



SINYI REALTY

SINYI REALTY 2025 ANNUAL REPORT



Sinyi Realty Inc.

Printed on Feb 28, 2026

Taiwan Stock Exchange Market Observation Post System : <http://mops.twse.com.tw>

2025 annual report is available at :

<http://www.sinyi.com.tw/investors/en/financial-information/annual-reports>

Spokesperson

Name : Chen, Chih-Huan
Title: Chief Financial Officer
Tel: 886-2-2755-7666
E-mail: S253839@sinyi.com.tw

Deputy Spokesperson

Name : Lin, Jun-An
Title: Vice General Manager
Tel: 886-2-2755-7666
E-mail: S398680@sinyi.com.tw

Head Office

Address: No.100, Sec.5 Xinyi Rd., Taipei City 110, Taiwan (R.O.C.)
Tel: 886-2-2755-7666

Stock Transfer Agent

Capital Group
Address: B2, No.97, Sec.2, Dunhua S. Rd., Taipei City 106, Taiwan (R.O.C.)
Tel: 886-2-2702-3999
Website: <http://www.capital.com.tw>

Auditors

Deloitte & Touche
Auditors: Wang, Pan-Fa and Shih, Chin-Chuan
Address: 20F, Taipei Nan Shan Plaza, No. 100, Songren Rd., Xinyi Dist., Taipei 11073, Taiwan
Tel.: 886-2-2725-9988
Website: <https://www.deloitte.com.tw>

Overseas Securities Exchange: not applicable**Corporate Website**

<http://www.sinyi.com.tw>

Notice to readers

This English version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English version and Chinese version, the Chinese version shall prevail.

Chapter One. A Letter to Shareholders

Dear Shareholders,

Taiwan's real estate market in 2025 moved forward amidst severe external challenges, affected by the domestic central bank's seventh selective credit controls and global tariff environment fluctuations. Excluding the First Registration units, the national volume of residential transfers was only approximately 85,000 units, a 55% decrease compared to the previous year, which significantly suppressed the annual transaction momentum. However, despite the sluggish real estate market, Sinyi Realty maintained a growth trend in the number of seller mandates, demonstrating that the listing development capabilities and customer loyalty of front-line agents increased rather than decreased during the economic downturn. By relying on sufficient listing inventory and precise matching, as well as an empathetic approach to exploring and meeting customer needs for buying and selling homes, transaction performance outperformed the broader market, once again showing the Company's business resilience and competitive strength.

I. 2025 Operational Results

1. Revenue and Net Profit Performance

Sinyi Realty's consolidated revenue for 2025 reached NT\$11.457 billion, a 10% decrease from the previous year. Net profit after tax was NT\$219 million and attributable to the Company's owner was NT\$205 million, with earnings per share (EPS) of NT\$0.28.

2. Overview of Business Segments

Taiwan Brokerage Business: In a low-volume environment, we launched the "Dream Realization Action". By integrating resources across our direct-managed branches, we inspired the dreams and momentum of our colleagues to help customers achieve their homeownership goals, yielding positive results. In an environment where the primary housing market was severely impacted by policy, a precise project strategy was adopted, carefully

selecting cases with rigid demand and location advantages; although revenue decreased due to market volume fluctuations, profitability was maintained.

Overseas Brokerage: Due to liquidity pressures on small-to-medium developers, buyers remained concerned about "delivery guarantees". Momentum focused on secondary markets or high-quality new builds. Sinyi China focused on key projects and community marketing to meet professional service needs.

As to Siny Japan, through high-quality service and precise listing introductions, it effectively increased the viewing conversion rate; transaction counts increased, and property management business grew steadily, delivering a relatively bright performance for 2025.

Development Business: Sinyi Development secured a New Taipei Metro joint development project; additionally, the "Jiabin" project has delivered about 80% of units, recognizing revenue of NT\$ 2.2 billion and gross profit of NT\$ 440 million. However, facing structural supply pressure and conservative consumption expectations in the Wuxi real estate market, Jiu-Xin Estate, while showcasing the unique value of the "Shanshui Jiatings" project, adopted a "flexible pricing, precise sales" strategy to respond to market consolidation; a new sales plan was launched in November to drive momentum.

Financial Summary and Profitability Analysis

Expressed in Million New Taiwan Dollars, except otherwise stated

Year Items		Year 2025	Year 2024
Financial income/expenditure	Operation revenue	11,457	12,782
	Operating income	422	1,798
	Non-operating income (expense)	94	416
	Consolidated income before tax	516	2,214
	Income tax	297	407
	Net income (attributable	205	1,784

	Year	Year 2025	Year 2024
	to owner of the Company)		
Profitability	Return on total assets (%)	1%	6%
	Return on equity (%)	2%	14%
	Net income margin (%)	2%	14%
	Earnings per share (\$)	0.28	2.42

Note : The above table is prepared according to data in the consolidated financial statements.

II. Impact of External Competition, Legal Environment, and Macroeconomic Environment

Driven by global AI demand, the semiconductor industry will continue to dominate the domestic stock market and economic health. Although there are still many challenges in the external situation, Taiwan's overall economic environment remains somewhat active, though whether this can effectively drive real estate demand remains to be seen. Domestic brokerage competition remains fierce, selective credit controls have not been clearly relaxed, and bank lending has returned to autonomous control, with mortgage difficulty only slightly easing. On the other hand, the recent enthusiasm for foreign investment in Japanese property has triggered discussions in Japan about actively managing foreigners' purchase of Japanese real estate, which also remains to be seen. Mainland China's property performance has been weak, and although new policies are issued, the adjustment phase is expected to continue in the short term.

III. External Environment and Future Strategy

(I) Summary of the Current Year's Operating Plan

Brokerage and Related Real Estate Services: Continuing the initial results from 2025, the "Dream Realization Action" will be deepened in 2026. Through guidance from managers on colleagues' dreams and achieving customers' homeownership dreams, the original "dream-fulfilling" aspiration will be inspired, evoking strong operational momentum. We are committed to allowing our colleagues to gain the trust of customers with a positive and

enthusiastic attitude, and to concretely realize the company's business goals through high-quality service, successful transactions, and perfect post-transaction services. Sinyi Japan will expand recruitment of local Japanese talent to increase local service capacity and root the brand in Japan.

Development Business: The "Shanshui Jiatings" project has approximately 169 residential units remaining; Jiu-Xin Estate will use flexible pricing and precise sales plans to reach the sell-out goal and optimize capital recovery. Besides completing the delivery of remaining "Jiabin" units to realize NT\$ 600 million in revenue, Sinyi Development will focus on Greater Taipei and urban renewal potential zones, actively participating in urban renewal or joint construction to make good use of limited resources and expand brand awareness..

Tourism and Hospitality: The construction plan of the Sabah Hotel has entered a critical stage, and it is expected to enter a large construction period in 115, and it is necessary to ensure the progress and quality of the project to benchmark the official opening goal at the end of 116 and create long-term stable tourism revenue and service brand equity for the Group.

(II) Future Development Strategies

Brokerage Services: In addition to inspiring colleagues to realize their dreams, AI tools will be combined with digital transformation efforts. With the highest recognition of being selected as the "Top 100 AI Innovations" diamond-level strength, we use the "AI Data Co-creation Platform" to activate and accumulate decades of rich data, deeply focus on the operation of old customers and community services, and improve the production capacity of a single person and customer stickiness through the "human-machine collaboration" model, so as to achieve accurate and warm service docking.

Development Business: We will focus on the domestic real estate development market, carefully evaluate investment returns and risk control by participating in joint construction, urban renewal and MRT joint development and full-case services, and combine sustainable buildings, low-carbon design and smart building concepts to respond to policy trends and customers' expectations for a high-quality living environment and enhance brand influence.

Tourism and Hospitality: In addition to the current hotel construction plan,

the Company will also cultivate and establish a management team and mechanism that can effectively supervise outsourced brand owners to enhance the operating effectiveness of high-end hotels. We will also strive to build Mengalum Island into a landmark "low-carbon green tourism island" and implement the Group's corporate sustainability goals through ecological conservation and carbon sink plans.

Chapter Two. Corporate Governance Report

I. Directors and Management Team:

(I)Information on Directors

February 28, 2026

Title	Nationality or the venue of registry	Name	Sex Age	Date of on Board (mm/dd/yy)	Term (mm/dd/yy)	Date of on Board for the First Time (mm/dd/yy)	Shareholding When on Board		Shareholding for the Time Being		Shareholding of the Spouse, Underage Children for the Time Being		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in the Company and Other Companies at present	Other Managers, Directors or Supervisors that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Director/Supervisor		
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
Chairperson	British	Chou Ken-Yu	male 41-50	05/21/2025	05/20/2028	08/24/2021	20,307,354	2.76%	20,307,354	2.76%	-	-	-	-	Vice Chairperson of the Company Vice General Manager of the Company's Digital Intelligence Center Chairperson of Yu Hao Co., Ltd. Senior Manager of Real Estate Agent Division Master of Entertainment Technology Center, Carnegie Mellon University	Chief Transformation Officer and Chief Ethics Officer of the Company Chairperson or director of the Company's affiliated enterprise(Note 4) Director of Sinyi Culture Foundation	Director	Chou Chun-Chi	Father and Son
Director	Taiwan, R.O.C.	Chou Chun-Chi	male 71-80	05/21/2025	05/20/2028	01/21/1987	9,378,622	1.27%	9,378,622	1.27%	3,613,239	0.49%	-	-	Chairperson of the Company General Manager of the Company Bachelor of Dept. of Law, Chinese Culture University	Chairperson or director of the Company's affiliated enterprises (Note 4) Managing Director of Commerce Development Research Institute Director of Prospect Hospitality Co., Ltd. Director of Chinese Television System Corp. Chairperson of Sinyi Culture Foundation Director of Taiwan Regional Revitalization Foundation	Chairperson	Chou Ken-Yu	Father and Son
Director	Taiwan, R.O.C.	Chen Li-Shin	female 51-60	05/21/2025	05/20/2028	10/27/2023	511,446	0.07%	511,446	0.07%	-	-	-	-	Vice General Manager of Digital Intelligence Center Vice General Manager of Real Estate Agent Division of the Company Senior Manager of Management Information System (MIS) Department of the Company EMBA, Institute of Business Administration, National Chung Hsing University	General Manager of the Company Chairperson of the Company's affiliated enterprise(Note 4)	-	-	-
Independent Director	Taiwan, R.O.C.	Lee Yi-Li	female 41-50	05/21/2025	05/20/2028	05/24/2019	-	-	-	-	-	-	-	-	Senior Vice President of Standard Chartered Bank (Taiwan) Limited, Global Enterprise Division Vice President of Credit Agricole Corporate and Investment Bank Manager of Citi Taiwan Ltd. Master of Business Administration Rutgers University President Class at Harvard Business School	Vice Chairperson of Maywufa Co, Ltd. Chairperson of PhytoHealth Corp. Chairperson and CEO of AmCad BioMed Corp. Chairperson of BroadSound Corp. Director of Maywufa Cosmetics (Shanghai) Ltd. Director of Taiwan Incubator SME Development Corporation	-	-	-
Independent Director	Taiwan, R.O.C.	Lin Wen-Jeng	male 61-70	05/21/2025	05/20/2028	05/21/2025	-	-	-	-	-	-	-	-	Director in Institute of Human Resource Management of National Central University Executive Director in EMBA Program, College of Management of National Central University Associate Dean, College of Management of National Central University Member in Compensation Committee of Amed Co., Ltd. Ph.D. in Labor and Industrial Relations of Michigan State University	Associate Professor in Institute of Human Resource Management of National Central University Adjunct Associate Professor in Department of Business Administration of National Taiwan University Chairperson of Labor Research Data Center Foundation Independent Director of YoungQin International Co., Ltd. Member in Compensation Committee of TTY Biopharm Company Limited	-	-	-

Title	Nationality or the venue of registry	Name	Sex Age	Date of on Board (mm/dd/yy)	Term (mm/dd/yy)	Date of on Board for the First Time (mm/dd/yy)	Shareholding When on Board		Shareholding for the Time Being		Shareholding of the Spouse, Underage Children for the Time Being		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in the Company and Other Companies at present	Other Managers, Directors or Supervisors that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Director/Supervisor		
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
Independent Director	Taiwan, R.O.C.	Chen Shu-Chuan	female 51-60	05/21/2025	05/20/2028	05/21/2025	-	-	-	-	-	-	-	-	General Manager and Senior Vice President, Taipei Branch, Bank of New York Mellon, Taiwan Chief Representative and Head of Taiwan, Deutsche Bank Taipei Office Master's Degree in International Finance, National Taipei University	Chairperson of EasyCard Investment Holdings Co., Ltd. Director of EasyCard Corporation Independent Director of IBF Financial Holdings Co., Ltd. Independent Director of International Bills Finance Corporation Independent Director of Shieh Yih Machinery Industry Co., Ltd. Independent Non-Executive Director of FIH Mobile Limited (Hong Kong)	-	-	-

Note 1: During the aforementioned period, the Company's directors have never served with the Certified Public Accountant Office in charge of the Company's audit or affiliated enterprises thereof.

Note 2: The independent director, Mr. Wu Chih-Wei, had tendered his resignation on January 27, 2026 from serving as the Company's independent director and audit committee member due to his personal reasons. The independent director vacancy will be by-elected at 2026 AGM.

Note 3: The chairperson of the board of directors and the general manager or the person of an equivalent post (the highest level manager) of the Company is not the same person, spouses, or relatives within the first degree of kinship.

Note 4: Please refer to the relevant information and data of the affiliated enterprises (page 6-1).

(II)Major shareholders of a corporate shareholder : The company has no legal directors.

(III)Disclosure of the professional qualifications of directors and the independence of independent directors

February 28, 2026

Terms Name	Professional qualifications and experience (Note 1)	Independence Information (Note 2)	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
Chou Ken-Yu	(1)He had served as the business staff of the Company's real estate brokage business, the project manager of the Human Resources Department, the senior manager of the Data Application Development Department, the senior manager of Real Estate Agent Division, Vice General Manager of Digital Intelligence Center and currently served as of the Company’s chief transformation officer and Chief Ethics Officer, mainly responsible for the implementation of the Company's digital transformation and promotion of corporation ethics. (2)There are none of the situations in Article 30 of the Company Act.	NA	-
Chou Chun-Chi	(1)He, the founder of the Group, led the Company to gradually develop into Sinyi Enterprise Group by expanding its business and business territory. He continues to assist in giving professional advice to the overall development and layout of the Group. (2)There are none of the situations in Article 30 of the Company Act.	NA	-
Chen Li-Shin	(1)She used to be the vice general manager of the Company's Digital Intelligence Center, the vice general manager of Real Estate Agent Division of the Company. Currently, she also serves as the General Manager of the Company, responsible for formulating business plans based on market trends and competitive conditions, as well as supervising their implementation and effectiveness. (2)There are none of the situations in Article 30 of the Company Act.	NA	-
Lee Yi-Li	(1)Being the member of the Company’s Audit Committee and graduated from National Taiwan University as bachelor degree in Finance and the Master of Business Administration of Rutgers University, she has many years of rigorous risk management experience in foreign banks and has business operation practices, helping the Company to be more diversified and innovative and young thinking. (2)There are none of the situations in Article 30 of the Company Act.	Upon the election of Independent Directors, the Company completes a qualification checklist item by item to verify their professional qualifications and relevant work experience. All Independent Directors have complied with the independence requirements stipulated in Article 3 of the 'Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies' during the two years prior to their election and throughout their term of office:	-

Wu Chih-Wei	(1) Being the member of the Company's Audit Committee and, served as the CEO of Credit Suisse (Taiwan), the executive chairperson of Standard Chartered Bank Taiwan and the general manager of Hsinchu International Bank for many years, and served as an independent director of prominent construction company-Cathay Real Estate Development Co., Ltd. He has many years of financial management and operation practice, and also has supervision experience in real estate development, and can provide board supervision and professional advice. (2) There are none of the situations in Article 30 of the Company Act.	1. The individual, their spouse, and relatives within the second degree of kinship do not serve as a director, supervisor, or employee of the Company or its affiliates. 2. The individual, their spouse, and relatives within the second degree of kinship (including those held under the names of others) do not hold any common shares of the Company. 3. The individual does not serve as a director, supervisor, or employee of any company that has a specific relationship with the Company (as defined in Subparagraphs 5 to 8, Paragraph 1, Article 3 of the aforementioned Regulations).	-
Lin Wen-Jeng	(1) Being a member of the Company's Audit Committee, and was an associate professor and director of the Institute of Human Resource Management at National Central University, and an adjunct associate professor in the Department of Business Administration at National Taiwan University, he has been recognized by China Human Resources' annual "Outstanding Human Resources Education Elite Award" and the National Central University Teaching Excellence Award. His areas of expertise include payroll management, international human resources relations, talent management, team management, training and development, etc., and can provide professional advice to the Company on human resources strategy and organizational development. (2) There are none of the situations in Article 30 of the Company Act.	4. The individual has received no remuneration for providing commercial, legal, financial, or accounting services to the Company or its affiliates in the past two years.	1
Chen Shu-Chuan	(1) Being a member of the Company's Audit Committee, she has many years of deep expertise in the financial sector, possessing exceptional professional qualifications and a robust practical background. She previously served as General Manager, Managing Director, and Senior Vice President of the Bank of New York Mellon, Taipei Branch, as well as Chief Representative and Head of Taiwan for Commerzbank AG, Taipei Representative Office, accumulating extensive management experience in international financial institutions. Currently, in addition to serving as Chairman of EasyCard Investment Holding and Corporate Director of EasyCard Corp., and also holds Independent Director positions at Waterland Financial Holdings, International Bills Finance Corp., and Shieh Yih Machinery Industry Co., Ltd., as well as an Independent Non-Executive Director role at FIH Mobile Limited (Hong Kong). In recognition of these outstanding professional achievements, Ms. Chen Shu-Chuan was honored as a Distinguished Alumnus of the College of Business at National Taipei University with the 'Business Management Award' in 2025. With a forward-looking international perspective and cross-industry insights, she provides the Board with strategic, innovative, and diverse decision-making guidance professional qualifications and rich practical experience in the financial field, (2) There are none of the situations in Article 30 of the Company Act.		2

Note1 : Professional qualifications and experience: state the professional qualifications and experience of individual directors. If they are members of the audit committee and have accounting or financial expertise, their accounting or financial background and work experience should be stated, and whether there is no any violations of the paragraphs of Article 30 of the Companies Act.

Note2 : Independent directors shall state their independence, including but not limited to whether they, their spouse, or relatives

within the second degree are the directors, supervisors or employees of the Company or its affiliated companies; The number and proportion of the Company's shares held in the name of another person; whether to serve as a director, supervisor or employees of a company that has a specific relationship with the Company (refer to the provisions of Article 3, Subparagraph 1, Subparagraphs 5 to 8 of the Regulations on the Establishment of Independent Directors and Matters to be Obeyed by Public Offering Companies). In addition, the amount of remuneration received for providing business, legal, financial, accounting and other services to the Company or its affiliates in the last two years should be disclosed as well.

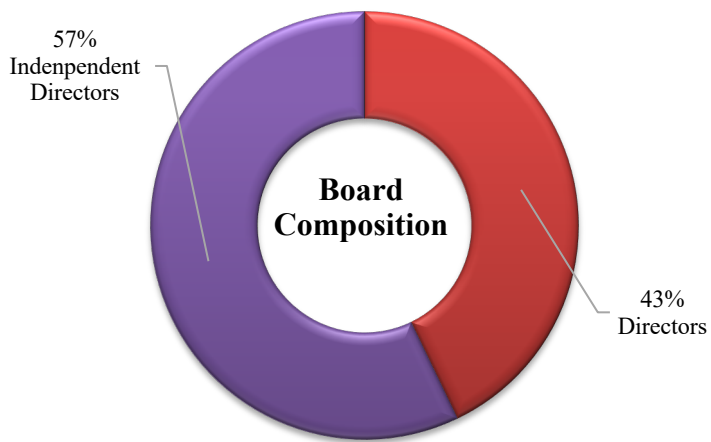
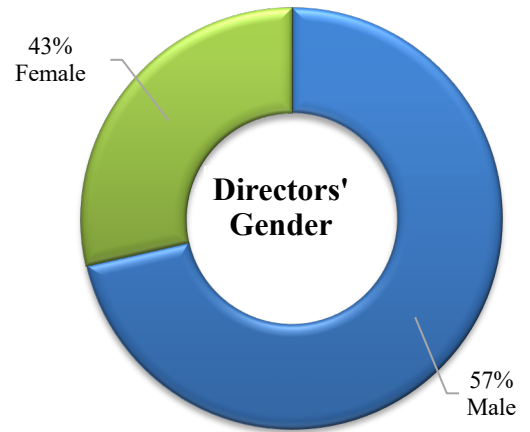
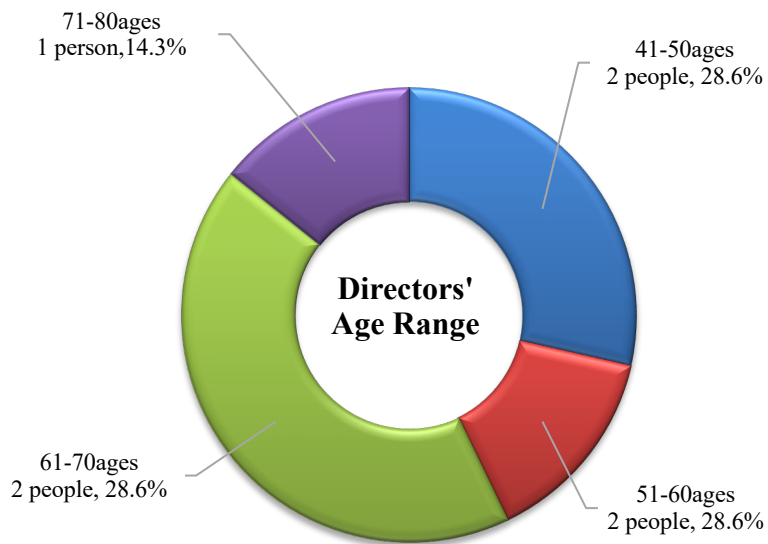
Note3 : The independent director, Mr. Wu Chih-Wei, had tendered his resignation on January 27, 2026 from serving as the Company's independent director due to his personal reasons.

(IV) Diversity and independence of the board of directors

1. For the board diversity policy, please refer to pages 2-41 to 2-42.
2. For the independence situation of the board:

- (1) The current (15th) Board of Directors of the Company is composed of 7 directors, all of whom have rich experience and professionalism in the fields of law, finance, accounting, human resource management, digital technology information, marketing, industry, and business management.
- (2) Among the 7 directors, all of them are natural person, 4 are independent directors, accounting for 57% of the total director seats, exceeding half of the total directors.
- (3) Among all the directors (7) of the Company, there are 2 who have spousal and second-degree or closer kinship relationships (Director Mr. Chou Chun-Chi and Chairperson Mr. Chou Ken-Yu, who have a father-son relationship between them), so the Company complies with the provisions of Article 26-3, Paragraph 3 and Page 4 of the "Securities and Exchange Act". Based on the rich experience and professional background of the directors in various fields, and through the guidance and supervision of external independent directors who hold more than half of the total director seats from an objective perspective, the Company is committed to continuously ensuring the independence of the board of directors and effectively enhancing corporate governance efficiency.
- (4) The independent director, Mr. Wu Chih-Wei, had tendered his resignation on January 27, 2026 from serving as the Company's independent director and audit committee member. The independent director vacancy will be by-elected at 2026 AGM. Hence, From January 27, 2026 to the date of by-elect the vacancy of the independent director, the seats of independent directors will be 3, accounting for 50% of the total director seats, with the percentage of the female and male directors being both 50% and the number of directors at the range of 61-70 ages being from 3 to 2.

From AGM on May 21, 2025 to the end of 2025, the composition of the Company's directors were as below:



(V)Information on General Manager, Vice General Managers, Senior Managers and the Mangers of Each Department and Branch

February 28, 2026

Title	Nationality	Name	Gender	Date of on Board (mm/yy/dd)	Shareholding		Shareholding of the Spouse and Underage Children		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in Other Companies at Present	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Person		
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
General Manager	Taiwan, R.O.C.	Chen Li-Shin	female	06/21/2022	511,446	0.07%	-	-	-	-	Vice General Manager of Digital Intelligence Center Vice General Manager of Real Estate Agent Division of the Company Senior Manager of Management Information System (MIS) Department of the Company EMBA, Institute of Business Administration, National Chung Hsing University	(Note2)	—	—	—
Chief Transformation Officer and Chief Ethics Officer, concurrently	British	Chou Ken-Yu	male	01/01/2020	20,307,354	2.76%	-	-	-	-	Vice General Manager of Digital Intelligence Center Senior Manager of Data Application and Development Department of the Company Senior Manager of Real Estate Agent Division of the Company Master of Entertainment Technology Center, Carnegie Mellon University	(Note2)	Director	Chou Chun-Chi	Father and son
Auditor-General	Taiwan, R.O.C.	Chou Su-Hsiang	female	08/01/2014	807,981	0.11%	-	-	-	-	CFO of the Company EMBA, Business Administration- Advanced Finance Class, National Chengchi University Bachelor of Dept. of Land Economics, National Chengchi University	Nil	—	—	—
Chief Financial Officer and Corporate Governance Officer, concurrently	Taiwan, R.O.C.	Chen Chih-Huan	male	06/21/2022	71,762	0.01%	-	-	-	-	Senior Manager of Finance Department Manager of Audit Department, Deloitte Touche Tohmatsu Limited Bachelor of Finance, National Taiwan University Master of Accounting, Soochow University	(Note2)	—	—	—
Chief Digital Officer and Chief Information Security Officer, concurrently	Taiwan, R.O.C.	Wang Hsien-Chih	male	12/01/2023	-	-	-	-	-	-	Chief Technology Officer of Athena Information Systems Co., Ltd. Doctor of Information Management of National Chiao Tung University	Nil	—	—	—
Vice General Manager of Public Relations Department	Taiwan, R.O.C.	Lin Jun-An	male	11/01/2018	-	-	-	-	-	-	Vice General Manager of Apple Daily Publication Development Limited Bachelor of Dept. of Science of Mechanical and Material, Far East University	Nil	—	—	—
Vice General Manager of Transaction Security Division and concurrently the Brand Development Department	Taiwan, R.O.C.	Hsin Hung-Chun (Note 3)	male	07/01/2016	529	-	16,773	-	-	-	Vice General Manager of Real Estate Agent Division General manager of Shanghai Sinyi Real Estate Inc., the Company's subsidiary 5-year junior college of Department of Electronic Data Processing, Tamsui Oxford University College	Nil	—	—	—

Title	Nationality	Name	Gender	Date of on Board (mm/yy/dd)	Shareholding		Shareholding of the Spouse and Underage Children		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in Other Companies at Present	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Person		
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
Vice General Manager of First-hand New House Selling Division	Taiwan, R.O.C.	Hsieh Tsung-Hsien (Note 4)	male	10/01/2024	490,675	0.07%					Senior Manager of First-hand New House Selling Division of the Company Senior Manager of Real Estate Agent Division of the Company EMBA, National Chengchi University	Nil	—	—	—
Chief Human Resources Officer	Taiwan, R.O.C.	Huang Chi-Liang	Male	04/01/2024	-	-	-	-	-	-	Head of the Digital Ecosystem Development Department, Cathay Financial Holdings Co. Head of the Human Resources Department and Educational Development Department, Cathay United Bank Master of Business Management, National Chengchi University	Nil	—	—	—
Chief Investment Officer	Taiwan, R.O.C.	Huang Chen-Fang (Note 3)	male	02/10/2025	-	-	-	-	-	-	CFO of TSC Auto ID Technology Co., Ltd. Associate Director of Strategic Investment Department of LITE-ON Technology Corporation MBA of MIT Sloan School of Management	Nil	—	—	—
Vice General Manager of Auditor Office	Taiwan, R.O.C.	Su I-Jie (Note 3)	male	01/01/2026	-	-	-	-	-	-	Vice General Manager of SINKANG ADMINISTRATION SDN. BHD. Senior Manager of Finance Department Master of Business Management, National Yang Ming Chiao Tung University	Nil	—	—	—
Senior Manager of Home Service and concurrently Officer of Ecosystem Business Division	Taiwan, R.O.C.	Chen Han-Wen (Note 3)	male	02/19/2024	-	-	-	-	-	-	General Manager, Kolin Business Division, Action Electronics Co., Ltd. EMBA, The University of Texas	Nil	—	—	—
Senior Manager of Human Resource Department	Taiwan, R.O.C.	Feng Chang-Chun	male	01/01/2023	-	-	-	-	-	-	Senior Manager of Human Development Department of Tsann Kuen Enterprise Co., Ltd. Master of Hospitality Management, Michigan State University	Nil	-	-	-
Senior Manager of Human Resource Department	Taiwan, R.O.C.	Tsai Cheng-Liang (Note 3)	male	05/01/2022	-	-	25,508	-	-	-	Senior Manager of Real Estate Agent Division Senior Manager of Digital Transformation Office of the Company HR Assistant Project Manager of Prudential Life Insurance of Taiwan Master of Department of Statistics, National Cheng Kung University	Nil	—	—	—
Executive Manager of Talent Development Department	Taiwan, R.O.C.	Chen Che-Wei	male	01/01/2025	-	-	-	-	-	-	Manager of Talent Development and Care Section of Human Resources Department, Cathay Life Insurance Manager of Digital Transformation Office of the Company Master of Technology Application and Human Resource Development, Taiwan Normal University	Nil	—	—	—

Title	Nationality	Name	Gender	Date of on Board (mm/yy/dd)	Shareholding		Shareholding of the Spouse and Underage Children		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in Other Companies at Present	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Person		
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
Senior Manager of Legal Affairs Office	Taiwan, R.O.C.	Liu Wei-Te	male	03/01/2012	460	-	-	-	-	-	Senior Manager of Customer Service Department Attorney, Huang & Partners Law Firm Bachelor of Dept. of Law, National Taiwan University	Nil	—	—	—
Senior Manager of Accounting Department	Taiwan, R.O.C.	Wu Hsiao-Chen	female	07/26/2022	17,437	-	29,055	-	-	-	Executive Manager of Accounting Department of the Company Bachelor of Dept. of International Trade, Tamkang University	(Note2)	—	—	—
Senior Manager of Finance Department	Taiwan, R.O.C.	Wu Shao-Chiao	male	11/18/2024	-	-	-	-	-	-	Senior Manager of Finance Department of ThroughTek Co., Ltd. Executive Manager of Finance Department of the Company EMBA, National Chengchi University	Nil	—	—	—
Senior Manager of General Manager's Office	Taiwan, R.O.C.	Chang Shu	male	02/01/2018	-	-	262,899	0.04%	-	-	General Manager of Yi Shang Shanghai Real Estate Management Consulting Inc. Bachelor of Dept. of Harbor and River Engineering, National Taiwan Ocean University	(Note2)	—	—	—
Senior Manager of General Manager's Office	Taiwan, R.O.C.	Chen Chin-Tang (Note 3)	male	07/01/2011	21,595	-	-	-	-	-	Senior Manager of Real Estate Agent Division Bachelor of Dept. of Cooperative Economics, Feng Chia University	Nil	—	—	—
Senior Manager of General Manager's Office	Taiwan, R.O.C.	Wei Shi-Fang (Note 3)	male	07/01/2019	-	-	-	-	-	-	Senior Manager of Real Estate Agent Division EMBA, National Chung Hsing University	Nil	—	—	—
Senior Manager of General Manager's Office	Taiwan, R.O.C.	Lu Han-Pao (Note 3)	male	07/01/2021	66,846	-	-	-	-	-	Senior Manager of Real Estate Agent Division 5-year junior college of Department of Engineering, Tungnan Junior College of Institute Technology (present name: Tungnan University)	Nil	—	—	—
Senior Manager of Digital Intelligence Division	Taiwan, R.O.C.	Chiang Yuan-Chi	male	10/01/2006	249,958	0.03%	-	-	-	-	Master of Computer Management, National Yang Ming Chiao Tung University	Nil	—	—	—
Senior Manager of IT Services & Information Security Management Department	Taiwan, R.O.C.	Hsu Chien-Hao	male	01/01/2020	110	-	-	-	-	-	Engineer of ING Life Insurance Company Master of Information Management, National Central University	Nil	—	—	—
Senior Manager of System Solutions for Staff & Affiliated Companies Department	Taiwan, R.O.C.	Tso Hsin-Chiang	male	01/01/2020	1,000	-	-	-	-	-	System Analyst of Eversun Science and Technology Limited Master of Information Management, Yuan Ze University	Nil	—	—	—
Senior Manager of Digital Transformation Office	Taiwan, R.O.C.	Shih Min-Yao	male	10/01/2021	6,000	-	-	-	-	-	Executive Manager of Innovation and Research Department of the Company Product Manager of SYSTEX Corporation Master of Bioinformatics, Asia University	Nil	—	—	—
Senior Manager of Digital Transformation Office	Taiwan, R.O.C.	Chang Ya-His (Note 3)	female	07/01/2023	-	-	-	-	-	-	Executive Manager of Business Planning Department of the Company Master of Political Science(Public	Nil	—	—	—

Title	Nationality	Name	Gender	Date of on Board (mm/yy/dd)	Shareholding		Shareholding of the Spouse and Underage Children		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in Other Companies at Present	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Person		
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
											Administration Group), National Chung Cheng University				
Executive manager of Website Operations Management Department	Taiwan, R.O.C.	Wen Chia-Cheng	male	10/01/2021	-	-	-	-	-	-	Manager of CTBC Bank Co., Ltd. Master of Information Management, Tatung University	Nil	—	—	—
Senior Manager of Appraisal Department	Taiwan, R.O.C.	Chiu Chien-Hui	female	09/01/2022	82,958	0.01%	-	-	-	-	Senior Manager of Sinyi Real Estate Consulting Co., Ltd. Managing Partner of Sinyi Real Estate Appraisers Joint Office Master of Land Economics, National Chengchi University	Nil	—	—	—
Senior Manager of Contract Management Department	Taiwan, R.O.C.	Chang Ai-Ling	female	10/01/2022	-	-	-	-	-	-	Director of Sinyi Land Registry Office Bachelor of Dept. of Land Economics, National Chengchi University	Nil	—	—	—
Executive Manager of AI Application Development Department	Taiwan, R.O.C.	Chang Hsuan-Chiang	male	07/01/2023	10,033	-	-	-	-	-	Executive Manager of Innovation and Research & Development Department of the Company Director of Data Mining Department of RT-Mart Distribution Enterprise Co., Ltd. Master of Psychology, National Chung Cheng University	Nil	—	—	—
Marketing Department and Executive Manager of Real Estate Planning & Research Office, concurrently	Taiwan, R.O.C.	Yang Kuo-Chang (Note 4)	male	07/01/2023	33	-	-	-	-	-	Manager of Sales and Marketing Research and Development Group of Sales Department of the Company Master of Urban Planning and Environmental Planning , Chinese Culture University	Nil	—	—	—
Senior Manager of Customer Service Department	Taiwan, R.O.C.	Wang Yu-Yen	female	07/01/2023	-	-	-	-	-	-	COO of Quanwin Technology Co., Ltd. Bachelor of Dept. of Information Engineering, Chung Hua University	Nil	—	—	—
Senior Manager of Corporation Ethics Promotion Office	Taiwan, R.O.C.	Chen Shih-Ciang (Note 4)	male	02/01/2016	20,267	-	-	-	-	-	Senior Manager of Real Estate Agent Division of the Company Bachelor of Dept. of Architecture, National Cheng Kung University	Nil	—	—	—
Executive Manager of Product of Real Estate Agent Department	Taiwan, R.O.C.	Pan Shu-Yen (Note 5)	female	01/01/2025	-	-	-	-	-	-	Manager of Product Planning and Management Department of the Company Branding and UI design of MASH Taiwan Co., Limited Bachelor of Dept. of Visual Communication Design, Ching Wen University of Science and Technology	Nil	—	—	—
Senior Manager of Business Service Department	Taiwan, R.O.C.	Huang White-Te (Note 4)	male	03/01/2025	6,000	-	-	-	-	-	Senior manager of General Office of the Company Chief Operation Officer of Leju Technology Co., Ltd. Bachelor of Dept. of Politics and Economy, Sun Yat-sen University	Nil	—	—	—
Senior Manager of First-hand	Taiwan,	Lin Je-Fu	Male	10/01/	-	-	-	-	-	-	Manager of First-hand New House Selling	Nil	—	—	—

Title	Nationality	Name	Gender	Date of on Board (mm/yy/dd)	Shareholding		Shareholding of the Spouse and Underage Children		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in Other Companies at Present	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Person		
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
New House Selling Division	R.O.C.	(Note 4)		2025							Division of the Company Bachelor of Dept. of Student Affairs Management, Chung Shan Medical University				
Senior Manager of First-hand New House Selling Division	Taiwan, R.O.C.	Hsu Chen-Wei	male	10/01/2024	16,773	-	5,442	-	-	-	Special Assistant of NewLand Industrial Co., Ltd. Manager of First-hand New House Selling Division of the Company 5-year junior college of Department of Banking and Insurance, Hsing Wu University	Nil	—	—	—
Senior Manager of First-hand New House Selling Division	Taiwan, R.O.C.	Lu Hsin-Chuan	male	10/01/2024	-	-	1,201	-	-	-	Sales of NewLand Industrial Co., Ltd. 5-year junior college of Department of Industrial Engineering and Management , National Taipei University of Technology	Nil	—	—	—
Senior Manager of First-hand New House Selling Division	Taiwan, R.O.C.	Tung Hsien-Cheng	male	10/01/2024	534	-	-	-	-	-	Manager of First-hand New House Selling Division of the Company 5-year junior college of Department of Banking and Insurance, Hsing Wu University	Nil	—	—	—
Senior Manager of First-hand New House Selling Division	Taiwan, R.O.C.	Lin Chao-Chang	male	10/01/2024	875	-	-	-	-	-	5-year junior college of Department of Chemical, National Chin-Yi University of Technology	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Lin Wu-Hsiung	male	10/01/2005	11,988	-	927	-	-	-	Bachelor of Dept. of Microbiology, Soochow University	Nil	—	—	—
Senior Manager of Real Estate Agent Division and concurrently Officer of Brokerage Service Management Division	Taiwan, R.O.C.	Kuo Li-Wei	male	06/01/2019	389	-	-	-	-	-	Bachelor of Dept. of Agronomy, National Chung Hsing University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chen Yu-Li	male	03/06/2017	6,000	-	5,100	-	-	-	Senior Manager of Digital Transformation Office of the Company Bachelor of Dept. of Environmental Engineering and Science, Fooyin University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Lee Ming-Shan	male	10/01/2017	12,255	-	-	-	-	-	Bachelor of Dept. of Spanish, TamKang University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chen Shih-Yao	male	04/01/2012	-	-	2,138	-	-	-	Bachelor of Dept. of Statistics, Ming Chuan University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Wang Hui-Ping	male	01/01/2008	100,000	0.01%	-	-	-	-	EMBA,National Chengchi University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chang Teng-Lai	male	04/01/2008	107,690	0.01%	-	-	-	-	5-year junior college of Department of Industrial Engineering and Management, Mingshin Junior College of Institute Technology (present name: Mingshin University of Science and Technology)	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Liu Yu-Rong	male	05/07/2019	12,991	-	10,695	-	-	-	Vice General Manager of Yowoo Technology	Nil	—	—	—

