                                                                                                                                                                        |                                       |
| 2-16         | Remuneration policies                                                       | 6 Governance - Board of Directors' Operations p. 68                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                       |
| 2-17         | Collective knowledge of the highest governance body                         | 6 Governance - Director Training p. 70                                                                                                                                                                                                                                                                                                                                                                                                                                                               | SDG 4                                 |
| 2-18         | Evaluation of the performance of the highest governance body                | 6 Governance - Board of Directors' Operations p. 69<br>6 Governance - Remuneration Mechanism for the Board of Directors p. 69<br>6 Governance - Compensation and Sustainability Performance p. 69<br>6 Governance - Performance Evaluations of the Board of Directors and Functional Committees p. 70                                                                                                                                                                                                |                                       |
| 2-19         | Remuneration policies                                                       | 6 Governance - Compensation and Sustainability Performance p. 69<br>6 Governance - Remuneration Mechanism for the Board of Directors p. 69<br>8 Appendix - Sustainability Performance Overview p. 93<br><a href="#">Sinyi Realty 2025 Annual Report p. 2-10 、 2-11 、 2-15~17</a>                                                                                                                                                                                                                     |                                       |
| 2-20         | Process to determine remuneration                                           | 4 Social(Internal)- Reasonable Remuneration and Promotion System p. 48<br>2 Sustainable Development - Materiality Analysis p. 18 、 Stakeholder Engagement p. 21<br><a href="#">Sinyi Realty 2025 Annual Report: Employees p. 2-69 、 Directors, senior managers, other managers: p. 2-15~2-17</a><br>Sinyi Sustainability Website - Functional Committees - Remuneration Committee<br><a href="http://csr.sinyi.com.tw/governance/committee.php">http://csr.sinyi.com.tw/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 22.03 times than the median annual income of all employees in Taiwan.<br>The annual total compensation of the highest-paid individual decreased by 5.98%. The ratio of this percentage change to the median percentage change in annual total compensation for all employees, excluding the highest-paid individual, was 0.34.                                                                            |                                       |

| 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 <a href="#">p. 8</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | TWSE/TPEX Chapter 1                                             |
| 2-23                                    | Policy commitments                                 | 4 Social(Internal) - The human rights and LOHAS <a href="#">p. 52</a><br>6 Governance - Sustainable Development Strategy and Code, Whistleblower System <a href="#">p.72</a> , Risk Management <a href="#">p. 74</a><br>7 Supply Chain – Management Policy and ESG Guidelines <a href="#">p. 78</a> , Achievement and Performance <a href="#">p. 81</a><br>8 Appendix - Management of Material Topics <a href="#">p. 86</a><br>Sinyi Sustainability Website - Policies and Principles <a href="http://csr.sinyi.com.tw/certificates/policy.php">http://csr.sinyi.com.tw/certificates/policy.php</a> | UNGC Principle 10                                               |
| 2-24                                    | Embedding policy commitments                       | 2 Sustainable Development - Stakeholder Engagement <a href="#">p. 20</a><br>4 Social(Internal) -The human rights and LOHAS <a href="#">p.52</a><br>6 Governance -Sustainable Development Strategy and Code <a href="#">p. 72</a><br>7 Supply Chain -Management Process and road of refinement <a href="#">p. 79</a> , Achievement and Performance <a href="#">p. 81</a><br>8 Appendix - Management of Material Topics <a href="#">p. 86</a>                                                                                                                                                         |                                                                 |
| 2-25                                    | Processes to remediate negative impacts            | 2 Sustainable Development - Stakeholder Engagement <a href="#">p. 20</a><br>6 Governance – Whistleblower System <a href="#">p. 72</a><br>4 Social(Internal) - Communication Policy <a href="#">p. 49</a>                                                                                                                                                                                                                                                                                                                                                                                            |                                                                 |
| 2-26                                    | Mechanisms for seeking advice and raising concerns | 6 Governance - Whistleblower System <a href="#">p. 72</a><br>Sinyi Sustainability Website - Ethics and Compliance <a href="http://csr.sinyi.com.tw/governance/ethics.php">http://csr.sinyi.com.tw/governance/ethics.php</a>                                                                                                                                                                                                                                                                                                                                                                         |                                                                 |
| 2-27                                    | Compliance with laws and regulations               | 6 Governance - Compliance Management <a href="#">p. 72</a><br>Sinyi Sustainability Website – Announcement <a href="http://csr.sinyi.com.tw/news/event.php">http://csr.sinyi.com.tw/news/event.php</a> ;                                                                                                                                                                                                                                                                                                                                                                                             |                                                                 |
| 2-28                                    | Membership associations                            | Sinyi Sustainability Website - Governance Structure <a href="http://csr.sinyi.com.tw/governance/organization.php">http://csr.sinyi.com.tw/governance/organization.php</a>                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                 |
| <b>Stakeholder engagement</b>           |                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                 |
| 2-29                                    | Approach to stakeholder engagement                 | 2 Sustainable Development - Materiality Analysis <a href="#">p.17</a><br>2 Sustainable Development - Stakeholder Engagement <a href="#">p. 20</a><br>4 Social(Internal)- employee engagement survey <a href="#">p. 49</a><br>Sinyi Realty 2025 Annual Report <a href="#">p. 2-47~2-51</a><br>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<br>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. 17</a>                                                                                                                                                                                                                                                                                                                                                               |                                                                                                             |
| 3-2                                            | List of material topics                                                        | 2 Sustainable Development - Materiality Analysis <a href="#">p. 17</a><br>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. 86</a>                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                             |
| <b>GRI 201: Economic Performance 2016</b>      |                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                             |
| 201-1                                          | Direct economic value generated and distributed                                | 8 Appendix - Sustainability Performance Overview <a href="#">p. 94</a><br>Payments to government: 6 Governance – Corporate Tax Contribution <a href="#">p. 72</a><br>Community investments: Sinyi Realty 2025 Annual Report p. 2-75                                                                                                                                                                                                  | SDG8<br>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. 33</a><br>8 Appendix - TCFD content index <a href="#">p. 118</a><br><a href="#">Sinyi Realty TCFD Report</a>                                                                                                                                                                                                                                                            | UNGC Principle 7, SDG13,<br>ISO 26000 6.5.5 TWSE/TPEX Chapter 2,<br>Chapter 3, Chapter 6                    |
| 201-3                                          | Defined benefit plan obligations and other retirement plans                    | 4 Social(Internal) - retirement plan <a href="#">p. 49</a><br>Benefit Plans: <a href="#">Sinyi Realty 2025 Annual Report p. 4-16~4-18</a><br>Retirement plans and estimation basis: <a href="#">Sinyi Realty 2025 Annual Report</a> -retirement system for Employees <a href="#">p. 4-19</a> 、 pensions of senior managers <a href="#">p. 2-16</a> 、 pensions for other managers <a href="#">p. 2-17</a>                             | ISO 26000 6.8.7                                                                                             |
| 201-4                                          | Financial assistance received from government                                  | In 2025, the Company received two government financial subsidies:<br>1. Agricultural Technology Research Institute (ATRI) – Grant under the Industry Participation Program for Voluntary Greenhouse Gas Reduction Projects at Agricultural Sites: NT\$594,551.<br>2. Department of Commerce, Ministry of Economic Affairs (executed by the China Productivity Center): Energy-efficient equipment replacement subsidy of NT\$60,750. |                                                                                                             |
| <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. 86</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. 63</a>                                                                                                                                                                                                                                                                                                                                                                        | SDG11<br>ISO 26000 6.3.9, 6.8.1, 6.8.2, 6.8.7, 6.8.9<br>TWSE/TPEX Chapter 4                                 |
| 203-2                                          | Significant indirect economic impacts                                          | 5 Social(External) - Input and Outcomes <a href="#">p. 63</a><br>5 Social(External) - Community Building <a href="#">p. 58</a>                                                                                                                                                                                                                                                                                                       | SDG 8, 10<br>ISO 26000 6.3.9, 6.6.6, 6.6.7, 6.7.8, 6.8.1, 6.8.2,<br>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 <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                                                                          |                                                                               |
| <b>GRI 303: Water and Effluents 2018</b> |                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                               |
| 303-1                                    | Interactions with water as a shared resource   | <a href="http://csr.sinyi.com.tw/environment/water-resources.php">http://csr.sinyi.com.tw/environment/water-resources.php</a>                                                                                                                                                                                                                                                                                                                             | SDG 6<br>UNGC Principle 7,8<br>ISO 26000 6.5.4<br>TWSE/TPEX Chapter 3         |
| 303-3                                    | Water withdrawal                               | 3 Environment - Water Stewardship <a href="#">p.38</a><br>Sinyi Sustainability Website - Water Stewardship<br><a href="http://csr.sinyi.com.tw/environment/water-resources.php">http://csr.sinyi.com.tw/environment/water-resources.php</a>                                                                                                                                                                                                               | SDG 6<br>UNGC Principle 7,8<br>ISO 26000 6.5.4<br>TWSE/TPEX Chapter 3         |
| <b>Biodiversity</b>                      |                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                               |
| <b>GRI 3: Material Topics 2021</b>       |                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                               |
| 3-3                                      | Management of material topics                  | 8 Appendix - Management of Material Topics <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                                                                          |                                                                               |
| <b>GRI 304: Biodiversity 2016</b>        |                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                               |
| 101-1                                    | Policies to halt and reverse biodiversity loss | In alignment with the agreement reached at the 15th Conference of the Parties to the Convention on Biological Diversity (COP15) to protect 30% of the planet's natural resources by 2030, we have established specific biodiversity conservation targets supporting the global "30x30" initiative: by 2030, effectively restore and protect land equivalent to 30% of the Company's total operational area; and by 2050, increase this proportion to 50%. | SDG13, 14, 15<br>UNGC Principle 7,8<br>ISO 26000 6.5.6<br>TWSE/TPEX Chapter 3 |
| 101-4                                    | Identification of biodiversity impacts         | As a service company, Sinyi Realty's main activities, products, and services have no significant impacts on biodiversity. By implementing ISO 14001, ISO 46001, ISO 50001, ISO 14064-1, ISO 14067, ISO 14046, ISO 20121, and PAS 2060 for environmental, water, energy, and GHG management and inventories, we ensure that our operations do not adversely impact the environment or biodiversity.                                                        | SDG13, 14, 15<br>UNGC Principle 7,8<br>ISO 26000 6.5.6<br>TWSE/TPEX Chapter 3 |
| <b>Emissions</b>                         |                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                               |
| <b>GRI 3: Material Topics 2021</b>       |                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                               |
| 3-3                                      | Management of material topics                  | 8 Appendix - Management of Material Topics <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                                                                          |                                                                               |