Title	Nationality	Name	Gender	Date of on Board (mm/yy/dd)	Shareholding		Shareholding of the Spouse and Underage Children		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in Other Companies at Present	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Person		
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
											EMBA,National Chengchi University				
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Su Shang-Yao	male	09/01/2010	1,016	-	-	-	-	-	Bachelor of Dept. of Business Administration, Fu Jen Catholic University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chang Chia-Jung	male	01/01/2012	47,711	0.01%	262	-	-	-	Bachelor of Dept. of Civil Engineering, National Chiayi University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chang Wei-Hsiang	male	01/01/2012	61,988	0.01%	-	-	-	-	Master of technology management , National Taiwan University of Science and Technology	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Hung Chien-Huan	male	10/01/2012	-	-	8,386	-	-	-	General manager of Beijing Sinyi Real Estate Ltd. 5-year junior college of Department of Newspaper Administration, Shih Hsin College of Journalism	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Liu Tung-Yuan	male	08/01/2014	1,147	-	22,558	-	-	-	Bachelor of Dept. of Environmental Engineering and Science, Feng Chia University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chang Jun-Da	male	01/01/2017	3,976	-	-	-	-	-	Bachelor of Dept. of Business Administration, Ming Chuan University.	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Hsu Ling-Ling	female	04/01/2018	4,664	-	-	-	-	-	Senior Manager of Real Estate Agent Division of the Company Management Master's Credit Class of National Taiwan University of Continuing Education	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chen Chien-Yu	male	04/01/2018	-	-	-	-	-	-	Bachelor of Dept. of Industrial Engineering and Management, Da Yeh University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Lin Kwn-Hung	male	01/01/2019	-	-	7,000	-	-	-	Bachelor of Dept. of Accounting, Ming Chuan University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Fang Hao-Chuan	male	01/01/2019	-	-	-	-	-	-	Master of Marleting and Logistics, Southern Taiwan University of Science and Technology	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Wang Sheng-Xian	male	04/01/2018	-	-	-	-	-	-	Master of Creative Industries Design, National Cheng Kung University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Hsu Shun-Chi	male	01/01/2020	4,000	-	-	-	-	-	Bachelor of Dept. of Business Administration, National Chung Cheng University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chiu Chia-Ling	female	01/01/2021	-	-	-	-	-	-	Bachelor of Dept. of International Business, I-shou University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chen Hung-Ming	male	01/01/2021	-	-	-	-	-	-	Master of Urban Planning, National Cheng Kung University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Cheng Bao-Tsung	male	01/01/2021	114,940	0.02%	39,569	0.01%	-	-	Bachelor of Dept. of Information Science, Chinese Culture University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Wang Hsien-Cheng	male	01/01/2021	28,210	-	-	-	-	-	Master of Information Communication, Yuan Ze University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chen Yu-Hsiao	female	01/01/2022	-	-	195	-	-	-	Senior Manager of Living Development Department Bachelor of Dept. of Ecomic, National Taipei University	Nil	—	—	—
Senior Manager of Real Estate	Taiwan,	Lin	male	01/01/	63,153	0.01%	84,716	0.01%	-	-	Bachelor of Dept. of Industrial Management,	Nil	—	—	—

Title	Nationality	Name	Gender	Date of on Board (mm/yy/dd)	Shareholding		Shareholding of the Spouse and Underage Children		Shareholding Held in the Name of a Third Party		Main Experience/Educational Background (Note 1)	Concurrent Positions in Other Companies at Present	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with the Concerned Person		
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relation
Agent Division	R.O.C.	Chia-Cheng		2022							Chung Hua University				
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chang Chia-Yang	male	01/01/2022	-	-	-	-	-	-	Bachelor of Dept. of Electronic Engineering, Asia Eastern University of Science and Technology	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chan Chih-Wei	male	01/01/2022	31,366	-	-	-	-	-	Bachelor of Dept. of Medical technology, Chung Shan Medical University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Hung Chen-Yu	male	01/01/2022	5,332	-	-	-	-	-	Bachelor of Dept. of Horticulture, National Taiwan University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Lin Ching-Lung	male	01/01/2022	-	-	-	-	-	-	Bachelor of Dept. of Information Management, National Yunlin University of Science and Technology	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chou Ching-Yuan	male	01/01/2022	-	-	-	-	-	-	Bachelor of Dept. of Safety Health and Environmental Engineering, Chung Hwa University of Medical Technology	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Yang Ching-Yuan	male	07/01/2022	2,930	-	-	-	-	-	Bachelor of Dept. of Physics, National Sun Yat-sen University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chiu Hsiang-Kuo	female	08/01/2022	-	-	-	-	-	-	General Manager of Yi Shang Shanghai Real Estate Management Consulting Inc. (Original name as Ke Wei Shanghai Real Estate Management Consulting Inc.), the Company's subsidiary Master of Antai College of Economics & Management, Shanghai Jiao Tong University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Li Chia-Yu	female	01/01/2023	2,000	-	-	-	-	-	Bachelor of Dept. of Journalism, Hsuan Chuang University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chiu Chuang-Hsien	male	01/01/2024	4,000	-	-	-	-	-	Bachelor of Dept. of Applied Mathematics, Sun Yat-sen University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Lin Shih-Kai	male	01/01/2024	-	-	-	-	-	-	Bachelor of Political Science, National Taiwan University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Sun Kuo-Hao	male	01/01/2024	-	-	-	-	-	-	Bachelor of Business Administration, National Taiwan University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chen Shih-Kuang	male	01/01/2024	-	-	-	-	-	-	Bachelor of Information Management, Minghsin University of Science and Technology	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Hung Cheng-Lung (Note 3)	male	01/01/2021	-	-	-	-	-	-	Senior Manager of Real Estate Agent Division of the Company Bachelor of Dept. of Architecture, National Cheng Kung University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Tsai Chun-Ting (Note 4)	male	01/01/2025	-	-	-	-	-	-	Bachelor of Dept. of Information Communication Engineering, Providence University	Nil	—	—	—
Senior Manager of Real Estate Agent Division	Taiwan, R.O.C.	Chen Ti-Chia (Note 4)	male	03/01/2025	42,794	0.01%	4,045	-	-	-	Bachelor of Science in Geography, Chinese Culture University	Nil	—	—	—

Note 1 : The aforementioned personnel and the relevant experiences linked up with current positions, during the aforementioned period, they have never served with the Certified Public Accountant Office in charge of the Company's audit or affiliated enterprises thereof.

Note 2 : Please refer to the relevant information and data of the affiliated enterprises (page6-1) regarding serving as the Company's directors or supervisors.

- Note 3 : Effective January 1, 2025, Mr. Hsin Hung-Chun, Vice General Manager of Real Estate Agent Division, has been reassigned to Transaction Security Division and concurrently the Brand Development Division; Ms. Chang Ya-His, senior manager of Business Planning Department, has been reassigned to Digital Transformation Office; Mr. Hung Cheng-Lung, senior manager of Real Estate Agent Division, has been reassigned to General Manager's Office; Mr. Ho In-Yu, Mr. Ye Zong-Fu(Unpaid leave of absence currently), and Mr. Chen Chin-Tang, the senior manager of Real Estate Agent Division, have all been reassigned to the General Manager's Office. Mr. Huang Chen-Feng assumed the position of Chief Investment Officer of the Company on February 10, 2025. Mr. Chen Han-Wen, senior manager of Home Service Department, was assigned to be the office of the Ecosystem Business Division concurrently on January 1, 2025. Mr. Chou Ken-Yu, the Chief Transformation Officer, was concurrently Chief Ethics Officer on January 1, 2026 and Mr. Lu Han-Pao and Mr. Wei Shi-Fang have been reassigned to the General Manager's Office on the same day. Mr. Tsai Cheng-Liang has been reassigned to the human resources department. Mr. Su I-Jie, the vice general manager of SINKANG ADMINISTRATION SDN. BHD. which is the Company's subsidiary, has been reassigned to the Audit Office.
- Note 4 : Mr. Tsai Chun-Ting and Chen Ti-Chia were promoted to be senior managers of Senior Manager of Real Estate Agent Division in January and March, 2025, respectively. Mr. Huang White-Te was reassigned to General Manager's Office in March, 2025. Mr. Li Shao-Kang, Vice General manager of First-hand New House Selling Division, was reassigned to be General Manager of Sinyi Development Inc in October, 2025. and Mr. Hsieh Tsung-Hsien, senior manager of First-hand New House Selling Division, was promoted to be Vice General Manager of that Division in November, 2025. In October 2025, Mr. Lin Je-Fu was promoted to be senior manager of First-hand New House Selling Division, Mr. Chen Shih-Ciang, was reassigned from Business Service Department to Corporation Ethics Promotion Office, Mr. Huang White-Te was reassigned to Business Service Department. Mr. Yang Kuo-Chang, the Executive Manager of Real Estate Planning & Research Office, was assigned to be the head of Marketing Department, concurrently.
- Note 5 : Mr. Feng Chi-Yi, Vice General Manager of General Manager's Office, retired in November, 2025 and Mr. Yang Bai-Chung, the Chief Ethics Officer, retired in December, 2025 and was subsequently appointed as a consultant, ending his previous position. Mr. Li Sheng-Yueh, the senior manager of Marketing Department, was dismissed due to resignation in November, 2025. Mr. Wu Kuo-Chun and Mr. Ho In-Yu were dismissed due to the resignation and retirement, respectively, while Mr. Wang Mao-Sun was dismissed due to his reassigned to the affiliated company.
- Note 6 : The General Manager or the equivalent position title (top Level of Management) is not the same person as, spouse or blood relatives within the first degree of kinship to Chairperson of BOD.

(VI) Remuneration Paid to Directors, General Manager and Managers in 2025

i. Remuneration for Directors and Independent Directors

Expressed in Thousands of New Taiwan Dollars

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 Business Execution (D) (Note 2)		Wages, Bonus and Special Disbursement, etc. (E) (Note 2 and 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	All Companies Specified in the Financial Statements	The Company	All Companies Specified in the Financial Statements	The Company	All Companies Specified in the Financial Statements	The Company		All Companies Specified in the Financial Statements	The Company	All Companies Specified in the Financial Statements	The Company	All Companies Specified in the Financial Statements	The Company	All Companies Specified in the Financial Statements	The Company	All Companies Specified in the Financial Statements									
Chairperson	Chou Ken-Yu	-	-	-	-	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	Chou Chun-Chi	-	-	-	-	-	-	1,811	1,835	1,811 0.89%	1,835 0.90%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,811 0.89%	1,835 0.90%	Nil
Director	Chen Li-Shin	-	-	-	-	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	Lee Yi-Li	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	Lin Wen-Jeng (Note8)	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	Chen Shu-Chuan (Note8)	809	809	-	-	429	429	30	30	1,268 0.62%	1,268 0.62%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,268 0.62%	1,268 0.62%	Nil
Former Independent Director	Wu Chih-Wei (Note8)	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 Independent Director	Yen Lou-Yu (Note8)	468	468	-	-	271	271	20	20	759 0.37%	759 0.37%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	759 0.37%	759 0.37%	Nil
Former Independent Director	Jhan Hong-Chih (Note8)	468	468	-	-	271	271	20	20	759 0.37%	759 0.37%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	759 0.37%	759 0.37%	Nil
Total		5,101	5,101	-	-	3,675	3,675	3,728	3,752	12,504 6.11%	12,528 6.12%	16,791	16,791	-	-	4	-	4	-	-	-	-	-	-	-	29,299 14.32%	29,323 14.33%	Nil

Note 1: As officially resolved by the Board of Directors Meeting on February 26, 2026, the remuneration to directors for 2025 was NT\$3,675 thousand dollars. The resolution will be reported at the Annual General Meeting on May 18, 2026.

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

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

Note 4: Employee Remuneration allocated to the director who is a concurrent employee is one part of employee remuneration resolved by the Board of Directors Meeting on February 26, 2026. The resolution shall be reported in the general shareholders' meeting on May 18, 2026.

Note 5: The term "net profit after tax" as set forth herein denotes the net profit after tax as shown through the individual financial statements of 2025.

Note 6: The aforementioned expenses include the relevant remuneration NT\$1,294 thousand dollars (including general manager) paid to the chauffeurs to the Company's Non-Independent Directors.

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

Note 8: On May 21, 2025, a general re-election of the Board of Directors was held at the Annual General Meeting. Mr. Chou Ken-Yu, Mr. Chou Chun-Chi, and Ms. Chen Li-Shin were elected as the new directors. Ms. Lee Yi-Li, Mr. Wu Chih-Wei, Mr. Lin Wen-Jeng, and Ms. Chen Shu-Chuan were elected as the new independent directors. Due to personal reasons, Independent director Wu Chih-Wei resigned on January 27, 2026 due to his personal reasons. The vacancy is expected to be filled through a by-election at the 2026 Annual General Meeting.

Note 9: Independent directors' remuneration policy, system, standards and structure, and descriptions of the inter-relevance to the amount of remuneration according to the responsibilities, risks, time invested and other factors:

The compensation to directors are comprised of salaries, director remunerations and allowances:

- Salaries: According to our Articles of Incorporation, the monthly salaries paid to independent directors are based on the individual director's involvement in company operations. The amount is determined by the Board of Directors. During the deliberation, each independent director abstained from voting when discussing their individual compensation. The Board in 2025 decided that salaries paid to independent directors were in line with the industry standards and shall not be linked to the Company's profits. Non-independent directors do not receive director' monthly salaries.
- Director remunerations: After the end of the fiscal year, in accordance with our Articles of Incorporation, director remunerations are distributed according to a certain percentage of the current year's profit. The remunerations paid to directors for 2025 were proposed by Remuneration Committee and approved by the Board on February 26, 2026. Director remunerations for 2025 were determined to be 1% of the Company's income before tax, or NT\$3,675 thousand dollars. It is mainly as a result that the Company's net profit and operating performance in the interrelationship. Besides, for the remuneration of independent directors, it also refers to the general remuneration level (including directors' salaries and directors' remunerations) of independent directors of other listed companies and the participation level in Board of Directors and its functional committees. In terms of the remuneration to non-independent directors, we should take into account the level of remuneration to independent directors, their involvement in the Company's daily operation, their level of participation in the board of directors and the position responsibilities. However, the Company's founder, Director Chou Chun-Chi has not received remunerations for a director.
- Allowances include the transportation allowance for independent directors to attend board meetings, rental or depreciation, petroleum costs and maintenance expenses for the cars allocated to the non-independent directors. The transportation allowance of NT\$5,000 per meeting for independent directors is reimbursed according to board meeting attendances and in line with industry practice. Non-independent directors do not receive transportation allowance. Three non-independent directors have company cars (including for the reason of being a concurrent manager). The Company afforded the car rental (or depreciation), and the expenses in associated with petroleum and maintenance for the non-independent directors except for their directors' monthly salaries.
- The director's remuneration for independent directors is set at NT\$100,000 per month, determined based on their level of involvement and contribution to the Company's operations, as well as the customary standards among other listed companies. The amount is authorized by the board of directors, and during deliberations, each independent director abstains from voting on their individual compensation. Since this remuneration is aligned with typical standards among other listed companies and is not directly tied to the Company's profitability level, it is considered reasonable. Starting from the 15th Board of Directors, the Board resolved to adjust compensation based on participation in functional committees: NT\$120 thousand/month for the Convener of the Audit Committee. NT\$110 thousand/month for Conveners of other functional committees. NT\$100 thousand/month for other independent directors. Director's fees are distributed annually according to the Company's regulations, based on a certain proportion of the annual profits. The remuneration for independent directors also takes into account the overall salary levels of independent directors in other listed companies (including director's remuneration and director's fees), as well as their participation in the board of directors and its functional committees.

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	
\$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	
\$2,000,000 (inclusive)~\$3,500,000 (exclusive)	Lee Yi-Li, Chou Ken-Yu		Lee Yi-Li	
\$3,500,000 (inclusive)~\$5,000,000 (exclusive)	-	-	-	-
\$5,000,000 (inclusive)~\$10,000,000 (exclusive)	-	-	Chen Li-Shin	
\$10,000,000 (inclusive)~ \$15,000,000 (exclusive)	-	-	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	-	-	-	-
Total (Note)	9	9	9	9

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.

ii. Remuneration for General Manager and Vice General Managers

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			
								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 32.89%	67,740 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.

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,
\$3,500,000 (inclusive) ~ \$5,000,000 (exclusive)	Chou Su-Hsiang, Wang Hsien-Chih, Chen Chih-Huan, Lee Shao-Kang (Note 1)	Chou Su-Hsiang, Feng Chi-Yi (Note 2), Wang Hsien-Chih, 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, Yang Bai-Chuan (Note 2), Huang Chi-Liang, Hung Chen-Feng (Note 1)	Chou Ken-Yu, Chen Li-Shin (Note 3), Hsin Hung-Chun, Yang Bai-Chuan (Note 2), Huang Chi-Liang, Hung 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	-	-
Total	13	13

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.

iii. Names of the managers allocated with Remunerations to employees and the facts in allocation

February 28, 2026

Title	Name	Total Share Remuneration (Thousand \$)	Total Cash Remuneration (Thousand \$)	Total (Thousand \$) (Note 1)	Ratio of the Aggregate Amount to the Net Income After Tax (%) (Note 2)
General Manager	Chen Li-Shin	-	171	171	0.08%
Chief Transformation Officer and concurrently Chief Ethics Officer	Chou Ken-Yu				
Auditor-General	Chou Su-Hsiang				
Chief Financial Officer and Corporate Governance Officer, concurrently	Chen Chih-Huan				
Chief Digital Officer and Information Security Officer, concurrently	Wang Hsien-Chih				
Vice General Manager of Public Relations Department	Lin Jun-An				
Vice General Manager of Transaction Security Division and concurrently the Brand Development Department	Hsin Hung-Chun				
Vice General Manager of First-hand New House Selling Division	Hsieh Tsung-Hsien				
Senior Manager of Home Service Department and Ecosystem Business Division	Chen Han-Wen				
Senior Manager of Human Resource Department	Feng Chang-Chun				
Senior Manager of Human Resource Department	Tsai Cheng-Liang				
Executive Manager of Human Resource Development Department	Chen Je-Weig				
Senior Manager of Legal Affairs Office	Liu Wei-Te				
Senior Manager of Finance Department	W Shao-Chao				
Senior Manager of Accounting Department	Wu Hsiao-Chen				
Senior Manager of General Manager's Office	Chang Shu				
Senior Manager of Digital Intelligence Division	Chiang Yuan-Chi				
Executive Manager of Product of Real Estate Agent Department	Pan Su-Yen				
Senior Manager of IT Service & Information Security Management Department	Hsu Chien-Hao				
Senior Manager of System Solutions for Staff & Affiliated Companies Department	Tso Hsin-Chiang				
Senior Manager of Digital Transformation Office	Shih Min-Yao				
Senior Manager of Digital Transformation Office	Chang Ya-Hsi				
Executive Manager of Website Operations Management Department	Wen Chia-Cheng				
Senior Manager of Appraisal Department	Chiu Chien-Hui				
Senior Manager of Contract Management Department	Chang Ai-Ling				
Executive Manager of AI Application Development Department	Chang Hsuan-Chiang				
Executive Manager of Marketing Department and Real Estate Planning & Research Office concurrently	Yang Kuo-Chang				
Senior Manager of Customer Service Department	Wang Yu-Yen				
Senior Manager of Corporate Ethics and Sustainability Promotion Office	Chen Shih-Ciang				
Senior Manager of Business Service Department	Huang White-Te				
Senior Manager of First-hand New House Selling Department	Hsu Chen-Wei				
Senior Manager of First-hand New House Selling Department	Lu Hsin-Chuan				
Senior Manager of First-hand New House Selling Department	Tung Hsien-Cheng				
Senior Manager of First-hand New House Selling Department	Lin Chao-Chang				
Senior Manager of First-hand New House Selling Department	Lin Je-Fu				
Senior Manager of Real Estate Agent Division	Lin Wu-Hsiung				
Senior Manager of Real Estate Agent Division	Kuo Li-Wei				
Senior Manager of Real Estate Agent Division	Chen Yu-Li				
Senior Manager of Real Estate Agent Division	Lee Ming-Shan				
Senior Manager of Real Estate Agent Division	Chen Shih-Yao				
Senior Manager of Real Estate Agent Division	Wang Hui-Ping				
Senior Manager of Real Estate Agent Division	Chang Teng-Lai				
Senior Manager of Real Estate Agent Division	Liu Yu-Rong				
Senior Manager of Real Estate Agent Division	Su Shang-Yao				
Senior Manager of Real Estate Agent Division	Chang Chia-Jung				
Senior Manager of Real Estate Agent Division	Chang Wei-Hsiang				
Senior Manager of Real Estate Agent Division	Hung Chien-Huan				
Senior Manager of Real Estate Agent Division	Liu Tung-Yuan				
Senior Manager of Real Estate Agent Division	Chang Jun-Da				
Senior Manager of Real Estate Agent Division	Hsu Ling-Ling				
Senior Manager of Real Estate Agent Division	Chen Chien-Yu				
Senior Manager of Real Estate Agent Division	Lin Kwn-Hung				
Senior Manager of Real Estate Agent Division	Fang Hao-Chuan				
Senior Manager of Real Estate Agent Division	Wei Shi-Fang				
Senior Manager of Real Estate Agent Division	Wang Sheng-Xian				
Senior Manager of Real Estate Agent Division	Hsu Shun-Chi				
Senior Manager of Real Estate Agent Division	Chen Hung-Ming				
Senior Manager of Real Estate Agent Division	Cheng Bao-Tsung				
Senior Manager of Real Estate Agent Division	Wang Hsien-Cheng				
Senior Manager of Real Estate Agent Division	Lu Han-Pao				
Senior Manager of Real Estate Agent Division	Chen Yu-Hsiao				
Senior Manager of Real Estate Agent Division	Lin Chia- Cheng				
Senior Manager of Real Estate Agent Division	Chang Chia-Yang				
Senior Manager of Real Estate Agent Division	Chan Chih-Wei				
Senior Manager of Real Estate Agent Division	Hung Chen-Yu				
Senior Manager of Real Estate Agent Division	Lin Ching-Lung				
Senior Manager of Real Estate Agent Division	Chou Ching-Yuan				
Senior Manager of Real Estate Agent Division	Yang Ching-Yuan				
Senior Manager of Real Estate Agent Division	Chiu Hsiang-Kuo				
Senior Manager of Real Estate Agent Division	Li Chia-Yu				
Senior Manager of Real Estate Agent Division	Chiu Chuang-Hsien				
Senior Manager of Real Estate Agent Division	Lin Shih-Kai				
Senior Manager of Real Estate Agent Division	Sun Kuo-Hao				
Senior Manager of Real Estate Agent Division	Chen Shih-Kuang				
Senior Manager of Real Estate Agent Division	Hung Cheng-Lung				
Senior Manager of Real Estate Agent Division	Chen Ti-Jia				
Senior Manager of Real Estate Agent Division	Tsai Jun-Tin				

Note 1: Employee remuneration allocated to the Company's general manager, vice general managers and senior 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 2: The term "net profit after tax" as set forth herein denotes the net profit after tax as shown through the individual financial statements of 2025.

Note 3: The managers shown on the aforementioned Table are estimated under the basis of their present serving on February 28, 2026 and eligible for the employee remuneration. The actual list to receive employee remuneration shall depend on if they are eligible on the payment date.

Note 4: The table above does not include those who were promoted as managers in 2026.

(VII) Respectively compare and depict the analyses of the aggregate total remuneration paid to the Company's directors, general manager and vice general managers to the net profit after tax shown through the individual financial statements over the past two years in the Company and all companies covered in the consolidated financial reports, and please explain the policies, criteria, portfolio of remuneration payment, procedures to fix remuneration, business performance and interrelationship to the future risks :

Expressed in Thousands of New Taiwan Dollars

	The Company		All Companies Specified in the Financial Statements	
	2025	2024	2025	2024
The aggregate total of remuneration paid to the directors, general manager and vice general managers	79,799	87,924	80,273	88,488
The ratio of aggregate total to the net profit after tax shown through the individual financial statements	39.00%	4.93%	39.24%	4.96%

The total remuneration paid to the Company's directors, general managers and vice general managers in 2025 decreased by NT\$8,125 thousand and NT\$8,215 thousand respectively compared to 2024 (representing increases of approximately 9%). This was primarily due to the poor performance in 2025 compared with 2024 even though the appointment of additional senior executives in 2025 for the reason of meeting operational development needs increased the remuneration.

Below is a summary of our compensation policies of directors and managers, criteria, arrangements and decision-making process over compensations in relation to operating performances and risk factors:

1. Compensations to directors:

(1) The compensations to directors are comprised of salaries, director remunerations and allowances.

- i. Salaries: According to our Articles of Incorporation, the monthly salaries paid to independent directors are based on the individual director's involvement in company operations. The amount is determined by the Board of Directors. During the deliberation, each independent director abstained from voting when discussing their individual compensation. The Board in 2025 decided that salaries paid to independent directors were in line with the industry standards and shall not be linked to the Company's profits. Non-independent directors do not receive director's monthly salaries. Starting from the 15th Board of Directors, the Board resolved to adjust compensation based on whether serves as the convener of functional committee or not and which kind of the convener.
- ii. Director remunerations: After the end of the fiscal year, in accordance with our Articles of Incorporation, director remunerations are distributed according to a certain percentage of the current year's profit. The remunerations paid to directors for 2025 were proposed by Remuneration Committee and approved by the Board on February 26, 2026. Director remunerations for 2025 were determined to be 1% of the Company's income before tax, or NT\$3,675 thousand dollars. It is mainly as a result that the Company's net profit and operating performance in the interrelationship. Besides, for the remuneration of independent directors, it also refers to the general remuneration level (including directors' salaries and directors' remunerations) of independent directors of other listed companies and the participation level in Board of Directors and its functional committees. In terms of the remuneration to non-independent directors,

we should take into account the level of remuneration to independent directors, their involvement in the Company's daily operation, their level of participation in the board of directors and the position responsibilities. However, the Company's founder, Director Chou Chun-Chi has not received remunerations for a director.

- iii. Allowances include the transportation allowance for independent directors to attend board meetings, rental or depreciation, petroleum costs and maintenance expenses for the cars allocated to the non-independent directors. The transportation allowance for independent directors is reimbursed according to board meeting attendances and in line with industry practice. Non-independent directors do not receive transportation allowance. Two of the three non-independent directors have company cars. The Company afforded the car rental (or depreciation), and the expenses in associated with petroleum and maintenance for the non-independent directors except for their directors' monthly salaries.

(2) Compensations to directors on a consolidated basis:

Compensations to directors consist of salaries, director remunerations and allowances. In addition to those from the Company, the compensation to directors was director allowances mainly from the Company's subsidiaries, An-Sin Real Estate Management Ltd. and AnShin Real Estate Management Ltd. The allowances depended on the numbers of attendance.

- (3) Upon each and every reelection of directors, the compensations to directors is duly adjusted and planned again with reassessment based on the normal standards/criteria prevalent in other listed companies, the Company's business performance and rationality in the connection.

2. Compensations to general managers and vice general managers :

In response to the organizational development needs, the Company has revised the appointment and remuneration system for senior executives. From July 1, 2023, the Company will adopt an "appointed manager system" and establish the "High-Level Manager Compensation Regulations." The positions and compensation of each senior manager will be reassessed based on their job responsibilities, experience, and professional abilities, as well as external market compensation standards.

- (1) The compensation to general managers and vice general managers consisting of salaries(fixed compensation), pensions and bonuses (including special reimbursements).
 - i. Salaries(fixed compensation): The company determines salary allocation or adjustments for general manager and vice general managers each year based on their job levels and performance, while considering external market salary levels, company operating results, and individual performance from the previous year.
 - ii. Pensions: In accordance with the requirements by laws and ordinances concerned, the Company appropriates 6% of their monthly pays into the individual account opened with the Bureau of Labor Insurance for the high executive officers who have chosen new system Labor Pension Act and accrues the expenses under the actuarial assumptions for those who continually choose the old pension system regulations and for the service seniority retained under the old system of the high executive officers who choose new pension regulations.

After adopting the "appointed manager system" for senior executives, those who were originally covered under the new retirement pension scheme will continue to be treated according to the original method. Senior executives who were eligible under the old retirement pension scheme may choose to retain their accrued years of service under the old scheme. Upon the adoption of the "appointed manager system," their years of

service will be recalculated according to the Company's regulations. Alternatively, they may opt to settle their accrued years of service under the old scheme and voluntarily contribute 6% of their monthly fixed compensation to their personal retirement accounts with the Labor Insurance Bureau. The Company will then match this contribution with an equal amount.

- iii. Bonuses: Various bonuses for the authorized chief officers in business functions are calculated pursuant to our Regulations Governing Salaries, Compensations and Bonuses of the authorized chief officers, proposed by the Remuneration Committee and approved by the Board.

The key performance indicators primarily include the Company's earnings and the talent it nurtures (such as the number of district managers developed), quality (such as customer satisfaction), and performance (such as the achievement of targets in terms of per capita output and revenue and profit goals). The Company has long implemented 1/3 of the Company's annual after-tax operating profit as the year-end bonus for the year to that the entire staff of the Company would share the very fruits achieved by the Company. The Company has additionally set up long-term value contribution bonus regulations toward the general manager and vice general managers so as to motivate authorized chief officers to better focus on the long-term development goals and vision of the Company. The Remuneration Committee shall propose a long-term value contribution bonus proposal to the board of directors for approval.

In response to the adjustment of the compensation system for senior executives and to enhance teamwork, bonuses for each senior executive are divided into short-term performance bonuses and long-term value contribution bonuses. These bonuses are issued based on the achievement of goals set by the Compensation Committee and the Board of Directors, focusing on (1) individual capability enhancement, (2) team talent development, and (3) achievement of unit performance targets. Under a predetermined proportion of the Company's operating profit, a total short-term performance bonus is allocated. Depending on the achievement of the indicators and taking into account the company's overall annual goals, such as the store manager turnover rate, new employee retention rate, average transaction volume per sales associate, net promoter score, profit achievement, and annual carbon reduction targets., the Remuneration Committee determines the assessment coefficient and submits it to the board for approval before disbursing. Long-term value contribution bonuses are awarded based on the achievement of three-year goals related to talent, quality, performance, and environmental factors set by all senior executives. These bonuses are issued three years later. Long-term operational goals include formal employee and manager turnover rates, new employee conversion rates, net promoter scores, performance targets, and targets for reducing greenhouse gas emissions by 4.2% annually and achieving a 40% utilization rate of renewable energy after three years. The above-mentioned ESG indicators represent over 50% of the weighting in the long-term value contribution bonus.

- iv. Other related remuneration included the Company car rental provided for General Manager, accompanying with the fuel expense and maintenance expense of the car.
- v. Employee remuneration: According to the Company's Articles of Incorporation, among the annual profit allocation, a sum 1% minimum shall be allocated as remuneration to employees and duly allocated based on the Regulations Governing Allocation of Employee Remuneration. In 2025, the employee remuneration amounting to NT\$23 thousand in total, 82% decrease compared with 2024 due primarily to the decrease of the net income of 2025.

- (2) Compensation to general managers and vice general managers based on other consolidated financial statements beyond the Company: Except for Vice General Manger Mr. Feng

Chi-Yi, who receives a portion of his salary from Sinyi Shanghai, a subsidiary of the Company, for overseeing the real estate agent business in China, no other companies in the consolidated financial statements have paid compensation to the Company's General Managers and Vice General Managers."

- (3) Here at the Company, the remuneration incentive system for the authorized chief officers (including annual fixed compensation adjustments and performance incentives) is proposed by the Remuneration Committee to the board of directors on an annual basis to be resolved by the board of directors. The Remuneration Committee and the Board of Directors also evaluate the rationality with reference to the authorized chief officers in various functions and the standards/criteria prevalent in the human resources markets.

3. Remuneration to other managers:

- (1) Other managers of the Company refer to such managers who are not the vice general managers (inclusive) or higher rank, and their compensations include salary, retirement pension, bonuses and employee remuneration:
- i. Salaries: The monthly salaries were approved by the Company according to the ranks and performance of such other managers with reference to the external market salary level which is taken into account to determine the amount of monthly salary which is based on the performance of the Company and the individuals which are taken into account to decide the facts of a raise or not. In 2025, the average monthly salary of other managers in the business units was increased by 0.9%.
 - ii. Pensions: The pension expenses are those which in accordance with the requirements by laws and ordinances concerned, the Company appropriates 6% of their monthly pays into the individual account opened with the Bureau of Labor Insurance for the other officers who have chosen new system Labor Pension Act and accrues the expenses under the actuarial assumptions for those who continually choose the old pension system regulations and for the service seniority retained under the old system of the other officers who choose new pension regulations.
 - iii. Bonuses: This refers to the year-end bonus that is closely related to the Company's earnings and the business area earnings managed by other managers of the business unit as the very ground for calculation. The Company has for a long time implemented 1/3 of the Company's annual after-tax operating profit as the year-end bonus for the year, and shared the Company's operating results with entire staff.
 - iv. The employee remuneration paid for other managers of the Company is counted based on the provisions of the Company's Articles of Incorporation, and the annual allocation of profits is not less than 1% minimum of the profit earned by the Company as employee remuneration which would be distributed according to the Company's employee remuneration distribution rules
- (2) The compensations paid to other managers by all other companies beyond the Company, as covered within the consolidated financial statements: Nil.

II. Implementation of Corporate Governance:

(I) Performance of board of directors

During period of January 1, 2026 to February 28, 2026, the board of directors of the Company convened a total of three (3) meetings and all the directors participate the board meeting personally.

In 2025, the board of directors of the Company convened a total of eleven (11) meetings; at least two independent directors or more would participate in every meeting, presenting a 95% of attendance rate where the directors showed attendance in the following status:

Title	Name	Times of Attendance in Person	Times of Attendance by Proxy	Actual Attendance Rate (%)	Remarks
Chairperson	Chou Ken-Yu	11	-	100%	Nil
Director	Chou Chun-Chi	11	-	100%	Nil
Director	Chen Li-Shin	11	-	100%	Nil
Independent Director	Lee Yi-Li	11	-	100%	Nil
Independent Director	Lin Wen-Jeng	7	-	100%	New Director. Elected on May 21, 2025, 7 times of should be attendance.
Independent Director	Chen Shu-Chuan	7	-	100%	New Director. Elected on May 21, 2025, 7 times of should be attendance.
Former Independent Director	Wu Chih-Wei	7	4	64%	Entrusted the other Independent Director to attend the meeting held on 4/28, 5/21, 7/29 and 8/22, 2025. Resigned in January, 2026 due to personal reasons.
Former Independent Director	Yen Lou-Yu	4	-	100%	Former Director. Stepped down on May 21, 2025 due to expiration of the term of office, 4 times of should be attendance.
Former Independent Director	Jhan Hong-Chih	4	-	100%	Former Director. Stepped down on May 21, 2025 due to expiration of the term of office, 4 times of should be attendance.
Total		73	4	95%	

Other remarks required:

- I. If there are the circumstances as below, the dates of meetings, sessions, contents of motions, all independents' opinion and the Company's response to independent directors' opinion should be specified:
 - (1) Matters referred to in Article 14-3 of Securities and Exchange Act: Since the Company has set up its Audit Committee; the provisions of Article 14-3 shall not apply according to Article 14-5 of the Securities and Exchange Act.
 - (2) Other resolutions of the directors' meetings objected to by Independent Directors or subject to qualified opinion and recorded or declared in writing: There is no resolutions of the directors' meetings objected to by Independent Directors or subject to qualified opinion. Please refer to the details of resolutions of the Company's board of directors and the Independent Directors' opinions and the Company's response to independent directors' opinion for 2025 and the period ended on the print date of the annual report stated on page 2-145 to 2-154.

II. Implementation of the avoidance from conflict of interests by the directors:

Date of the board of directors	Issue	Avoidance
February 7, 2025	Proposal of the Company intention to donate to Sinyi Culture Foundation.	Mr. Chou Ken-Yu, Chairperson and Mr. Chou Chun-Chi, the director of BOD were related persons of Sinyi Culture Foundation and left the meeting and did not participate in the discussion and voting.
	Proposal of the Company intention to donate to Taiwan Regional Revitalization Foundation.	Mr. Chou Ken-Yu, Chairperson, Mr. Chou Chun-Chi, the director of BOD and Independent Director Mr. Yen Lou-Yu were related persons of Taiwan Regional Revitalization Foundation and left the meeting and did not participate in the discussion and voting.
February 26, 2025	Proposal for an industry-academia collaboration project with China University of Technology.	Mr. Chou Ken-Yu, Chairperson and Mr. Chou Chun-Chi, the director of BOD were related persons of China University of Technology and left the meeting and did not participate in the discussion and voting.
	Proposal for the 2024 annual performance bonus and the long-term contribution performance bonus for 2021 for authorized chief officers.	Mr. Chou Ken-Yu, Chairperson and Ms. Chen Li-Shin, the director of BOD, withdrew from the discussion and voting process as they concurrently served as the Company's chief officers.
	Proposal for the 2025 list of senior executives applicable to the Company's senior executives' remuneration measures.	Mr. Chou Ken-Yu, Chairperson and Ms. Chen Li-Shin, the director of BOD, withdrew from the discussion and voting process as they concurrently served as the Company's chief officers.
	Proposal of annual target remuneration for senior executives for 2024.	Mr. Chou Ken-Yu, Chairperson and Ms. Chen Li-Shin, the director of BOD, withdrew from the discussion and voting process as they concurrently served as the Company's chief officers.
April 9, 2025	Proposal of candidates of director for the 15th term board of directors of the Company.	Mr. Chou Ken-Yu, Mr. Chou Chun-Chi, Ms. Chen Li-Shin, Ms. Lee Yi-Li, and Mr. Wu Chih-Wei respectively left and abstained from voting while discussing and negotiating whether they are eligible for directors of the 15th board of directors.
	Proposal to lift candidates of director for the 15th term board of directors from the restriction of competition with the Company.	Mr. Chou Ken-Yu, Mr. Chou Chun-Chi and Ms. Lee Yi-Li withdrew from discussion and voting process when discussing the lift of restriction of competition with the Company.
April 28, 2025	Proposal of the Company's 2024 directors' remuneration.	The individual director withdrew from discussion and voting process when discussing his/her compensation.
June 27, 2025	Appointment of members of the 6th term of remuneration committee of the Company.	Independent Director Ms. Lee Yi-Li, Mr. Lin Wen-Jeng and Ms. Chen Shu-Chuan withdrew from discussion and voting process discussing his/her nomination.
	Appointment of members of the 4th term of Nomination Committee of the Company.	Chairperson Mr. Chou Ken-Yu, Independent Director Ms. Lee Yi-Li, Mr. Lin Wen-Jeng and Ms. Chen Shu-Chuan withdrew from discussion and voting process discussing his/her nomination.
	Appointment of members of the 2nd term of Business Ethics and Sustainable Development Committee of the Company.	Chairperson Mr. Chou Ken-Yu, Independent Director Mr. Lin Wen-Jeng and Ms. Chen Shu-Chuan withdrew from discussion and voting process discussing his/her nomination.
June 27, 2025	Proposal to approve the industry-academia collaboration	Mr. Lin Wen-Jeng, the director of BOD is the related person of

	agreement and academic contribution mechanism between the Company and National Central University.	National Central University and left the meeting and did not participate in the discussion and voting.
December 23, 2025	Proposal of the change of the Company's Executives officer	Mr. Chou Ken-Yu, Chairperson and Mr. Chou Chun-Chi, the director of BOD were related persons of the proposal and did not participate in the discussion and voting.

III. For more details regarding the cycles and periods of the self-evaluation by the board of directors (or the peers), scope, method of valuation and contents of valuation and such information:

Frequency of evaluation	Duration of evaluation	Scope of evaluation	Method of evaluation	Contents of evaluation
On an annual basis	January 1, 2025 ~ December 31, 2025	(1) Evaluation of performance by the board of directors, individual board of directors members (2) Evaluation of performance by functional committee(s)	The self-evaluation by the board of directors and functional committee(s), individual self-evaluation by the directors	(1) Evaluation of the board of directors performance: The extent of participation in the Company's business operation, improve the quality of board decisions, the composition & structure of the board, the selection and continuing education of the directors ,internal control and the board of directors' attention and promotion of ESG. (2) Evaluation of individual board of directors members: Mastery of the Company goals and tasks, awareness of directors' responsibilities, participation in the Company's operations, internal relationship management and communications ,professional and continuing education of the directors, internal control. (3) Evaluation of the functional committees: Participation in the Company's operations, determination of responsibility for functional committees, improve the decision-making quality of functional committees, the composition of functional committee and internal control.

For more details regarding evaluation over the board of directors' performance and self-evaluation by directors themselves, please refer to page 2-67 "The performance of corporate governance and the status on discrepancy and reasons in relation to the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies and the causes thereof:

IV. Evaluation of the targets and implementation in the efforts to strengthen the performance of the board of directors in the current year and the most recent year: In an attempt to assure wholesome corporate governance and intensify the relevant functions of the board of directors, other than the existent Audit Committee, Remuneration Committee and Nomination Committee. The Company set up Business Ethics and Sustainable Development Committee in October 2023. The Committee assists the Board in supervising relevant issues such as the implementation of business ethics and the execution of sustainable development plans within the Company.

As to the resolutions passed by the Audit Committee, the Remuneration Committee , the Nominating Committee and Business Ethics and Sustainable Development Committee in 2025, please refer to (II)Performance of Audit Committee, (III) Relevant information of the Remuneration Committee , (IV) Relevant information of the Nomination Committee, (V)Relevant information of the Business Ethics and Sustainable Development Committee for the further details.

(II) Performance of Audit Committee

The Company's Audit Committee, in addition to implementing the supervisory powers required by relevant laws and regulations, aims to assist the board of directors in fulfilling their fair expression of supervision of the Company's financial statements, the appointment (discharge) and independence and performance of the Certified Public Accountants, and effective implementation of the Company's internal control. The Company's purpose is to comply with relevant laws and regulations and the management of the Company's existing or potential risks. The key tasks of the Audit Committee include:

1. Enact and update the internal control system in accordance with Article 14-1 of Securities and Exchange Act
2. Evaluate the effectiveness of the internal control system.
3. Enact and update Procedures for the Acquisition or Disposal of Assets, Derivative Financial Instrument Transaction, Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees by Public Companies, Regulations Governing Enforcement of Endorsements/Guarantees and such behaviors in major financial affairs in accordance with Article 36-1 of Securities and Exchange Act.
4. Deal with issues involving interests of directors themselves.
5. Transaction on major assets or derivative financial instruments.
6. Significant loaning of funds and making of endorsements/guarantees.
7. Raise, issue or privately-offer equity attributed negotiable securities.
8. Appoint, discharge and pay the certifying Certified Public Accountants.
9. Appoint, discharge heads on finance, accounting and internal audit.
10. Work out quarterly and annual financial statements.
11. Carry out other key issues as specified by the Company or competent authorities.

In performance of its responsibilities and powers, in accordance with the Articles of Incorporation, the Audit Committee is entitled to proceed with appropriate review and investigation and shall have direct channels to connect and communicate with the Company's internal auditors, Certified Public Accountants and entire staff. The Audit Committee is, as well, empowered to retain the lawyers, accountants or other consultants to help the Audit Committee members to carry out responsibilities and powers.

1. As to the professional qualifications and experiences of the Audit Committee members, please refer to page 2-3.
2. Information of performance by the Audit Committee:
 - (1) The numbers of the Audit Committee member: 4 persons.
 - (2) Tenure of office of the Audit Committee members of the current session: from May 21, 2025 to May 20, 2028.
 - (3) The Audit Committee formulated the 2025 annual work plan on February 7, 2025, and proceeded with its execution after reporting it to the Board of Directors' meeting.
 - (4) During period of January 1, 2026 to February 28, 2026, the board of directors of the Company convened a total of two (2) meetings, and all the members participate the committee meeting personally.

In 2025, the Audit Committee convened nine (9) meetings, in the average participation rate of 92%. The independent directors show the following participation facts:

Title	Name	Times of Attendance in Person	Times of Attendance by Proxy	Actual Attendance Rate (%)	Remarks
Committee member (Chair and Convener)	Lee Yi-Li	9	-	100%	Nil
Committee member	Lin Wen-Jeng	5	-	100%	New Member. Elected on May 21, 2025, 5 times of should be attendance.
Committee member	Chen Shu-Chuan	5	-	100%	New Member. Elected on May 21, 2025, 5 times of should be attendance.
Former Committee member	Wu Chih-Wei	6	3	67%	Entrusted another committee member to attend the meeting on 4/28, 7/29 and 8/22, 2025. Stepped down in January, 2026 due to the personal reasons.
Former Committee member	Yen Lou-Yu	4	-	100%	Former Member. Stepped down on May 21, 2025 due to expiration of the term of office, 4 times of should be attendance.
Former Committee member	Jhan Hong-Chih	4	-	100%	Former Member. Stepped down on May 21, 2025 due to expiration of the term of office, 4 times of should be attendance.
Total		33	3	92%	

Other remarks as required:

If there are the circumstances as below, the dates of meetings, sessions, contents of motions, resolutions of Audit Committee, contents of independent directors' objections, reservations or major proposals, and the Company's response to Audit Committee's opinion should be specified:

(1) Matters referred to in Article 14-5 of the Securities and Exchange Act:

(2) Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors:

As to the description of the two items above, please refer to the details of the Audit Committee's opinions to the material motions of the board of directors and the Company's response to independent directors' opinion stated on page 2-34.

3. If there is independent directors' avoidance of motions in conflict of interest, the independent directors' names, contents of motions, causes for avoidance and voting should be specified:

Date	Issue	Avoidance
February 7, 2025	Proposal of the Company intention to donate to Taiwan Regional Revitalization Foundation.	Independent Director Mr. Yen Lou-Yu is related person of Taiwan Regional Revitalization Foundation and left the meeting and did not participate in the discussion and voting.
April 9, 2025	Proposal of candidates of director for the 15th term board of	Independent Director Ms. Lee Yi-Li, and Mr. Wu Chih-Wei

Date	Issue	Avoidance
	directors of the Company.	respectively left and abstained from voting while discussing and negotiating whether they are eligible for directors of the 15th board of directors.
	Proposal to lift candidates of director for the 15th term board of directors from the restriction of competition with the Company.	Independent Director Ms. Lee Yi-Li withdrew from discussion and voting process when discussing the lift of restriction of competition with the Company
April 28, 2025	Proposal of the Company's directors' remuneration for 2024	The director withdrew from discussion and voting process when discussing his or her remuneration.
June 27, 2025	Proposal of the appointment of members of the 6th term Remuneration Committee.	Independent Director Ms. Lee Yi-Li, Mr. Lin Wen-Jeng and Ms. Chen Shu-Chuan withdrew from discussion and voting process when discussing his or her appointment of Remuneration Committee member.
	Proposal of the appointment of members of the 4th term Nomination Committee.	Independent Director Ms. Lee Yi-Li, Mr. Lin Wen-Jeng and Ms. Chen Shu-Chuan withdrew from discussion and voting process when discussing his or her appointment of Nomination Committee member.
	Proposal of the appointment of members of the 2nd term Corporate Ethic and Sustainable Development Committee.	Independent Director Mr. Lin Wen-Jeng and Ms. Chen Shu-Chuan withdrew from discussion and voting process when discussing his or her appointment of Corporate Ethic and Sustainable Development Committee member.
June 27, 2025	Proposal of the industry-academia collaboration agreement and academic contribution mechanism between the Company and National Central University.	Independent Director Mr. Lin Wen-Jeng withdrew from discussion and voting process for the intesest conflict.

4. Communications by and between independent directors and the Auditor-General and the Certified Public Accountants: The Company's Auditor-General reports to the Audit Committee (independent directors) about the audit plans for the ensuing year and, quarterly at least report to them regarding the implementation of the audit on the internal control system. In case of an extraordinary event, the Auditor-General would report to the Audit Committee forthwith. The Audit Committee may directly inquire with the Auditor-General or the Certified Public Accountant. The Certified Public Accountants may, as well, directly report without being accompanied by the management, to the Audit Committee about the audit or recheck findings and suggestions. They have been in very intimate communications and interactions. In 2025, the independent directors and the Company's Auditor-General communicated a total of 11 times through the Audit Committee and meetings. They communicated with the Certified Public Accountants a total of 8 times through the Audit Committee and meetings. The communication situations are as follows:

Date	Mode	Object	Issues to communicate	Comment from the independent directors
February 7, 2025	Audit Committee	Auditor-General	Report on performance in internal audit	Noted.
February 26, 2025	Forum	Auditor-General	Internal control self-assessment and internal assessment execution report of internal audit	1. Committee Member Mr. Jhan Hong-Chih suggested that the statistical results of the operational-level selfassessments should distinguish between “active operating companies” and “non-active operating companies” to more effectively present the results of the former. 2. The Chairperson agreed with Committee Member Mr. Jhan Hong-Chih’s suggestion and noted that the internal audit self-assessment scores have reached a high standard. To prevent the assessment questions from becoming desensitized or perfunctory, the Chairperson recommended refining the design of the questionnaire and the definition of scoring based on practical experience, thereby exploring further areas for enhancement. 3. The Chief Auditor confirmed that the 2024 operational self-assessments will adopt the recommended segregation. The Audit Office also committed to re-evaluating and enhancing the selfassessment framework for 2025.
		CPA	Communications with CPA about the results of the audit of 2024 financial statements	1. The Chairperson recommended that the Board of Directors should report the amendments to IFRS 18, included the Presentation and Disclosures in Financial Statements and their potential impact on the Company at an appropriate time. 2. The Auditors responded that, following coordination with the Chief Financial Officer (CFO), a report will be presented to the Board at an appropriate time.
	Audit Committee	Auditor-General	Report on performance in internal audit	1. Committee Member Mr. Jhan Hong-Chih suggested that while Information Technology (IT) units are performing system modifications or patching, they should conduct daily inventories of all sensitive data and review access logs throughout the operation period to ensure data security and integrity. 2. After Chairperson consulted all attending committee members and confirmed no additional opinions.
			Discussion on representation of internal control system for 2024	The proposal was passed after Chairperson consulted all the members present without any other opinion, and then was proposed to BOD for resolution.
			The amendment of “Internal Audit Implementation Guidance”.	1. After following the guidance from the Chairperson and Committee Member Mr. Jhan Hong-Chih, the Audit Office noted that the relevant departments had not simultaneously proposed the salary range for entry-level employees for resolution by the Audit Committee and the Board of Directors in accordance with regulations. Consequently, a request was made to withdraw the proposal. 2. Upon deliberation, the Audit Committee resolved to approve the withdrawal of this proposal. The case shall be resubmitted once all relevant documents and explanations have been fully prepared.
			Consolidated and Parent Company Only Financial Statements for 2024	The proposal was passed after Chairperson consulted all the members present without any other opinion, and then was proposed to BOD for resolution.
April 9, 2025	Audit Committee	Auditor-General	Report on performance in internal audit	Noted.

Date	Mode	Object	Issues to communicate	Comment from the independent directors
			The amendment of "Internal Audit Implementation Guidance".	The proposal was passed after Chairperson consulted all the members present without any other opinion, and then was proposed to BOD for resolution.
April 28, 2025	Forum	CPA	Communications with CPA about the results of the review of 2025Q1 financial statements	Noted.
	Audit Committee	Auditor-General	Report on performance in internal audit	Noted.
			Group major risk management report of 2025Q1	1. Committee Member Ms. Lee Yi-Li inquired regarding the development and construction risks, specifically why the full-year projections remained unadjusted despite the subsidiaries' failure to meet their targets in the first quarter. The Executive Manager Mr. Chang Tsung-Ti of the Audit Office provided an explanation. 2. After Chairperson consulted all attending committee members and confirmed no additional opinions.
		CPA	Consolidated Financial Report of 2025Q1	The proposal was passed after Chairperson consulted all the members present without any other opinion, and then was proposed to BOD for resolution.
June 27, 2025	Audit Committee	Auditor-General	Report on performance in internal audit	1. Committee Member Ms. Chen Shu-Chuan inquired about the reporting procedures and the full chronology of events regarding the acquisition and disposal of defective assets, as well as the utilization of the "Customer Service Excellence Fund" at branch levels. The Executive Manager Mr. Chang Tsung-Ti and the CFO provided the responses. 2. After Chairperson consulted all attending committee members and confirmed no additional opinions.
July 29, 2025	Forum	CPA	Communication of the review results for the 2025Q2 Financial Statements	Noted.
	Audit Committee	Auditor-General	Report on performance in internal audit	1. Committee Member Ms. Chen Shu-Chuan inquired (1) the risks to the Company in cases where reception centers are used prematurely for developer sales before obtaining occupancy permits, in violation of the Building Act; (2) the management policies governing employees engaging in the private resale of clients' personal items; and (3) the Company's procedures for managing escrow agreements and other contractual documents. The Chief Auditor, Ms. Chou Su-Hsiang and the executive manager Mr. Chang Tsung-Ti clarified that premature use of reception centers is a specific exception where administrative fines are levied by authorities against the developers. To mitigate safety risks, the Company ensures that Fire Insurance, Third-Party Liability Insurance, and Employer's Liability Insurance are fully in place upon the completion of the reception center. 2. The Chairperson inquired about the reasons for any outstanding follow-up items that remain unclosed in the current period and instructed that should there be any adjustments to the original schedules of the improvement plans, such changes must be reported and explained concurrently. The Chief Auditor, Ms. Chou Su-Hsiang and the executive manager Mr.

Date	Mode	Object	Issues to communicate	Comment from the independent directors
				Chang Tsung-Ti provided the responses. 3. After Chairperson consulted all attending committee members and confirmed no additional opinions.
			Group major risk management report of 2025Q2	1. Committee Member Ms. Chen Shu-Chuan inquired whether the incentive program for store managers is currently in the planning stage or has already been implemented, and whether it is a one-time or recurring measure. Additionally, it was recommended that the current “top-down” performance appraisal system incorporate a “bottom-up” feedback mechanism. This would assist managers in adjusting their leadership styles and enhancing overall management effectiveness. 2. Committee Member Mr. Lin Wen-Jeng raised the following inquiries and recommendations: (1) Whether performance analysis has been conducted on departed store managers. It was suggested that differentiated turnover control targets should be established for various performance levels in the future. (2) Noting that the actual number of key positions may exceed the current inventory and that existing successors may not fully meet future needs, the Committee recommended a further review of the completeness of key positions and their corresponding successors. Additionally, it was suggested that the indicator be renamed to “Key Talent Succession and Development”. The above questions were answered by Chief Human Resource Officer Mr. Huang Chi Liang. The Chairperson instructed the Human Resources Department to optimize the names of the indicators and ensure their alignment with the intended objectives. 3. Committee Member Ms. Chen Shu-Chuan about the price adjustment methodology for the “ShanshuiJiating” development project. It was further recommended that future reports should include supplementary data on price adjustments of neighboring projects to assist the Audit Committee in gaining a more comprehensive understanding of the evaluation basis. The vice general manager Mr. Hsu Hung-Chih responded. 4. After Chairperson consulted all attending committee members and confirmed no additional opinions.
		CPA	Consolidated financial statements for the 2 nd quarter of 2025	1. The Certified Public Accountants (CPAs) attended the meeting to report the review conclusions on the Consolidated Financial Report of 2025. 2. The Chairperson inquired about (1) the NT\$85 million foreign exchange loss and the subsequent valuation and outlook for invested U.S. dollar bonds. (2) Observation that Q2 revenue declined due to the overall economic environment. Management has actively conducted internal reviews and formulated contingency plans; it was suggested that progress be reported to the Audit Committee in due course. (3) A reminder that, given rapid industry changes, the Company should accelerate the pace of long-term fundraising, such as corporate bonds, to secure more favorable financing terms. The Chief Financial Officer (CFO) responded. 3. Apart from the aforementioned suggestions, Chairperson consulted all attending committee members and confirmed no additional opinions.
August 22, 2025	Audit Committee	Auditor-General	Report on performance in internal audit	1. Committee Member Ms. Chen Shu-Chuan inquired about the possibility of implementing a pre-warning mechanism within the attendance system for staff absenteeism. Such a feature would enable managers to effectively monitor daily attendance and prevent cases where cumulative absences reach the dismissal threshold. Furthermore, there was an inquiry

Date	Mode	Object	Issues to communicate	Comment from the independent directors
				regarding the estimated completion date for the system optimization that would automatically notify managers when a staff member is approaching said threshold. The Chief Auditor, Ms. Chou Su-Hsiang and the project manager Ms. Hsu Yun provided the responses. 2. The Chairperson noted that employee absenteeism is a management issue. The Audit Office is instructed to report on the progress of the proposed improvement measures from the Human Resources and Business Departments at the next meeting. 3. After Chairperson consulted all attending committee members and confirmed no additional opinions.
October 29, 2025	Forum	Auditor-General	The internal audit unit's execution of work for 2025 and the draft plan of internal audit for 2026.	Committee Member Ms. Chen Shu-Chuan inquired (1) whether the real estate brokerage industry has established annual audit focus areas issued by regulatory authorities, or relevant guidelines published by trade unions or associations, to serve as a basis for auditing; (2)a request for Deloitte to share their practical experience in the application of digital auditing tools to assist the company in planning future audit affairs and strategies; (3)a request for the Real Estate Research Department to provide monthly industry trend reports to all Committee members for their reference.
		CPA	Communications with CPA about the results of the review of 2025Q3 financial statements and the audit plan for 2025.	Noted.
	Audit Committee	Auditor-General	Report on performance in internal audit	1. Committee Member Mr. Lin Wen-Jeng stated that in addition to monitoring the overall turnover rate of store managers, the Company should place greater emphasis on the turnover rate of high-performing store managers. Furthermore, when a store manager is reassigned to a non-management role, this should be included in a broader definition of the store manager turnover rate. This approach will fully reflect the actual loss and movement of managerial talent, enabling the Company to develop effective countermeasures. 2. The Chairperson and Committee Member Ms. Chen Shu-Chuan stated that regarding the inconsistencies in the privacy policy versions across the official websites of the Company and its subsidiaries, a dedicated unit should be established to formulate and maintain the website content. It was further recommended that clear operational guidelines be established and that standard operating procedures (SOPs) be strictly implemented. 3. After Chairperson consulted all attending committee members and confirmed no additional opinions then concluded the case as acknowledged and directed it to be reported to the Board of Directors.
			Group major risk management report of 2025Q3	1. Committee Member Ms. Chen Shu-Chuan emphasized that the cultivation and long-term development of store managers are of paramount importance. By leveraging digital empowerment, the Company should be able to reduce the administrative burden on store managers, thereby allowing them to enhance their management capabilities. 2. Committee Member Mr. Lin Wen-Jeng stated that store managers occupy key positions; therefore, managing the turnover rates of high-performing versus low-performing managers separately will facilitate a more precise grasp of human resource risks. Furthermore,

Date	Mode	Object	Issues to communicate	Comment from the independent directors
				combining the turnover rate with the reassignment rate provides a more comprehensive reflection of store manager mobility. Regarding reassignments to non-management roles, the Committee suggested further analysis of the underlying reasons, and even tracking the actual causes of subsequent resignations within a certain period after reassignment, to enable more proactive talent management. The above questions were answered by Chief Human Resource Officer Mr. Huang Chi-Liang. 3. After Chairperson consulted all attending committee members and confirmed no additional opinions then concluded the case as acknowledged and directed it to be reported to the Board of Directors.
		CPA	Consolidated financial statements for the 3 rd quarter of 2025	The proposal was passed after Chairperson consulted all the members present without any other opinion, and then was proposed to BOD for resolution.
December 23, 2025	Audit Committee	Auditor-General	Report on performance in internal audit	1. Committee Member Ms. Chen Shu-Chuan inquired about the frequency of on-site audits for overseas subsidiaries and asked whether the audit frequency would be adjusted if deficiencies were identified. The Chief Auditor, Ms. Chou Su-Hsiang provided the response. 2. After Chairperson consulted all attending committee members and confirmed no additional opinions then concluded the case as acknowledged and directed it to be reported to the Board of Directors.
			The amendment of "Internal Audit Implementation Guidance".	The proposal was passed after Chairperson consulted all the members present without any other opinion, and then was proposed to BOD for resolution.
			The Company's internal audit plan for 2026.	The Chief Auditor, Ms. Chou Su-Hsiang provided an explanation regarding the strategic planning of audit frequencies for overseas subsidiaries to ensure effective oversight of foreign entity. After consulting all attending committee members, Chairperson confirmed that there were no objections, and the proposal was approved as presented and submitted to the board of directors for resolution.

5. The opinions of the Audit Committee of in 2025 on the major proposals of the board of directors and the Company's handling of the opinions of the audit committee(Not including the conference held on August 22, 2025 with only report matters and without discussion matters.) are as follows :

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
Session 6-26 th	1.Proposal of the Company intention	✓	Nil	4. As to the Proposal 2:	Except for

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
February 7, 2025	to donate to Sinyi Culture Foundation.			(1) Chairperson withdrew from the discussion and voting process as he concurrently served as the director of Taiwan Regional Revitalization Foundation. (2) Committee Member Ms. Lee Yi-Li inquired the reasons for the discrepancy between the 2025 work plan and the 2025 budget expenditure. Chief Ethics Director Mr. Yang Bai-Chuan and Senior Manager Ms. Wu Hsiao-Chen provided the response. 5. The proposals 1-2 were passed by all the members present without objection, and would be submitted to the board of directors for final decision.	Proposal 1, where Chairman Mr. Chou Ken-Yu, Director Mr. Chou Chun-Chi, and Proposal 1, where Chairman Mr. Chou Ken-Yu, Director Mr. Chou Chun-Chi, and Independent Director Mr. Yen Lou-Yu recused themselves due to conflicts of interest and did not participate in the discussions and voting, all other proposals were approved by the remaining attending directors, and the rest were unanimously approved by the entire board.
	2. Proposal of the Company intention to donate to Taiwan Regional Revitalization Foundation.	✓	Nil		
Session 6-27 th	1. Proposal of industry-academia	✓	Nil	1. As to the Proposal 1:	The proposal

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
February 26, 2025	collaboration project with China University of Technology.			(1) Committee Member Mr. Jhan Hong-Chih inquired about the scholarship and budget-related contents, the Chairperson inquired about the reason for collaborating with China University of Technology, the duration of the partnership, and the current status of the university's collaborations with other enterprises. Committee Member Mr. Wu Chih-Wei concerned about whether the expected outcomes would be periodically reviewed throughout the term of the 10-year project during the partnership. Chief Ethics Director Mr. Yang Bai-Chuan was the significant stakeholder of the proposal and left the meeting when deliberation or voting took place. (2) Chairperson additionally expressed the project was the 10-year duration of the partnership, it is essential to review the cumulative execution results on an annual basis before each renewal to ensure the project meets its intended objectives. 2. As to the Proposal 7: (1) Following the guidance of Chairperson and Committee	above was approved by all board members present at the Board meeting and Proposal 2-3 and Proposal 8 were then submitted to the shareholder's meeting for ratification.
	2.Proposal of audited Consolidated and Parent Company only financial statements for the year ended December 31, 2024.	✓	Nil		
	3.Proposal of the Company's 2024 Business Report.	✓	Nil		
	4.Proposal of the distribution of 2024 of retained earnings.	✓	Nil		
	5.Proposal of the appointment of CPAs and the audit fee for the year 2025.	✓	Nil		
	6.Proposal of the internal control statement for the year ended December 31, 2024.	✓	Nil		
	7.Proposal of amendment of the Company's "Internal Control".	✓	Nil		
	8.Proposal of amendment of Procedures for Loaning Funds to Other Parties and Procedures for Endorsements and Guarantees.	✓	Nil		
	9.Proposal of the 2024 annual performance review of the Company's audit supervisor.	✓	Nil		
	10.Proposal of an endorsement/guarantee between the Company's subsidiaries.	✓	Nil		

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
	11.Proposal of the Company to cancel the endorsement/guarantee for its subsidiaries.	✓	Nil	Member Mr. Jhan Hong-Chih, the internal audit office requested the withdrawal of the proposal, as the relevant departments failed to concurrently submit the proposed salary ranges for entry-level employees for resolution by the audit committee and the board of directors in accordance with regulations. (2) Following the resolution by the audit committee, the withdrawal of this proposal has been approved. The proposal shall be resubmitted once all relevant documents and explanations are fully prepared. 3. In addition to the above opinions, Items 1-6 and 8-11 were passed by all members present without objection and submitted to the board of directors for resolution.	
Session 6-28 th April 9, 2025	1.Proposal of the Company's domestic subsidiary to invest in a real estate development project.	✓	Nil	1. As to the Proposal 1: (1) Committee Member Mr. Wu Chih-Wei inquired about the status new housing developments in Taipei and New Taipei areas.He also suggested that any future investment plans by the company in New Taipei City must thoroughly consider factors such as prospective local demographic changes, construction costs, and the market reasonableness of	The proposal above was approved by all board members present at the Board meeting and Proposal 3 was then submitted to the shareholder's
	2.Proposal of definitions of the Company's scope of entry-level employees.	✓	Nil		
	3.Proposal of amendment of the Company's "Articles of Incorporation".	✓	Nil		
	4.Proposal of amendment of the Company's "Internal Control".	✓	Nil		

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
				future selling prices. These factors should serve as the basis for investment decisions to ensure optimal investment returns. (2) Chairperson inquired about the impact and effects of tariff wars on the stock market and the real estate Market. Vice General Manager, Mr. Li Jian-Kun of Sinyi Development responded the inquiries. 2. As to the Proposal 2, the necessary revision of the descriptive content was made. 3. As to the Proposal 3, Committee Member Mr. Jhan Hong-Chih inquired about the reasonableness and implications of the proposed appropriation of a fixed percentage of annual earnings. Chief Financial Officer Chen Chih-Huan provided the response. Except for the aforementioned, the proposals 1-4 were passed by all the members present without objection, and would be submitted to the board of directors for final decision.	meeting for ratification.
Session 6-29 th April 28, 2025	Proposal of the Company's consolidated financial statements for the first quarter of 2025.	✓	Nil	After consulting all attending committee members, Chairperson confirmed that there were no objections, and the proposal was approved as presented and submitted to the board of directors for resolution.	The proposal was approved by all board members present at the Board meeting.

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
Session 7-01 st June 27, 2025	1.Proposal of the Company to extend new loans to its subsidiaries.	✓	Nil	1. As to the Proposal 1, Committee Member Mr. Wu Chih-Wei inquired about the operating status of subsidiaries. Chief Financial Officer Mr. Chen Chih-Huan provided the response. 2. Committee Member Mr. Lin Wen-Jeng recused himself due to conflicts of interest and did not participate in the discussions and voting. 3. Except for the aforementioned, the proposals 1-2 were passed by all the members present without objection, and would be submitted to the board of directors for final decision.	Except for Proposal 2, Independent Director Mr. Lin Wen-Jeng recused himself due to conflicts of interest and did not participate in the discussions and voting, all other proposals were approved by the remaining attending directors, and the rest were unanimously approved by the entire board.
	2.Proposal of industry-academia collaboration project and academic incentive mechanism contract with China University of Technology.	✓	Nil		
Session 7-02 nd July 29, 2025	1. Proposal of the Company's consolidated financial statements for the second quarter of 2025.	✓	Nil	1. As to the proposal 1, (1) Chairperson inquired about (A) analysis of the NT\$85 million foreign exchange loss and the subsequent valuation and outlook for existing US dollar bond investments; (B) revenue in the second quarter declined due to the impact of the broader economic environment. The Company has initiated a proactive internal review and is formulating contingency plans. It is recommended to provide a	The proposal above were approved by all board members present at the Board meeting.
	2. Proposal of the Company to extend new loans to its subsidiaries.	✓	Nil		

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
				progress update to the audit committee in due course; (C) also suggested that the Company should prioritize the pace of long-term capital raising, such as corporate bond issuances, in order to secure more favorable financing terms. Chief Financial Officer Mr. Chen Chih-Huan provided the response. 2. As to the proposal 2, (1)Committee Member Ms. Chen Shu-Chuan suggested facilitating the Audit Committee's mastery over the proposals, when relevant regulations or internal policies are cited in the agenda descriptions, the full text of the cited articles should be presented. Alternatively, the complete set of policies should be provided as an attachment or appendix to the agenda. 3. Apart from the above comments, after consulting all attending committee members, Chairperson confirmed that there were no objections, and the proposals were approved as presented and submitted to the board of directors for resolution.	
Session 7-04 th October 29, 2025	1. Proposal of the Company's Group Material Risk Items for the Year 2026.	✓	Nil	1. As to the proposal 1 : (1)Committee Member Ms. Chen Shu-Chuan recommended that clear industry peers be identified for benchmarking, enabling the Board to better understand the	The proposal above were approved by all board members present at the Board meeting.
	2. Proposal of the Company's consolidated financial statements for the third quarter of 2025.	✓	Nil		

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
				Company's current positioning within the “Innovation and Decision-making Risk” domain and provide appropriate guidance. Furthermore, it was suggested that the Transformation Office collaborate with the Real Estate Research Department to propose concrete innovative measures to enhance competitiveness. The Chairperson noted that innovation must align with industry demands, and the pace of innovation should be measured against suitable benchmarks. Moreover, measurable indicators should be developed to facilitate future resource allocation. Mr. Min-Yao Shih, Associate Vice President of the Transformation Office, provided the response. (2) Continuing from the above, Committee Member Ms. Chen Shu-Chuan also said that through cross-industry cooperation, we can communicate with the start-up teams of external companies to explore possible innovation directions in the real estate industry as a market model reference. In addition to the above suggestions, Items 1-2 were passed by all members	

Audit Committee Meeting – Session and the Date	Content of the proposals	Article 14-5 of Securities and Exchange Act	Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors	Audit Committee's comment	The response to the Audit Committee's suggestion by the Company
				present without objection and submitted to the board of directors for resolution.	
Session 7-05 th December 23, 2025	1. The amendments to the Company's Internal control system.	✓	Nil	1. As to the proposal 2, Member Ms. Chen Shu-Chuan suggested that the revised hotel project cost be included in the Group's financial stress test to assess its impact on the overall finances, and Chief Financial Officer Chen Chih-Huan replied. The Chairperson suggested that the progress of the project and budget implementation should be reported to the board of directors and audit committee at least once a year. 2. As to the proposal 3, the Audit-in General, Ms. Chou Su-Hsiang, explained the audit frequency planning of overseas subsidiaries. 3. In addition to the above suggestions, Items 1-4 were passed by all members present without objection and submitted to the board of directors for resolution.	
	2. The revision to the Company's overseas subsidiary construction budget.				
	3. The proposal of the Company's 2026 Audit Plan.				
	4. The proposal of the Company's pre-approving the list of non-assured services provided by the attesting accounting firm in 2026.				

(III) Relevant information of the Remuneration Committee:

To assure wholesome corporate governance and intensify the managerial function in remuneration by the board of directors to help implement and evaluate the overall payroll and fringe benefits policies and the remuneration for directors and ranking managers, the Company set up as duly resolved in the board of directors

the Remuneration Committee as early as August 2010, far earlier before the competent authority required so. the Remuneration Committee was organized by all independent directors to carry out such responsibilities and powers:

1. Enactment and review on a regular basis the performance evaluation and remuneration policies, systems, criteria and structure of directors and managers.
2. Evaluation on a regular basis and fixing remuneration for directors and managers.
3. Review over incentive remuneration plans or share-based payments for employees.
4. Suggestion on amendment of the organization of Remuneration Committee.
5. Handling of issues assigned by the board of directors.

At the moment, the Remuneration Committee is organized by three independent directors, with Independent director Mr. Lin Wen-Jeng serving as Chairperson and convener. Since it first came into being, the Remuneration Committee has been in sound and satisfactory performance, conducting self-performance evaluation on a regular basis to upgrade the performance of the Committee.

1. Information and data of Remuneration Committee members:

Position	Terms Names	Professional qualifications and experience (Note 1)	Independence Information (Note2)	Number of Other Public Companies Concurrently Serving as a Member of Remuneration Committee	Remark
Independent Director (Chair and Convener)	Lin Wen-Jeng	Please refer to “Disclosure of the professional qualifications of directors and the independence of independent directors” on page 2-3.	The Company’s independent directors have met the independence regulations of Article 6 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange" in the two years before their appointment and during their tenure:	2	-
Independent Director	Lee Yi-Li		1. None have served as directors, supervisors, or employees of this company or its affiliates. 2. Neither they (nor in the name of others), their spouses, nor their minor children hold ordinary shares of the Company.	-	-
Independent Director	Chen Shu-Chuan		3. In the past two years, they have not received any remuneration for providing business, legal, financial, accounting, or other services to this company or its affiliates. None have served as directors, supervisors, or employees under items 5 to 8 of paragraph 1 of Article 6 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange".	-	-

Position	Terms	Professional qualifications and experience (Note 1)	Independence Information (Note2)	Number of Other Public Companies Concurrently Serving as a Member of Remuneration Committee	Remark
	Names				
Former Independent Director	Wu Chih-Wei	He has served as the CEO of Credit Suisse Bank Corporation in Taiwan, the Executive Chairman of Standard Chartered International Commercial Bank Corporation in Taiwan, and the General Manager of Hsinchu International Commercial Bank Corporation for many years, and has served as an independent director of Cathay Pacific Construction Co., Ltd., a well-known construction company.		1	Former Member
Former Independent Director	Jhan Hong-Chih	Graduated from the Department of Economics at National Taiwan University, he is a famous Taiwanese writer, editor, and publisher, and the founder of PChome Online Online Publishing Group and City-State Culture, serving as the chairman of PChome Online, leading the company to become a leading comprehensive network service provider group in Taiwan, providing e-commerce, online financial services, portals and other network services.		1	Former Member
Former Independent Director	Yen Lou-Yu	He has served as a partner of Deloitte Accounting Firm, general manager of Deloitte Management Consulting Company, partner of Deloitte China Customer and Marketing Leader, and general manager of Hua Hung Venture Capital Group, etc., and is a certified public accountant in Illinois and the Republic of China. His main expertise is corporate strategy, corporate operation structure planning, electronic solution design and implementation, corporate organizational restructuring and change promotion.		1	Former Member

Note 1: Professional Qualifications and Experience: Describe the professional qualifications and experience of the individual members of the remuneration committees.

Note 2: Eligibility for Independence: State that the members of the Remuneration Committee meet the circumstances of independence, including but not limited to whether the

person, spouse, cousins within the second degree kinship are directors, supervisors or employees of the Company or its affiliates; the number and proportion of shares in the Company held by the person, spouse, cousins within the second degree kinship (or in the name of others); whether to act as a company with a specific relationship with the Company (referring to the provisions of subparagraph 5-8 of paragraph 1 of Article 6, of Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange) the amount of remuneration received in the last 2 years for the provision of commercial, legal, financial, accounting and other services to the Company or its affiliates.