| GRI Standard                                           | Disclosure                                                                      | Page number(s) and/or URL                                                                                                                                                                                                             | Responding to International Standards                                         |
|--------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| <b>GRI 305: Emissions 2016</b>                         |                                                                                 |                                                                                                                                                                                                                                       |                                                                               |
| 305-1                                                  | Direct (Scope 1) GHG emissions                                                  | 3 Environment – Energy and Carbon Management p. 37<br>Sinyi Sustainability Website - GHG Inventory<br><a href="http://csr.sinyi.com.tw/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/environment/greenhouse-gases.php</a> | SDG 3, 12, 13<br>UNGC Principle 7,8<br>ISO 26000 6.5.5<br>TWSE/TPEX Chapter 4 |
| 305-2                                                  | Energy indirect (Scope 2) GHG emissions                                         | 3 Environment – Energy and Carbon Management p. 37<br>Sinyi Sustainability Website - GHG Inventory<br><a href="http://csr.sinyi.com.tw/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/environment/greenhouse-gases.php</a> | SDG 3,12,13<br>UNGC Principle 7,8<br>ISO 26000 6.5.5<br>TWSE/TPEX Chapter 4   |
| 305-3                                                  | Other indirect (Scope 3) GHG emissions                                          | 3 Environment – Energy and Carbon Management p. 37<br>Sinyi Sustainability Website - GHG Inventory<br><a href="http://csr.sinyi.com.tw/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/environment/greenhouse-gases.php</a> | SDG 3,12,13<br>UNGC Principle 7,8<br>ISO 26000 6.5.5<br>TWSE/TPEX Chapter 4   |
| 305-4                                                  | GHG emissions intensity                                                         | 3 Environment – Energy and Carbon Management p. 37<br>Sinyi Sustainability Website - GHG Inventory<br><a href="http://csr.sinyi.com.tw/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/environment/greenhouse-gases.php</a> | SDG13<br>UNGC Principle 8<br>ISO 26000 6.5.5<br>TWSE/TPEX Chapter 4           |
| 305-5                                                  | Reduction of GHG emissions                                                      | 3 Environment – Energy and Carbon Management p. 37<br>Sinyi Sustainability Website - GHG Inventory<br><a href="http://csr.sinyi.com.tw/environment/greenhouse-gases.php">http://csr.sinyi.com.tw/environment/greenhouse-gases.php</a> | SDG13<br>UNGC Principle 8,9<br>ISO 26000 6.5.5<br>TWSE/TPEX Chapter 4         |
| 305-6                                                  | Emissions of ozone-depleting substances (ODS)                                   | There is no ODS emissions in Sinyi Realty.                                                                                                                                                                                            | ISO 26000 6.5.3, 6.5.5<br>TWSE/TPEX Chapter 4                                 |
| 305-7                                                  | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | There is no such emissions in Sinyi Realty                                                                                                                                                                                            | ISO 26000 6.5.3<br>TWSE/TPEX Chapter 4                                        |
| <b>Supplier Environmental Assessment</b>               |                                                                                 |                                                                                                                                                                                                                                       |                                                                               |
| <b>GRI 3: Material Topics 2021</b>                     |                                                                                 |                                                                                                                                                                                                                                       |                                                                               |
| 3-3                                                    | Management of material topics                                                   | 8 Appendix - Management of Material Topics p. 86                                                                                                                                                                                      |                                                                               |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> |                                                                                 |                                                                                                                                                                                                                                       |                                                                               |
| 308-1                                                  | New suppliers that were screened using environmental criteria                   | 7 Supply Chain -Supplier Risk and Impact Assessment p. 80<br>7 Supply Chain –Achievement and Performance p. 81                                                                                                                        | UNGC Principle 8,9<br>ISO 26000 6.3.5, 6.6.6, 7.3.1<br>TWSE/TPEX Chapter 4    |
| 308-2                                                  | Negative environmental impacts in the supply chain and actions taken            | 7 Supply Chain -Supplier Risk and Impact Assessment p. 80<br>7 Supply Chain –Achievement and Performance p. 81                                                                                                                        | UNGC Principle 8,9<br>ISO 26000 6.3.5, 6.6.6, 7.3.1<br>TWSE/TPEX Chapter 4    |