2. Information of performance by the Remuneration Committee:

- (1) The Company's Remuneration Committee is composed of four (4) members.
- (2) Tenure of office of the Remuneration Committee members of the current session: from June 27, 2025 to May 20, 2028.
- (3) The Company's Remuneration Committee formulated the 2025 Annual Work Plan on February 7, 2025. Following its submission to the Board of Directors, the plan has been implemented accordingly.
- (4) During the period starting from January 1 until February 28, 2026, the Remuneration Committee convened two(2) meetings in total which were attended by all Committee members in full. In 2025, the Remuneration Committee convened five(5) meetings with 94% of average attendance rate and the participation facts were as enumerated below:

Title	Name	Times of Attendance in Person	Times of Attendance by Proxy	Actual Attendance Rate (%)	Remarks
Committee member (Chair and Convener)	Lin Wen-Jeng	2	-	100%	New Member. Elected on May 21, 2025, 2 times of should be attendance.
Committee member	Lee Yi-Li	5	-	100%	Nil
Committee member	Chen Shu-Chuan	2	-	100%	New Member. Elected on May 21, 2025, 2 times of should be attendance.
Former Committee member	Wu Chih-Wei	2	1	67%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance. Entrusted another committee member to attend the meeting on 4/28, 2025.
Former Committee member	Jhan Hong-Chih	3	-	100%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance.
Former	Yen Lou-Yu	3	-	100%	Former Member. Step down on May 21, 2025 due to expiration of the

Committee member					term of office, 3 times of should be attendance.
Total	17	1	94%		
Other matters to be noted in the meeting minutes: 1. If the board of directors refuses to accept of modify suggestions of the Remuneration Committee, the meeting date, session, agenda content, results resolved by the board of directors, and the Company's treatment of opinion of the Remuneration Committee should be clearly stated: Nil. 2. If the members have opposite opinion or reservations against the resolution of the Remuneration Committee and the opinion or reservations have been recorded or documented, the meeting date, session, agenda content, the opinion of all members of the Remuneration Committee, and the treatment of the members' opinion should be clearly stated: Nil.					

- (5) The Compensation Committee's opinions on the Board's major resolutions and the Company's handling of the Compensation Committee's opinions in 2025 are as follows (excluding the meetings held on February 7 and December 27, with only reports and no discussions):

Session and the date of Remuneration Committee	Significant decisions resolved	Resolutions which were not approved by the Remuneration Committee but were approved by two thirds or more of all directors	Remuneration Committee's comment	The response to the Remuneration Committee's suggestion by the Company
Session 5-17 th 02/26/2025	1. The Company's annual employee remuneration and director remuneration distribution ratio for 2024.	Nil	The proposal was passed by all the members present without objection, and would be submitted to the board of directors for final decision.	Submitted to the board of directors for discussion, approved by all directors present, and then submitted to the 2025 annual shareholders meeting to report.
	2. Proposal of 2024 performance bonus and the 2021 long-term contribution performance bonus to the authorized senior executives.	Nil	1. Chairperson Mr. Chou Ken-Yu and CFO, the authorized chief officers, left the meeting when deliberation or voting took place. 2. The proposal was passed by all the members present without objection, and would be submitted to the board of directors for final decision.	The proposal was submitted to the board of directors for discussion. Except that Chairperson Mr. Chou Ken-Yu, Director Ms. Chen Li-Shin, Auditor-General and CFO, the authorized chief officers, left the meeting when deliberation or voting took place, the proposal was unanimously passed by all participating board members in full.

Session and the date of Remuneration Committee	Significant decisions resolved	Resolutions which were not approved by the Remuneration Committee but were approved by two thirds or more of all directors	Remuneration Committee's comment	The response to the Remuneration Committee's suggestion by the Company
	3. The proposal regarding the list of senior executives of the Company to whom the Senior Executive Remuneration Regulations apply for the year 2025	Nil	1. Chairperson Mr. Chou Ken-Yu and CFO, the authorized chief officers, left the meeting when deliberation or voting took place. 2. The proposal was passed by all the members present without objection, and would be submitted to the board of directors for final decision.	The proposal was submitted to the board of directors for discussion. Except that Chairperson Mr. Chou Ken-Yu, Director Ms. Chen Li-Shin, Auditor-General and CFO, the authorized chief officers, left the meeting when deliberation or voting took place, the proposal was unanimously passed by all participating board members in full.

Session and the date of Remuneration Committee	Significant decisions resolved	Resolutions which were not approved by the Remuneration Committee but were approved by two thirds or more of all directors	Remuneration Committee's comment	The response to the Remuneration Committee's suggestion by the Company
	4. Proposal for the Determination of Target Compensation for Senior Executives for the 2025.	Nil	1. Chairperson Mr. Chou Ken-Yu and CFO, the authorized chief officers, left the meeting when deliberation or voting took place. 2. Independent director Mr. Yen Lou-Yu inquired whether the target remuneration for 2025 is positioned close to P50 of the market salary level of senior managers with this functional attribute, and whether the future target remuneration will still adhere to this principle or will be gradually increased. Fen Chang-Chun, Senior manager of the Human Resources Department, replied future remuneration will be reviewed based on the specific circumstances of individual positions to ensure market competitiveness. While P50 remains the primary reference benchmark at present, gradual adjustments will be made as necessary. 3. This proposal was passed without objection after the chairman consulted the opinions of the remaining members present, and was submitted to the board of directors for resolution.	The proposal was submitted to the board of directors for discussion. Except that Chairperson Mr. Chou Ken-Yu, Director Ms. Chen Li-Shin, Auditor-General and CFO, the authorized chief officers, left the meeting when deliberation or voting took place, the proposal was unanimously passed by all participating board members in full.

Session and the date of Remuneration Committee	Significant decisions resolved	Resolutions which were not approved by the Remuneration Committee but were approved by two thirds or more of all directors	Remuneration Committee's comment	The response to the Remuneration Committee's suggestion by the Company
Session 5-18 th 04/28/2028	Proposal of the Company's 2024 directors' remuneration.	Nil	During the process of discussion about remuneration to independent directors, the involved independent directors would withdraw from conflict involvement (recusal). The proposal was duly passed without an objection and was duly resolved in the board of directors.	Submitted to the board of directors for discussion. Except that the involved directors left the meeting when deliberation or voting took place, the proposal was unanimously passed by other participating board members in full.
Session 6-1 st 06/27/2025	1. Elect the convener and chairperson	Nil	After the attending members mutually elected Mr. Lin Wen-Jeng as the convener and chairperson.	Nil
	2. The remuneration system for independent directors of the board of directors of the Company	Nil	The proposal was duly passed without an objection and was duly resolved in the board of directors.	Submitted to the board of directors for discussion and unanimously passed by all participating board members in full.
Session 6-2 nd 10/29/2025	Proposal of remuneration plan for the appointment of senior executives.	Nil	1. Committee member Ms. Lee Yi-Li asked about the salary level of the position in the market PR range and how it compares with the salary before promotion. Committee member Ms. Chen Shu-Chuan asked about the reference information source of the market situation; Committee Member Mr. Lin Wen-Jeng asked what the KPI or KRI of the position was. The above was replied by Huang Chi-Liang, Chief Human Resources Officer. 2. The proposal was unanimously passed by all participating	Submitted to the board of directors for discussion and unanimously passed by all participating board members in full.

Session and the date of Remuneration Committee	Significant decisions resolved	Resolutions which were not approved by the Remuneration Committee but were approved by two thirds or more of all directors	Remuneration Committee's comment	The response to the Remuneration Committee's suggestion by the Company
			Committee members in full without an objection, and submitted to the board of directors for final decision.	

(IV) Nomination Committee:

In addition to the regulations and requirements of the laws and ordinances concerned, the Company has duly established an Audit Committee and Remuneration Committee. Further at its discretion, the Company set up the Nomination Committee on October 27, 2017 which presently consists of 3 independent directors and a total of 5 directors of the Company. 5 Nomination Committee meetings were convened in 2025. The nomination committee also proposed amendments to the Code of Corporate Governance, reviewed the nomination of the Company's board of directors, and planned education courses for the Company's directors in 2025.

The Committee shall convene at least once a year, and the Committee shall exercise the due care of a good administrator to faithfully perform the following duties and shall submit its proposals to the board for discussion:

- (1) Laying down the standards of independence and a diversified background covering the expertise, skills, experience, gender, etc. of members of the board, supervisors and authorized chief officers, and finding, reviewing, and nominating candidates for directors, supervisors, and authorized chief officers based on such standards.
- (2) Establishing and developing the organizational structure of the board and each committee, and evaluating the performance of the board, each committee, and each director and senior executive and the independence of the independent directors.
- (3) Establishing and reviewing on a regular basis programs for director continuing education and the succession plans of directors and authorized chief officers.
- (4) Amending the Code of Corporate Governance of the Company.

1. Information and data of Nomination Committee members:

February 28,2026

Position	Names	Professional qualifications and experience	Number of Other Public Companies Concurrently Serving as a Member of Remuneration Committee	Remark
Independent Director (Convener)	Chen Shu-Chuan	Having served as Chairperson of a listed company for many years with profound talent and hands-on experiences accumulated in selecting right talents and organizational management.	-	-
Independent Director	Lee Yi-Li	Having served as the general manager of listed companies for many years with profound talent and hands-on experiences accumulated in selecting right talents and organizational management.	-	-
Independent Director	Lin Wen-Jeng	He is an associate professor at the Institute of Human Resources of a national university and has served as an independent director of an OTC listed company for many years, with rich experience in talent selection and organizational management capabilities.	-	-
Chairperson	Chou Ken-Yu	He serves as the chairperson of the board of directors of the company and has rich experience in talent selection and organizational.	-	-
Director	Chou Chun-Chi	The founder of the Company, who has served as Chairperson or General Manager for many years, possesses extensive experience in talent selection and organizational management.	-	Former member
Former Independent Director	Wu Chih-Wei	Having served as the CEO and executive director of the Taiwan region of a large global bank for many years, and has rich experience in talent selection and organizational management capabilities.	-	Former member
Former Independent Director	Jhan Hong-Chih	Having served as Chairperson of a listed company for many years with profound talent and hands-on experiences accumulated in selecting right talents and organizational management.	-	Former member
Former Independent Director	Yen Lou-Yu	Having served as the Senior Partner for Big Four Accountant firms and managerial & consulting firms of the global scale for many years with profound talent, social network and hands-on experiences accumulated in selecting right talents and organizational management.	-	Former member

2. Information of performance by the Nomination Committee:

- (1) The Company's Nomination Committee is composed of four (4) members.
- (2) Tenure of office of Nomination Committee members of the current session: from June 27, 2025 to May 20, 2028.
- (3) The Company's Nomination Committee proposed its working plan for 2025 to the Company's board of directors on February 7, 2025. Following its submission to the Board of Directors, the plan has been implemented accordingly.
- (4) From January 1 to February 28, 2026, the Nomination Committee convened two (2) meeting, and all the members attended the meeting in person. In 2025, the Nomination Committee convened five (5) meetings with 100% of average attendance rate.

The attendance facts of the Nomination Committee were enumerated below:

Title	Name	Times of Attendance in Person	Times of Attendance by Proxy	Actual Attendance Ratio (%)	Remarks
-------	------	-------------------------------	------------------------------	-----------------------------	---------

Title	Name	Times of Attendance in Person	Times of Attendance by Proxy	Actual Attendance Ratio (%)	Remarks
Committee member (Convener)	Chen Shu-Chuan	2	-	100%	New Member. Elected on May 21, 2025, 2 times of should be attendance.
Committee member	Chou Ken-Yu	2	-	100%	New Member. Elected on May 21, 2025, 2 times of should be attendance.
Committee member	Lee Yi-Li	5	-	100%	Nil
Committee member	Lin Wen-Jeng	2	-	100%	New Member. Elected on May 21, 2025, 2 times of should be attendance.
Former Committee member	Chou Chun-Chi	3	-	100%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance.
Former Committee member	Wu Chih-Wei	3	-	100%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance.
Former Committee member	Jhan Hong-Chih	3	-	80%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance.
Former Committee member	Yen Lou-Yu	3	-	100%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance.
Total		23	-	100%	
Other matters to be noted in the meeting minutes: 1. If the board of directors refuses to accept or modify suggestions of the Nomination Committee, the meeting date, session, agenda content, results resolved by the board of directors, and the Company's treatment of opinion of the Nominating Committee should be clearly stated: Nil. 2. If the members have opposite opinion or reservations against the resolution of the Nomination Committee and the opinion or reservations have been recorded or documented, the meeting date, session, agenda content, the opinion of all members of the Nomination Committee, and the treatment of the members' opinion should be clearly stated: Nil.					

(5) Opinions of the Nomination Committee toward the key issues of the board of directors in 2025, and the feedbacks by the Company in response to the opinions posed by the Nomination Committee (Not including the conference held on February 7 with only report matters and without discussion matters.):

Session and the date of Nomination Committee	Significant decisions resolved	Resolutions which were not approved by the Nomination Committee but were approved by two thirds or more of all directors	Nomination Committee's comment	The response to the Committee members' suggestion by the Company
Session 3-12 th February 26, 2025	Proposal of the number of directors of the 15th term of the Company.	Nil	The proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.	As per discussion in BOD, the proposal above was approved by all board members present at the Board meeting.
Session 3-13 th April 09, 2025	1.Amendments to the Company's "Corporate Governance Principle".	Nil	The proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.	As per discussion in BOD, the proposal above was approved by all board members present at the Board meeting.
	2.Discussion of the candidate for director of the 15th board of directors of the company.	Nil	In addition to discussing and agreeing on whether to be included in the list of independent directors of the 15th board of directors due to their qualifications, Committee members Mr. Lee Yi-Li and Mr. Wu Chih-wei left their seats and avoided voting when discussing and deciding whether they could be included in the list of independent directors of the 15th board of directors, and so did Committee member Mr. Chou Chun-Chi when discussing and agreeing on whether he could be included in the list of the 15th board of directors, the proposal	In addition to discussing and agreeing on whether to be included in the list of independent directors of the 15th board of directors due to their qualifications, Committee members Mr. Lee Yi-Li and Mr. Wu Chih-wei left their seats and avoided voting when discussing and deciding whether they could be included in the list of independent directors of the 15th board of directors, and the chairperson and director Mr. Chou Chun-Chi, Ms. Chen Li-Shin all abstained and avoided voting when

Session and the date of Nomination Committee	Significant decisions resolved	Resolutions which were not approved by the Nomination Committee but were approved by two thirds or more of all directors	Nomination Committee's comment	The response to the Committee members' suggestion by the Company
			was passed without objection by the members present when the chairman consulted and voted, and submitted to the board of directors for resolution.	discussing and agreeing on whether the two could be included in the list of the 15th board of directors, while Mr. Jhan Hong-Chih, an independent director, temporarily acted as chairperson, this proposal was passed without objection by the directors present at the time of consultation and voting by the chairperson or acting chairperson, and was submitted to the shareholders' meeting for resolution.
	3.Request the shareholders' meeting to lift the non-compete proposal for new directors (including their representatives) of the 15th board of directors of the Company.	Nil	Except for Committee Members Mr. Chou Chun-Chi and Ms. Lee Yi-Li, who each left their seats and avoided voting when discussing the termination of the non-compete details of the Company and its subsidiaries directly or indirectly holding 100% of the shares, this proposal was passed without objection by the members present at the time of the chairperson's consultation and voting, and submitted to the board of directors for resolution.	After Mr. Jhan Hong-Chih, an independent director, explained the Nomination Committee's decision on behalf of the Nomination Committee, in this proposal, in addition to the discussion between the chairperson and director Mr. Chou Chun-Chi, regarding the cancellation of the Company's own competitive details with its own subsidiaries directly or indirectly holding 100% of

Session and the date of Nomination Committee	Significant decisions resolved	Resolutions which were not approved by the Nomination Committee but were approved by two thirds or more of all directors	Nomination Committee's comment	The response to the Committee members' suggestion by the Company
				the shares, both of them withdrew and recused themselves from voting, and independent director Mr. Jhan Hong-Chi temporarily acted as chairperson while discussing the lift of her own non-compete details, independent director Ms. Lee Yi-Li also left the meeting and avoided voting, the chairperson or acting chairperson consulted the directors present at the meeting and voted on without objection, and submitted to the shareholders' meeting for resolution.
	4.Proposal of the Company's directors education courses for 2024.	Nil	As per discussion in BOD, the proposal above was approved by all board members present at the Board meeting.	As per discussion in BOD, the proposal above was approved by all board members present at the Board meeting.
Session 4-1 st October 29, 2025	Proposal of appointment of the Company's new senior executive.	Nil	1.Committee Member Ms. Chen Shu-Chuan suggested that if there are new senior managers appointed in the future, the proposal materials should include their performance in	As per discussion in BOD, the proposal above was approved by all board members present at the Board meeting.

Session and the date of Nomination Committee	Significant decisions resolved	Resolutions which were not approved by the Nomination Committee but were approved by two thirds or more of all directors	Nomination Committee's comment	The response to the Committee members' suggestion by the Company
			the past three to five years as a reference for deliberation. Committee Member Mr. Lin Wen-Jeng asked if Mr. Wang Hsien-Chih, the chief digital officer who also serves as the chief information security officer, his annual salary will be adjusted accordingly. The above was replied by Huang Chi-Liang, Chief Human Resources Officer, and Chen Chih-Huan, Chief Financial Officer. 2.The proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.	
Session 4-2 nd December 23, 2025	Proposal of change of the Company's senior executive.	Nil	The proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.	As per discussion in BOD, the proposal above was approved by all board members present at the Board meeting.

(V) Business Ethics and Sustainable Development Committee :

The Company is dedicated to upholding the principles of "Trust in People, Trust in Company, Trust in Society," continually advancing sustainable practices. Adhering to business ethics, we endeavor to treat customers, employees, shareholders, society, the environment,

and suppliers with fairness and equity, ensuring a balance of their interests while fostering the Company's sustainable growth and profitability. On October 27, 2023, the Company established the "Business Ethics and Sustainable Development Committee", signifying that the Company is founded on the fundamental principle of "Business Ethics," and is committed to considering and prioritizing the interests of our significant stakeholders.

The Committee chaired and convened by the Company's chairperson, the committee comprises other two independent directors, totaling three members. The Committee will hold meetings at least twice a year, diligently fulfilling its responsibilities and presenting recommendations to the board of directors for deliberation.

- (1) Reviewing the Company's sustainable development direction, strategies, goals, and annual plans, and formulating relevant management policies and specific implementation plans.
- (2) Reviewing and supervising the execution and effectiveness tracking of business ethics and sustainable development.
- (3) Handling other matters as resolved by the Board of Directors.
- (4) Amending the organizational regulations of this committee.

1. Information and data of Business Ethics and Sustainable Development Committee members :

February 28, 2026

Position	Names	Terms	Professional qualifications and experience	Number of Other Public Companies Concurrently Serving as a Member of Sustainable Development Committee	Remark
Committee member (Convener)	Chou Ken-Yu		Chairperson and Chief Transformation Officer of the Company brings both frontline sales experience and extensive expertise in corporate strategic planning. Dedicated to talent cultivation and the company's digital transformation, they have formulated the sustainability strategy for Sinyi Group and will continue to lead the company in fulfilling its vision of sustainable development.	-	-
Committee member	Lin Wen-Jeng		As an independent director of the Company, an associate professor at the Institute of Human Resource Management at National University, and extensive experience as an independent director in various OTC listed companies, understanding the importance of corporate sustainable development will contribute to the Company's performance in promoting sustainable development.	-	-

Committee member	Chen Shu-Chuan	The independent director of the Company has rich experience as the general manager and vice president of a foreign bank for a long time, and has various professional capabilities such as corporate operation management, leadership decision-making, crisis management, industry knowledge, etc., and serves as an independent director of many listed companies, understanding the importance of corporate sustainable development.	-	-
Former Committee member	Yen Lou-Yu	The independent directors of the Company bring rich experience from their roles as partners in prominent global accounting firms and as senior executives in management consulting companies over an extended period. He is a director of the Taiwan Regional Revitalization Foundation and has made long-term contributions to community development in Taiwan. Leveraging this experience, he is well-positioned to support the Company in expanding its collaborations and networks in community development. He/She also serves as a member of the Corporate Sustainability Development Committee at Qisda(a publicly listed company).	-	-
Former Committee member	Wu Chih-Wei	The Company's independent directors, distinguished by their exceptional expertise in construction project supervision, financial analysis, and strategic acquisitions, possess a deep understanding of the critical importance of fostering sustainable development in enterprises. With a wealth of experience serving as independent directors in numerous listed companies, their insights are invaluable. One notable director has previously held the position of an independent director at Cathay Construction Co., Ltd., a prominent domestic benchmark company in the construction industry. Bringing not only high supervisory standards and practical expertise in construction but also a strong ESG-oriented mindset, these directors are well-positioned to play a pivotal role in driving the sustainable development initiatives of the Company and its subsidiaries while enhancing overall performance.	-	-
Former Committee member	Yang Bai-Chuan	The Company's Chief Ethics Officer and Head of the Business Ethics and Sustainability Office brings extensive expertise in corporate ethics along with hands-on experience in sustainability practices.	-	-

2. Information of performance by the Business Ethics and Sustainable Development Committee :

(1) The Company's Business Ethics and Sustainable Development Committee is composed of three (3) members.

(2) Tenure of office of Business Ethics and Sustainable Development Committee members of the current session: from June 27, 2025 to May 20, 2028.

- (3) The Company's Business Ethics and Sustainable Development Committee proposed its working plan for 2025 to the Company's board of directors on February 7, 2025. Following its submission to the Board of Directors, the plan has been implemented accordingly.
- (4) From January 1 to February 28, 2026, the Business Ethics and Sustainable Development Committee convened 2 meeting, and all the members attended the meeting in person. In 2025, the Ethics and Sustainable Development Committee convened five (5) meetings with 94% of average attendance rate. The attendance facts of the Business Ethics and Sustainable Development Committee were enumerated below :

Title	Name	Times of Attendance in Person	Times of Attendance by Proxy	Actual Attendance Ratio (%)	Remarks
Committee member (Convener)	Chou Ken-Yu	5	-	100%	Nil
Committee member	Lin Wen-Jeng	2	-	100%	New Member. Elected on May 21, 2025, 2 times of should be attendance.
Committee member	Chen Shu-Chuan	2	-	100%	New Member. Elected on May 21, 2025, 2 times of should be attendance.
Former Committee member	Yen Lou-Yu	3	-	100%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance.
Former Committee member	Wu Chih-Wei	2	1	67%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance. Entrusted another committee member to attend the meeting on Feb. 28, 2025.
Former Committee member	Yang Bai-Chuan	3	-	100%	Former Member. Step down on May 21, 2025 due to expiration of the term of office, 3 times of should be attendance.
Total		17	1	94%	
Other matters to be noted in the meeting minutes :					
1. If the board of directors refuses to accept of modify suggestions of the Ethics and Sustainable Development Committee, the meeting date, session, agenda content, results resolved by the board of directors, and the Company's treatment of opinion of the Ethics and Sustainable Development Committee should be clearly stated: Nil.					
2. If the members have opposite opinion or reservations against the resolution of the Ethics and Sustainable Development Committee and the opinion or reservations have been recorded or documented, the meeting date, session, agenda content, the opinion of all members of the Ethics and Sustainable Development Committee, and the treatment of the members' opinion should be clearly stated: Nil.					

- (5) The conference called by the Ethics and Sustainable Development Committee on February 7 and 26, April 28 and December 23, 2025 with only report matters and without discussion matters.

Session and the date of Business Ethics and Sustainable Development Committee	Significant decisions resolved	Resolutions which were not approved by the Business Ethics and Sustainable Development Committee but were approved by two thirds or more of all directors	Business Ethics and Sustainable Development Committee's comment	The response to the Committee members' suggestion by the Company
Session 2-1 st July 29, 2025	The Company proposed to prepare and filed the 2024 annual sustainability report.	Nil	1. Committee Member Ms. Chen Shu-Chuan inquired whether the Company cultivates sustainability managers or mainly relies on external consulting companies to provide strategic advice and assistance in compiling sustainability reports. In addition, Ms. Chen Shu-Chuan also suggested that a symposium can be arranged before the compilation of the sustainability report is completed next year to facilitate committee members to share ideas and provide suggestions. 2. Committee Member Lin Wen-Jeng suggested (1) sustainability indicators be considered to be linked to senior managers' compensation, and the weight	As per discussion in BOD, the proposal above was approved by all board members present at the Board meeting.

			ratio of each indicator in the reward assessment should be disclosed; (2) to strengthen and disclose content related to "talent sustainability", such as succession planning or succession system. 3.The above questions were answered by senior manager Ms. Chen Dan-Ni of the Business Ethics and Sustainability Promotion Office, and the chairperson and chief financial officer Chen Chih-Huan respectively explained the succession plan and the disclosure of senior managers' rewards. 4.The proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.The proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.	
--	--	--	--	--

(VI) The performance of corporate governance and the status on discrepancy and reasons in relation to the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
I. Does the Company specify and disclose the corporate governance best practice principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies"?	V		The Company has established "Guidelines for Corporate Governance" which are disclosed on the "Corporate Governance" sections of our investor relations website, as well as on the Market Observation Post System. Revisions to our "Guidelines for Corporate Governance" were approved at the Board meeting in April, 2025. The Company also periodically reviews the actualization status of the corporate governance and makes improvement accordingly. There has been no major discrepancy status in its execution up to present. (http://www.sinyi.com.tw/info/company.php)	Nil
II. Corporate Equity Structure and Shareholders' Equity				
(I) Does the Company specify internal operation procedures to dispose recommendations, doubts, disputes and lawsuit matters of shareholders, and implement in accordance with such procedures?	V		The Company specified procedures for investor relationship, and handle shareholder's recommendations, doubts, disputes and lawsuit matters in accordance with such procedures, and periodically reviews the actualization status in accordance with such procedures and improves accordingly; there has been no major discrepancy status in its execution up to present.	Nil
(II) Does the Company master the major shareholders in actual control of the Company and the name list of the final controllers of such major shareholders?	V		The Company keeps close contacts with the major shareholders, and most of the major shareholders directly participate in the operation of the Company; the Company also discloses the shareholding status of the major shareholders in actual control of the Company and the final controllers of such major shareholders in accordance with regulations.	Nil

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
(III) Does the Company establish and execute the risk control and firewall mechanism with the affiliated enterprises?	V		The operations and finances of the Company and its affiliated enterprises are independently conducted. Furthermore, specific operating rules, such as those outlined in the "Governing Financial and Business Matters Between the Company and its Related Parties" and the "Rules Governing Subsidiary Company Supervision Management," are established to govern financial transactions with affiliated enterprises and oversee matters that require supervision.	Nil
(IV) Does the Company establish internal specifications to prohibit the internal parties of the Company from trading securities by taking advantage of the non-opened information in market?	V		The Company offers education propaganda related to Procedures for Handling Material Inside Information to its directors, managers and staff at least once a year and to its new directors, manager and staff within 2 months after their assuming office. In addition, the Company has set up on internet an automatic pop-up notice of "internal material information-related publicity matters", including internal material information definitions, confidential operations, penalties for insider trading violations, and treatment methods to achieve the effectiveness of educational advocacy at the beginning of each month for 81 insiders, with a total of 972 training instances, amounting to approximately 80 hours of instruction. The Company reminds its directors and internal personnel by letter from the secretariat 30 days prior to the announcement of the annual financial report for the fiscal year and 15 days prior to the announcement of the quarterly financial report for the fiscal year, prohibiting trading in the Company's stocks during those periods to prevent inadvertent violations by directors and managers.	Nil
III. Organization and Functions of Board of Directors				
(I) Does the Board of Directors prepare diversified guidelines and concrete management objectives in response to the organization of members and	V		The Company's corporate governance guidelines state that the members of the board of directors shall have the knowledge, skills and qualifications necessary for the performance of their duties. The composition of the board of directors shall not exceed one-third of the total number of directors' seats. At the same time, the type of business operations and development needs, including but not limited to the following two major aspects: 1. Basic backgrounds and conditions values: gender, age, nationality and culture. In addition, it will be better if the percentage of female directors is more than one-third of the Company's directors.	Nil

Evaluation Items	Facts of performance														Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies																																																																																																																																															
	Yes	No	Description of Summary																																																																																																																																																											
actualize the execution?			2. Professional knowledge and skills: professional background (such as law, accounting, industry related knowledge, finance, marketing or technology), professional skills and industry experience. In order to achieve the ideal goal of corporate governance, the board of directors should have the following capabilities: (1) operational judgment ability; (2) accounting and financial analysis ability; (3) management ability; (4) crisis processing capacity; (5) industry knowledge; (6) the comprehensive of international market; (7) leadership; (8) decision-making ability. <table><tr><th rowspan="2">Director</th><th rowspan="2">Diversified core ability</th><th rowspan="2">Gender</th><th colspan="5">Expertise and skills</th><th colspan="8">Fact in alignment with capabilities and experience</th></tr><tr><th>Law</th><th>Accounting</th><th>Industry</th><th>Finance</th><th>Human Resource</th><th>Technology</th><th>Management ability</th><th>Leadership</th><th>Industry knowledge</th><th>Talent education</th><th>Performance evaluation</th><th>Financial management</th><th>Risk management</th><th>Environmental sustainability</th></tr><tr><td>Chou Ken-Yu</td><td></td><td>M</td><td></td><td></td><td>✓</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td></tr><tr><td>Chou Chun-Chi</td><td></td><td>M</td><td>✓</td><td></td><td>✓</td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr><tr><td>Chen Li-Shin</td><td></td><td>F</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td></tr><tr><td>Lee Yi-Li</td><td></td><td>F</td><td></td><td>✓</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr><tr><td>Wu Chih-Wei</td><td></td><td>M</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr><tr><td>Lin Wen-Jeng</td><td></td><td>M</td><td></td><td></td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr><tr><td>Chen Shu-Chuan</td><td></td><td>F</td><td></td><td>✓</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr></table> Each member of the board of directors should possess at least six of the aforementioned eight abilities. The Company has 7 directors (including 3 female directors). In order to increase the diversity and youth of the members in the board of directors, in 2019, through the full scale re-election of the board of directors, Ms. Lee Yi-Li, who was under 50 of age, was elected as an independent director of the Company. Ms. Lee Yi-Li graduated from the President Class of Harvard Business School and University of Rochester in US, has many years of rigorous risk management experience in foreign banks and business operations practices, and assists the Company with more diverse, innovative and youthful thinking. Director Mr. Chou Ken-Yu is relatively young and professional in the field of information management and digital technology, and had been trained in the Company for many years to														Director	Diversified core ability	Gender	Expertise and skills					Fact in alignment with capabilities and experience								Law	Accounting	Industry	Finance	Human Resource	Technology	Management ability	Leadership	Industry knowledge	Talent education	Performance evaluation	Financial management	Risk management	Environmental sustainability	Chou Ken-Yu		M			✓		✓	✓	✓	✓	✓	✓		✓	✓	Chou Chun-Chi		M	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	Chen Li-Shin		F		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	Lee Yi-Li		F		✓		✓	✓		✓	✓		✓	✓	✓	✓	Wu Chih-Wei		M		✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	Lin Wen-Jeng		M				✓	✓		✓	✓		✓	✓	✓	✓	Chen Shu-Chuan		F		✓		✓	✓		✓	✓		✓	✓	✓	✓
Director	Diversified core ability	Gender	Expertise and skills					Fact in alignment with capabilities and experience																																																																																																																																																						
			Law	Accounting	Industry	Finance	Human Resource	Technology	Management ability	Leadership	Industry knowledge	Talent education	Performance evaluation	Financial management	Risk management	Environmental sustainability																																																																																																																																														
Chou Ken-Yu		M			✓		✓	✓	✓	✓	✓	✓		✓	✓																																																																																																																																															
Chou Chun-Chi		M	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓																																																																																																																																															
Chen Li-Shin		F		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓																																																																																																																																															
Lee Yi-Li		F		✓		✓	✓		✓	✓		✓	✓	✓	✓																																																																																																																																															
Wu Chih-Wei		M		✓	✓	✓	✓		✓	✓		✓	✓	✓	✓																																																																																																																																															
Lin Wen-Jeng		M				✓	✓		✓	✓		✓	✓	✓	✓																																																																																																																																															
Chen Shu-Chuan		F		✓		✓	✓		✓	✓		✓	✓	✓	✓																																																																																																																																															

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			obtain the management of real estate agent and other related experience. Joining the business decision-making class as a director, Mr. Chou Ken-Yu will help actively promote the Company's digital transformation plan and also make the board of directors younger. He has served as the president since August, 2023. The Company has 2 directors with the status of employees, accounting for 28.6%. In order to cope with the business development of the Company, the Company set the target in 2020 as "an independent director with background or experience in the real estate development industry or the tourism industry among the 14th Board of Directors members". When the Company re-elected the board of directors in 2022, the Company selected Mr. Wu Chih-Wei, who was an independent director of Cathay Construction Co., Ltd., as an independent director of the Company. With his high supervision standards and practical experience in the construction industry, it will benefit the Company's subsidiaries development of real estate risk. Independent director Mr. Wu Chih-Wei resigned as an independent director of the Company in January 115 due to personal reasons, and during his tenure as an independent director, he made outstanding contributions to the Group's real estate development risk management. The Company conducted a general re-election of the Board of Directors in 2025. As independent directors Mr. Yen Lou-Yu and Mr. Jhan Hong-Chih had served on the Board for 8 and 9 years respectively, two new independent directors, Mr. Lin Wen-Jeng and Ms. Chen Shu-Chuan, were selected to succeed them. Mr. Lin Wen-Jeng previously served as the Director and Associate Professor of the Graduate Institute of Human Resource Management at National Central University. He possesses extensive academic and industrial experience in topics such as key talent cultivation and the recruitment, training, and deployment of human capital, and has served as an independent director or a member of the Remuneration Committee for several listed companies. Ms. Chen Shu-Chuan, who served in the foreign-invested financial industry for many years, currently serves as the Chairperson of EasyCard Investment Holding Co., Ltd. and as an independent director for multiple listed companies. She has extensive expertise in corporate management, financial management, risk management, and sustainability issues. We rely heavily on the expertise of our directors in	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies						
	Yes	No	Description of Summary							
			their respective fields. In addition to their promising professionalism, where the independent directors account for more than half of the total seats, the Company could virtually ensure the objectivity and independence of deliberations of issues. During the 2025 general re-election for the 15th term of the Board of Directors, the number of female independent directors increased from one to two among the four independent director seats. This brought the total number of female director seats to three, achieving the previously set target of three seats ahead of schedule. All seven seats on the Board are held by natural person directors, with the three female directors accounting for 42.85%, ensuring that each gender represents at least one-third of the board membership. In response to the Company's business development, the objectives for 2025 include continuing to "strengthen the talent pool for independent director candidates" and "adding one more female director to the 16th term of the Board to ensure female representation exceeds one-half." As of December 31, 2025, the number of independent directors of the Company exceeded 1/2 of the total number of director seats. The term distribution of independent directors is as follows: <table><tr><td>0~3 years</td><td>3~6 years</td><td>6~9 years</td></tr><tr><td>2</td><td>1</td><td>1</td></tr></table> Independent director Mr. Wu Chih-Wei, had served as an independent director of the Company since May, 2022, and resigned in January, 2026 due to personal reasons, with a term of about 3 years and 8 months.	0~3 years	3~6 years	6~9 years	2	1	1	
0~3 years	3~6 years	6~9 years								
2	1	1								
(II) The Company, besides establishing Remuneration Committee and Audit Committee in	V		In addition to Audit Committee and Compensation Committee, both composed of independent directors as required by laws and regulations, the Company voluntarily established Nominating Committee on October 27, 2017, consisting of four independent directors and one director, Mr. Chou Chun-Chi. Furthermore, on October 27, 2023, we voluntarily established Business Ethics and Sustainability Development Committee,	Nil						

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies																									
	Yes	No	Description of Summary																										
accordance with laws, also voluntarily establishes other committees with similar functions?			comprising Chairperson, two independent directors, and two senior executives. The number and members of various functional committees of the 15th Board of Directors of the Company are as follows: <table border="1"> <tr> <th>Committees Member's Name</th><th>Audit Committee</th><th>Remuneration Committee</th><th>Nomination Committee (Voluntarily established)</th><th>Business Ethics and Sustainable Development Committee (Voluntarily established)</th></tr> <tr> <td>Chou Ken-Yu</td><td>-</td><td>✓</td><td>✓</td><td>✓ (Chairperson)</td></tr> <tr> <td>Lee Yi-Li</td><td>✓ (Chairperson)</td><td>✓</td><td>✓</td><td>-</td></tr> <tr> <td>Lin Wen-Jeng</td><td>✓</td><td>✓ (Chairperson)</td><td>✓</td><td>✓</td></tr> <tr> <td>Chen Shu-Chuan</td><td>✓</td><td>✓</td><td>✓ (Chairperson)</td><td>✓</td></tr> </table> 1.Nomination Committee shall convene at least once a year, and the committee shall exercise the due care of a good administrator to faithfully perform the following duties and shall submit its proposals to the board for discussion. The duties of Nomination Committee are detailed on pages 2-50. 2.Business Ethics and Sustainability Development Committee shall convene meetings at least twice a year. The committee shall diligently perform the following duties with the care of a prudent manager and faithfully submit its recommendations to the Board of Directors for discussion. The duties of Business Ethics and Sustainability Development Committee are detailed on pages 2-56. Related information are revealed in the investor relationship website of the Company. (https://www.sinyi.com.tw/investors/en/corporate-governance/committees)	Committees Member's Name	Audit Committee	Remuneration Committee	Nomination Committee (Voluntarily established)	Business Ethics and Sustainable Development Committee (Voluntarily established)	Chou Ken-Yu	-	✓	✓	✓ (Chairperson)	Lee Yi-Li	✓ (Chairperson)	✓	✓	-	Lin Wen-Jeng	✓	✓ (Chairperson)	✓	✓	Chen Shu-Chuan	✓	✓	✓ (Chairperson)	✓	
Committees Member's Name	Audit Committee	Remuneration Committee	Nomination Committee (Voluntarily established)	Business Ethics and Sustainable Development Committee (Voluntarily established)																									
Chou Ken-Yu	-	✓	✓	✓ (Chairperson)																									
Lee Yi-Li	✓ (Chairperson)	✓	✓	-																									
Lin Wen-Jeng	✓	✓ (Chairperson)	✓	✓																									
Chen Shu-Chuan	✓	✓	✓ (Chairperson)	✓																									
(III) Does the Company establish performance rules and evaluation methods of the Board of Directors, and periodically engages			The Company established the "Regulations on the Performance Evaluation of the Board of Directors" at the end of 2015. By annually distributing self-assessment questionnaires to the board of directors and its functional committee members. Following statistical compilation by the board's secretariat, the results are reported and improvement directions are proposed during board meetings. These evaluations are utilized for individual director compensation and serve as references for nomination and re-election. Please refer to the information on page																										

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
in performance evaluation every year?			2-26 for the BOD overall self-evaluation. The Company's secretariat reported the internal self-assessment results of the board of directors and its functional committees for the current year during the board meeting held on January 28, 2026. Additionally, the self-assessment results and improvement actions were disclosed on the Company's website. “Regulations on Performance Evaluation of the Board of Directors” of the Company provide that, in addition to self-assessment at least once a year, an assessment shall be performed by an external professional independent organization or a team of external experts and scholars at the end of the year at least every 3 years. The results of the internal and external evaluation of the Board of Directors shall be completed before the recent meeting of the Board of Directors in the following year. The Company's latest external performance evaluation of the Board and its functional committees were as follows: The external performance evaluation of the board of directors and its functional committees was conducted and commissioned to a team led by Mr. Liu Wen-Cheng and Mr. Wang Huai, both executive members of Taiwan Corporate Governance Association (“TCGA”). The team conducted field Interviews with the Company’s directors and independent directors, conveners of the functional committees and the deliberative unit. The external performance evaluation report had been reported to the meeting board of directors held on December 27, 2023. The proposed matters and improvement actions had been posted on the Company's website. 1. Assessment method: TCGA reviewed the relevant documents and public information required for the Company's assessment, and on September 22, 2023, appointed independent executive committee members etc. to form the evaluation team to conduct a field visit to the Company and interviewed the Company’s Vice Chairperson, independent directors, general manager, corporate governance officer and the chief internal auditor, etc. 2. The independence of the external institution: TCGA is an independent and professional	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			organization dedicated to providing guidance and assessment in corporate governance. Its scope spans various industries and encompasses both public and private enterprises with different ownership structures and compositions of board members, including publicly traded companies, privately held companies, and other types of publicly and privately issued companies. 3. The performance evaluation of the Board of Directors conducts on-site visits and evaluations on the implementation of each indicator in eight aspects, including the composition of the Board of Directors, guidance, delegation, supervision, communication, internal control and risk management, board self-discipline and others (board meetings, support systems, etc.), reviews the current operation of the Board of Directors and functional committees of the Company, provides more appropriate and valuable optimization suggestions on key issues, and issues professional and objective evaluation reports. As a reference for the subsequent strengthening of the functions of the Board of Directors. 4. Evaluation Results: (1) The board of directors of the Company has long upheld the operational philosophy of "Sinyi's establishment lies in pursuing excellence," continuously deepening and refining ethical issues through monthly seminars where all company employees participate. This helps build a corporate culture of integrity and righteousness. (2) The Company values the professionalism and diversity of its board composition, selecting independent directors based on the Company's development strategy. With independent directors occupying more than half of the board seats, all four independent directors actively engage in various operational issues, closely interact with the management team, and actively contribute their expertise. (3) The board of directors of the Company pays attention to various issues related to corporate sustainable development, voluntarily preparing the "2022 Climate-Related Financial Disclosure Report" ahead of legal requirements. This report discloses information related to climate governance, enhancing information transparency. (4) The Company has established the "Regulations for Training Newly Appointed	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			Directors or Members of Functional Committees," actively implementing training for newly appointed directors. (5) The board of directors of the Company places great emphasis on corporate governance, consistently ranking among the top 5% of listed companies in corporate governance evaluations for nine consecutive years. They have also actively participated in corporate governance system evaluations several times, obtaining certifications, demonstrating their continuous efforts to enhance corporate governance and board effectiveness. Suggestions of the BOD evaluation and improvement action plan : (1) Suggestion: A. TCGA recommended that each board of directors of the Company regularly review the board of directors' performance self-evaluation indicators, increase supervision and the strategic guidance is oriented towards topics and their proportions (while integrating basic legal compliance issues and reducing their proportions), and strengthens the filling of open opinions. B. TCGA recommended that in addition to thinking about the responsibilities and composition of the new committees, the Company also takes the opportunity to simultaneously review the phased positioning, functions and division of labor of the existing three functional committees, with a view to improve the collaborative work among the committees and the overall board operating efficiency. C. TCGA recommended that the Company take into account the opinions of the Audit Committee in the performance appraisal of the internal audit supervisor to strengthen the Audit Committee's supervision function over internal audit. (2) Improvement action plan: A. The Company will refer to the association's suggestions and gradually re-examine the questions of the self-assessment questionnaire. We will appropriately adjust the questions based on the Company's industrial characteristics, committee responsibilities and functions, and development needs, in order to better meet the	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			Company's needs and goals. B. The current operation of the Company's four functional committees has been able to effectively meet the Company's operational needs. However, in view of the continuous changes in the operating environment and future development challenges, we will be ready to make necessary evaluations and adjustments at any time to ensure that the functional committees operations can still support the Company's long-term development goals. C. The performance appraisal and compensation of The Chief Auditor were originally subject to review by Remuneration Committee, which consists of members identical to those of Audit Committee. The performance appraisal of The Chief Auditor for the fiscal year 2023 was submitted to Audit Committee at the beginning of fiscal year 2024. Related rules and the evaluation are revealed in the investor relationship website of the Company. (https://www.sinyi.com.tw/investors/en/corporate-governance/directorate/operation-status-EN)	
(IV) Does the Company periodically evaluate the independence of the certified public accountant?	V		The Company evaluates the independence and suitability in the certified public accountant (CPA) at least once a year when the Company re-engages CPA each year: (1) The Finance Division evaluates if the CPA conforms to the related regulations of independence and competency by the "Accountant Competency, Independence Evaluation Checklist" listing the independence evaluation items with reference with the Article 47 of Certified Public Accountant Act and No. 10 of the Bulletin of Norm of Professional Ethics for Certified Public Accountant "Integrity, Objectivity and Independence". (2) The Company's obtains the "Independence Statement of the Accountant" to evaluate the independence of the CPA. (3) Since 2023, the Company has additionally obtained the 13 Audit Quality Indicators (AQI) issued by the accountant annually, for evaluating the independence and suitability of the	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			CPA. Before accepting the appointment for auditing work from the Company, the accountant provides information on the Audit Quality Indicators (AQI) of their firm and team across five dimensions: (1) Professional indicators (such as audit experience, training hours, turnover rate, professional support), (2) Quality control indicators (such as accountant workload, audit capabilities, case quality control review, quality control support capabilities), (3) Independence (such as non-audit services) and client familiarity, (4) External supervision, (5) Innovation capabilities, etc. This evaluation confirms that the accountant and their firm's audit experience and training hours, audit team stability, and investment in quality control resources are superior to industry averages. There have been no deficiencies in external inspections in recent years, and continuous efforts have been made to enhance digital auditing to improve audit quality. (4) The Finance Division submits the evaluation result to Audit Committee and the BOD for discussion, to serve as the reference of appointing the accountant. The latest yearly "Accountant Competency, Independence Evaluation Checklist" has been reported to the BOD of the Company, as a reference for the appointment of CPA on February 26, 2025 and February 26, 2026. 2025 yearly result of checklist was shown on page 2-155.	
IV. Does the Company have dedicated (or non-dedicated) divisions or personnel responsible for corporate governance issues (including but not limited to the preparation for the materials required for directors and supervisors,	V		1. Mr. Chen, Chih-Huan, the financial controller (currently promoted to be the Chief Financial Officer), has been appointed as the Corporate Governance Supervisor since April in 2019 with 2 staffs to cope with corporate governance affairs. 2. The business promotion situation as below are reported to the board related to the corporate governance issues, and already reported the business promotion situation for 2024 and schedule for 2025 to the board in April, 2025 as follows: (1) Informing the board members after issuing the material information of the Company; (2) Conducting 6 hours continuous education training courses for board members of the Company and arrange refresher courses for other directors according to the individual needs of directors. (3) Purchasing the liabilities insurance of the Company: for its directors and managers, and the most recent insurance for all directors is with an insured amount of US\$3,000	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
convening of the meetings for directors and shareholders according to relevant laws and regulations, registration of companies and changes to registration details, compilation of meeting minutes for board meetings and shareholders' meetings)?			thousand dollars, and a period of insurance of 07/15/2025~07/15/2026; (4) Assisting to arrange to convene 4 meetings in 2025 for the communications between independent directors, without the presence of the management team, and the CPA and The Chief Auditor. The summary of the communication is available on the Company's website and please refer to page 2-28 for the relevant content are recorded in the meeting records; (5) In 2025, the meetings were held by 4 times individually: in March, May, August and November. Meanwhile the meeting records were all displayed on the Company's website for investors to replay. Information on the latest issue of the Law can also be found at the MOPS website. (6) Completing the minutes of board of directors and its functional committee for 2025, as well as the deliberations of the shareholders' meeting. (7) Completing the self-evaluation of BOD and the other functional committee in 2025. The results has disclosed on the Company's website and our annual report, referring to page 2-26. (8) Completing the review of independence and qualifications during the tenure of independent directors and report to the board of directors. (9) Completing the business registration and related disclosure of announcements for board members. 3. Internal promotion regarding Cooperate Governance With the goal of zero non-compliance with regulations of transaction on insiders' shares of the Company, in addition to sending regular monthly notifications and requiring insiders to notify of shareholding changes, and continuously sending relevant regulations and common violations to all insiders, please refer to the description of "(IV) Does the Company establish internal specifications to prohibit the internal parties of the Company from trading securities by taking advantage of the non-opened information in market?" at II. Corporate Equity Structure and Shareholders' Equity on page 2-62. 4. Status of Advanced Study of Chief Cooperate Governance Officer- Chen Chih-Huan in 2025:	

Evaluation Items	Facts of performance						Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies		
	Yes	No	Description of Summary						
			Date of Advanced Study	Organizer	Name of Program	Hour	Total		
			01/14/2025	The Taiwan Institute of Sustainable Energy	Board Director and Supervisor Continuing Education Program by Taiwan Listed Companies Association	3	12		
			06/10/2025	TWSE	CDP Taiwan Workshop / Results Launch: Enhancing Climate Disclosure to Strengthen Corporate Climate Resilience	3			
			06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3			
			11/21/2025		AI Trends and Enterprise Transformation	3			
			Status of Advanced Study of Cooperate Governance Staff in 2025:						
			Name	Date of Advanced Study	Organizer	Name of Program	Hour	Total	
			Su Pei-Yi	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	6	
				11/21/2025		AI Trends and Enterprise Transformation	3		
			Lu Sheng	11/21/2025	Taiwan Corporate Governance Association	AI Trends and Enterprise Transformation	3	3	
			Hsu Fong-Chi	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	3	
V. Does the Company establish communication	V		The Company has identified its main stakeholders: customers, employees, shareholders, social, environment and suppliers. The Company's website features a "Stakeholder Section" (https://www.sinyi.com.tw/investors/en/csr) and has designed a Stakeholder Sustainability						

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies								
	Yes	No	Description of Summary									
channel of the stakeholders (including but not limited to shareholders, employees, customers, supplier, etc.), and establish an exclusive zone of the stakeholders in the Company’s website, and properly respond the important issues of corporate social responsibility concerned by the stakeholders?			Issues Questionnaire to collect suggestions and ideas. The Company establishes “Rules Governing the Recommendations and Appeal of the Stakeholders to the Audit Committee” and provides an Audit Committee appeal and recommendation mailbox in the Company’s website, to facilitate a commendable communication channel for the stakeholders and independent directors of the Company. The Company reported to the Board of Directors on the communication with stakeholders for 2025 on December 23, 2025 and disclosed it on the Company's website. (https://www.sinyi.com.tw/investors/en/csr) <table><tr><th>Stakeholder</th><th>Main focus</th><th>Corporate communication and response channel</th><th>Response strategy and measures</th></tr><tr><td>Customers</td><td> ● Service Quality and Innovation. ● Customer Privacy Protection </td><td> ● Contact: Customer hotline: (0800) 211922 ● Sinyi Realty/Sinyi Realty Home & Lifestyle Services/Sinyi’s Sustainability website; Fans groups for Sinyi Realty/ Sinyi Realty Home & Lifestyle Services; Customer outreach; Customer feedback channels </td><td>The Company set up a customer service center to listen to customers’ opinion, establish a free customer opinion line and set up online services platform. Besides, the Company has formulated the "service quality investigation and dissatisfaction case handling measures", and made institutionalize for various investigation methods, channels of customer information collection and all levels customer case handling procedures, to understand and handle customer opinions.</td></tr></table>	Stakeholder	Main focus	Corporate communication and response channel	Response strategy and measures	Customers	● Service Quality and Innovation. ● Customer Privacy Protection	● Contact: Customer hotline: (0800) 211922 ● Sinyi Realty/Sinyi Realty Home & Lifestyle Services/Sinyi’s Sustainability website; Fans groups for Sinyi Realty/ Sinyi Realty Home & Lifestyle Services; Customer outreach; Customer feedback channels	The Company set up a customer service center to listen to customers’ opinion, establish a free customer opinion line and set up online services platform. Besides, the Company has formulated the "service quality investigation and dissatisfaction case handling measures", and made institutionalize for various investigation methods, channels of customer information collection and all levels customer case handling procedures, to understand and handle customer opinions.	
Stakeholder	Main focus	Corporate communication and response channel	Response strategy and measures									
Customers	● Service Quality and Innovation. ● Customer Privacy Protection	● Contact: Customer hotline: (0800) 211922 ● Sinyi Realty/Sinyi Realty Home & Lifestyle Services/Sinyi’s Sustainability website; Fans groups for Sinyi Realty/ Sinyi Realty Home & Lifestyle Services; Customer outreach; Customer feedback channels	The Company set up a customer service center to listen to customers’ opinion, establish a free customer opinion line and set up online services platform. Besides, the Company has formulated the "service quality investigation and dissatisfaction case handling measures", and made institutionalize for various investigation methods, channels of customer information collection and all levels customer case handling procedures, to understand and handle customer opinions.									

Evaluation Items	Facts of performance					Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies	
	Yes	No	Description of Summary				
			Employees	● Career development planning, payroll & welfare ● Career Planning ● Workplace Health and Safety	● Contact: 02-2755-7666 #41729 Human Resources Department, Senior Manager: Mr. Feng ● 02-2755-7666 #48681 Talent Development Department, Executive Manager: Mr. Chen ● Internal meetings, internal communication platforms, letterbox for employees, department service hotline, labor relations meetings, EAP support to colleagues, Sexual Harassment Prevention Hotline 1234, feedback on training curricula, internal questionnaire surveys	● Talent development to increase the success rate for new hires to pass the probation period. ● Deeply cultivate key universities to deepen industry-university cooperation programs. ● Continuously optimize education and training and improve the quality of digital courses to support the development of the Company's affiliates. ● Promote a complete functional development system. ● Emergency response measures to protect the safety of colleagues. ● Obtain ISO 45001 Occupational Safety and Health Management System Certification. ● Health/childbirth grant/flexible welfare and retirement, etc. The information of employee benefits is shown on the Company's website and page 4-22 to 4-32. (https://csr.sinyi.com.tw/employee/system-2.php) ● The information about safety and health of work environment are shown on page 4-30 to 4-32. ● For more details regarding human right management policies and the concrete programs, please refer to the Company's website: https://csr.sinyi.com.tw/employee/appeal.php	
			Shareholders	● Market Image ● Corporate Governance ● Operation Performance ● Regulation Compliance	● Contact: 02-2755-7666 #42602 Corporation Governance Department, Manager: Miss. Su ● Shareholders' meetings, online analysts' meetings, annual reports, webpages for investor relations, mailbox for complaints to Audit Committee and stakeholders' relations	● 4 times of online Institutional Investor Conference held in 2025. ● Release of quarterly and annual financials before the statutory deadlines. ● In addition to the disclosure on Market Observation Post System and Sinyi's official website, the announcement of major events may be accompanied with press releases or press conferences if necessary. ● Upon the receipt of written questions from investors, the IR officer usually replies. A summary of all the questions from investors and responses from IR is reported to the board. ● Management seeks to enhance the effectiveness of the board with timely delivery of information, convening of meetings and arrangement of directors' visits.	

Evaluation Items	Facts of performance						Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies	
	Yes	No	Description of Summary					
				Society	● Enterprise Sustainable Operation; ● Enterprise’s Society Impact.	● Contact: 02-2755-7666#27561 Charity Promotion Group, Manager: Ms. Hsiao ● We are one project/Sinyi Academy website; Sinyi’s Facebook group pages; seminars for industry professionals, academics and government officials; public hearings on laws and regulations; policy talks; workshops on real estate taxations; Sinyi’s recruitment site, hot line and mailbox; press conferences	● Refer to the architecture and calculation methods of B4SI to calculate the Company’s social inputs and outputs. ● We continue our efforts with communities into unity in the pursuit of social welfare. ● Here at the Sinyi Public Welfare Foundation, we have co-welfare pool of ideas for the elderly aging people, and have accumulated more than 11,151 good ideas so far to support nearly 119 communities to promote active aging programs. ● The Community Union Project has assisted 3,709 communities (additional 245 communities in 2025) to realize their dreams so far. The Community Union Project has entered its 21th year. The cumulative number of proposals is 17,476. ● Sinyi Academy focuses on business ethics and conducts a series of lectures including six major series, i.e., human life, community care, environmental care, living space and happy family. In 2024, due to adjustments in the business strategy, the frequency of events was changed from two sessions per week to one session per week, continuing with a total of 53 lectures held and 4,910 participants. ● Served as society gathering site, we acquired a certification for “AED Safe Place” and “Excellent Breastfeeding Room”.	

Evaluation Items	Facts of performance					Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies	
	Yes	No	Description of Summary				
			Environment	● Greenhouse gas management ● Green and low-carbon services ● Energy resource management ● Enhancing environmental impact ● Law compliance	● Contact: 02-2755-7666 #18449 Business Ethics and Sustainability Promotion Office, Senior manager, Mr. Chen (Formerly the Sustainability Development Office, reorganized as the "Business Ethics and Sustainability Promotion Office" effective January 1, 2025.) ● Sinyi Corporate Sustainability mailbox and webpages .Sinyi's Corporate Sustainability website.	-Greenhouse gas management ✓ Annual Greenhouse Gas Inventory -Green and low ✓ Continue to promote service carbon footprint reduction and verification ✓ Optimize paperless services and carbon emission reduction projects -Energy and Resource Management ✓ Obtain third-party verification statements for energy and water resource management systems annually. ✓ Increase the proportion of renewable energy use -Improve environmental influence ✓ Commitment/signature/adoption of national and international initiatives, such as joining the Taiwan Net-Zero Action Alliance and the Nature and Biodiversity Initiative Platform, as well as achieving approval for the Science Based Targets initiative (SBTi) 1.5°C carbon reduction goal ✓ Reply to the CDP climate change questionnaire -Regulatory Compliance ✓ Conduct annual ISO 14064-1 greenhouse gas inventory and verification in accordance with the Sustainability Roadmap for Listed Companies, following the specified carbon inventory and assurance timeline ✓ Disclose climate-related information in the annual report and sustainability report by referencing the 11 recommendations under the four pillars of TCFD	

Evaluation Items	Facts of performance						Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies	
	Yes	No	Description of Summary					
				Suppliers	● ISO 20400 sustainable procurement ● Procurement ethics ● Green Procurement	● Contact: 02-2755-7666 #22676 Business Ethics and Sustainability Promotion Office, Project Manager, Ms. Shen ● Green procurement, supplier meeting	● ISO 20400 sustainable procurement audit was completed at the beginning of 2026, and the certification was obtained. The sustainability management regulations and processes for the Company and its affiliated companies' suppliers were also reviewed, identifying areas for improvement. During this period, internal sustainable procurement training sessions were conducted to help procurement personnel deepen their understanding and implementation of the "Ethical Commitment in Business" sustainable supply chain management principles. ● In accordance with the Procurement Management Guidelines, we audited a total of 70 key suppliers of the Company in 2025, each with a single purchase amount exceeding one million dollars. A total of 70 suppliers were inspected, achieving an audit rate of 100% and a compliance rate of 100%. ● Key suppliers are required to sign Sinyi Group's "Supplier's Proper Business Behavior and Sustainable Development Commitment" at the time of contract signing, with advanced manufacturers that have issued their own sustainability reports being excluded. The signing rate reached 100%. Additionally, we invited key suppliers with a single purchase amount exceeding five million dollars to complete the "Annual ESG Self-Assessment Form for the Supply Chain," which serves as the basis for sustainable risk assessment and on-site inspections. To ensure all procurement personnel are aware and required to sign the Code of Ethics, electronic signing has been in place for years, effectively ensuring the transmission of procurement ethics and sustainable awareness. ● The amount of green procurement in 2025 was NT\$244,642 thousand dollars representing a significant growth of over 2.8 times compared with 2024.	
V. Does the Company appoint a professional stock	V		The Company appoints Capital Securities Corporation to help process matters related to shareholders' meetings and shareholders' share affairs.					Nil

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
affair handling agency to process the affairs of shareholders' meeting?				
VII. Transparent Information Disclosure				
1. Does the Company set up a website to disclose the financial business and the corporate governance information?	V		The Company discloses the related finance, business and stock affair information of the Company in the investor relationship website of the Company, and an exclusive zone of corporate governance is provided to describe the related statutes system and execution status (https://www.sinyi.com.tw/investors/).	Nil
2. Does the Company adopt other information disclosure methods (such as setting up an English website, designating exclusive personnel to be in charge of the corporate information collection and disclosure, actualizing the speaker system, institutional investor conference process	V		1. The Company sets up an English website of investor relationship and provides comprehensive financial information the same as Chinese website of investor relationship, to facilitate foreign investors to acquire the same information as domestic investors, and further upgrade the international visibility and information transparency. (https://www.sinyi.com.tw/investors/en) 2. The Company's website (www.sinyi.com.tw) is operated by such departments as corporate governance, public affair, and business research office, etc., in charge of collecting related information for exclusive personnel to be in charge of processing such related matters as disclosing, etc. the Company also provides a speaker system which the spokesperson and deputy spokesperson are responsible for the make external statements and clarifications. The Company has the online conference with investors and the conferences were held in March, May, August and November in 2025. Related information including the content of presentation and the online recording file are provided in the investor relationship website of the Company. (https://www.sinyi.com.tw/investors/shareholder-services/investor-conference)	Nil

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
placement in the Company's website, etc.)?				
3. Does the Company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial statements, as well as monthly operation results, before the prescribed time limit?	V		1. Since 2005, the Company has announced its reviewed quarterly financial statements approved by the Company's board of directors within one month after the end of the quarter (the statutory time limit: within 45 days) and announced its audited annual financial statements no later than the end of February next year. (The statutory time limit: no later than the end of March next year). 2. The Company declares the operating situation of the previous month not later than the 10th of each month.	Nil
VIII. Does the Company have other available important information helpful to understand the corporate governance and performance status (including but not limited to employee interests, employee concern, investor relationship, supplier relationship, rights of	V		1. Employee Interests and Employee Concern: Besides providing related interests, the Company also provides professional consultant service to its colleagues and family members. In response to individual demands, such consultancy services concerning work career, family paternity, emotion between two genders, physical/ mental stress, law, finance and medical issues, etc. are provided, to assist each colleague to possess balanced work and life. As to the external parties, through such organization or group as Taiwan Regional Revitalization Foundation and Sinyi Cultural Foundation, the Company encourages colleagues to actively participate in public social welfare activity services, to feed back the community. The Company also provides employees a good communication channel, to assist them to engage in bilateral communication with the management and directors. 2. Investor Relationship: The initial principle of solidifying the corporate governance mechanism is to protect the	Nil

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
stakeholders, advanced study status of directors and supervisors, execution status of risk management policy and risk measurement standard, execution status of client policy, the status of purchasing liability insurance of the Company for its directors and supervisors, etc.)?			shareholders equity and treat all shareholders in a fair manner. the Company has adopted some measures as below: (1) Adjusting the date and time of annual shareholders' meeting. To encourage shareholders to actively participate in the shareholders' meeting, the Company plan to avoid holding the meeting on popular dates each year. The annual general meeting will be convened before the end of May and will avoid dates close to the tax filing deadline. Furthermore, the start time of the annual general meeting will be adjusted to 9:30 AM to accommodate shareholders traveling from afar. (2) Providing English business and financial information: Since 2010, the Company has progressively provided financial and business information in English, including the issuance of English financial statements, simultaneous release of major announcements in both Chinese and English, the establishment of an English website, as well as providing English annual reports, shareholder meeting notices, agendas, and English meeting minutes. (3) From 2012, at the time of a vote, for each proposal, Chairperson first announces the total number of voting rights represented by the attending shareholders, followed by a poll of the shareholders. Election of directors has been conducted in accordance with the candidate nomination system. (4) Since 2009, the Company provides shareholders to exercise voting rights in electronic manner for the annual meeting of shareholders, as one of the few leading domestic TWSE/GSTM-listed companies in using shareholders' meeting communication voting platform. (5) In addition to holding physical shareholders' meetings, the Company has taken the lead in using the "video-assisted shareholders' meeting platform" simultaneously to provide its shareholders with another convenient way to participate in shareholders' meetings. (6) Upon convening a shareholders' meeting, it also makes efforts to avoid presenting an extraordinary motion proposal, to maintain the interests of the shareholders using the e-communication voting system. The minutes of shareholders' meeting are also displayed in the Company's website. (7) Placing the video files of the shareholders' meeting on the Company's investor website	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			enables shareholders who were unable to attend the physical or online meeting to later access and understand the proceedings of the meeting. 3. Supplier Relationship: (1) The purchase personnel of the Company would jointly with the purchase requisition unit/department from time to time engage in evaluation on service quality, delivery schedule, and price of a supplier, and in accordance with the evaluation result establish a qualified supplier database. (2) Concerning the suppliers with outstanding result, a price negotiation and tendering would be provided in priority, to ensure quality and reduce the purchase cost of the Company. (3) In order to actualize the protection of human rights, it would also extend to the suppliers in close transactions with the Company, by taking initiative to invite them to sign a Letter of Commitment to Sustainability Terms, to respect the basic labor human right protection of their employees. (4) The Company also established the “Ethical Guideline Governing the Purchase Work of Sinyi Group and Its Affiliated enterprises”, requesting the personnel involving in purchase of each unit/department to faithfully observe the said Guideline. In addition, “Normal Operation Behavior Specification of Sinyi Conglomerate” is also newly established, by issuing notes to the qualified suppliers to sign and faithfully observe the said specification, in order to seek for the supplier partners recognizing faithful operation and sustainability. 4. Rights of Stakeholders: The Company's major stakeholders to be clients, staff, shareholders, society, natural environment and suppliers; as concurrent consideration and balance of the interests of the stakeholders has always been the objective of the Company, during internal proposals and discussions of major issues, it is required to engage in evaluation vs. the impacts on the major stakeholders, to ensure the interests balance of the stakeholders. Besides, the Company also provides Audit Committee appeal and recommendations mailbox in the Company's website, to facilitate the stakeholders of the Company a channel to reflect their	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies																																																					
	Yes	No	Description of Summary																																																						
			comments to the independent directors, to maintain their interests. 5. Advanced Study Status of Directors: The directors of the Company have completed the director's advanced study course in 2025. Each director attended a minimum of 6 hours, with an average of 8.14 hours. The details of the advance study are as follows: <table><tr><th>Title/ Name</th><th>Date of Advanced Study</th><th>Organizer</th><th>Name of Program</th><th>Hour</th><th>Whether the advanced study conforms to regulations (Note 1)</th></tr><tr><td rowspan="2">Chou Ken-Yu, Chairperson</td><td>06/27/2025</td><td rowspan="2">Taiwan Corporate Governance Association</td><td>Global Economic and Financial Outlook and Industry Trends</td><td>3</td><td rowspan="2">Yes</td></tr><tr><td>11/21/2025</td><td>AI Trends and Enterprise Transformation</td><td>3</td></tr><tr><td rowspan="3">Chou Chun-Chi, Director</td><td>01/14/2025</td><td>The Taiwan Institute of Sustainable Energy</td><td>Board Director and Supervisor Continuing Education Program by Taiwan Listed Companies Association</td><td>3</td><td rowspan="3">Yes</td></tr><tr><td>06/27/2025</td><td rowspan="2">Taiwan Corporate Governance Association</td><td>Global Economic and Financial Outlook and Industry Trends</td><td>3</td></tr><tr><td>11/21/2025</td><td>AI Trends and Enterprise Transformation</td><td>3</td></tr><tr><td rowspan="2">Chen Li-Shin, Director</td><td>06/27/2025</td><td rowspan="2">Taiwan Corporate Governance Association</td><td>Global Economic and Financial Outlook and Industry Trends</td><td>3</td><td rowspan="2">Yes</td></tr><tr><td>11/21/2025</td><td>AI Trends and Enterprise Transformation</td><td>3</td></tr><tr><td rowspan="2">Lee Yi-Li, Independent Director</td><td>06/27/2025</td><td>Taiwan Corporate Governance Association</td><td>Global Economic and Financial Outlook and Industry Trends</td><td>3</td><td rowspan="2">Yes</td></tr><tr><td>07/31/2025</td><td>TWSE</td><td>2025 Summit on Strengthening Taiwan’s Capital Market</td><td>3</td></tr><tr><td>Wu Chih-Wei, Independent Director</td><td>03/10/2025</td><td>The Greater China Financial Development Association</td><td>Outlook for the 2025 domestic and foreign economic situation</td><td>3</td><td>Yes</td></tr></table>	Title/ Name	Date of Advanced Study	Organizer	Name of Program	Hour	Whether the advanced study conforms to regulations (Note 1)	Chou Ken-Yu, Chairperson	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	Yes	11/21/2025	AI Trends and Enterprise Transformation	3	Chou Chun-Chi, Director	01/14/2025	The Taiwan Institute of Sustainable Energy	Board Director and Supervisor Continuing Education Program by Taiwan Listed Companies Association	3	Yes	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	11/21/2025	AI Trends and Enterprise Transformation	3	Chen Li-Shin, Director	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	Yes	11/21/2025	AI Trends and Enterprise Transformation	3	Lee Yi-Li, Independent Director	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	Yes	07/31/2025	TWSE	2025 Summit on Strengthening Taiwan’s Capital Market	3	Wu Chih-Wei, Independent Director	03/10/2025	The Greater China Financial Development Association	Outlook for the 2025 domestic and foreign economic situation	3	Yes	
Title/ Name	Date of Advanced Study	Organizer	Name of Program	Hour	Whether the advanced study conforms to regulations (Note 1)																																																				
Chou Ken-Yu, Chairperson	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	Yes																																																				
	11/21/2025		AI Trends and Enterprise Transformation	3																																																					
Chou Chun-Chi, Director	01/14/2025	The Taiwan Institute of Sustainable Energy	Board Director and Supervisor Continuing Education Program by Taiwan Listed Companies Association	3	Yes																																																				
	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3																																																					
	11/21/2025		AI Trends and Enterprise Transformation	3																																																					
Chen Li-Shin, Director	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	Yes																																																				
	11/21/2025		AI Trends and Enterprise Transformation	3																																																					
Lee Yi-Li, Independent Director	06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3	Yes																																																				
	07/31/2025	TWSE	2025 Summit on Strengthening Taiwan’s Capital Market	3																																																					
Wu Chih-Wei, Independent Director	03/10/2025	The Greater China Financial Development Association	Outlook for the 2025 domestic and foreign economic situation	3	Yes																																																				

Evaluation Items	Facts of performance								Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies			
	Yes	No	Description of Summary									
				07/31/2025	Corporate operation and Sustainable Development Association	Business secret protection and response	3					
				11/07/2025		Building a Resilient Enterprise - 2025 Sustainable Development Risks and Trends	3					
			Chen Shu-Chuan, Independent Director	01/14/2025	The Taiwan Institute of Sustainable Energy	Board Director and Supervisor Continuing Education Program by Taiwan Listed Companies Association	3	Yes				
				06/04/2025	Taiwan Institute of Directors	A benchmark in the era of co-governance	3					
				06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3					
			Lin Wen-Jeng, Independent Director	05/09/2025	Taiwan Corporate Governance Association	Trends and risk management of digital technology and artificial intelligence	3	Yes				
				06/27/2025	Taiwan Corporate Governance Association	Global Economic and Financial Outlook and Industry Trends	3					
				11/07/2025		M&A practice and case analysis	3					
				11/21/2025		AI Trends and Enterprise Transformation	3					
			Note: Indicates if it conforms to the required number of hours of advanced study, scope of advanced study, system of advanced study, arrangement of advanced study and information disclosure specified in the “Key Points of Promoting Advanced Study for Directors and Supervisors of TWSE/GTSM-listed Companies”.									
			6. Execution status of risk management policy and risk measurement standard: The Company already establishes risk management policy and procedures, and periodically reviews the execution status of risk management; please refer to page 5-5.									
			7. Execution status of client policy: Besides setting up a telephone and network online client service center. The “Client Service Department” takes initiative in performing non-scheduled checks and confirmations of the execution status of client policies, accepting the complaints and									

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			dispositions of clients, and assisting the first-line business colleagues in handling client complaint cases, by self-assuring it as an internal "Consumers' Foundation" of the Company, to duly perform the work of maintaining client's interests. Besides, Client Service Department also, through the service quality survey mechanism and various audit systems, continues to improve and better the service quality of the Company. In 2023, the Company formally implemented the "Net Promoter Score (NPS)" system. In addition to the original survey targets comprising clients with contractual agreements and completed transactions, we expanded the outreach efforts to include potential customers in our business operations. We increased the frequency of care calls to both potential and existing clients. The Company values the feedback of every customer we interact with and serve. 8. The Company continue to review and improve our corporate governance practices by following the corporate governance evaluation metrics designed by the Taiwan Stock Exchange Corporation. In both 2021, 2023 and 2025, the Company participated again in the Corporate Governance Evaluation organized by Taiwan Corporate Governance Association and won the honor "Outstanding" of CG6013(2021), CG6014(2023) and CG6015(2025) respectively. 9. Board of Directors members and key management succession planning i. Selections of the members to the Board of Directors seats We introduced an independent director system as early as 2004. In 2013, the number of the Company's independent directors was four, in excess of half of the total number of board of directors seats at seven (7). In very early years, we set the sound system that the tenure of office of independent directors should not exceed nine (9) years in maximum to prevent potential damage to the independence. Furthermore, We set up the Nomination Committee to help the Sinyi Group in checking and verifying the professional backgrounds of the director nominees as well as professional expertise. In response to the succession plan for senior managers and directors, the term of the Company's 13th board of directors expired, and Mr. Wu Chih-Wei, who has experience in risk management and real estate development management, was selected as an	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			independent director, and Sinyi Co., Ltd. was appointed as a Chairperson on May 19, 2022. Sinyi Co., Ltd. appointed Mr. Liu Yuan-Chih, the Company's general manger at that time, as its representative to exercise on its behalf the power of Chairperson of the Company's board of directors. Chairpersonship has successfully handed over from Mr. Hsueh Chien-Ping to Mr. Liu Yuan-Chih. In addition, on September 27, 2022, the board of directors elected Mr. Chou Ken-Yu as Vice Chairperson. Due to personal health reasons, Chairperson Mr. Liu Yuan-Chih retired early, resulting in Vice Chairperson Mr. Chou Ken-Yu being appointed as the Chairperson of the Company in 2023 by the BOD. He has been serving as a director since May 2022, and with his extensive experience within the Company, he is highly familiar with its affairs. In response to the retirement of Chairperson Mr. Liu Yuan-Chih, who served as the legal representative director of the Company, the legal representative director stepped down from the position of Chairperson. However, he continues to serve as a director of the Company. In October 2023, Ms. Chen Li-Shin was appointed as the legal representative director, thereby increasing the proportion of female directors to 29%. The legal director, Sinyi Co., Ltd. (designated representative: Ms. Chen Li-Shin), resigned from the Company's board of directors on May 21, 2024. Ms. Chen Li-Shin was elected as the new director in the by-election held at the shareholders' meeting on May 22, 2024. To support the Company's sustainable development, the "Independent Director Talent Pool" was established in 2023. Following the general re-election of the 15th term of the Board of Directors at the 2025 Shareholders' Meeting, the goal of selecting three female directors was achieved. In 2026, the Company plans to hold a by-election to appoint an additional female independent director with extensive practical experience in AI application and transformation. This appointment is expected to bring female representation on the Board to 57%, further accelerating the completion of the Company's digital transformation. ii. Succession planning for key management Here in the Group, as we always stress, the senior executives shall possess certain	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			professional skills. Moreover, they must, in their words and deeds, exactly be consistent with the faithful Sinyi concept of "doing whatever they should do, fulfilling whatever they say" and further put such concept into faithful enforcement. The Company has more than 10 senior executives who are responsible for the relevant business operation within the organization. Further through the sound work rotation and assignment systems, one-on-one experience teaching and coaching guidance modes, business management concept seminars and symposiums, and TEM committee meetings, they deepen the awareness and cultivation of the Sinyi philosophy. Through such sound but complicated process, we have elaborately cultivated capable candidates in order to select important members of the succession echelon. The Company's important management succession plan process in recent 3 years is as follows: (1) In order to strengthen communication and promotion of company strategic priorities and initiatives, as well as to enhance talent development, the Company divided the original Real Estate Agent Division into three operational divisions in 2023. Additionally, selected or assisted by key cultivation, the General Manager's assistant undertook the role of or assisted in managing certain operational divisions. (2) In order to enhance overall operational efficiency and effectiveness within the Company and to develop district managers into comprehensive business leaders, it is mandated that before assuming the role of district manager, individuals must undergo training in staff units. Additionally, at the beginning of 2024, one staff manager was also transferred to the position of business district manager, further diversifying the training and development channels for the management team. (3) To enhance talent development, the company appointed Mr. Huang Chi-Liang as Chief Human Resources Officer in February 2024. To accerlerate the effectiveness of investment, the Company appointed Mr. Huang Cheng-Feng as Chief Invesment Officer in 2025. (4) In order to improve the succession and devlopment system of senior managers os	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			Sinyi Group, through the operation of a systematic reserve candidate management mechanism, promote the Group's senior manager reserve and training plan, and strengthen the long-term foundation for the Group's operation and development. Therefore, since 2023, the Company has promoted the "Talent Echelon Accelerated Delopment Plan" to select dozens of high-potential talents for cultivation, and after 3 years of training, nearly 10 candidates have been selected in stages in 2025, and will continue to cultivate key talents. 10. Intellectual Property Management Plan: The Company continues to optimize and implement relevant management measures. On December 23, 2025, the Board of Directors approved the Intellectual Property Management Plan and its implementation status. For further details, please refer to the following website: (https://www.sinyi.com.tw/investors/corporate-governance/corporate-governance/implmentation)	
X.In 2025, we were ranked as the top 5% of the listed companies among 976 evaluated listed companies in the 10th year of corporate governance assessment by the Taiwan Stock Exchange. This was the 11th time we received this recognition (only 7 listed companies achieved the record). During the 10th year of the assessment, we failed to score as below: 1. General-type questions: (1) Failed to disclose individual remuneration of the general manager and vice general managers in annual report. 2. Extra premium questions: (1) Fewer than 1/3 of the Company's board of directors are female. (2) The Company's intellectual property management plan has not been verified by the Taiwan Intellectual Property Management System (TIPS) or a similar intellectual property management system. In 2025, all of the Company's directors are natural persons, and we continue to enhance related measures. We have elected three female directors during the general shareholder meeting in 2025, when the 15th board of directors were fully re-elected, ensuring that the proportion of female directors exceeds one-third. In 2025, the Company participated in the Corporate Governance Assessment CG6015 (2025) certification organized by the Taiwan Corporate Governance Association and obtained the highest level of "Outstanding" certification, but the actions that need to be further improved include: 1. The Company has established a Whistleblower Policy and provided multiple reporting channels. However, to provide stakeholders with a more				

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
comprehensive understanding of the investigation and handling procedures, it is suggested that, in addition to disclosing the statistical results of cases, the Company consider simultaneously disclosing the specific reporting details associated with each case. 2. The Company has formulated the "Senior Executive Remuneration Regulations" to govern the salary policies, systems, standards, and structures for high-level management. To enhance the protection and equitable treatment of shareholder interests, it is suggested that the Company disclose the content, amount, and proportion of individual senior executive remuneration gradually or at an appropriate time. This would allow all stakeholders to fully understand the efforts and accountability of the management team regarding operating performance. 3. The Company has established a "Responsibility and Authority Allocation Table for Management," yet there is no record of the Board of Directors periodically reviewing the allocation of authority between the Chairperson and key executives. It is recommended that the Board implement periodic reviews. 4. During the assessment period, the Board of Directors held 10 meetings, and meeting materials were delivered to all board members seven days prior to each meeting. However, there were instances where the attendance rate of an individual director fell below 80%. In response to the aforementioned recommendations: (1) The Company has disclosed the specific reporting status of cases investigated and found to be true in 2025 on the corporate website. (2) The Company will disclose individual senior executive remuneration at an appropriate opportunity in the future. (3) Following the re-election of each term of the Board of Directors, the "Responsibility and Authority Allocation Table for the Chairman and Key Executives" will be submitted to the Board for periodic review of its reasonableness. (4) Due to exceptional circumstances involving an independent director in 2025, their attendance rate fell below 80%; the Company will strive to improve director attendance rates in future years.				