| GRI Standard                | Disclosure                                                     | Page number(s) and/or URL                                             | Responding to International Standards |
|-----------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------|
| GRI 102 Climate Change 2025 |                                                                |                                                                       |                                       |
| 102-1                       | Transition plan for climate change mitigation                  | 3 Environment Sustainability and Net-Zero Impact <a href="#">p.39</a> | Net-Zero Emissions by 2050            |
| 102-2                       | Climate change adaptation plan                                 | 3 Environment Strategy <a href="#">p.33-34</a>                        |                                       |
| 102-4                       | GHG emissions reduction targets and progress                   | 3 Environment Metrics & Targets <a href="#">p.35</a>                  |                                       |
| 102-5~7<br>102-8            | Scope 1、2、3 GHG emissions<br>GHG emissions intensity           | 3 Environment Energy and Carbon Management <a href="#">p.37</a>       |                                       |
| GRI 103: Energy 2025        |                                                                |                                                                       |                                       |
| 103-1                       | Energy policies and commitments                                | Sustainability Performance Progress <a href="#">p.29</a>              |                                       |
| 103-2                       | Energy consumption and self-generation within the organization | 3 Environment Energy and Carbon Management <a href="#">p.37</a>       |                                       |
| 103-4                       | Energy intensity                                               | 3 Environment Energy and Carbon Management <a href="#">p.37</a>       |                                       |

| GRI Standard                                        | Disclosure                                                                                                    | Page number(s) and/or URL                                                                                                                                                                                                                                                                                                                                                                                            | Responding to International Standards                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employment</b>                                   |                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                    |
| <b>GRI 3: Material Topics 2021</b>                  |                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                    |
| 3-3                                                 | Management of material topics                                                                                 | 8 Appendix - Management of Material Topics <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                    |
| <b>GRI 401: Employment 2016</b>                     |                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                    |
| 401-1                                               | New employee hires and employee turnover                                                                      | 4 Social(Internal) - Labor-employer Relations <a href="#">p. 44</a><br>Appendix - Sustainability Performance Overview Note G - new hires and turnover structure <a href="#">p. 99-100</a>                                                                                                                                                                                                                            | SDG8<br>UNGC Principle 6<br>ISO 26000 6.4.3                                                                                                                                                                                                                                                                        |
| 401-2                                               | Benefits provided to full-time employees that are not provided for temporary or part-time employees           | 4 Social(Internal) - benefits and retirement plans <a href="#">p. 49</a><br>Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/employee/system.php">http://csr.sinyi.com.tw/employee/system.php</a>                                                                                                                                                                                                       | ISO 26000 6.4.4, 6.8.7                                                                                                                                                                                                                                                                                             |
| 401-3                                               | Parental leave                                                                                                | 4 Social(Internal) - D&I policies <a href="#">p.45</a><br>4 Social(Internal) - Benefits plans <a href="#">p. 49</a><br>8 Appendix - Sustainability Performance Overview Note - employee applications for parental leave and their returns to work <a href="#">p. 101</a><br>Sinyi Sustainability Website <a href="https://csr.sinyi.com.tw/employee/system-3.php">https://csr.sinyi.com.tw/employee/system-3.php</a> | ISO 26000 6.4.4                                                                                                                                                                                                                                                                                                    |
| <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 <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                    |
| <b>GRI 403: Occupational Health and Safety 2018</b> |                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                    |
| 403-1                                               | Occupational health and safety management system                                                              | 4 Social(Internal) - occupational health and safety <a href="#">p. 50</a><br>Sinyi Sustainability Website <a href="http://csr.sinyi.com.tw/employee/workplace.php">http://csr.sinyi.com.tw/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 <a href="#">p. 51</a><br>8 Appendix - Sustainability Performance Overview – Note M 、N 、O 、P 、U <a href="#">p. 102</a>                                                                                                                                                                                                                                             | ISO 26000 6.4.6, 6.8.8                                                                                                                                                                                                                                                                                             |
| 403-3                                               | Occupational health services                                                                                  | 4 Social(Internal)- dedicated happy health management center <a href="#">p. 50</a>                                                                                                                                                                                                                                                                                                                                   | SDG3<br>ISO 26000 6.4.6, 6.8.8                                                                                                                                                                                                                                                                                     |
| 403-4                                               | Worker participation, consultation, and communication on occupational health and safety                       | The Occupational Safety and Health Committee meets quarterly and is jointly composed of labor and management representatives. The proportion of labor representatives exceeds the statutory requirement, ensuring that employees' voices are fully reflected in the meetings.<br>4 Social(Internal) <a href="#">p. 51</a>                                                                                            | ISO 26000 6.4.6                                                                                                                                                                                                                                                                                                    |
| 403-5                                               | Worker training on occupational health and safety                                                             | 4 Social(Internal)- training for occupational health and safety <a href="#">p. 50</a>                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                    |
| 403-6                                               | Promotion of worker health                                                                                    | 4 Social(Internal) - dedicated happy health management center <a href="#">p. 50</a>                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                    |
| 403-7                                               | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 4 Social(Internal) - Risk Assessment and Management <a href="#">p. 51</a><br>7 Supply chain ESG management and annual achievement <a href="#">p. 81</a>                                                                                                                                                                                                                                                              | Through implementing ISO 20400 sustainable procurement, 100% of key suppliers have signed the Code of Ethical Business Conduct and Sustainability Commitment. Additionally, irregular on-site inspections are conducted to jointly review and communicate occupational safety and health practices with suppliers. |