(VII) Performance of Sustainability Development and deviations from the " Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies " and reasons:

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
I. Does the Company establish a dedicated or concurrent unit in charge of promoting sustainability development with senior management authorized by the board to take charge of proposing sustainability development policies and reporting to the board?	V		1. Governance Structure In October 2023, the Company established the "Business Ethics and Sustainability Development Committee" under the Board of Directors to be responsible for the preliminary review of sustainability initiatives, enhancing the quality of decision-making by the Board. The Business Ethics and Sustainability Promotion Office reports the progress and results of greenhouse gas inventory to the Business Ethics and Sustainability Development Committee and the Board of Directors quarterly, and updates on the progress of sustainability implementation, future work plans, and key issues of concern to stakeholders. The composition, professional competence, diversity of information, and operational details of the committee are outlined on pages 2-57. The Board of Directors is responsible for overall supervision and periodic review of the implementation and performance of sustainability programs to ensure that the Company's sustainability principles are integrated into its operational strategy and decision-making mechanisms, while protecting the interests of shareholders, employees, customers, and other stakeholders. The Board ensures that sustainability development is aligned with the Company's operations, deepening the commitment to sustainability. 2. Management Structure (1) Total Ethical Management Committee(TEM) In 1992, we established the Total Quality Management Committee(TQM), and renamed as the Total Ethical Management Committee in 2013, the Sustainability Development Promotion is the internal highest unit to promote CSR authorized by the Company's board of directors, is convened by the Directors and Chairperson, with the members drawn from senior management, including the General Manager and the VPs. Overseeing and reviewing sustainability development strategies, goals, performance, and progress. Holding regular meetings to discuss	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			the group's vision and significant initiatives, as well as ad-hoc meetings to address major issues. (2)Cross-Business ESG Promotion Committee In 2023, the "Cross-Business ESG Promotion Committee" was established. It consists of representatives from the four major business units of the group (brokerage, agency, development, and tourism), as well as ESG specialists. The Sustainability Development Office serves as the convener, and meetings are held irregularly. This committee undertakes the guidance and decisions of functional committees, promotes the execution of related tasks, and serves as a platform for communication and integration of ESG initiatives among business units. It coordinates the group's sustainable development direction, formulates strategies and goals, and regularly reports on sustainability promotion plans and effectiveness to the TEM Committee and functional committees. The Board of Directors supervises performance and goal achievement. (3)Sustainability Development Office(formerly "Sustainable Development Office") To exclusively drive and execute sustainability-related tasks, the company has established the Sustainability Development Office, which serves as the managing unit of the ESG Cross-Business Promotion Committee. The office regularly reports sustainability progress to the Business Ethics and Sustainability Development Committee and the Board of Directors. Additionally, it is responsible for compiling the Sustainability Report, which is submitted to the Board for review and approval before publication. (4)Website Disclosure of Core Policies, Objectives, Plans, and Concrete Achievements The Rules and 2025 achievements and 2026 projects are also disclosed on the Company's investor relations website or Sinyi Sustainability website. (https://www.sinyi.com.tw/investors/en/csr) (https://csr.sinyi.com.tw/en/)	
II. Does the Company	V		1. This disclosure covers the Company's sustainability performance in key locations between	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy						
	Yes	No	Description of Abstract							
assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?			January and December of 2025. The risk assessment boundary is mainly based on the Company and its subsidiaries. 2. The Company conducts relevant risk assessments on important issues based on the principles of corporate social responsibility and establishes the relevant risk assessment policies according to the evaluated risk as follows: <table><tr><th>Material Issue</th><th>Risk Evaluation Item</th><th>Risk Management Policy or Strategy</th></tr><tr><td>Environment</td><td>Climate changes and environment sustainability</td><td> 1. The Company identifies climate and nature-related risks as one of the Group's major risks. 2. Following the TCFD framework, the Company assesses climate change risks and opportunities, formulates net-zero transition strategies and targets, and develops response measures. It publishes a TCFD report for disclosure and undergoes compliance verification. 3. The Company actively implements management systems and promotes environmental verifications, continuously obtaining verification or compliance statements, including:ISO 14064-1 Greenhouse Gas Inventory, ISO 14067 Carbon Footprint, ISO 14046 Water Footprint, ISO 14001 Environmental Management System, </td></tr></table>	Material Issue	Risk Evaluation Item	Risk Management Policy or Strategy	Environment	Climate changes and environment sustainability	1. The Company identifies climate and nature-related risks as one of the Group's major risks. 2. Following the TCFD framework, the Company assesses climate change risks and opportunities, formulates net-zero transition strategies and targets, and develops response measures. It publishes a TCFD report for disclosure and undergoes compliance verification. 3. The Company actively implements management systems and promotes environmental verifications, continuously obtaining verification or compliance statements, including:ISO 14064-1 Greenhouse Gas Inventory, ISO 14067 Carbon Footprint, ISO 14046 Water Footprint, ISO 14001 Environmental Management System,	
Material Issue	Risk Evaluation Item	Risk Management Policy or Strategy								
Environment	Climate changes and environment sustainability	1. The Company identifies climate and nature-related risks as one of the Group's major risks. 2. Following the TCFD framework, the Company assesses climate change risks and opportunities, formulates net-zero transition strategies and targets, and develops response measures. It publishes a TCFD report for disclosure and undergoes compliance verification. 3. The Company actively implements management systems and promotes environmental verifications, continuously obtaining verification or compliance statements, including:ISO 14064-1 Greenhouse Gas Inventory, ISO 14067 Carbon Footprint, ISO 14046 Water Footprint, ISO 14001 Environmental Management System,								

Evaluation Items	Facts of performance						The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract				
					ISO 50001 Energy Management System, ISO 46001 Water Efficiency Management System, ISO 20400 Sustainable Procurement Guidance Standard, ISO 20121 Sustainable Event Management System 4. Committed to environmental sustainability, the Company actively develops green innovation services to meet customer needs, address low-carbon transition risks, and create business opportunities. For example, the Company launched the "DocuHouse" solution, digitizing the documentation process for real estate transactions. It supports various customer signing needs, including remote signing, mobile signing, and tablet signing, effectively reducing paper usage at all service stages. 5. The Company’s subsidiary Sinyi Development Co., Ltd. utilizes Building Information Modeling (BIM) systems to maximize resource efficiency, minimize waste, and significantly reduce rework occurrences. we evaluate the "JiaPin" project's operational carbon emissions		

Evaluation Items	Facts of performance						The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract				
						and utilize BIM twin software for energy simulation to enhance carbon reduction and energy efficiency, further striving for relevant energy efficiency ratings. 6. Sinyi Japan provides "DiNDON Smart House Appreciation" and video viewing services, allowing Taiwanese investors to view houses remotely without going abroad, reducing unnecessary transportation carbon emissions. 7. The Company's Malaysian subsidiary purchased the island in 2019 and is currently engaged in afforestation, coral reef restoration and turtle conservation, and is conducting research on carbon sink plans.	
				Society	Social cares and harmony	1. The Company has long promoted the “One Community One Family Sponsorship Program”, which won the 9th Presidential Culture Award, and deeps into Taiwan's remote townships through the power of Sinyi volunteers to plan to guide the communities to change into those with wonderful living environment. 2. Under the foundation of “One	

Evaluation Items	Facts of performance						The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract				
						Community One Family Sponsorship Program”, in order to develop a sound creation system in Taiwan, the Company has jointly established the Taiwan Regional Revitalization Foundation with social sages since 2021 to promote the creation system in Taiwan. Through the spirit of people-oriented, combining local creation and innovation, revitalize local industries, create employment and promote population return. 3. Sinyi Development Co., Ltd. has actively promoted the creation of apartment-style communities through projects such as " JiaHe" and "JiaPin" projects in Banqiao, as well as "JiaXue" project in Xinzhuang. Our community-building efforts begin as soon as customers sign their purchase agreements. By hosting both online and offline activities, we facilitate connections among residents, transforming strangers into acquaintances and acquaintances into friends, ultimately creating harmonious and vibrant neighborhoods. In 2025, "OUR-Space"	

Evaluation Items	Facts of performance						The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract				
						Community Engagement Pavilion: Recorded 10,912 interactive sessions with 1,100 participants across three local communities, 150 individuals engaged through various outreach events, and achieved a peak reach of 648 people. 4. JiuXin Real Estate practices the concept of "artificial community, community creates people" and introduces Taiwan's " One Community One Family Sponsorship Program" experience to Wuxi. Through community self-management (such as the owner acting as the manager), more than 20 communities have been developed, successfully establishing neighborhood relationships that help each other.	
				Occupational safety		The Company and its subsidiaries regularly hold fire drills and industrial safety education and training every year to cultivate employees' awareness and ability of emergency response and self-safety management. The Company has obtained ISO 45001 with effective period from August 2024 to August 2027) occupational safety and health management system	

Evaluation Items	Facts of performance					The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy	
	Yes	No	Description of Abstract				
						certification.	
				Corporate Governance	Law compliance and transparent information	The Company has been committed to the implementation of corporate governance. The concept of “Integrity and ethics are our core values” will deepen into our Board of Directors and our staff and implement into the Company’s each sector of operation. To reach the self-expectation of the concept of exceeding the regulations of the laws, the Company is devoted to protecting the shareholder’ rights to know, enhancing the operation efficiency and diversification of the board of directors, setting up independent directors seats more than half of the directors seats and appointing a corporate governance officer. The Company continues to refine corporate governance, setting the goal of becoming a benchmark enterprise regarding to the aspect of corporate governance.	
					Strengthen the functions of the directors	1. In 2023, the fourth functional committee of the Board of Directors of the Company, the Business Ethics and Sustainability Committee, was newly established to strengthen the business ethics and improve sustainable development on the basis of business	

Evaluation Items	Facts of performance					The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract			
					ethics. 2. Plan relevant training courses for directors, and provide the latest regulations, institutional developments and policies for directors annually. 3. Establish a training system for members of the newly appointed board of directors and its functional committees. Enhance the communication between the Company and its stakeholders The Company reports annually to the board of directors on important issues of interest from the stakeholders and establishes various communication channels and actively communicate to reduce confrontation and misunderstanding. Investor mailboxes are set up, which are handled by the spokesperson and the acting spokesperson who are responsible for responding.	
			3. The Company collects information from a variety of sources each year to understand issues that reflect significant economic, environmental and social impacts on the organization or that materially affect stakeholder assessments and decision-making. The Company also gathers feedback from external stakeholders and studies sustainability trends and global challenges, such as the United Nations Sustainable Development Goals, to understand potential opportunities and key risks. We also collect concerns from the operation process of the internal management team and various functional units through such as community monitoring			

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			systems and internal expert interviews.	
III. Environmental Issues				
1. Does the Company establish a proper environmental management system in response to its industry characteristics?	V		The Company primarily provides real estate brokerage services and does not engage in activities that generate significant pollution. Although we are not a manufacturing enterprise, we are committed to environmental sustainability and have actively established an ISO 14001 Environmental Management System (valid from July 2024 to July 2027). In addition, we have implemented the ISO 50001 Energy Management System (valid from October 2025 to October 2028) and the ISO 46001 Water Efficiency Management System (valid from June 2025 to June 2028). Each year, we review our environmental policies and management procedures to comprehensively identify areas for improvement and opportunities for advancement. The Company prioritizes the interaction between operations and environmental resources, proactively implementing and continuously obtaining various environmental verification statements. For details on the scope of these verifications, please refer to the certificates at: http://csr.sinyi.com.tw/en/certificates/verification-report.php. The Company fully adopts energy-saving and environmentally certified products and has introduced energy monitoring systems at both our headquarters and branch offices. We continue to promote the replacement and upgrade of equipment such as cooling towers and air conditioning systems with energy-efficient alternatives. In 2025, we invested approximately NT\$7,548 thousand in upgrading to energy-saving equipment, demonstrating our commitment to protecting the environment. The Company regularly conduct regulatory assessments through management systems to ensure the effectiveness and continuous improvement of our environmental management measures. In the “Behavioral Rules of Sinyi Conglomerate”, the Company expressly specifies the code of related environmental protection behaviors, and periodically performs publicity of related green energy knowledge to its colleagues. We still strengthen the concern and actualization of green environmental protection of colleagues in work and life as well as resource recycling in 2025. The Company requests colleagues to do recycling, to develop the habit of turning off light when	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			leaving, the branch stores to turn off the light of signboard before 22:00 except for the special circumstance. The Headquarter of the Company turn off the light automatically at noon for 1 hour and set temperature of air conditioners for 26°C in summer. For those who need to work overtime at night and on holidays, need to submit an air conditioning application system in advance.	
2. Does the Company endeavor to upgrade the utilization efficiency of various resources, and use the regenerated material with a low impact on environmental load?	V		To address energy conservation and efficiency improvement and in accordance with the "Sustainable Development Policy," the Company initiated greenhouse gas (GHG) inventories for its headquarters in 2010. Since 2014, we have continuously passed third-party verifications. In 2016, the scope was expanded to include all branch locations, achieving comprehensive GHG inventory and management across all the Company's operations. According to the ISO 14064-1 GHG inventory results, electricity emissions account for over 90% of Scope 1+2 emissions; therefore, energy reduction and low-carbon energy are the primary focuses of the organization's carbon reduction efforts. Additionally, as our main business is providing real estate brokerage services, carbon footprint analysis indicates that paper usage (including contracts and promotional materials) is the most significant material consumption in the service process. Consequently, reducing paper usage has been designated as a key focus for carbon footprint reduction. Therefore, the Company has established the following short- and medium-term strategic goals: Short-term strategic goals: Reduce GHG emissions (Scope 1+2) by 4.2% annually and carbon emissions per real estate brokerage service by 1% annually. Medium-term strategic goals: By 2030, reduce GHG emissions (Scope 1+2) by 90% compared with the base year, reduce carbon emissions per real estate brokerage service by 45% compared to the base year (Base Year: 2017), and achieve 100% renewable energy usage. The practical implementation of organizational carbon reduction primarily focuses on two directions: reducing source energy consumption and utilizing low-carbon or zero-carbon energy to lower electricity-related carbon emissions. The Company implemented the ISO 50001 Energy Management System (with current certification validity from October 2025 to October 2028), becoming the first real estate agency worldwide to be ISO 50001 certified. Through systematic	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy																
	Yes	No	Description of Abstract																	
			analysis, we have strengthened energy management measures. Major energy-consuming equipment, such as chillers and air conditioning systems, utilize products with energy-saving labels. Simultaneously, we continue to enhance employee awareness of carbon reduction to implement energy-saving and carbon-reduction practices. Regarding renewable energy, 2021 was marked as the "Inaugural Year of Green Power" for the Company, during which long-term corporate power purchase agreements (CPPA) were signed. Starting from 2025, the Company responded to Taipower’s small-scale green power procurement to diversify renewable energy sources. The purchased renewable energy (including solar and wind power) has been progressively transferred to the headquarters and various branches. In 2025, the renewable energy ratio reached 44%, a 22 percentage point increase from 22% in 2024. The Company will continue to increase the number of branches supplied with green power, aiming to reach a 100% renewable energy ratio by 2030 to fulfill our commitment to net-zero emissions. Energy and renewable energy information for 2024 and 2025 is provided in the table below: <table><tr><td></td><td>2025</td><td>2024</td><td>YoY%</td></tr><tr><td>Energy Consumption – Total Electricity Consumption (kWh)</td><td>11,180,222</td><td>11,297,379</td><td>-1.04%</td></tr><tr><td>Renewable Energy (kWh)</td><td>4,957,724</td><td>2,483,884</td><td>+99.6%</td></tr><tr><td>Renewable Energy (%)</td><td>44%</td><td>22%</td><td>+22%</td></tr></table> To implement low-carbon services, we utilize digital transformation to increase the degree of paperless operations and optimize the customer experience. We have introduced several innovative digital tools, such as "DocuHouse," which digitizes documents required in the home buying and selling process. It supports various customer needs, including remote, mobile, and tablet signing, while utilizing proprietary technology to resolve cybersecurity pain points. This not only provides customers with both convenient and secure services but also reduces paper consumption at every stage of the service. Furthermore, service optimization tools such as "Smart Recommendation," "Smart Matching,"		2025	2024	YoY%	Energy Consumption – Total Electricity Consumption (kWh)	11,180,222	11,297,379	-1.04%	Renewable Energy (kWh)	4,957,724	2,483,884	+99.6%	Renewable Energy (%)	44%	22%	+22%	
	2025	2024	YoY%																	
Energy Consumption – Total Electricity Consumption (kWh)	11,180,222	11,297,379	-1.04%																	
Renewable Energy (kWh)	4,957,724	2,483,884	+99.6%																	
Renewable Energy (%)	44%	22%	+22%																	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			"One-stop Property/Mortgage Search," "How Popular is My Home" and "One-tap clear" are designed for buyers and sellers respectively. These tools improve service efficiency and quality, providing more instantaneous service while significantly reducing marketing paper usage and waste. This minimizes environmental impact and lowers operational costs, thereby substantially enhancing the company's competitive advantage. In China and Taiwan, inheriting the spirit of the Company's faith, we dedicated to improving the efficiency of using of resource. Therefore, all construction projects are made designed with "Building Information Modeling", to reduce the impact on environmental resources.	
3. Does the Company evaluate potential risks and opportunities brought by climate change, and take response measures to climate-related issues?	V		The assessment of climate change-related risks and opportunities of the Company and the response measures are set out on pages 2-126 of this annual report.	Nil
4. Does the Company compile statistics of greenhouse gas emissions, water use, and total weight of waste in the past two years,	V		1. The greenhouse gas inventory results, confidence status, and reduction policies are listed on pages 2-129 of this annual report. 2. Water Resource Management (1) Identifying Water Resource Risks: As a real estate brokerage service provider, the Company does not engage in manufacturing processes that generate industrial wastewater. Our headquarters and branch offices are located throughout Taiwan, and all water usage is limited to domestic purposes, sourced from Taiwan Water Corporation and the Taipei Water	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
and does it establish policies for energy conservation & carbon reduction, greenhouse gas emission reduction, water use reduction, and other waste management?			Department. Wastewater from employee and visitor daily use is discharged through the municipal sewage system to wastewater treatment plants, posing no significant impact on the surrounding environment or community. To assess potential water-related risks, the Company utilizes the WWF Water Risk Filter and the WRI Aqueduct Water Risk Atlas to identify whether our operating regions fall within water-stressed areas. According to both tools, all the Company's locations in Taiwan are classified as low to extremely low risk. Forecasts for 2030 also indicate that Taiwan will maintain low to extremely low risk for water scarcity under medium- to long-term scenarios. The WRI Aqueduct assessment similarly identifies both current and projected 2030 water risks as low to medium. (2) Comprehensive Water Resource Management: Although the real estate industry is not classified as water-intensive and our water usage is primarily for daily employee needs, the Company recognizes stakeholders' growing concern for responsible water use and has designated water resource management as a key sustainability topic. The Company actively monitors global water management trends, tracks usage data, and conducts annual ISO 14046 Water Footprint Verification. Additionally, Sinyi Realty continues to maintain certification for the ISO 46001 Water Efficiency Management System, demonstrating a strong commitment to water stewardship. (3) Ongoing Water Conservation Initiatives: While water risk assessments indicate no significant operational threats, the Company remains proactive in tracking and analyzing water-related issues. Internally, the Company promotes water-saving awareness and has incorporated water resource management into its climate governance indicators, continuously promoting water conservation programs, including the procurement of products with Water Conservation Labels (such as faucets and toilets) and implementing flow-reduction devices on faucets to minimize water waste. To ensure water safety, regular water quality testing and pipeline inspections are conducted. To further enhance water efficiency, the Company has set a clear reduction target- aiming to reduce water consumption by 30% by 2030, compared with the baseline year 2017, which	

Evaluation Items	Facts of performance				The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy																								
	Yes	No	Description of Abstract																										
			recorded 74,111 cubic meters. (4)The company’s water consumption over the past two years is summarized in the table below. The increase in water usage in 2025 was primarily driven by an increase in total indoor man-hours during that period. To improve water management moving forward, we plan to go beyond simple conservation awareness by upgrading building facilities (such as replacing faucets and toilets with water-efficient models) to ensure continuous optimization of our resource efficiency. <table><tr><td></td><td colspan="3">Year 2025</td><td>Year 2024</td><td>Year 2017 (Baseline Year)</td></tr><tr><td></td><td>Actual</td><td>Compared with Last Year</td><td>Compared with Baseline Year</td><td>Actual</td><td>Actual</td></tr><tr><td>Total Annual Water Consumption (m³)</td><td>88,140</td><td>+19.8%</td><td>+18.9%</td><td>73,559</td><td>74,111</td></tr><tr><td>Water Intensity (m³ / NT\$ million)</td><td>11.26</td><td>+74.3%</td><td>+4.6%</td><td>6.461</td><td>10.762</td></tr></table> Note : Boundary of disclosed inventory information: The data covers the Company’s headquarters building, Administration Center, Sinyi Realty, and all branch locations. For the water resource management data over the past three years, please refer to: http://csr.sinyi.com.tw/en/environment/water-resources.php 3. Waste Management (1) Identification of Material Waste Issues: As the Company operates in the service industry, waste is primarily generated from employees’ daily activities, with no hazardous waste produced from manufacturing processes. Through greenhouse gas (GHG) verification and disclosure, the Company has calculated that carbon emissions from the treatment of solid and liquid waste account for approximately 0.0093% of indirect GHG emissions. Therefore, waste has not been identified as a material issue. All waste is managed in accordance with applicable local government regulations. (2) Promotion of Waste Reduction: The Company is committed to reducing waste generation. Measures include comprehensive				Year 2025			Year 2024	Year 2017 (Baseline Year)		Actual	Compared with Last Year	Compared with Baseline Year	Actual	Actual	Total Annual Water Consumption (m³)	88,140	+19.8%	+18.9%	73,559	74,111	Water Intensity (m³ / NT\$ million)	11.26	+74.3%	+4.6%	6.461	10.762
	Year 2025			Year 2024	Year 2017 (Baseline Year)																								
	Actual	Compared with Last Year	Compared with Baseline Year	Actual	Actual																								
Total Annual Water Consumption (m³)	88,140	+19.8%	+18.9%	73,559	74,111																								
Water Intensity (m³ / NT\$ million)	11.26	+74.3%	+4.6%	6.461	10.762																								

Evaluation Items	Facts of performance				The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy																									
	Yes	No	Description of Abstract																											
			implementation of food waste recycling after meals and other resource recycling practices. All waste is handled and processed by qualified professional recycling and cleaning service providers, contributing to environmental protection. (3) Reduction of Event-Related Waste: Since adopting the ISO 20121 Event Sustainability Management System, the Company expects all branches to follow sustainability principles, requirements, and guidelines when organizing events. Stakeholder concerns are considered throughout the event lifecycle, and improved resource management and recycling plans are implemented to minimize waste generation. The Company also leverages its influence to promote sustainability awareness among customers, employees, suppliers, and the general public, ensuring sustainable consumption and production patterns and fostering the growth of sustainability values. The increase in waste volume in 2025 compared to 2024 (as shown in the table below) was primarily due to a one-time surge in waste generated from a comprehensive headquarters clean-up conducted during 2025. <table><tr><td></td><td colspan="3">Year 2025</td><td>Year 2024</td><td>Year 2017 (Baseline Year)</td></tr><tr><td></td><td>Actual</td><td>Compared with Last Year</td><td>Compared with Baseline Year</td><td>Actual</td><td>Actual</td></tr><tr><td>(Headquarters) Waste Emissions (kg)</td><td>23,604</td><td>+40.2%</td><td>88.9%</td><td>16,831</td><td>12,494</td></tr><tr><td>(Headquarters) Waste Emissions Intensity (kg / million NTD)</td><td>1.478</td><td>+5.4%</td><td>-18.5%</td><td>1.478</td><td>1.814</td></tr></table> Note : Boundary of disclosed inventory information: The data covers the Company's headquarters building. For the waste management data over the past three years, please refer to: http://csr.sinyi.com.tw/en/environment/waste.php				Year 2025			Year 2024	Year 2017 (Baseline Year)		Actual	Compared with Last Year	Compared with Baseline Year	Actual	Actual	(Headquarters) Waste Emissions (kg)	23,604	+40.2%	88.9%	16,831	12,494	(Headquarters) Waste Emissions Intensity (kg / million NTD)	1.478	+5.4%	-18.5%	1.478	1.814	
	Year 2025			Year 2024	Year 2017 (Baseline Year)																									
	Actual	Compared with Last Year	Compared with Baseline Year	Actual	Actual																									
(Headquarters) Waste Emissions (kg)	23,604	+40.2%	88.9%	16,831	12,494																									
(Headquarters) Waste Emissions Intensity (kg / million NTD)	1.478	+5.4%	-18.5%	1.478	1.814																									

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			(5) Implementing Green Procurement and Advancing the Circular Economy: The Company has integrated green procurement into its core purchasing principles. In 2025, our green procurement expenditure reached NT\$244,642 thousand, representing a significant growth of over 2.8 times compared with 2024. Furthermore, we remain committed to the development of a circular economy by actively leveraging our corporate influence to integrate circularity into community life. For instance, our branch offices offer item-lending services that prioritize "borrowing over buying," thereby enhancing resource efficiency and reducing unnecessary consumption. Simultaneously, our "Sinyi Community" (Community-as-One) initiative" has accumulated numerous award-winning cases based on circular economy models. By embedding the 3R principles – Reduce, Reuse, and Recycle – into daily life, we collaborate with stakeholders to promote sustainable consumption and production patterns.	
III. Social Issues				
1. Does the Company establish related management policies and procedures in accordance with related laws and international covenants on human right?	V		Since the Company first came into being, we have always adhered to the faithful spirit of "people-oriented", and faithfully complied with the "Universal Declaration of Human Rights," the "Ten Principles of the United Nations Global Compact," the "International Covenant on Civil and Political Rights," the "International Covenant on Economic, Social and Cultural Rights," the "UN Guiding Principles on Business and Human Rights," the "Convention on the Elimination of All Forms of Discrimination against Women," the "Women's Empowerment Principles," and the "Children's Rights and Business Principles" as well as such human rights standards, to put an end to any violations of human rights. As always, we respect and treat entire Sinyi staff members with dignity through stipulating the "Regulations on Human Rights Policy", respecting the protection sit forged by the International Bill of Human Rights. Please refer to Page 6-5 for the policy which is also posted on the Company's website: https://res-demo.sinyi.com.tw/investors/uploads/files/Human_Rights_Commitment_of_Sinyi_Realty_EN.pdf The Company also made it clear that each colleagues by common faith-based philosophy, culture and cohesion become an important corporate value. Every colleagues in the Company has equal opportunity, not because of race, sex, religion, marital status, nationality and in any form of discrimination, and has equal	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy										
	Yes	No	Description of Abstract											
			implementation of the principle of freedom in employee-related policies, to achieve the concept of people-oriented practice. In addition, we require suppliers and all business partners to conduct business activities in the very prime principle of absolutely no infringement upon fundamental human rights to ensure that they are treated fairly and with dignity. On the grounds of the aforementioned guiding policies, the Company's human rights management policies, specific programs and implementation as concretely enumerated below: <table><tr><th>Human right management policies</th><th>Specific programs and implementation</th></tr><tr><td>We provide and ensure safe and healthful workplace environment.</td><td> •Please take the detailed description of the working environment for industrial relations on page 4-30 and the protection measures relating to the safety of employees as reference. •The unit responsible for protecting the health of colleagues: Happiness and Health Management Center </td></tr><tr><td>Help Sinyi teammates maintain and ensure sound physical and mental health and work-life balance</td><td> •We launch “EAP Colleague Assistance Program”. •Sinyi grants full financial subsidy for employees as required for health examination. •Flexible working time •Doctors on-site service checks the health of colleagues. •Sinyi provides subsidies of company trips and various clubs for employees. </td></tr><tr><td>Sinyi launches “three highs” policy, i.e., high-pay, high-development and high-concern.</td><td> •A newly hired -Sinyi salesperson is assured for the salary of NT\$50,000 dollars per month for six months. •The Company is well known for very sound and unobstructed channels for promotion, without the so-called double-yellow-line against promotion. •The Company implements the mentorship system, cultivates and trains newly hired teammates with the “palm-down (i.e. “giver”) concept. </td></tr><tr><td>Support for Freedom of</td><td> • The Company respects the rights of employees to organize and </td></tr></table>	Human right management policies	Specific programs and implementation	We provide and ensure safe and healthful workplace environment.	•Please take the detailed description of the working environment for industrial relations on page 4-30 and the protection measures relating to the safety of employees as reference. •The unit responsible for protecting the health of colleagues: Happiness and Health Management Center	Help Sinyi teammates maintain and ensure sound physical and mental health and work-life balance	•We launch “EAP Colleague Assistance Program”. •Sinyi grants full financial subsidy for employees as required for health examination. •Flexible working time •Doctors on-site service checks the health of colleagues. •Sinyi provides subsidies of company trips and various clubs for employees.	Sinyi launches “three highs” policy, i.e., high-pay, high-development and high-concern.	•A newly hired -Sinyi salesperson is assured for the salary of NT\$50,000 dollars per month for six months. •The Company is well known for very sound and unobstructed channels for promotion, without the so-called double-yellow-line against promotion. •The Company implements the mentorship system, cultivates and trains newly hired teammates with the “palm-down (i.e. “giver”) concept.	Support for Freedom of	• The Company respects the rights of employees to organize and	
Human right management policies	Specific programs and implementation													
We provide and ensure safe and healthful workplace environment.	•Please take the detailed description of the working environment for industrial relations on page 4-30 and the protection measures relating to the safety of employees as reference. •The unit responsible for protecting the health of colleagues: Happiness and Health Management Center													
Help Sinyi teammates maintain and ensure sound physical and mental health and work-life balance	•We launch “EAP Colleague Assistance Program”. •Sinyi grants full financial subsidy for employees as required for health examination. •Flexible working time •Doctors on-site service checks the health of colleagues. •Sinyi provides subsidies of company trips and various clubs for employees.													
Sinyi launches “three highs” policy, i.e., high-pay, high-development and high-concern.	•A newly hired -Sinyi salesperson is assured for the salary of NT\$50,000 dollars per month for six months. •The Company is well known for very sound and unobstructed channels for promotion, without the so-called double-yellow-line against promotion. •The Company implements the mentorship system, cultivates and trains newly hired teammates with the “palm-down (i.e. “giver”) concept.													
Support for Freedom of	• The Company respects the rights of employees to organize and													

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy													
	Yes	No	Description of Abstract														
			Association	join various clubs and organizations, and provides legitimate and diverse activities.													
			We recruit newly hired Sinyi teammates exactly according to law, absolutely free of potential discrimination.	•We ensure that the Company’s recruitment teams handle the employment process in accordance with relevant laws and regulations, e.g., Labor Standards Act, absolutely without potential discrimination on race, gender, age and other aspects. •We arrange all newly hired employees to attend the workplace equality courses.													
			Here at Sinyi Group, we absolutely prohibit forced labor, child labor and human trafficking and faithfully abide by local government labor laws.	•We faithfully implement the vacation system and adjusting attendance time of sales colleagues of all branches , we encourage colleagues to focus on work-life balance. •The Company follows government labor regulations, complies with local laws and regulations regarding the minimum age for employment, does not employ child labor, and strictly prohibits human trafficking..													
			We have executed human rights clauses with suppliers and implemented on-site audit practice.	• From 2013, the Company incorporates supplier human rights clauses into its standard contracts and regularly update them in accordance with international trends and regulations. The sustainability clauses have been consolidated and revised into the "Supplier Code of Conduct and Sustainability Commitment," and all key suppliers are invited to sign it.													
			In an effort to profoundly cultivate Sinyi teammates’ understanding in their rights and interests, help maintain their physical and mental health as well as work balance, and fully implement education and training of newly hired employees, we faithfully carry out the 2025 advanced study with hours and person times as follows:														
			<table><tr><th rowspan="2">Issues and related courses</th><th colspan="3">Newly hired employees oriented training programs</th></tr><tr><th>Hours per course</th><th>Total courses</th><th>Total trainees</th></tr><tr><td>Introduction of salary and benefits for newly</td><td>0.5</td><td>12</td><td>317</td></tr></table>			Issues and related courses	Newly hired employees oriented training programs			Hours per course	Total courses	Total trainees	Introduction of salary and benefits for newly	0.5	12	317	
			Issues and related courses	Newly hired employees oriented training programs													
Hours per course	Total courses	Total trainees															
Introduction of salary and benefits for newly	0.5	12	317														

Evaluation Items	Facts of performance				The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy																					
	Yes	No	Description of Abstract																							
			<table><tr><td>hired non-sales staff (online)</td><td></td><td></td><td></td></tr><tr><td>Introduction of salary and benefits for newly hired sales staff (online+physical)</td><td>1</td><td>44</td><td>513</td></tr><tr><td>Awareness of the Business Philosophy of Sinyi (online+physical)</td><td>1</td><td>44</td><td>830</td></tr><tr><td>Workplace Health Management (online+physical)</td><td>0.5</td><td>44</td><td>830</td></tr><tr><td>Total</td><td></td><td>144</td><td>2,490</td></tr></table>				hired non-sales staff (online)				Introduction of salary and benefits for newly hired sales staff (online+physical)	1	44	513	Awareness of the Business Philosophy of Sinyi (online+physical)	1	44	830	Workplace Health Management (online+physical)	0.5	44	830	Total		144	2,490
			hired non-sales staff (online)																							
			Introduction of salary and benefits for newly hired sales staff (online+physical)	1	44	513																				
			Awareness of the Business Philosophy of Sinyi (online+physical)	1	44	830																				
			Workplace Health Management (online+physical)	0.5	44	830																				
			Total		144	2,490																				
			In an effort to implement thoroughly the concept of promoting colleagues' occupational safety, we invited expert to conduct a 1-hour online course on occupational safety and health and listed it as a compulsory item. The relevant training hours and attendance facts are as enumerated below:																							
			<table><tr><th rowspan="2">Topic</th><th rowspan="2">Hours per session</th><th>New hires</th><th>Existing employees</th></tr><tr><th>No. of people</th><th>No. of people</th></tr><tr><td>Occupational safety and health management</td><td>1</td><td>331</td><td>4,360</td></tr></table>				Topic	Hours per session	New hires	Existing employees	No. of people	No. of people	Occupational safety and health management	1	331	4,360										
			Topic	Hours per session	New hires	Existing employees																				
					No. of people	No. of people																				
Occupational safety and health management	1	331	4,360																							
The Company strictly abides by the relevant government regulations, implements the labor laws and regulations and protects the rights and interests of colleagues. In addition to the establishment of labor committees in accordance with the law, and the holding of quarterly labor meetings, colleagues can also through the unit or cross-unit communication platform to put forward ideas and advice, to achieve full communication and effective solution to the problem.																										
2. Does the Company have	V		The Company launched our in-house digital currency “SinFu Coin”, so that our colleagues can select the benefit offerings that cater to their needs. The Company has also enhanced the welfare		Nil																					