| GRI Standard                                         | Disclosure                                                                           | Page number(s) and/or URL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Responding to International Standards                             |
|------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| 403-8                                                | Workers covered by an occupational health and safety management system               | 4 Social(Internal) - dedicated happy health management center <a href="#">p.50</a>                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                   |
| 403-9                                                | Work-related injuries                                                                | 4 Social(Internal)- occupational health and safety <a href="#">p. 50</a><br>8 Appendix - Sustainability Performance Overview – Note M 、N 、O 、P 、U <a href="#">p. 102</a>                                                                                                                                                                                                                                                                                                                                                | SDG3                                                              |
| 403-10                                               | Work-related ill health                                                              | 8 Appendix - Sustainability Performance Overview – Note M 、N 、O 、P 、U <a href="#">p. 102</a>                                                                                                                                                                                                                                                                                                                                                                                                                            | 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 <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                   |
| <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 <a href="#">p. 47</a><br>8 Appendix - Sustainability Performance Overview - Note I average training hours <a href="#">p. 100</a>                                                                                                                                                                                                                                                                                                                                     | SDG4, 8<br>ISO 26000 6.4.7                                        |
| 404-2                                                | Programs for upgrading employee skills and transition assistance programs            | 4 Social(Internal) - lifelong learning <a href="#">p. 47</a><br>post-retirement re-employment <a href="#">p. 44</a><br>Sinyi Sustainability Website<br><a href="https://csr.sinyi.com.tw/employee/system-4.php">https://csr.sinyi.com.tw/employee/system-4.php</a>                                                                                                                                                                                                                                                      | SDG8<br>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 <a href="#">p. 47</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                       | SDG8<br>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 <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                   |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> |                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                   |
| 405-1                                                | Diversity of governance bodies and employees                                         | Sinyi Sustainability Website<br><a href="http://csr.sinyi.com.tw/governance/board-of-directors.php">http://csr.sinyi.com.tw/governance/board-of-directors.php</a><br><a href="http://csr.sinyi.com.tw/employee/appeal.php">http://csr.sinyi.com.tw/employee/appeal.php</a><br>4 Social(Internal) - employment overview <a href="#">p. 44</a><br>4 Social(Internal) - diversity and inclusion <a href="#">p. 44</a><br>8 Appendix - Sustainability Performance Overview Note F Employees Age Group <a href="#">p. 98</a> | SDG8<br>UNGC Principle 6<br>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 <a href="#">p. 45</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                          | SDG8<br>ISO 26000 6.3.7, 6.3.10, 6.4.3, 6.4.4                     |

| GRI Standard                                    | Disclosure                                                                                    | Page number(s) and/or URL                                                                                                                                                                                                                                                                                                                                                                        | Responding to International Standards                                                                                             |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| <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 <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                   |
| <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 <a href="#">p. 53</a><br>7 Supply Chain – no risk or incidents findings throughout the assessment Sinyi Sustainability Website<br><a href="http://csr.sinyi.com.tw/employee/workplace.php">http://csr.sinyi.com.tw/employee/workplace.php</a><br><a href="http://csr.sinyi.com.tw/supplychain/achievement.php">http://csr.sinyi.com.tw/supplychain/achievement.php</a> | SDG8<br>UNGC Principle 4<br>ISO 26000 6.3.3, 6.3.4, 6.3.5, 6.3.10, 6.6.6<br>TWSE/TPEX Chapter 4                                   |
| <b>Supplier Social Assessment</b>               |                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                   |
| <b>GRI 3: Material Topics 2021</b>              |                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                   |
| 3-3                                             | Management of material topics                                                                 | 8 Appendix - Management of Material Topics <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                   |
| <b>GRI 414: Supplier Social Assessment 2016</b> |                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                   |
| 414-1                                           | New suppliers that were screened using social criteria                                        | 7 Supply Chain - Supplier Risk and Impact Assessment <a href="#">p. 80</a><br>7 Supply Chain - Achievement and Performance <a href="#">p. 81</a>                                                                                                                                                                                                                                                 | SDG8<br>UNGC Principle 2<br>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<br>TWSE/TPEX Chapter 4 |
| 414-2                                           | Negative social impacts in the supply chain and actions taken                                 | 7 Supply Chain - Supplier Risk and Impact Assessment <a href="#">p. 80</a><br>7 Supply Chain – Achievement and Performance <a href="#">p. 81</a>                                                                                                                                                                                                                                                 | SDG8<br>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<br>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 <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                   |
| <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 <a href="#">p. 56</a>                                                                                                                                                                                                                                                                                                                                     | ISO 26000 6.7.1, 6.7.2, 6.7.4, 6.7.5, 6.8.8<br>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<br>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. 86</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. 56</a> | SDG12<br>ISO 26000 6.7.1, 6.7.2, 6.7.3, 6.7.4, 6.7.5, 6.7.9<br>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. 55</a>         | ISO 26000 4.6, 6.7.1, 6.7.2, 6.7.3, 6.7.4, 6.7.5, 6.7.9<br>TWSE/TPEX Chapter 4     |
| 417-3                                       | Incidents of non-compliance concerning marketing communications                              | There were 2 severed penalties                                          | ISO 26000 4.6, 6.7.1, 6.7.2, 6.7.3<br>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. 86</a>        |                                                                                    |
| <b>GRI 418: Customer Privacy 2016</b>       |                                                                                              |                                                                         |                                                                                    |
| 418-1                                       | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 5 Social(External) - Protecting Customers' Rights <a href="#">p. 56</a> | ISO 26000 6.7.1, 6.7.2, 6.7.7<br>TWSE/TPEX Chapter 4                               |

## Custom Material Topics

| 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. 86</a>                                                                                                                                                                                                                                                                                                                                                                                            |                                                                               |
| <b>Digital Resilience</b>           |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                               |
| Custom                              | Digital Resilience                      | 5 Social(External) - Exceptional Service and Innovation <a href="#">p. 57</a><br>6 Governance - Risk Management <a href="#">p. 74</a><br>Sinyi Sustainability Website<br><a href="http://csr.sinyi.com.tw/governance/risk-management.php">http://csr.sinyi.com.tw/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. 86</a>                                                                                                                                                                                                                                                                                                                                                                                            |                                                                               |
| <b>Promotion of Business Ethics</b> |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                               |
| Custom                              | Promotion of Business Ethics            | 5 Social(External) - Input and Outcomes <a href="#">p. 63</a><br>5 5 Social(External) - Promotion of Business Ethics <a href="#">p. 60</a>                                                                                                                                                                                                                                                                                                                  | TWSE/TPEX Chapter 4                                                           |
| <b>Biodiversity</b>                 |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                               |
| <b>GRI 3: Material Topics 2021</b>  |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                               |
| 3-3                                 | Management of material topics           | 8 Appendix - Management of Material Topics <a href="#">p. 86</a>                                                                                                                                                                                                                                                                                                                                                                                            |                                                                               |
| <b>GRI 304 : Biodiversity 2016</b>  |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                               |
| 101-4                               | Identification of biodiversity impacts  | As a service-sector company, Sinyi Realty's principal activities, products and services do not have significant impacts on biodiversity. By implementing environmental, water, and energy management systems and conducting greenhouse gas inventories—including ISO 14001, ISO 46001, ISO 50001, ISO 14064-1, ISO 14067, ISO 14046, ISO 20121, and PAS 2060—we seek to ensure that our operations do not adversely affect the environment or biodiversity. | SDG13, 14, 15<br>UNGC principle 7,8<br>ISO 26000 6.5.6<br>TWSE/TPEX Chapter 3 |
| 101-5                               | **Locations with biodiversity impacts** | Sinyi Realty has no operational sites located within or adjacent to protected areas or other areas of high biodiversity value.                                                                                                                                                                                                                                                                                                                              | SDG13, 14, 15<br>UNGC principle 7,8<br>ISO 26000 6.5.6<br>TWSE/TPEX Chapter 3 |