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
reasonable employee benefit measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries?			package. The optional items such as learning & growth, physical health, family time and holidays are extended so that our colleagues can achieve a balanced development and enjoy the flexibility and leeway to create their own happiness. 1. Salaries: The end-of-year bonuses are based on 1/3 of the Company's post-tax operating income and distributed to all the employees according their respective tenures and performances. This is to encourage everybody to strive for the Company's goals and targets. According to the Company's Articles of Incorporation, employee remunerations shall not be below 10‰ of the annual profits which include at least 8‰ the profit shall be non-executive employees' compensation. The details of the management's remunerations are provided in page 2-21. The salaries and bonuses to other colleagues are described below: i. Sales team: We provide new hires a guaranteed monthly salary of NT\$ 50,000 for six months so that they can focus on learning and developing basic skillsets in serving customers. We offer high basic salaries with a low commission rate to permanent salespeople. In order to avoid any behavior that may jeopardize the interest of our customers in pursuit of high bonuses. We also allocate a percentage of team bonuses for the frontline sales team and branch stores, to encourage collaboration among our salespeople. To incentive our sales personnel for personal development and long tenures with the Company, we also distribute long-term development bonuses, with the distribution criteria adjusted in 2024 to encourage salespeople to stay with the Company long-term. This retention bonus is payable after they have attained a performance threshold at the end of the year and continue to serve in our Company for another two years. Those who show performance growth compared to the previous period can receive the full bonus one year earlier. ii. Support staff: The salaries of support staff are determined according to job functions, responsibilities, expertise and the consumer price index. The Company participates in annual salary surveys in the industry and refers to market rates and our overall profits and employee performances in offering promotions and raises pursuant to the Operational Guidelines for Annual Salary Adjustments and Promotions of Support Staff. The average	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			salary adjustment rate for support staffs in 2024 is approximately 4%. Starting in 2024, the "High-Performing Support Staff Bonus" allows Employees who achieve challenging performance targets to receive up to five months' worth of bonuses. iii. As officially resolved by the Board of Directors Meeting on February 26, 2026 for allocation of the compensation to employees came to NT\$3,675 thousand based on 10‰ of the profit according to the Company's Aritcle of Incorporation (including non-executive employees' compensation of NT\$3,491 thousand, 9.5‰ of the profit). 2.Holidays and other benefits: The Company's leave and holiday system is designed in according with the Labor Standard Act. In addition to the abovementioned "SinFu Coin", we also encourage our colleagues to complete their careers and achieve the conversion of the life status. We hand out a subsidy of NT\$120,000 for any colleague who is having his/her second child. Employees with good performances may also be nominated for the overseas reward trips paid by the Company. Finally, we provide discounts in service charges if our colleagues want to purchase any of our property listings, also purchase a housing project built by a subsidiary of the Group, you will also have a preferential employee price. Please refer to page 4-32 "Employee Relationship" for details of employee benefits. 3.Workplace Diversity and Equality: The Company has always adhered to the "people-oriented" spirit of Sinyi, and created a better working environment for gender equality in the workplace. In 2025, the average proportion of female employees has reached 42.4%, the average proportion of female supervisors is 23.6% and the proportion of female executive supervisors is 21%. The Company does not differentiate salaries based on gender for employees of the same rank and equivalent qualifications. Particularly, the monthly salary for new business colleagues is set at NT\$50,000, and their future salaries will be based on their performance, in accordance with the Company's salary reward system, without regard to gender. Similarly, the salaries of staff members are determined based on their professional abilities, qualifications, and performance, with no consideration of gender affecting annual salaries. The gender pay ratios of female to male in the Company are as follows: Gender Pay Gap for Full-Time Employees in 2025	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			(Male/Female) %, for managerial positions, it is 291.25%, and for colleagues, it is 132.65%.	
3. Does the Company provide employees with a safe and healthy working environment, and implement safety and health education to employees on a periodical basis?	V		The Company, besides the legally required labor health insurance, also purchases group insurance for employees. In addition, it provides a free health examination once every two years; for the formal colleagues above (including) 40 years old, a health examination once every year would be provided. The Company also encourages colleagues to found various association activities and provides budget subsidy; meanwhile, "EAP Employee Assistance Project" is also promoted continuously. What is more, the Company also periodically holds personal and accident calamity safety lectures, to build a safe worksite environment. We provide safety working environment and necessary equipment to build up a friendly work place, and please see our major policy: 1. Personal safety, security for equipment & facilities: (1) Formed the committee of security, health and welfare, in accordance with regulations and the need of license, the administrator have to train certain numbers of time per year , and the head of human resources serve as the supervisor of the committee of security, health and welfare. (2) Formulate an emergency response process for branch stores and all female brokerage employees and branch secretaries are provided with carry-on alarm. Besides, each branch is established with 24-hour security monitoring system. (3) Anti-fire seminars sponsored on a half-year regular basis. Broadcast a short video advocating for traffic safety regulations at the monthly meeting every month; quarterly letters are sent to publicize the safety of electricity use for all employees and all units; regular meetings and emails are used to publicize work safety and sexual harassment prevention and control measures. (4) In 2025, a total of 4 sessions of secretary Automated External Defibrillator(AED) and CPR education training were conducted.	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			(5) Training for workplace health and safety at work for new recruits. (6) Fully installed store stairs for the stop-slip, and each branch is equipped with fire extinguishers. (7) The Disabling Injury Frequency Rate (FR) was 11.46 cases per million working hours, while the Disabling Injury Severity Rate (SR) was 74.5 days per million working hours. Over the course of the year, a total of 135 cases of occupational injuries resulting in disability were recorded, leading to 878 lost workdays. These incidents accounted for 2.96% of the total workforce of 4,547 employees at the end of 2025. I. Traffic safety has been designated as a key focus area within the annual occupational safety training program. Traffic incident case studies are utilized to enhance employees' awareness of traffic safety, reinforce safe driving and defensive driving concepts, and reduce the risk of traffic accidents. II. For every traffic accident, the Occupational Safety Office proactively conducts follow-up calls and requires store managers to strengthen safety training efforts to prevent recurrence. Additionally, accident cases are compiled into educational materials to enhance employees' overall safety awareness. III. The Company continues to promote subsidies for full-face helmets and offers "Sinfu Coin" for motorcycle safety inspections, ensuring that employees maintain safe riding practices. IV. Defensive driving awareness initiatives are actively promoted to reinforce employees' safety consciousness and risk assessment capabilities while driving, ultimately reducing the occurrence of traffic accidents. (8) There were no fire incidents in 2025. 2. Efforts to set up green workplaces: (1) Set up a personalized "Health Management Center" on the Company's internal website to	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			provide an annual health check record for colleagues to record health data and other information at any time. (2) Continually enhance wholesome workplace environments, e.g., poison-free decoration, disinfection on a quarterly regular basis. (3) Obtain the related verification: I. "Certificate of Voluntary Health Promotion for a Health Workplace " granted by Health Promotion Administration, MOHW (certification period: 01/2025-12/2027). II. Period Extension of Breastfeeding Room Certificate awarded by Department of Health, Taipei City Government (certification period: 09/2023-08/2026). III. Sports Enterprise Certificate awarded by Sports Administration, Ministry of Education for holding various ball games and sports. IV. Obtained ISO 45001 Occupational Health and Safety Management System Certification.	
4. Does the Company establish effective career competency development and training plans for employees?	V		The Company provides a comprehensive training and development system designed to cultivate professional competencies for employees at all levels, including new employee orientation, advanced professional training, branch supervisor training, and regional manager training. In addition, tailored learning roadmaps are offered for each job grade to support structured and continuous development. Every year, the Company also implements a professional certification system to help employees assess their individual competencies and encourage them to pursue ongoing professional growth. Beyond in-person courses, the Company offers an “e-Learning” digital platform, allowing employees to access learning resources anytime and anywhere to further enhance their skills. In 2025, the Company and its subsidiaries conducted a total of 2,504 training sessions, amounting to approximately 12,000 training hours, with a cumulative attendance of around 195,000 person-times and a total training investment of approximately NT\$26 million. The Company also actively promotes the Individual Development Plan (IDP) program, combined with competency assessment tools. Under this program, supervisors conduct one-on-one discussions with employees to develop personalized growth plans based on individual capabilities and career	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			aspirations. Furthermore, the Company integrates business ethics training materials into its curriculum to strengthen employees' alignment with Sinyi's core values. To support organizational growth and enhance job-related skills, employees are encouraged to apply for external training programs aimed at improving professional capabilities. The Company either fully sponsors or subsidizes 50% of the training fees, and employees may also utilize the flexible benefits system to access diversified learning resources. In 2025, the Company provided approximately NT\$1,309 million in subsidies for external training and development. Additionally, to help students prepare for their future careers and to attract outstanding young talent, the Company has established industry-academia partnerships with key universities and continues to promote the "Full-Time Real Estate Broker Internship Program." The program offers competitive compensation and a comprehensive training structure, allowing interns to develop both their mindset and professional skills through a variety of courses and hands-on activities. This initiative ensures students gain in-depth knowledge of real estate brokerage operations and seamlessly transition from academia to the workplace.	
5. Does the Company regularly conduct employee satisfaction surveys and propose improvement plans?	V		The Company Human Resources Department is responsible for conducting the annual "Organizational Identity and Employee Satisfaction Survey", of which survey period covering from November 1, 2024 to October 30, 2025. The dimensions of 2025 annual survey included "organizational values and culture", "career development learning", "supervisor leadership and support", "work content and characteristics", "employee well-being and dedication", "interpersonal relationships and cooperation" and "salary system and benefits". The number of respondents to the 2025 employee satisfaction survey was 4,100 collected with 2,999 were valid. The overall valid response rate was 73%, higher than in 2024. the overall average score was 3.78 points, slightly lower than in 2025, mainly due to major adjustments in external policies that affected the real estate industry in 2025, which had a certain impact on the morale of the colleagues and was also reflected their work input and output effectiveness as well as their salary performance. In this survey, the three dimensions of "supervisor leadership and support", "work content and	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			characteristics ", and "interpersonal relationships and cooperation" are good, reflecting that the Company has a good foundation for supervisor support, work meaning, and teamwork. However, there is still room for improvement in "personal well-being" and "work-life balance". In response to the survey results, the Company will start the following two major directions in the future: 1. To strengthen the implementation of the concept and the workplace psychological safety atmosphere, supervisors take the lead in implementing quality dialogue and promoting a psychological safety culture, to establish a working environment where discussion, feedback, and encourage different opinions and to make Dream-Fulfillment Action Program a support tool . 2. To reshape the fairness and incentive effect of the compensation system, create a better reward system, enhance benefits, focus on physical and mental health and pay attention to the career development of colleagues, so that the direction of efforts is clearly visible.	
6. Does the Company comply with relevant regulations and international standards in customer health and safety, customer privacy, and marketing and labeling its goods and services, and has it established	V		1. The Company strictly abides by the relevant government regulations, stipulates related marketing advertising regulations, and prepares "advertising review standard manual" for personnel to follow. Some marketing documents need to be reviewed by the Company's Department of Customer Service before marketing. Besides, with the popularization of mobile devices, marketing methods have shifted from traditional paper to digital marketing such as data, videos, and live broadcasts to attract customers. In order to enable colleagues to comply with advertising marketing regulations, videos and other multimedia advertisements are included in the review criteria to ensure legality of multi-advertising marketing. The Company requires its salespersons to be honest with customers without any hypocrisy to conceal. If any violation of the related regulations occurs, the salespersons shall be punished and the violation shall be announced on the Company's website, so that other colleagues shall be vigilant. 2. For the protection of personal data, the Company stipulated marketing, using, processing, archiving, deleting, destroying procedures about personal data, and also set up an internal	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
consumer rights protection policies and complaint procedures?			personal information protection organization to protect information and comply with the relevant personal protection act polices. All levels staff shall be trained to be familiar with the provisions of relevant laws. In addition, the Legal Affairs Office conducts at least two unannounced inspections each year to randomly audit the implementation of personal data protection practices across all departments. The Company has also established the "Sinyi Group Internal Data Protection and Personal Data Protection Act Compliance Guidelines," under which all employees are required to sign a "Confidential Information and Personal Data Protection Compliance Commitment." Moreover, the Company has incorporated courses on trade secret protection and personal data protection into the onboarding training for all new hires. In 2025, a total of 1,100 new employees completed the training, accumulating a total of 1,045 training hours. 3. The Company and its subsidiaries mainly provide real estate brokerage services which have no direct relationship the health and safety of customers. However, before introducing the houses to the customers, a house survey should be conducted to determine whether the risk of structural safety exists. Besides, the Company uses the database or has its staff to check whether there is a risk of excessive chlorine ions or radiation and fully discloses the information in the instruction of real estate which the salespersons should be required to explain in detail. The record of the instruction of real estate shall conform to the “provisions of what should be described in the instruction and what should not” stipulated by the Ministry of the Interior. In addition, when pre-selling presale houses, the salespersons are also required to follow the “provisions of what should be described in the standard form contract of presale houses transaction and what should not” stipulated by the Ministry of the Interior and there must be no advertising falsehoods. Some subsidiaries in the real estate development industry shall keep the quality of materials and construction, insist on providing a complete "building resume" and are strictly prohibited to cut corners, which will balance the environmental sustainability and consumer health. When conducting the architectural design, we also need to consider ventilation to create a good living environment for the customers. 4. The Company has set up a toll-free customer feedback hotline at 0800-211-922 and an online	

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			service platform at cs@sinyi.com.tw, providing customers with various channels to offer feedback. This ensures the collection of customer suggestions and helps resolve any service-related issues or needs. Customers can share their opinions or file complaints through the toll-free hotline or email to safeguard their rights. The Company has also established the "Sinyi Real Estate Service Quality Survey and Handling of Unsatisfactory Cases" policy. Through an outsourced service provider, customers are proactively contacted for phone surveys regarding their service quality experience, aiming to enhance service capabilities and protect customer rights.	
7. Has the Company established a personal data protection policy in accordance with its annual report disclosures and corporate governance framework?	V		The Company has established the "Sinyi Group Internal Data Protection and Personal Data Protection Act Compliance Guidelines" to define rigorous standards for securing group-wide data and ensuring compliance with the Personal Data Protection Act and relevant regulations. Furthermore, a dedicated Data Protection Task Force has been organized to promote operational standards and conduct regular audits on implementation. To foster a robust culture of data privacy, we provide annual training and legal awareness programs for all employees, enhancing their alertness and expertise in privacy protection.	
8. Does the Company have a supplier management policy, requiring suppliers to comply with regulations on environmental	V		The Company adheres to international regulations (such as the UN Global Compact, ILO, Universal Declaration of Human Rights) and international standards (ISO 9001, ISO 26000, ISO 20400, etc.), using its business philosophy as the foundation for the development of its supply chain management policies. The Company aims to create, protect, and promote sustainable economic, social, and environmental development in collaboration with suppliers when delivering products and services to the market. By sharing resources and working with suppliers for mutual benefit, we strive to achieve "Ethical Business Conduct" in supply chain management. When selecting suppliers, in addition to considering quality, delivery time, and cost, the Company conducts due diligence on suppliers with a single purchase amount exceeding NT\$3 million,	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
protection, occupational safety and health, and labor rights, and what is its implementation status?			focusing on their ESG sustainability practices and compliance over the past two years. In 2021, we introduced ISO 20400 Sustainable Procurement, and we continue to pass BSI annual audits, incorporating ESG considerations into procurement supplier selection, management, and risk assessment processes. 1.Environmental: We procure raw materials and products with certifications such as Green Building Material Labels, environmental protection, and water-saving marks, integrating green procurement principles into our procurement policy. In sales venues, we introduce green renovation certifications, working with suppliers to enhance practices that promote human health and environmental sustainability. 2.Social: During project collaborations, we conduct audits on suppliers' occupational health and safety, labor rights, and other issues, assessing their implementation and challenges, and working together to develop improvement measures. In accordance with Article 2 of the Occupational Safety and Health Act, occupational accidents refer to diseases, injuries, disabilities, or deaths caused by workplace buildings, machinery, equipment, materials, chemicals, gases, steam, dust, or operational activities. 3. Corporate Governance: We invite key suppliers to sign the "Supplier Ethical Business Practices and Sustainable Development Commitment" when entering contracts, ensuring 100% compliance. All procurement personnel are required to sign the Sinyi Group Code of Conduct, and the Company has set up an Ethics and Sustainability Promotion Office as a channel for supplier complaints and whistleblowing. We emphasize fair operations, anti-corruption measures, and work with suppliers to enhance integrity governance and create sustainable value.	
9. Whether the Company assesses the risks or opportunities to the community and adopts	V		The Company operates more than 400 branches in Taiwan, covering metropolitan areas such as Taipei, New Taipei City, Taoyuan, Hsinchu, Taichung, Tainan, and Kaohsiung. We primarily provide real estate brokerage services rather than producing physical goods, resulting in relatively minimal environmental or other impacts on communities. On the contrary, our service model allows our agents to engage deeply with local neighborhoods, interact with residents, and identify unmet housing needs. Our service offerings range from window screen repairs and school traffic	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
specific corresponding measures and their implementation effects			assistance to organizing community events and nationwide painting contests. Through these activities, our agents establish strong mutual trust with local residents, gradually becoming good neighbors and integrating into community life. Sinyi has more than 20 years of experience in assisting the community Zhongyuan Pudu, and is expected to assist more than 3,000 communities by 2025 and freely provide about 5,000 tents to the community to use. In addition, about 50,000 packs of safe rice have been prepared this year, and some community branches have taken the initiative to order more, showing that community residents and committee members love these creative accessories. In May 2025, the Company sponsored 230 tents at the FUNNY FAIR parent-child market in front of the Taipei Pop Music Center Cultural Center, hoping to allow parents and children to go outdoors hand in hand and create a better life together. Since 2025, the Company's Neihu Experimental Store has regularly held life lectures and exchange activities, accumulating nearly 20 so far, as well as providing life services such as tool free borrowing, 24-hour water and electricity repair, air conditioning cleaning, and shared space. The first joint market organized by the seven major communities in Taoyuan City's Xiaohuixi Rezoning Area was held in November 2025, with a total of more than 100 groups of local and specialty booths participating, and more than 3,000 people poured in in a single day. On the day of the event, the Company not only sponsored some tents, but also prepared popcorn for the people present, and set up a large air cushion slide to let the children have fun and spend a wonderful holiday afternoon with the residents.	
10. Whether the Company invests resources to support the development of domestic culture, and what is its	V		1. The Company established the Sinyi School in 2011, which often holds free lectures on humanistic life and social care, and continues to hold high-quality lectures both online and offline, so that the general public have the opportunity to contact art and cultural activities, and the total investment cost in 2024 is about NT\$1,006 thousand. The "Jimmy Moon Bus" donated by the Company to the Taipei City Government is a well-known installation art in Xinyi District, Taipei City, which is maintained by the Company.	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy		
	Yes	No	Description of Abstract			
support methods and results?			2. The Company has long been committed to promoting and supporting various cultural activities, giving back to society through concrete actions. In 2025, the Company provided financial sponsorships for several events, including the "PaperWindmill Theatre Tour" and "The 8th Annual Kishu An Forest of Literature: Campus Periodical Exhibition and Competition." We also sponsored the "Rural Reading Promotion Initiative: The Mandarin Daily News Literacy Pilot Class for Underserved Schools". Additionally, the Company strongly supported the "7th Taipei Music Academy & Festival" and Taiwan Supermen Movie Screening Series (10 Sessions): Power of Love Taiwan 3D Association". Moreover, we backed Neo-Classical Chamber Ensemble’s music theatre production and " Heroes with Heart Charity Concert" held by Chen-Yung Foundation. In total, our sponsorship amounted to approximately NT\$6,280 million. In addition, through the activities of the Community One Project , the Company also supports the communities to support local projects in the form of theaters, with a total of NT\$ 975 thousand. Through these diverse sponsorship efforts, the Company aim to inject more vitality into Taiwan's arts and cultural sector, planting the seeds of culture to take root and flourish for generations to come.			
VI.Does the Company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the Company, such as corporate social responsibility reports? Do the reports above obtain assurance from a third party verification unit?						
The Company's 2024 Sinyi Realty Sustainability Report, published in 2025, was verified by the British Standards Institution (BSI) Taiwan and has obtained an independent assurance statement. The report was verified in accordance with the AA1000 Assurance Standard (AA1000AS v3), Type 1, and has achieved a Moderate level of assurance. The content complies with the GRI Universal Standards 2021 and SASB Standards (as of December 2023). The reporting framework is aligned with the “Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE and TPEx Listed Companies,” as well as with international guidelines including the United Nations Global Compact and ISO 26000 Social Responsibility Guidance. In addition, a separate Task Force on Climate-related Financial Disclosures (TCFD) Report was issued, which has obtained a statement of conformity. The maturity assessment of the TCFD disclosure has been rated as [Level 5 Plus: Excellent]. The detailed management of the report is as follows: <table><tr><td>Internal</td><td>☒ BOD reviews of ESG(Environment, Social, Governance) Performance and Strategic Objectives</td></tr></table>					Internal	☒ BOD reviews of ESG(Environment, Social, Governance) Performance and Strategic Objectives
Internal	☒ BOD reviews of ESG(Environment, Social, Governance) Performance and Strategic Objectives					

Evaluation Items		Facts of performance		The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
		Yes	No	
	Confirm	☒ TEM / Heads of departments reviews the contents of each chapter and the correctness of information		
		☒ Audit Unit verifies the reliability of related information and compliance with relevant regulations.		
		☒ The sustainability report is regularly presented to the board of directors. The "2024 Sinyi Realty Sustainability Report" was approved at the board meeting in July 2025.		
	External Confirm	☒ Financial data – Deloitte(TW)		
		☒ Environmental data – : ISO 14046 、ISO 14064-1 、ISO 14067 【BSI British Standards Institution】		
		☒ Other Non-Financial Information: Assured in accordance with AA1000AS v3 Type 1 at a moderate level of assurance; prepared in accordance with the GRI Universal Standards 2021 and SASB Standards (December 2023 version); and verified for TCFD alignment. 【Independent Assurance Provider: BSI (British Standards Institution)】		
		☒ Management System Certifications: Certified for ISO 14001, 46001, 50001, 45001, 20400, 20121, and 27001 by BSI (British Standards Institution), and ISO 9001 by TÜV NORD		
Each verification statement can be found at website: https://csr.sinyi.com.tw/en/certificates/verification-report.php				
Sinyi Development, has become an industry ESG benchmark through inclusive pre-construction practices, balancing the appropriate treatment of six key stakeholders. This approach embodies the concepts of anticipation, preparation, and prevention. In the 2024 Sustainability Report issued in 2025, Sinyi Development adopted the TCFD framework for climate-related financial disclosures, and received the highest certification – Level 5+: Excellence – from the third-party verification body, the British Standards Institution (BSI). This makes Sinyi Development the first in the construction and building industry to achieve this distinction, showcasing the Company's ongoing commitment to excellence in sustainable development.				
VI. In case a company establishes its own Sustainability Development Best Practice Principles in accordance with “Sustainability Development Best Practice Principles for TSEC/GTSM Listed Companies”, please describe its operation and the deviation from the established Best Practice Principles: The Company, in order to fulfill its corporate social responsibility and promote the balance and sustainable development of economic, social and environmental ecology, had its “Corporate Social Responsibility Best Practice Principles for Sinyi Realty Inc.” (the “Principles”) approved in the Board of Directors in December of 2010, to strengthen the actualization of corporate social responsibility, and incorporate it into the corporate management and operation. The Company also reviews the execution status of the said Principles on a periodical basis and makes improvement accordingly, and there has				

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
been no deviation status since its execution till present. The newest amendment to the Principles has been approved by the board of directors on January 18, 2023 and was submitted to the shareholders’ meeting for approval in May 2023.				
VII. Other important information facilitating to understand the operation status of corporate social responsibility: The Company and its affiliate companies have followed the operation concepts of “good faith” and “ethics” all the way, to internalize “active actualization of corporate social responsibility” to be our root values, maintained harmonious collaboration with various stakeholders, and been highly confirmed by various fields during these years with honor. The Company and the subsidiaries of the Company also have practical actions in CSR and won below awards in 2025: ● The Company won "GCSA-Reporting Award" for “Sustainability Reporting Award” 8 years in a row, and in 2025 was awarded the Gold Class; also awarded the Outstanding Class for "Best Practice Award". ● The Company was awarded the " Top Ten Domestic Exemplary Corporates Award (Service Industry Category)" of the TCSA Taiwan Sustainability Award for the 11th time, and, Sustainability Report was recognized as Platinum Level 1 in the real estate and construction industry. ● Responding to International Environmental Initiatives: Our company participates in the Net Zero 2030/2050 initiative, committing to a Net Zero emission target by 2030. We have received the "Green Level" Net Zero certification for three consecutive years (2022-2024) and further obtained the "Bronze Level" in 2025. We also continue to participate in the CDP (Carbon Disclosure Project) surveys, earning the highest "A" grade in climate change questionnaires for the third consecutive year in 2025 . Additionally, we have passed the Science-Based Targets Initiative (SBTi) and are committed to the 1.5°C carbon reduction target. ● Awarded the 21th "Vision Magazine ESG Corporate Sustainability Awards". The Company received three recognitions. The “Empowering Life Endurance – Silver Shine Service Program” won first prize in the Senior-Friendly category. It was also honored with the ESG Benchmark Award for Comprehensive Performance and the Outstanding Program Award in Low-Carbon Operations. ● The Company has been recognized for 19 consecutive years with the Commonwealth Sustainability Citizenship Award, the only recipient in the real estate brokerage service industry. In 2025, the company ranked 3rd in the Large Enterprise / Service Industry category and was named a Top 100 Finalist in the 3rd edition of the Commonwealth Talent Sustainability Award. ● The Company was ranked among the Top 5% of the listed companies in the Corporate Governance Appraisal by the Taiwan Stock Exchange Corporation (TWSE) for eleven consecutive years. ● The Company obtained the "Excellent" certification of CG6015(2025) of the Taiwan Corporate Governance Association, , valid from December 29, 2025,				

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Sustainable Development Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
to December 28, 2027.				
The awards listed above all shows that the Company and its affiliate companies have for a long term with basis on the core concept of “applying whatever acquired from a community to the community” promoted its corporate social responsibility as its own responsibility and are recognized by the community. In the future, the Company and its affiliate companies would continuously provide touching service, transfer the core value of corporate social responsibility, march toward the goal of sustainable operation, and endeavor to become a globalized local enterprise with comprehensive development. Other more related information can be referred to : (https://www.sinyicity.com/glory.php) (http://csr.sinyi.com.tw/).				

1.Implementation of climate-related information

Item	Implementation status
1.Describe the board's oversight of climate-related risks and opportunities.	Board and management oversight and governance of climate-related risks and opportunities : 1. The Board of Directors serves as the highest supervisory body for climate change management, responsible for reviewing the annual risk management report, implementation report, and audit report to ensure the effective operation of the Company's climate-related risk management system. The Board regularly reviews the impacts, performance, and strategic objectives of ESG matters and follows the Company's crisis management procedures to mitigate operational threats caused by unexpected climate events in a timely manner. Since 2022, the Board has conducted quarterly reviews of the Company's greenhouse gas inventory and verification progress. 2. The Chief Ethics Officer acts as the Risk Owner for the Group's major risk category- "Climate and Nature-related Risks".
2.Describe how the identified climate risks and opportunities will affect the Company's business, strategy and finances (short, medium and long term).	Short-term, medium-term and long-term impacts of climate risks and opportunities on enterprises: definition of management period: 1. Definition of Management Timeline : short-term (1 year), medium-term (~2030), long-term (2030-2050). 2. Risks and Opportunities : Following an analysis of the financial and non-financial impacts of climate-related risks, the primary physical risk identified is the "increasing severity and frequency of extreme weather events." Key transition risks include "national energy policies," the "transition to low-emission technologies (low-carbon services)," and "rising energy costs." Significant opportunities lie in the "development of low-carbon products and services" and "support for natural carbon sinks." In response, five major strategic pillars have been established: "Climate Governance and Action," "Green Real Estate for Better Living," "Low-Carbon Operational Management," "Sustainable Net-Zero Impact," and "Nature and Biodiversity."
3.Describe the financial impact of extreme climate events and transformational actions.	Impact of extreme weather events and transformation actions on finance: 1. Physical Risks Since most of our branch offices are located on the ground floor, the increasing severity and frequency of extreme weather events such as typhoons and floods may disrupt branch operations and affect transaction activities. Additionally, such events may cause damage to clients' properties. The anticipated impact includes revenue loss due to operational disruptions. 2. Transition Risks (1) National Energy Policies: These policies are expected to drive up indirect costs, primarily due to the upward

	trend in electricity prices. (2) Transition to Low-Emission Technologies (Low-Carbon Services): Failure to proactively develop low-carbon services may lead to a decline in consumer demand, resulting in a potential reduction in overall revenue. (3) Increased Energy Costs: To achieve our goal of 100% renewable energy by 2030, the Company is actively procuring green power. Given that the current unit price of renewable energy is higher than conventional grid power, this transition will lead to an increase in indirect operating costs (electricity expenses). It is estimated that reaching the 100% renewable energy target in 2030 will result in an annual energy expenditure increase of approximately NT\$26 million. 3. Transition Opportunities (1) Development and Expansion of Low-Carbon Products and Services: By continuously optimizing service processes and introducing green innovation services, the Company is expected to see increased demand for its services, leading to revenue growth. (2) Support of Nature carbon Sinks: the Company proactively invests in natural carbon sinks and carbon credits to simultaneously promote biodiversity and achieve net-zero emissions. By establishing a sustainability benchmark within the industry, these efforts are expected to enhance corporate reputation and attract ESG-focused investors.
4. Describe how the identification, assessment and management of climate risks are integrated into the overall risk management system.	Integrating climate risk into the overall risk management system : (1) The Company integrates climate-related and other operational risks into overall risk management system, and conducts regular identification, evaluation and management through standardized procedures. (2) Each department of the Company identifies relevant risks so that be reviewed at annual and quarterly plan-review meeting. The Board of Directors regards the impact of climate change as a material risk. (3) The Board of Directors is the top-level monitoring unit of climate change management, being responsible for reviewing annual risk management report, execution report, and audit report to ensure the effectiveness of climate-related risk management system. (4) The Audit Committee serves as the risk governance unit and is accountable to the Board of Directors. It oversees the Risk Management Team (Comprehensive Ethics Management Committee) and reviews its proposed resolutions before submitting them to the Board for approval. (5) The Risk Management Team (TEM committee) oversees the effectiveness of the risk management system and mechanisms. After reviewing the annual risk management report and risk execution report, it submits them to the

	Audit Committee to ensure that risks are properly identified, assessed, and managed. (6)Organization of risk management : https://www.sinyi.com.tw/investors/corporate-governance/risk-management
5.If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be explained.	Scenario Analysis : the Company applies two climate-related scenario analysis of “SSP5-8.5 and NZE+NDCs” to analyze physical risks and transition risks. (1) SSP5-8.5 : Based on the IPCC AR6 scenario SSP5-8.5 and the estimation from the Taiwan Climate Change Projection, Information Platform (TCCIP), and 2024 National Climate Change Science Report, the Company is expected to face physical risks due to increased frequency and intensity of severe typhoons, increased annual rainfall and rainfall intensity, as well as rising average temperatures in Taiwan. (2) NZE+NDCs: In alignment with the International Energy Agency (IEA) Net Zero Emissions (NZE) Scenario, the Paris Agreement’ s 1.5°C warming limit, and Taiwan’ s 2050 Net Zero Emissions Pathway, we assess the transition risks and opportunities arising from the shift toward a low-carbon economy and energy decarbonization. This analysis is further guided by the 2050 Net Zero Emissions goal, the Twelve Key Strategies, and the "National 2032 and 2035 Carbon Reduction Targets" (to be officially announced in 2025). (3)Please refer to the TCFD report for details https://csr.sinyi.com.tw/report/index.php
6.If there is a transition plan for managing climate-related risks, explain the content of the plan, and the indicators and goals used to identify and manage physical risks and transition risks.	Transformation plan and indicators and goals : In response to the opportunity for transformation arising from this “Climate Emergency”, the Company expects to influence its customers to move towards a low-carbon green economics to mitigate climate impact. Five major strategic pillars have been established according to risk and opportunity analysis: "Climate Governance and Action," "Green Real Estate for Better Living," "Low-Carbon Operational Management," "Sustainable Net-Zero Impact," and "Nature and Biodiversity. We have made action plans and stipulated indicators and objectives including: Greenhouse Gas (GHG) Emissions (Scope 1+2): A reduction of 4.2% annually, aiming for a 90% total reduction by 2030 (Base year: 2017); Service Carbon Footprint: A reduction of 1% annually, aiming for a 45% total reduction by 2030 (Base year: 2017). Carbon Emissions from Electricity Consumption: A reduction of 4.2% annually, aiming for Net Zero (100% reduction) by 2030 (Base year: 2017); Renewable Energy: Achieve 100% renewable energy usage by 2030.
7.If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Despite only a small consumer of electricity, the Company still proactively cooperates with Taipower to use the real-time power consumption data in multiple stores through API system connection. The system was officially launched in July 2024, enabling real-time integration of electricity consumption data (such as revenue generated per kilowatt hour) into the branch's daily management, serving as an important reference for operational management and cost analysis. The Company has set an internal carbon price of NT\$10,000 per metric ton of greenhouse gas emissions. This initiative

	aims to further strengthen the Company's carbon management mechanism and incentivize branches to continuously improve energy efficiency, moving toward a more sustainable and efficient operational model.
8.If there are climate-related goals set, the covered activities, scope of greenhouse gas emissions, planning schedule, annual progress and other information should be explained; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, it should be explained The source and quantity of carbon reduction credits to be exchanged or the quantity of renewable energy certificates (RECs).	The Company has established its 2030 greenhouse gas reduction target based on scientific methodology and has been audited by SBTi to align with the 1.5°C pathway. The Company has initiated a net-zero transition strategy and set short-to-medium-term targets. As to the relevant items related to greenhouse gas emission reduction, please refer to page 2-130. In 2025, the Company's total wheeled renewable energy reached 4,957,724 kWh. We did not use unbundled Renewable Energy Certificates (RECs) for offsetting Scope 2 emissions. We expect to progressively reach our goal of 100% renewable energy by 2030.
9.Greenhouse Gas Inventory and Verification Status, Reduction Targets, Strategies, and Specific Action Plans.	Please refer to page 2-130.

1-1 The recent two years' greenhouse gas inventory and verification status of the Company.

1-1-1 Greenhouse gas inventory information

1. According to the Sustainable Development Roadmap of Listed and OTC Companies: (1) The Company should start conducting greenhouse gas inventory in 2025 and complete the confidence of greenhouse gas inventory data in 2027 at the latest. (2) The Group should start conducting greenhouse gas inventory in 2026 and complete the confidence of greenhouse gas inventory data in 2028 at the latest. The Company's greenhouse gas inventory in 2024 and 2025 has been completed, and the subsidiaries in the consolidated statement has been conducting greenhouse gas inventory since 2025. 2. Data Coverage: Since 2017, the parent company, Sinyi Realty, has voluntarily conducted annual greenhouse gas (GHG) inventories and is scheduled to complete

the GHG inventories for all subsidiaries included in the consolidated financial statements by 2026. The organizational boundary is established based on the operational control approach. For facilities under the company's management or operational control, GHG emissions and removals are aggregated at the facility level using this methodology.

Sinyi Realty Parent Company (Individual Entities): Headquarters, Regional Service Headquarters, Valuation Services, Project Sales & Marketing
Consolidated Subsidiaries : An-Sin Real Estate Management, An-Shin Real Estate Management, Sinyi Development, Overseas Business Group (Sinyi Japan / Sinyi Malaysia) and Sinyi China Business Group

3. The following table summarizes the greenhouse gas emissions of the Company and its consolidated subsidiaries for the past two years:

		2025			2024	Base Year
		Actual	YoY%	Compared with the Base Year(%)	Actual	Actual
Sinyi Standalone	Scope 1 (tCO ₂ e)	385	-6.8%	-38.0%	413	621 (2017)
	Scope 2 (tCO ₂ e)	2,990	-28.4%	-49.2%	4,177	5,886 (2017)
	Total	3,375	-26.5%	-48.1%	4,590	6,507 (2017)
	Emissions Intensity (tCO ₂ e/NT\$ Million)	0.426	5.7%	-54.9%-	0.403	0.945 (2017)
Consolidated Subsidiaries	Scope 1 (tCO ₂ e)	220	-	-	-	220 (2025)
	Scope 2 (tCO ₂ e)	593	-	-	-	593 (2025)
	Total	813	-	-	-	813 (2025)
Parent Company and Consolidated Subsidiaries	Scope 1 (tCO ₂ e)	605	-	-	-	605 (2025)
	Scope 2 (tCO ₂ e)	3,583	-	-	-	3,583 (2025)
	合計	4,188	-	-	-	4,188 (2025)
	Emissions Intensity (tCO ₂ e/NT\$ Million)	0.365	-	-	-	0.365 (2025)

The above-mentioned greenhouse gas inventory data for 2024 years has been verified by BSI British Standards Institution Taiwan Branch (ISO 14064-1) and obtained a verification statement, and the 2025 annual inventory data is being verified by BSI.