# 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:

- Industry category (sector): Infrastructure (Infrastructure)
- Industry: Real Estate Services
- Version: 2023-12

## SASB major theme management policy

- 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 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, Digital Intelligence Center<br>Funding: Develop innovative services                                                                                                                                                                                                                                                             | HR: Business Ethics Office, Audit Office, Legal Affairs Office<br>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: sinyi@sinyi.com.tw</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. Business Ethics Office Email</li> <li>3. Customer complaint hotline: 0800-211-922</li> <li>4. Contact the Audit Office 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. 27</a><br>Stakeholder Engagement <a href="#">p. 20</a><br>Exceptional Service and Innovation <a href="#">p. 57</a>                                                                                                                                                                                                         | Ethics and Integrity <a href="#">p. 72</a><br>Compliance management and related instructions <a href="#">p. 73</a>                                                                                                                                                                                                                                                                                                                                                                 |

## Sustainability Disclosure Topics & Metrics

| Topic                                                                                                        | Code         | Metric                                                                                                                                                                                                                                                                                                                                                                                         | Category     | 2025 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>                                                                                                                                                          | Quantitative | <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 verified by the Ministry of Environment 's Carbon Footprint Label and Carbon Footprint Reduction Label. Revenue from low-carbon services accounts for 100%. Sinyi Realty's real estate brokerage transaction service income was NT\$ 7.739 billion °</p> | <p>Main Products and Services <a href="#">p. 10</a></p> <p>Value Chain <a href="#">p. 27</a></p> |
| (1) Floor area and (2) number of buildings under management provided with energy and sustainability services | IF-RS-410a.2 | <p>The entity shall disclose</p> <p>(1) The floor are under management for which it provide energy and/or sustainability related services during the reporting period.</p> <p>(2) The number of buildings for which it provided energy and sustainability-related services during the reporting period.</p>                                                                                    | Quantitative | <p>Not applicable. Sinyi is a company that provides real estate brokerage services. It does not provide property management services, so it does not have building area and quantity which provide energy and sustainability-related services.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | -                                                                                                |
| (1) Floor area and (2) number of buildings under management that obtained an energy Rating                   | IF-RS-410a.3 | <p>The entity shall disclose</p> <p>(1) The floor area under management that obtained an energy rating during the reporting period.</p> <p>(2)The number of buildings that obtained an energy rating during the reporting period.</p>                                                                                                                                                          | Quantitative | <p>Not applicable. Sinyi is a company that provides real estate brokerage services. It does not provide property management services. Therefore, it does not conduct energy rating for buildings that provide energy and sustainable services.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | -                                                                                                |
| <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> | Quantitative | <p>Taiwan's real estate brokerage system is a dual agency system (both buyers and sellers can be dealt with by the same company), and we use this boundary for disclosure. In 2025, Sinyi Realty's real estate brokerage services directly derived income from dual agency transactions in sales services totaled NT\$7.739 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 "Sinyi Realty Inc. Ethical Corporate Management Best Practice Principles," and stated what code of conduct and ethical principles should be abided by in relevant code to ensure employees' integrity and obligations and avoid interest conflicts in dual agency. Please refer to the "Ethics and Integrity" (<a href="#">p. 72</a>) to learn more about how Sinyi Realty ensures professional and business ethics.</p>                                                                                                                                                                                                           | <p>Ethics and Integrity <a href="#">p. 72</a></p>                                                |

## Sustainability Disclosure Topics & Metrics

| Topic                                                                                                       | Code         | Metric                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Category     | 2025 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>                                                                                                                                                                   | Quantitative | Not applicable. Sinyi's brokers 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. The appraisal department of Sinyi Realty assume the responsibility for the Company's entrusted case before the sale of the property right review and the implementation of the Company's various transaction security related control point control, the production of real estate brochures, and provide brokers to explain to customers during sales. It does not provide property appraisal or valuation 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> | Quantitative | In 2025, Sinyi Realty did not incur any monetary losses due to fraud, corruption, or bribery.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Ethics and Integrity p. 72 |

## Activity Metrics

| Code                       | Metric                                                                                                                            | 2025 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<br>IF-RS-000.C | Floor area under management with owner operational control<br>Number of buildings under management with owner operational control | Sinyi Realty's self-owned assets under operational control and available for lease are as follows:<br>1. Headquarters Building – After deducting areas occupied by affiliated companies and space already leased out ( based on lease contract area ) the total floor area of Sinyi Realty's headquarters building amounts to 4,680.49pings (15,472.68 square meters).<br>2. Other Self-Owned Properties (14 units) – With a total floor area of 1,158.01 pings (3,828.14 square meters), of which 13 units are used as branch offices.<br>3. Total – 15 properties, with a combined floor area of 5,838.5 pings (19,300.82 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 landlords and tenants 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 3,858.                                                                                                                                                                                                                                                                                                                                                                                   | -               |
| 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 Sustainable Accounting Standards Committee and has been verified by an independent third party (please refer to appendix p. 115 for the independent assurance statement)
- Materiality Map Index (SASB Materiality Map): <https://materiality.sasb.org/>
- For more information about SASB, please visit <https://www.sasb.org/>

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

Sinyi Realty 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 information aimed at enhancing climate resilience, promoting sustainable business operations, and mobilizing industry-wide efforts to address disasters resulting from climate emergencies.

 For details, please see:  
[Sinyi Realty TCFD Report](#)

| Code                                                                                                                                                                                                   | TCFD Recommended Disclosure                                                                                                                                | 2025 Disclosure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reference                        |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 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: The Board of Directors is the highest supervisory unit. As the Risk Owner of climate and nature-related risks, the Chief Ethics Officer reports to the Board on a quarterly basis on results of climate-related performance such as progress of GHG Inventory and Verification, supervised by the Board.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | p. 66, 67                        |
|                                                                                                                                                                                                        |                                                                                                                                                            | 2. Supervision and management of which the Board consider climate-related issues when reviewing, guiding strategy and so on: Sinyi convenes monthly Board meetings to review business performance and deliberate on key strategic matters and critical concerns. These include economic and environmental issues—particularly those related to climate change—as well as social impacts, such as risks and opportunities affecting people, including their human rights. The Chairperson represents to sign Sinyi Sustainable Development Policy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | p. 67, 68, 74                    |
|                                                                                                                                                                                                        |                                                                                                                                                            | 3. The Board monitors and oversees progress against goals and targets for addressing climate-related issues: the Board is responsible for reviewing the annual risk management report and audit report to ensure the effective implementation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | p. 33                            |
|                                                                                                                                                                                                        |                                                                                                                                                            | 4. of the climate-related risk management system. In 2023, Sinyi established the "Business Ethics and Sustainable Development Committee," pre-review and audit major proposals to enhance the quality of the Board's decisions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                  |
| TCFD 1(b)                                                                                                                                                                                              | Describe management's role in assessing and managing climate-related risks and opportunities.                                                              | 1. Organization assign climate-related responsibilities: The Chief Ethics Officer serves as the Risk Owner for the Group’s material risk of “Climate- and Nature-related Risks.” The Total Ethical Management Committee (TEM Committee) oversees the Group’s material risk management. The Cross-Business ESG Promotion Committee, convened by the Business Ethics and Sustainability Office, comprises representatives from the Group’s four major business units—real estate brokerage, first-hand new house agency, development, and leisure and tourism—as well as ESG professionals. This committee meets quarterly and is responsible for implementing the guidance and resolutions of the Board of Directors, the Business Ethics and Sustainable Development Committee, and the TEM Committee. It serves as a platform for cross-unit ESG integration, overseeing the Group’s sustainability direction, strategies, and goals, and regularly reports progress and outcomes to the aforementioned committees, with the Board monitoring performance and goal achievement. | p. 33, 66                        |
|                                                                                                                                                                                                        |                                                                                                                                                            | 2. Description of the associated organizational structures: Please refer to “Climate Governance and Action – Governance,” “TEM Committee” and “Risk Management Organization.”                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | p. 33, 66, 74                    |
|                                                                                                                                                                                                        |                                                                                                                                                            | 3. Management process of monitoring climate-related issues: The Business Ethics & Sustainability Office serves as the executive unit for ESG initiatives, overseeing the Cross-Business ESG Promotion Committee across the Group’s business divisions. It regularly reports sustainability performance to the Business Ethics and Sustainable Development Committee and the Board of Directors. The Office is responsible for planning net-zero pathways and managing climate-related projects, presenting operational performance to the Board quarterly, with the Board providing oversight. The Board also reviews ESG impacts, performance, and strategic goals on a regular basis.                                                                                                                                                                                                                                                                                                                                                                                          | p. 66, 67                        |
| 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:<br>(1) Short-term: National energy policies, costs to transition to lower emissions technology/low-carbon services, increased energy costs, increased severity and frequency of extreme weather events.<br>(2) Medium-term: Changing customer behavior, increased stakeholder concern or negative feedbacks, development of low-carbon products and services<br>(3) Long-term: Rising mean temperatures, increased rainfall intensity, support of natural carbon sink.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | p. 33.34                         |
|                                                                                                                                                                                                        |                                                                                                                                                            | 2. Define time horizons: Short-term: within 1 year(~2025), medium-term: 1-5 years(~2030), long-term: 6-25 years (~2050).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | p. 33.34                         |
|                                                                                                                                                                                                        |                                                                                                                                                            | 3. Financial impact of risks and opportunities: Please refer to " <a href="#">Climate Governance and Action – Strategy</a> ."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | p. 33.34                         |
| 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> ."<br>2. Climate-related issues affect business, strategy and financial planning: Please refer to " <a href="#">Climate Governance and Action – Strategy</a> ."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | p.15,33.34.74                    |
| 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.<br>(1) SSP5-P8.5: 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.<br>(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.                                                                                                                                                                                                                                                                                                              | Sinyi Realty TCFD Report p.17~21 |

| Code                                                                                                                                                                         | TCFD Recommended Disclosure                                                                                                                            | 2025 Disclosure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reference    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| <b>RISK MANAGEMENT (Disclose how the organization identifies, assesses, and manages climate-related risks.)</b>                                                              |                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |
| TCFD 3(a)                                                                                                                                                                    | Describe the board's oversight of climate-related risks and opportunities.                                                                             | 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.15, 34, 74 |
|                                                                                                                                                                              |                                                                                                                                                        | 2. Risk scope assessment and risk classification definition: Please refer to "Risk Management Policy" and "Risk Management Process."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | p.15, 34, 74 |
| TCFD 3(b)                                                                                                                                                                    | Describe management's role in assessing and managing climate-related risks and opportunities.                                                          | 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.15, 34, 74 |
|                                                                                                                                                                              |                                                                                                                                                        | 2. Prioritizing climate-related risks: high impacts of climate-related risks include "transition to low-emissions technology/low-carbon services," "national energy policies," "increased energy costs" and "increased severity and frequency of extreme weather events."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | p. 34        |
| 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:<br>(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.<br>(2) Each department in Sinyi Realty identifies relevant risks so that be reviewed at annual and quarterly plan-review meeting.<br>(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.<br>(4) The executive team appointed by the TEM Committee serves as the risk owner of material risks, being responsible for setting risk management targets and related policies. | p. 34, 74    |
| <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 Information Disclosure – Metrics and Target."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | p. 35        |
|                                                                                                                                                                              |                                                                                                                                                        | 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 "Remuneration of Board Members and Sustainability Performance." And the Annual Report p. 2-16 explained compensations of senior managers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | p. 69        |
| 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. 37        |
| 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" "reduction in GHG emissions (scope 1+2)," "reduction in GHG emissions (scope 3)," "reduction in total water consumption," "renewable energy percentage," "GHG emissions of electricity consumption," "net zero," and "the acquisition of internationally certified carbon removal credits." The progress is reviewed periodically in order to realize the goal of achieving net zero.                                                                                                                                                                                                                                                                                                                                                                                    | p. 35        |

■ This table is a brief description. For details, please refer to the "Sinyi Realty TCFD Report"

■ For more information on climate change risk management, please see <http://csr.sinyi.com.tw/environment/climate-related.php>

■ This appendix follows the recommendations of the Climate-related Financial Disclosures (TCFD) to disclose climate-related financial information. The maturity model for climate-related financial disclosures has been verified by an independent third party as [Level 5+: Excellent]. Please see Verification Statement/Certificate p. 113.

■ For more information on TCFD, please refer to <https://www.fsb-tcfid.org/>

# Climate-related Information for Listed Companies

| Item |                                                                                                                                                                                                                         | Implementation Status                                                                               |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| 1    | Describe the Board's and management's oversight and governance of climate-related risks and opportunities.                                                                                                              | p.33                                                                                                |
| 2    | Describe how identified climate-related risks and opportunities affect the Company's business, strategy, and finances over the short, medium, and long term.                                                            | p.33-34                                                                                             |
| 3    | Describe the financial impacts of extreme weather events and transition actions.                                                                                                                                        | p.33-34                                                                                             |
| 4    | Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.                                                                                  | p.34                                                                                                |
| 5    | If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts                                               | p.34<br>TCFD Report p. 17~21                                                                        |
| 6    | If a transition plan has been established to manage climate-related risks, describe the plan and the indicators and targets used to identify and manage physical and transition risks.                                  | p.35                                                                                                |
| 7    | If internal carbon pricing is used as a planning tool, describe the basis for setting the price.                                                                                                                        | Our Company has implemented an internal carbon price of NT\$10,000 per metric ton of GHG emissions. |
| 8    | If climate-related targets have been established, describe the covered activities, GHG emission scopes, timelines, annual progress, and the use and quantity of carbon offsets or Renewable Energy Certificates (RECs). | p.35                                                                                                |
| 9    | GHG inventory and assurance status.                                                                                                                                                                                     | See the table below.                                                                                |

# Climate-related Information of Listed Companies – GHG Inventory and Assurance Status

Sinyi Realty, the parent company, has independently conducted greenhouse gas inventories every year since 2016, and completed the greenhouse gas inventory of its consolidated subsidiary in 2015. The boundary setting of Sinyi Realty's individual organization covers the company's Sinyi Building, service headquarters, Sinyi agency and all branches. The geographical scope of Sinyi Building is mainly No. 100, Section 5, Sinyi Road, Sinyi District, Taipei City. All management and facilities have a total square footage of 7,163.55 ping, the deduction area within the organization scope is the lessee enterprises: Yushan Bank, Allianz Life Insurance and related enterprises: Anxin Construction, Anxin Construction, Sinyi Agency, Sinyi Development, Sinyi Realty Appraisers United Office, etc. The remaining emission sources included are fully owned by the company. The organizational boundary setting adopts the operational control (right) setting. For the facilities managed or under the operational control of the company, the greenhouse gas emissions and removals at the facility level are summarized using this method.

The summary of greenhouse gas emissions of Sinyi Realty's individual and consolidated subsidiaries in the past two years is as follows:

| Scope of Assurance            |                                                                                                                   |              | 2025                                                                   | 2024                                    |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------|--------------|------------------------------------------------------------------------|-----------------------------------------|
| Sinyi Realty and Subsidiaries | Scope 1 (tons CO <sub>2</sub> e)                                                                                  |              | 646.4962                                                               | 603.8262                                |
|                               | Scope 2 (tons CO <sub>2</sub> e)                                                                                  | Market-based | 3,934.2132                                                             | 5,473.8091                              |
|                               |                                                                                                                   | Local-based  | 6,288.1576                                                             | 6,651.1717                              |
|                               | Scope 3 ( tons CO <sub>2</sub> e), including indirect emissions from transportation and the use of sold products) |              | 3,196.6509                                                             | 2,921.1312                              |
|                               | Subtotal                                                                                                          | Market-based | 7,777.360                                                              | 8,998.766                               |
|                               |                                                                                                                   | Local-based  | 10,131.305                                                             | 10,176.129                              |
|                               | Emissions intensity (tons CO <sub>2</sub> e/NT\$ million)                                                         | Market-based | 0.68                                                                   | 0.70                                    |
|                               |                                                                                                                   | Local-based  | 0.88                                                                   | 0.80                                    |
|                               | Percentage of disclosed data covered by assurance                                                                 |              | 100%                                                                   | 100%                                    |
| Assurance Standard            |                                                                                                                   |              | ISO 14064-1:2018                                                       | ISO 14064-1:2018                        |
| Assurance Provider            |                                                                                                                   |              | BSI Taiwan                                                             | BSI Taiwan                              |
| Level of Assurance            |                                                                                                                   |              | Reasonable assurance for Scopes 1 and 2; limited assurance for Scope 3 | Reasonable assurance for Scopes 1 and 2 |
| Assurance Opinion/Conclusion  |                                                                                                                   |              | Unmodified opinion                                                     | Unmodified opinion                      |

Note: The intensity of greenhouse gas emissions is calculated based on turnover. The table data is calculated based on Sinyi Enterprise Group's turnover of NT\$12,787 million in 2013 and Sinyi Enterprise Group's turnover of NT\$11,457 million in 2014.

# SDGs Content Index

| SDGs Goals and Targets                                                                          |     |                                                                                                                                                                                                                                                                                                                                                                                                                       | Sinyi's Major Contributions Toward the SDGs                                                                                                                       |                                                                                   |                         |
|-------------------------------------------------------------------------------------------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------------------|
| <b>GOAL 3</b><br>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.                                                                                         | 📁 Occupational Health and Safety Management System                                | p. 51                   |
|                                                                                                 | 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.                                                           | 📁 Happy Health Management Center<br>📁 SinFu Coins                                 | p. 50<br>p. 49          |
| <b>GOAL 4</b><br>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.                                                                          | 📁 Director training                                                               | p. 70                   |
|                                                                                                 | 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.                             | 📁 Campus Program                                                                  | p. 61                   |
|                                                                                                 | 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. | 📁 Sinyi Culture Foundation<br>📁 Business Ethics Podcast<br>📁 Sinyi School at NCCU | p. 60<br>p. 60<br>p. 61 |
|                                                                                                 | 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><br>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.                                                                                                                | 📁 Diversified Employment, Gender Equality at Work                                 | p. 44                   |
|                                                                                                 | 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.                                                                      | 📁 Second-child Grants                                                             | p. 45                   |



## SDGs Goals and Targets

## Sinyi's Major Contributions Toward the SDGs

## GOAL 7

Ensure access to affordable, reliable, sustainable and modern energy for all

- 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.
- 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.

- Increase renewable energy consumption.

📄 Renewable energy

[p. 37](#)

## GOAL 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.
- 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programs 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.
- 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, Particularly in women migrants, and those in precarious employment.

- Via digital transformation to enhance business resilience.
- TCFD was introduced in response of climate-related risks.

📄 Digital resilience, innovation services

[p. 36, 57](#)

📄 TCFD

[p. 33](#)

- The salary and incentives system is designed based on staff long-term development point of view.
- Reduce any form of forced labor.

📄 30-day Work Appraisal Program

[p. 48](#)

📄 LOHAS

[p. 53](#)

- Through ESG evaluation, we focus on human rights and occupational health and safety.

📄 Supplier ESG management

[p. 80](#)

## GOAL 10

Reduce inequality within and among countries

- 10.2 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.
- 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.

- Provide scholarships to ensure that students in rural areas and underprivileged families have access to education.

📄 Scholarships

[p. 62](#)

- To eliminate unfairness and discrimination in society.

📄 Gung-Ho-Project

[p. 59](#)

## SDGs Goals and Targets

## Sinyi's Major Contributions Toward the SDGs

## GOAL 11

Make cities and human settlements inclusive, safe, resilient and sustainable

- 11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.
- 11.4 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, particularly in 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.

- To promote community building, connect local organizations and resources for cultural reservation, hard-ware renovation and local vitalization activities.

 Community Building Projects

[p. 58](#)

## GOAL 12

Ensure sustainable consumption and production patterns

- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
- 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

- Improve resource efficiency.

- Waste management and reduction

- Implement TCFD, SASB to strengthen ESG disclosure.
- Enhance knowledge and skills of sustainability through activities and training.

- Promote the concept of sustainability through various channels.

 Service carbon footprint

[p. 36](#)

 Water stewardship and environment management system

[p. 38](#)

 Waste management

[p. 38](#)

 To create net positive sustainability in value chain

[p. 82](#)

 Management of the Sustainability Report

[p. 67](#)

 Sustainability Promotion

[p. 67](#)

 Community engagement

[p. 63](#)

## GOAL 13

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.

- Adapt TCFD for climate governance and develop climate-related management and response actions.
- Climate resilient services.
- Reduce GHG emissions.
- Net-zero and environmental education.

- Raise awareness and work together with our suppliers to achieve a low-carbon supply chain.

 Climate governance and Action

[p. 33](#)

 Green real estate services

[p. 36](#)

 Energy and carbon management

[p. 37](#)

 Green impacts and biodiversity

[p. 40](#)

 GHG emissions (scope2) of key suppliers

[p. 81](#)

## GOAL 17

Strengthen the means of implementation and revitalize the global partnership for sustainable development

- 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

- Drive the supply chain to enhance sustainability momentum.

- Join the associations, alliances, or initiatives.

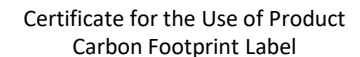
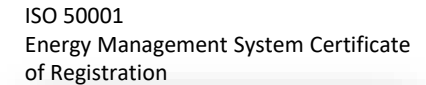
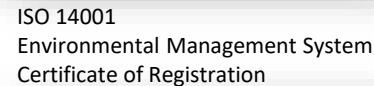
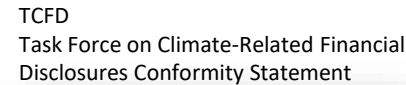
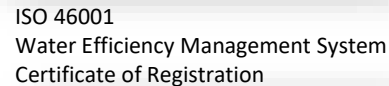
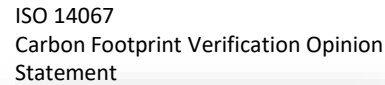
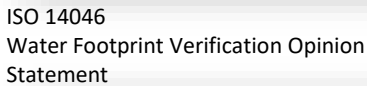
 Advocating with stakeholders to enhance sustainability value

[p. 82](#)

 Join associations

[website](#)

SO 14064-1  
Greenhouse Gas Emissions Verification  
Opinion Statement





Please refer to Sinyi Corporate Sustainability Website Verification Statement  
<http://csr.sinyi.com.tw/certificates/verification-report.php>

ISO 12121  
Event Sustainability Management  
Systems Certificate of Registration



ISO 20400  
Sustainable Procurement Conformity  
Statement



ISO 45001  
Occupational Health & Safety Management  
System Certificate of Registration



ISO 27001  
Information Security Management System  
Certificate of Registration



ISO 9001  
Quality Management System Certificate



Net Zero 2050 Bronze Level



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



## INDEPENDENT ASSURANCE OPINION STATEMENT

### Sinyi Realty 2025 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 followings:

1. The assurance scope is consistent with the description of Sinyi Realty 2025 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 2025 Sustainability Report provides a fair view of the Sinyi Realty sustainability programmes and performances during 2025. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the Sinyi Realty and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate Sinyi Realty's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that Sinyi Realty's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards and SASB Standard(s) 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.
- 12 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, version 2023-12). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard(s) 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 auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



AA1000  
Licensed Report  
000-4/V3-F5KWQ

Joe Hsieh, Managing Director Northeast Asia, APAC Assurance

Statement No: SRA-TW-842540  
2026-06-29

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

BSI Taiwan is a subsidiary of British Standards Institution.

# 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:

E 01 Environmental

|                          | Not Concerned                    |                       | Normal                |                       | Very Concerned        |
|--------------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Green Procurement        | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Management of Water      | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Biodiversity             | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Greenhouse Gas Emissions | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Waste Disposal Method    | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ecosystem Protection     | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Green Services           | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

S 02 Social

|                                                  | 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"/> |

## S 02 Social

|                                                 | Not Concerned |   | Normal |   | Very Concerned |
|-------------------------------------------------|---------------|---|--------|---|----------------|
| Marketing Communication                         | ●             | ● | ●      | ● | ●              |
| Quality of Service and Customer Rights          | ●             | ● | ●      | ● | ●              |
| Information Disclosure and Transparency         | ●             | ● | ●      | ● | ●              |
| Corporate Image                                 | ●             | ● | ●      | ● | ●              |
| Housing Justice                                 | ●             | ● | ●      | ● | ●              |
| Community Building                              | ●             | ● | ●      | ● | ●              |
| Employment Opportunities                        | ●             | ● | ●      | ● | ●              |
| Lifelong Learning                               | ●             | ● | ●      | ● | ●              |
| Anti-Competitive Behavior                       | ●             | ● | ●      | ● | ●              |
| Social Philanthropy and Donations               | ●             | ● | ●      | ● | ●              |
| Changes in Population Structure                 | ●             | ● | ●      | ● | ●              |
| Promotion of Culture and Creativity             | ●             | ● | ●      | ● | ●              |
| Industrial Development and Policy Communication | ●             | ● | ●      | ● | ●              |
| Supply Chain Management                         | ●             | ● | ●      | ● | ●              |
| Fair Purchasing                                 | ●             | ● | ●      | ● | ●              |
| Supplier Social Assessment                      | ●             | ● | ●      | ● | ●              |

## G 03 Governance

|                                                 | Not Concerned |   | Normal |   | Very Concerned |
|-------------------------------------------------|---------------|---|--------|---|----------------|
| Operating Performance                           | ●             | ● | ●      | ● | ●              |
| Governance Structure                            | ●             | ● | ●      | ● | ●              |
| Legal Compliance                                | ●             | ● | ●      | ● | ●              |
| Anti-corruption                                 | ●             | ● | ●      | ● | ●              |
| Ethics and Integrity                            | ●             | ● | ●      | ● | ●              |
| Risk Management                                 | ●             | ● | ●      | ● | ●              |
| Shareholder Equity                              | ●             | ● | ●      | ● | ●              |
| Audit Mechanisms                                | ●             | ● | ●      | ● | ●              |
| Financial Transparency                          | ●             | ● | ●      | ● | ●              |
| Stakeholder Engagement and Grievance Mechanisms | ●             | ● | ●      | ● | ●              |

### Other Suggestion

After completing this anonymous questionnaire, please send it to "Business Ethics and 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:

<https://csr.sinyi.com.tw/en/interactive/survey.php>



## Glossary

### Carbon Footprint Label

A carbon footprint label or describes the carbon dioxide emissions created as a by-product of manufacturing, transporting, or disposing of a consumer product or services.

### instruction of property

An instruction of property for selling is commonly issued by estate agents, and its content includes House Transcripts, Cadastral Maps, Land Use Zoning Certificate, VAT, Living Environment etc.

### Net Promoter Score (NPS)

A metric used to assess customer loyalty and their willingness to recommend a brand, product, or service.

### Product Category Rule (PCR)

A set of specific rules, requirements and guidelines for the carbon footprint of one or more product categories.

### Property Technology (PropTech)

the integration of digital technologies into the real estate sector to transform how properties are planned, managed, transacted, and used.

### stakeholders

Individual or group that has an interest that is affected or could be affected by the organization's activities.

### value chain

Range of activities carried out by the organization, and by entities upstream and downstream from the organization, to bring the organization's products or services from their conception to their end use.