Note 1: Direct emissions Scope 1 refer to emissions directly from sources owned or controlled by the company. Energy indirect emissions Scope 2 refer to indirect greenhouse gas emissions resulting from the importation of electricity, heat, or steam. Other indirect emissions Scope 3 refer to emissions generated by company activities that are not energy indirect emissions but come from sources owned or controlled by other companies.

Note 2: The scope of direct emissions and energy indirect emissions data coverage should be processed according to the schedule specified in Article 10, Paragraph 2 of this guideline. Other indirect emissions information may be disclosed voluntarily.

Note 3: Greenhouse Gas Inventory Standard: The Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 published by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product or service, or revenue, with at least the revenue data (in millions of New Taiwan Dollars) disclosed.

Note 5: The subsidiaries included in the consolidated financial statements conducted their first greenhouse gas (GHG) inventory and disclosure in 2025. Consequently, comparative GHG emissions data for these subsidiaries for the year 2024 is unavailable.

1-2 Greenhouse gas reduction targets, strategies, and specific action plans

1. Greenhouse gas reduction targets:

The Company has established its 2030 greenhouse gas reduction targets based on the Science Based Targets initiative (SBTi) methodology. These targets have been verified by SBTi to align with the 1.5°C pathway, leading to the deployment of our net-zero transition strategy. Short- and medium-term targets have been set, with greenhouse gas emission reduction-related items including:

- (1) Service Carbon Footprint (Carbon emissions per real estate brokerage service): A 1% reduction in 2025 compared to the previous year, and a 45% reduction by 2030 compared to the base year (2017).
- (2) Electricity Carbon Emissions: A 4.2% reduction in 2025 compared to the previous year, and a 100% reduction by 2030 compared to the base year (2017).
- (3) Greenhouse Gas Emissions (Scope 1+2): A 4.2% reduction in 2025 compared to the previous year, and a 90% reduction by 2030 compared to the base year (2017).
- (4) Renewable Energy Usage Ratio: 30% in 2025, and 100% by 2030.

2. Strategy

The Company has developed five strategic areas to achieve its net-zero transformation: "climate governance and action", "green real estate for a better life", "low-carbon operations management", "sustainable net-zero impact", and "nature and biodiversity". The Company integrates internal and external resources, leveraging digital and green transformations to provide green services that meet market demands for a low-carbon economy and climate resilience. Additionally, Sinyi Realty supports the development of renewable energy and responds to domestic and international climate initiatives, aiming to make sustainable impacts.

3. Specific action plans, and the achievement

- (1) As a real estate service provider, the Company focuses on improving energy performance to reduce greenhouse gas emissions. According to the ISO 14064-1:2018 inventory results, energy indirect emissions (Scope 2) account for over 90% of Scope 1+2 emissions. Therefore, greenhouse gas reduction efforts are primarily focused on improving energy performance and increasing the proportion of renewable energy. Action plans include the continuous implementation of the ISO 50001 Energy Management System to systematically reduce energy consumption and enhance energy efficiency. We are also progressively expanding the scope of renewable energy wheeling – moving from the headquarters building to branch offices – while diversifying renewable energy sources to increase the proportion of low-carbon or zero-carbon energy year by year.
- (2) The Company recognizes the importance of driving environmental sustainability. To actively respond to these responsibilities, we are committed to adopting various measures to increase natural carbon sinks while protecting biodiversity. As part of our efforts, we participate in the “Corporate Participation in Natural Carbon Sink and Biodiversity Conservation Project Matching Platform” organized by the Forestry and Nature Conservation Department of the Ministry of Agriculture. Through this platform, we are involved in the new afforestation projects for natural carbon sinks. The goal is to accelerate vegetation restoration, enhance forest density, and improve the forest's carbon sequestration capacity, while also maintaining local biodiversity. We hope to collaborate with the Taitung Branch of the Forestry and Nature Conservation Department to engage in activities such as tree planting, afforestation, and ecological monitoring. Through public-private partnerships, we aim to accelerate vegetation restoration and expand the coverage of quality forests. This effort will improve disaster prevention and resilience in hillside areas, while increasing the carbon sequestration capacity of forests. Additionally, by working with local labor teams, we aim to create more local job opportunities and encourage young people to return to their hometowns, thus helping to pass down forest management techniques to future generations. The aforementioned afforestation efforts align with the "Increasing Forest Area" objective under the "Forest Carbon Sinks" component of the "Taiwan 2050 Net-Zero Transition: Key Strategic Action Plan for Natural Carbon Sinks." This involves conducting new plantation projects on national, public, and private lands to enhance forest coverage and carbon sequestration capacity.

Since the launch of this project with 2.14 acres of foresting area in September 2024, through the public-private collaboration among the Forestry and Nature Conservation Agency (FANCA), the Company, local afforestation teams, and ecological survey teams, the preliminary afforestation and ecological baseline establishment have been successfully completed. Concrete results have been achieved, and an official completion inspection was conducted with the Taitung Branch in January 2026 at the afforestation site, with a Certificate of Achievement issued (<https://csr.sinyi.com.tw/certificates/pdf-certificates2025/forestESG.pdf>):

- A. For certain land plots, the planting of Taiwan Red Cypress (*Chamaecyparis formosensis*) and Taiwan Incense Cedar (*Calocedrus formosana*) was completed at the end of 2024 in accordance with the principle of "the right tree for the right site." The first round of replanting was completed in 2025, with weeding conducted quarterly (a total of five sessions completed as of April 2026) to facilitate the growth of newly planted seedlings. In January 2026, the Taitung Branch completed the official inspection of the afforestation site, confirming a survival rate of over 85%. This demonstrates that the initial afforestation and tending efforts have yielded significant results.
- B. For another portion of the land plots, where rich secondary forest ecosystems were discovered during implementation, a "Zonal Management" strategy was adopted. The forest land was divided into a Timber Management Zone, an Ecological Conservation Zone, and a Soil and Water Conservation Zone. This approach not only aligns with the project's afforestation objectives but also substantively preserves local biodiversity, reflecting a profound commitment to environmental responsibility.
- C. The sighting of pangolin tracks following the afforestation and tending activities serves as a positive signal for habitat restoration, suggesting that the afforestation efforts have begun to function as an intended ecological corridor.
- D. The project has completed the carbon sink baseline survey and estimated emission reductions for certain land plots. A project design document (first draft) has been prepared using the "Afforestation Carbon Sink Project Activity (AR-TMS0001)" methodology approved by the Ministry of Environment. It is estimated that approximately 243 metric tons of CO₂ equivalent (tCO₂e) will be removed over 20 years. Third-party validation is scheduled to take place in 2026.

(3)Greenhouse Gas Management and Energy Conservation & Carbon Reduction Measures:

- Continuing ISO Environmental Verification: The Company and its subsidiaries conduct ISO 14064-1 greenhouse gas verification, ISO 14067 carbon footprint verification, ISO 50001 energy management system certification, and ISO 14001 environmental management system verification, obtaining third-party declarations for each standard.
- Reducing Paper Usage for Services: Through carbon footprint inventory, we identified that paper usage during service phases contributes the highest share of carbon emissions. As a result, we have made reducing paper usage one of our green goals. The innovative model developed from this initiative not only reduces operational costs but also contributes to the social environment by reducing carbon emissions per transaction, creating a win-win strategy. Under this strategy, these initiatives

improve customer service efficiency and quality, making services more immediate, significantly reducing marketing paper usage and waste, and lowering service operation costs.

- Replacing Energy-Consuming Equipment: Through annual ISO 14001 environmental management system and ISO 50001 energy management system verification, we comprehensively review and identify areas for improvement, adjust environmental management plans, and set goals. This includes replacing old lighting with energy-efficient lighting at our headquarters, replacing old refrigerators and reducing signage power consumption at branch offices. These actions aim to meet stakeholders' environmental concerns, improve environmental performance, reduce environmental disaster risks and negative impacts, and promote the Company's sustainable development, ultimately achieving the goal of environmental protection.

Note 1: The procedure shall be conducted in accordance with the schedule specified in Article 10, Paragraph 2 of these Regulations.

Note 2: The base year shall be the year in which the inventory is completed with the boundary of the consolidated financial report. In accordance with the ruling of Article 10, Paragraph 2 of the "Regulations Governing Information to be Published in Annual Reports of Public Companies," listed and OTC companies with paid-in capital of NT\$5 billion or more but less than NT\$10 billion must complete the disclosure of greenhouse gas inventory information for their consolidated financial report subsidiaries starting from 2026. If a company completes the consolidated inventory ahead of schedule, it may use that earlier year as the base year. Therefore, the Company has set 2025 as the base year for the consolidated financial report inventory. However, the carbon reduction targets submitted by the parent company, Sinyi Realty, to the SBTi are based on 2017. Both sets of data are presented concurrently.

(III) Implementation of ethical corporate management and deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and reasons:

Listed Companies and Reasons:				
Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
I. Establish Operation Policy and Scheme of Good Faith				
(I) Does the Company establish operation policy of good faith which is approved by the BOD and expressly specify policy, practice of operation in good faith in its corporate statutes and bylaws and external documents, and do the Board of Directors and executive management level actively actualize the promise of operation policy?	V		The Company in order to further solidify the corporate culture of operation in good faith and its development, the Board of Directors resolved in 2010 to established “Ethical Corporate Management Best Practice Principles of Sinyi Realty Inc.”, which is amended in 2020 to serve as the basis of actualizing operation in good faith. It’s published on the Company's internal and external websites as guidance for the implementation of integrity management. Besides, related internal operation specifications and internal control systems are formulated, to engage in periodical review/audit for various operations and submit a report to the Board of Directors, for the Board of Directors to provide recommendations for such defects and perform improvement follow-ups. Members of the Company’s board of directors and senior management have signed a statement of compliance with the integrity management policy in accordance with the above-mentioned code.	Nil
(II) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within their business scope which are at a higher risk of being involved in	V		The Company establishes such internal operation rules and incentive/punishment systems, etc. as business specifications for each branch, to prevent the occurrence of dishonest behaviors of colleagues, and formulates effective accounting system and internal control system, to perform periodical audit of the actualization status, and report the results to the Board of Directors. The Company’s Business Ethics Office shall understand whether colleagues have dishonest conducts, Human Resources Department shall summarize inappropriate behavior. In addition to punishment and announcement on the internal website, the Company shall make it a case to strengthen advocacy. The prevention programs toward items of Section 2, Article 7 of “Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies” were as below :	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy														
	Yes	No	Description of Summary															
unethical conduct, and establish prevention programs to prevent at least set forth in various items of Section 2, Article 7 of “Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies”?			<table><tr><th>Dishonest behavior</th><th>Prevention programs or regulations</th></tr><tr><td>Offering and acceptance of bribes</td><td>There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a consent letter biannually that includes forbid the colleagues to accept improper gifts from customers or suppliers.</td></tr><tr><td>Illegal political donations</td><td>In accordance with the Company's "Request Management Regulation", any donation is subject to the approval of Chairperson.</td></tr><tr><td>Improper charitable donations or sponsorship.</td><td>The same as above.</td></tr><tr><td>Offering or acceptance of unreasonable presents or hospitality, or other improper benefits.</td><td>There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a consent letter biannually, as well as the "Ethical Guidelines for The Procurement Work of Sinyi Group", which prohibits the left-list and requires supervisors to be held accountable.</td></tr><tr><td>Misappropriation of trade secrets and infringement of trademark rights, patent rights, copyrights, and other intellectual property rights.</td><td>According to “Direction for Internal data protection and compliance with the personal data protection Act”, each colleague is required to sign “commitment to the internal data protection and compliance with the personal data protection Act”.</td></tr><tr><td>Engaging in unfair competitive practices.</td><td>There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a letter biannually, which requests colleagues to</td></tr></table>	Dishonest behavior	Prevention programs or regulations	Offering and acceptance of bribes	There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a consent letter biannually that includes forbid the colleagues to accept improper gifts from customers or suppliers.	Illegal political donations	In accordance with the Company's "Request Management Regulation", any donation is subject to the approval of Chairperson.	Improper charitable donations or sponsorship.	The same as above.	Offering or acceptance of unreasonable presents or hospitality, or other improper benefits.	There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a consent letter biannually, as well as the "Ethical Guidelines for The Procurement Work of Sinyi Group", which prohibits the left-list and requires supervisors to be held accountable.	Misappropriation of trade secrets and infringement of trademark rights, patent rights, copyrights, and other intellectual property rights.	According to “Direction for Internal data protection and compliance with the personal data protection Act”, each colleague is required to sign “commitment to the internal data protection and compliance with the personal data protection Act”.	Engaging in unfair competitive practices.	There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a letter biannually, which requests colleagues to	
Dishonest behavior	Prevention programs or regulations																	
Offering and acceptance of bribes	There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a consent letter biannually that includes forbid the colleagues to accept improper gifts from customers or suppliers.																	
Illegal political donations	In accordance with the Company's "Request Management Regulation", any donation is subject to the approval of Chairperson.																	
Improper charitable donations or sponsorship.	The same as above.																	
Offering or acceptance of unreasonable presents or hospitality, or other improper benefits.	There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a consent letter biannually, as well as the "Ethical Guidelines for The Procurement Work of Sinyi Group", which prohibits the left-list and requires supervisors to be held accountable.																	
Misappropriation of trade secrets and infringement of trademark rights, patent rights, copyrights, and other intellectual property rights.	According to “Direction for Internal data protection and compliance with the personal data protection Act”, each colleague is required to sign “commitment to the internal data protection and compliance with the personal data protection Act”.																	
Engaging in unfair competitive practices.	There is a Code of Conduct for Sinyi Enterprise Group, which requires each colleague to sign a letter biannually, which requests colleagues to																	

Evaluation Items	Facts of performance				The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy	
	Yes	No	Description of Summary			
				compete with the peer fairly in the code of conduct.		
			Damage directly or indirectly caused to the rights or interests, health, or safety of consumers or other stakeholders in the course of research and development, procurement, manufacture, provision, or sale of products and services.	The Company stipulates a "Business Purpose", committed to the protection and balance of interests of interested parties. As to serving our customers, there are "store business norms", expressively regulate the proper and improper sales behavior and safety rules during viewing a property, negotiating and fee charging,.		
(III) Does the Company specify a scheme of preventing behaviors not in good faith, and expressly describe in each scheme the operation procedures, behavior guidelines, punishment of offense, and complaint system, actualize the execution of them, periodically review and revise the programs above?	V		The Company establishes “Behavioral Rules of Sinyi Conglomerate” which, besides being placed in the internal network that is accessible to colleagues at all times, automatic computer reminder function is also provided to remind colleagues of acknowledgment and signing such Code periodically, to facilitate colleagues to have a more clear guidance while facing such aspects as Customers, colleagues, suppliers, the state, community, and global environment, etc., and avoid any conflicts of interest and acquisition of improper interest. It is also incorporated into the periodical assessment of employee performance audit system, and certain violations are used as case studies to ensure the actualization of the corporate operation in good faith. If any colleague finds the dishonest behavior from the Company, the Company’s subsidiaries or other colleagues, he or she may appeal through appeal channels such as Chairperson mail box and the specially-assigned person will conduct the investigation. Once colleagues find any dishonest behavior of the Company or other colleagues, they may reflect the information through complaint system such as the Company’s Legal Affairs Office, mailboxes of the Funder, mailboxes of Business Ethics Office or the contact with the audit office. The complaints will be dealt with by exclusive staff.			Nil
II. Actualize Operation in Good Faith						
(I) Does the Company evaluates the record of good faith of the	V		The Company establishes “Rules Governing Group Purchase”, provides a sector with exclusive responsibility to be in charge of purchase price inquiries, price parity, price negotiation, authorization, bidding, acceptance inspection, payment request, and supplier management. Besides, assessments are			Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
transaction parties, and expressly specifies clauses dealing with behaviors of good faith in the signed contracts of the transaction parties?			conducted from time to time jointly with the purchase request sector in terms of supplier service quality, delivery schedule and price, and a database of qualified suppliers shall be built in accordance with the assessment results, to avoid transactions with the suppliers with record of behaviors not in good faith.	
(II) Does the Company establish a dedicated unit under the board of directors to promote ethical corporate management, and periodically (at least once a year) report to the Board of Directors and supervise the implementation of the ethical corporate management policy and unethical conduct prevention plan?	V		The Company establishes “Business Ethics Office” which is responsible for the promotion of ethical corporate management. The Business Ethics Officer ensures the actualization of operation principles of good faith in accordance with the work functions and scope of supervising related matters of each sector and promotes to all colleagues the operation concepts of justice ahead of profit, human oriented and positive thinking and actively constructs and develops a methodology which can absorb its operation concepts to make all colleagues easy to understand and carry them out in daily life. In addition, the Company conducts several monthly topic discussions and actions such as change management and value-created services and by means of analyzing and sharing at each meeting at all levels to make colleagues be honest internalization and implementation in the daily operation. In December, 2025, the Business Ethics Office reported the plan and performance of promoting ethical corporate management at the BOD.	Nil
(III) Does the Company stipulate a policy of preventing interest conflict, provide due statement channels, and actualize the execution?	V		The Company expressly specifies rules governing hospitality with good faith and avoiding any interest conflict in “Behavioral Rules of Sinyi Conglomerate” and “Business Specification of Each Store”, and also specifies related guidelines concerning the acceptance of gifts. In case of any offense of a colleague, after the supervisor engages in guidance and communication, punishments shall be submitted in accordance with rules. In case a colleague has any doubt about interest conflict, he/she may besides be reporting to his/her direct supervisor also directly reflect it to the Business Ethics Office, Board Chairperson or Audit Committee as well. Those who have questions about the identification of appropriate behavior may state and consult	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			with Business Ethics Office.	
(IV) Does the Company have effective accounting system and internal control systems set up to facilitate ethical corporate management, does the internal auditing unit formulate audit plans based on unethical conduct risk assessment results, and does it audit compliance with the unethical conduct prevention plan or commission a CPA to perform the audit?	V		The Company in order to actualize operation in good faith already establishes effective accounting system and internal control system, including the collection of service cost to go through an exclusive account of contract performance guaranty; upon the payment request filed by a supplier, it is required to be approved through the responsible supervisors in accordance with the payment request authorization list; as the entertainment expense of each sector is also expressly specified to be approved by the President (while the entertainment expense of the President shall be approved by the Board Chairperson). Audit personnel shall also perform periodical audit in accordance with the regulations of various systems and relate the audit results to the responsible supervisors of the related sectors and gather the comprehensive result to the Audit Committee and the Board of Director on a periodical basis. Concerning any colleague with offense of the rules, he/she and his/her supervisor shall report the follow-up improvement status as well. In 2025, for the unfaithful behavior that may occur by colleagues, the relevant measures and internal control procedures shall be strengthened by the authority and responsibility units, and the audit unit shall check whether it is followed, as part of the internal control check.	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy																																				
	Yes	No	Description of Summary																																					
(V) Does the Company hold internal, external educational training for operation in good faith on a periodical basis?	V		The Company also formally established the “Chief of Ethics” in January 2012 and organized Business Ethics Office, to further promote actualization of corporate good faith and ethics. In addition, supervisors are required to participate in business ethics program on a periodical basis, to internalize the business ethics from upside down as a part of routine operation. Besides, the founder of the Company also describes such operation concepts of the Company as good faith and justice ahead of profit, etc. to all colleagues by means of the monthly assembly every month. "Business Philosophy Video" and "Monthly Meeting Video" are also displayed in the internal website of the Company for colleagues to view and share with others. Please see below the information for the further details in 2025. <table><tr><th>Course</th><th>Frequency</th><th>Participant</th><th>Organizer</th></tr><tr><td>Philosophy Practice Seminar</td><td>Once a month, 1 hours per session</td><td>All employees</td><td>Business Service Department All Departments</td></tr><tr><td>Workshop on Chief of Staff Management Philosophy and Practice</td><td>3 times a year, 3 hours per session</td><td>Senior-level managers</td><td>Talent Development Department</td></tr><tr><td>Business Practice Meeting</td><td>Once a month, 8 hours per session</td><td>Senior-level managers</td><td>Business Service Department</td></tr><tr><td>Boot Camp for Sinyi’s business philosophy</td><td>4 sessions per month, 1 hour per session</td><td>All new hire of salesmen and office staffs</td><td>Talent Development Department</td></tr><tr><td>Boot Camp for Sinyi’s business philosophy</td><td>1 sessions per two months, 1 hour per session</td><td>All new hire of branch secretaries</td><td>Talent Development Department</td></tr><tr><td>Sinyi’s management style</td><td>1 session per quarter, 3 hours per session</td><td>Supervisors and senior associates applying for branch managerial roles</td><td>Talent Development Department</td></tr><tr><td>Sinyi Ideal Store Manager</td><td>Once per quarter, 1.5 hours per session</td><td>New Managers</td><td>Talent Development Department</td></tr><tr><td>Philosophy and Store Operations Seminar</td><td>Once per quarter, 3 hours per session</td><td>New Managers</td><td>Talent Development Department</td></tr></table>	Course	Frequency	Participant	Organizer	Philosophy Practice Seminar	Once a month, 1 hours per session	All employees	Business Service Department All Departments	Workshop on Chief of Staff Management Philosophy and Practice	3 times a year, 3 hours per session	Senior-level managers	Talent Development Department	Business Practice Meeting	Once a month, 8 hours per session	Senior-level managers	Business Service Department	Boot Camp for Sinyi’s business philosophy	4 sessions per month, 1 hour per session	All new hire of salesmen and office staffs	Talent Development Department	Boot Camp for Sinyi’s business philosophy	1 sessions per two months, 1 hour per session	All new hire of branch secretaries	Talent Development Department	Sinyi’s management style	1 session per quarter, 3 hours per session	Supervisors and senior associates applying for branch managerial roles	Talent Development Department	Sinyi Ideal Store Manager	Once per quarter, 1.5 hours per session	New Managers	Talent Development Department	Philosophy and Store Operations Seminar	Once per quarter, 3 hours per session	New Managers	Talent Development Department	Nil
Course	Frequency	Participant	Organizer																																					
Philosophy Practice Seminar	Once a month, 1 hours per session	All employees	Business Service Department All Departments																																					
Workshop on Chief of Staff Management Philosophy and Practice	3 times a year, 3 hours per session	Senior-level managers	Talent Development Department																																					
Business Practice Meeting	Once a month, 8 hours per session	Senior-level managers	Business Service Department																																					
Boot Camp for Sinyi’s business philosophy	4 sessions per month, 1 hour per session	All new hire of salesmen and office staffs	Talent Development Department																																					
Boot Camp for Sinyi’s business philosophy	1 sessions per two months, 1 hour per session	All new hire of branch secretaries	Talent Development Department																																					
Sinyi’s management style	1 session per quarter, 3 hours per session	Supervisors and senior associates applying for branch managerial roles	Talent Development Department																																					
Sinyi Ideal Store Manager	Once per quarter, 1.5 hours per session	New Managers	Talent Development Department																																					
Philosophy and Store Operations Seminar	Once per quarter, 3 hours per session	New Managers	Talent Development Department																																					

Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
III. Operation of whistleblowing system				
(I) Does the Company establish substantial offense reporting and incentive systems, and establish convenient offense reporting channels, and assign proper exclusively responsible personnel to accept the reported subject of an offense?	V		The Company has established regulations on whistle-blowing of illegal and unethical or dishonest conduct “and the Company’s Legal Affairs Office is dedicated as the receiving units of whistle-blowing of illegal and unethical or dishonest conduct. A Customer may express comments by means of the exclusive complaint line ((0800-211-922) or exclusive service line, 24-hour online customer service, and in the manner of E-mail(sinyi@sinyi.com.tw), to be conducted by exclusive personnel. The Company also provides an Audit Committee appeal and recommendations mailbox (auditcommittee@Sinyi.com.tw) and stakeholders’ mailbox (csr@Sinyi.com.tw) in the Company’s website. In addition, rules governing colleague behaviors and incentive/punishment are also expressly formulated. The punishment cases are also announced in the internal website of the Company to serve as warnings for colleagues. According to “Regulations on whistle-blowing of illegal and unethical or dishonest conduct “, if the report was proved to be true after investigation, the receiving unit should raise an application of reward to the Company for the whistle blower after considering the contributions of the report to the Company and its economic benefit. Related regulations on Sinyi’s Investor Relations website: https://www.sinyi.com.tw/investors/en/corporate-governance/corporate-governance/major-internal-policies .	Nil
(II) Does the Company specify the investigation standard operation procedures of accepting offense reporting matters, follow-up measures to be taken after the completion of the investigation and a related confidentiality mechanism?	V		The Company establishes "Regulations on whistle-blowing of illegal and unethical or dishonest conduct" which specifies the investigative standard operating procedures for handling reported incidents. The reporting party must provide specific details regarding the personnel, time, and location of the incident, and must sign the report. Anonymous reports are generally not accepted. Each complaint or report is handled by a designated individual, and different procedures are followed depending on the nature of the case. It may be assigned to relevant departments for handling or referred to a review committee. A response is requested to be provided to the complainant or reporter within a specified timeframe. After completing the necessary investigation procedures, the dedicated unit handling the whistle-blowing system should issue an investigation report according to the finding and facts to Company chairman. When any tip which shows a director or senior manager is involved arises or material misconduct or likelihood of material impairment to the Company comes to their awareness upon investigation, the dedicated unit handling the whistle-blowing system shall immediately prepare a report and notify the independent directors in written form. During the disposition process, the information of both a complaint filing party and offense reporting party shall be kept	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
			confidential; it is limited to be accessed only by the exclusive handling personnel. After the completion of the whistleblowing procedure, the relevant reporting materials shall be filed in secret documents for reference and kept for 5 years.	
(III) Does the Company take measures to protect an offense reporting party from suffering improper disposition due to an offense report?	V		Since the information of a complaint filing party and offense reporting party for a complaint or offense report shall be strictly kept confidential, in case complaint filing party and offense reporting party is a company colleague, upon filing a complaint or report, he/she may choose to be kept confidential or open out of free will. After it is accepted by exclusive personnel on a project basis and through related procedures and disposition, due management and follow-up shall be filed, to ensure such a party to be free from suffering any improper disposition. The Company reported to the board of directors in January 2026 the whistleblowing cases and their handling in 2025. There were a total of 30 reported cases handled during 2025. Among them, 9 cases were investigated and found to have no illegal activities. Apart from those cases still under investigation, disciplinary actions such as warnings or dismissal were taken against the reported individuals based on the severity of the situation. Cases involving legal violations were referred for legal proceedings as required by law.	Nil
IV. Strengthen Information Disclosure Does the Company disclose the content of operation principles of good faith and promotion performance in its website and Market Observation Post Site?	V		The Business Ethics Office reports annually to the board of directors on the promotion of integrity management. The integrity promotion status for 2025 and the implementation plan for 2026 were presented to the board of directors on December 23, 2025. The reporting incidents and the handling status for 2025 were disclosed on the Company's website. "Ethical Corporate Management Best Practice Principles of Sinyi Realty Inc." has been disclosed in the Company website and Market Observation Post Site. Concerning the related clauses of the operation principles of good faith of the Company, please refer to the "Corporate Governance" section of the Investor Relations website of the Company. (https://www.sinyi.com.tw/investors/en/corporate-governance/corporate-governance/major-internal-policies) and (https://www.sinyi.com.tw/investors/en/corporate-governance/ethics).	Nil
V. In case the Company in accordance with "Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies" establishes its own Ethical Corporate Management Best Practice Principles, please describe its operation and the deviation from the established Best Practice Principles:				

Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Summary	
To deepen the corporate culture of integrity and promote the sound development of the organization, as well as to establish a framework for effective business operations, the Board of Directors approved the "Code of Conduct for Integrity Management" in December 2010. In the shareholders' annual meeting of 2015, revisions to the code were proposed and incorporated into the Company's management and operations. Subsequently, a second revision was carried out in 2021, and presented to the shareholders' annual meeting in May 2021. The Company regularly reviews compliance with this code and uses it as a basis for improvement, with no significant deviations observed to date.				
VI. Other important information facilitating to understand the operation status of corporate operation in good faith: （such as the Company in reviewing and correcting its established operation principles in good faith, etc.） i.The Company was honored to be granted an award of an enterprise with operation in good faith in the “Collection of Economic Stories of Taiwan Enterprises with Operation in Good Faith” held by the Industrial Development Bureau, Ministry of Economic Affairs (MOEA) for the first time in 2011, and was the only enterprise being invited to engage in a subject speech to share its operation experience in good faith among the enterprises with awards. ii.The Company honored with the Award of the World's Most Ethical Companies in 2018 with 135 global well-known companies such as 3M, Intel, GE, Dell, Microsoft, and L'OREAL was the first Taiwan company which obtained the award. iii.Other more related information can be referred to the Company’s website of “Sustainability Development”: https://csr.sinyi.com.tw/en/ .				

(IV) Other important information sufficient to improve the understanding of the corporate governance operation status:

1. The Company for a long term has continuously bettered the corporate governance practice. Following the corporate governance evaluation and recognition in “CG6003” through Taiwan Corporate Governance Association in 2008, in the years of 2009, 2010, 2011 and 2014, it also has successively been approved in the corporate governance evaluation and recognition of such advanced versions as “CG6004”, “CG6005”, “CG6006” and “CG6008” respectively, as the only TSEC/GTSM listed company recognized by Taiwan Corporate Governance Association for five times. The Company received the "CG6013", "CG6014" and "CG6015" special certifications for corporate governance assessment by Taiwan Corporate Governance Association in 2021, 2023 and 2025 respectively.
2. In 2011 and 2012 (the 8th session and 9th session), it was also assessed by Securities and Futures Institute in the information disclosure evaluation as A+ class and a rather transparent TSEC/GTSM listed company of voluntary disclosed information. From 2013 to 2015, it was further assessed as A++ class in information disclosure evaluation of the TSEC/GTSM listed companies.
3. Furthermore, the Company is one of only 7 listed companies in Taiwan which continuously ranked 11 years in a row by TWSE as the top 5% of the listed appraises in the Corporate Governance evaluation held by TWSE from 2015 to 2025.
4. The Company was awarded 3rd place in the Service Industry (Large Enterprise Category) at the Excellence in Corporate Social Responsibility (CSR) Awards by CommonWealth Magazine in 2025, with its corporate governance dimension achieving the highest score among all service industry participants.

(V) Performance in Internal Control System

1. Declaration of Internal Control System : Please refer to the Market Observation Post System. The access path is as follows:
Market Observation Post System → Individual Company → Corporate Governance → Internal Control Section → Internal Control Statement Announcement
<https://mopsov.twse.com.tw/mops/web/t06sg20>
2. Where a Certified Public Accountant has been delegated to review internal control system in a special project, the Audit Report of the Certified Public Accountant shall be disclosed: Nil.

(VI) In 2025 and as of the printing date of this Annual Report, the Key Resolutions resolved in the shareholders' meeting and board of directors are as below:

1. Significant decisions resolved in the 2025 general shareholders' meeting and the implementation thereof:

The Company had convened the 2025 annual shareholders' meeting on May 21, 2025 with the significant decisions resolved as follows:

Significant decisions resolved	Facts of implementation
1. Adoption of 2024 business report and financial statements.	Nil.
2. Adoption of earning distribution proposal of 2024.	The general shareholders' meeting had approved cash dividend of NT\$1.8 per share. On May 21, 2025, Chairperson had resolved June 16, 2025 as the ex-dividend date and distributed cash dividends on July 9, 2025.
3. Approval of the amendments to the Company's Articles of Incorporation.	It was approved and registered by the Ministry of Economic Affairs on June 16, 2025.
4. Approval of the revision of the Company's Procedures for Lending Funds to Other Parties	It has been announced on the Company's website and been handled in accordance with the amended regulations.
5. Approval of the revision of the Company's Rules for Endorsements and Guarantees.	It has been announced on the Company's website and been handled in accordance with the amended regulations.
6. Election of the Company's 15 th terms of Director.	It was approved and registered by the Ministry of Economic Affairs on June 16, 2025.
7. Approved the lifting of the 15th new directors (including their representatives) from the non-competition restrictions.	Nil.

2. The details of resolutions of the Company's board of directors and the Independent Directors' opinions and the Company's response to independent directors' opinion for 2025 and the period ended on the print date of the annual report:

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
Session 14 29th February 07,	1. Proposal of the Company's budget in Fiscal Year 2025. 2. Proposal of the Company intention to donate to Sinyi Culture Foundation.	1. Regarding to Proposal 1, the independent director Mr. Yen Lou-Yu suggested that the annual budget data should include explanations of the fundamental assumptions used in budget	Nil	Nil

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
2025	3. Proposal of the Company intention to donate to Taiwan Regional Revitalization Foundation.	preparation to help the Board assess its reasonableness. He also inquired about the specific strategies and execution plans for achieving Real Estate Agent's annual revenue growth target. Additionally, regarding Jiu-Sin Realty's underperformance in sales, he requested a detailed plan for achieving the sales targets. CFO responded that future budget reports would be further optimized and provided an update on the real estate market in China and the sales strategy for ShanShui Jiating. General Manager Ms. Chen Li-Shin elaborated on the specific measures for achieving revenue growth in the brokerage business and stated that the operational plan for the brokerage business group would be presented at the next Board meeting. 2. Regarding to Proposal 2: (1) The independent Director Mr. Yen Lou-Yu, on behalf of the Audit Committee, explained the committee's resolutions. He also inquired about the details of 2025 budget for Sinyi Culture Foundation, which was addressed by CFO. (2) Approved as proposed with unanimous consent from all attending committee members. 3. Regarding to Proposal 3: The independent director Mr. Jhan Hong-Chih represented the Audit Committee in the explanation of how the Audit Committee reviewed the proposal and why all the attending committee members approved the proposal unanimously.		
Result of resolutions: 1. Regarding to Proposal 2: Chairperson Mr. Chou Ken-Yu and Mr. Chou Chun-Chi provided the briefing and then left the meeting, not participating in the discussion and voting. 2. Regarding to Proposal 3: Chairperson Mr. Chou Ken-Yu, Mr. Chou Chun-Chi and Independent Director Mr. Yen Lou-Yu provided the briefing and then left the meeting, not participating in the discussion and voting. 3. The proposals above were approved by all board members present at the Board meeting.				
Session 14 30th February 26,	1. Proposal of consolidated financial report and Standalone financial report for 2024. 2. Proposal of the Company's 2024 Business Report.	1. The independent director Mr. Yen Lou-Yu represented the Audit Committee in the explanation of how the Audit Committee reviewed Proposals 1-6, 9, 15-16 and why all	Nil	Nil

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
2025	3. Proposal of the distribution of 2024 retained earnings. 4. Proposal of the appointment of CPAs and the audit fee for the year 2025. 5. Proposal of the internal control statement for the year ended December 31, 2024. 6. Proposal of amendment of Procedures for Loaning Funds to Other Parties and Procedures for Endorsements and Guarantees. 7. Proposal of industry-academia collaboration project with China University of Technology. 8. Proposal of the proportion of employee compensation and remuneration of directors for the year ended December 31, 2024. 9. Proposal of the Annual Performance Evaluation of the Company's Auditor-General. 10. Proposal of 2024 annual performance bonus and the long-term contribution performance bonus for 2021 to the authorized chief officers. 11. Proposal of 2025 list of senior executives applicable to the Company's senior executives' remuneration measures. 12. Proposal of the Company's senior executives' target remuneration for 2025. 13. Proposal of the Company's number of candidates of 15th session of board of directors to be elected. 14. Proposal to convene 2025 Annual General Shareholders' Meeting and its agenda. 15. Proposal of the endorsement and guarantee between the Company's subsidiaries. 16. Proposal to cancel the endorsement and guarantee for its subsidiaries. 17. Proposal to apply for the credit line renewal and adjustment from financial institutions.	the attending committee members approved the proposal unanimously. 2. Regarding to Proposal 7: (1) The independent director Mr. Yen Lou-Yu presided over the meeting on behalf of the Audit Committee and explained its resolution, stating that since this cooperation plan is expected to last for 10 years, the cumulative performance should be reviewed annually before contract renewal to ensure the plan meets expectations. (2) Approved as proposed with unanimous consent from all attending committee members. 3. The independent director Mr. Jhan Hong-Chih represented the Nomination Committee in the explanation of how the Committee reviewed Proposal 13 and why all the attending committee members approved the proposal unanimously. 4. The independent director Ms. Lee Yi-Li represented the Remuneration Committee in the explanation of how the Remuneration Committee reviewed Proposals 10-12 and why all the attending committee members approved the proposal unanimously. 5. Other proposal: Nil.		
Result of resolutions: 1. Regarding to Proposal 4: Mr. Wang Pan-Fa, the engagement CPA, and Senior Manager Mr. Ren De-Kai having made the briefing and then left the meeting.				

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
	not participate in the discussion and voting. 2. Regarding to Proposal 7: Chairperson Mr. Chou Ken-Yu, Director Mr. Chou Chun-Chi and Chief Ethics Officer Mr. Yang Bai-Chuan are related persons and left the meeting and did not participate in the discussion and voting. 3. Regarding to Proposal 9: Auditor-General is related person and left the meeting and did not participate in the discussion and voting. 4. Regarding to Proposal 10-12: Chairperson Mr. Chou Ken-Yu and Director Ms. Chen Li-Shin, and attending personnel (not directors) Auditor-General and Chief Financial Officer did not vote given their positions as authorized chief officers. 5. The proposals above were approved by all board members present at the Board meeting.			
Session 14 31st April 9, 2025	1. Proposal of the Company's domestic subsidiary to participate in a real estate development project. 2. Proposal of defining the scope of the Company's non-executive employees. 3. Proposal of the amendment to the Company's Articles of Incorporation. 4. Proposal of the amendment to the Company's Internal Control System. 5. Proposal of the amendment to the Company's Corporate Governance Guidelines. 6. Proposal of the nomination of candidates for the 15th term of the Board of Directors. 7. Proposal of releasing non-competition restrictions on the newly appointed directors (including their representatives) of the 15th term of the Board of Directors by resolution of the shareholders' meeting. 8. Proposal of the 2025 continuing education plan for the Company's directors.	1. Independent Director, Mr. Yen Lou-Yu, represented the Audit Committee to explain the audit committee's review of Proposal 1-4 on behalf of the Audit Committee, and they were approved by all members present without objection. 2. Independent Director, Mr. Jhan Hong-Chih explained the Nomination Committee's review of Proposal 5-8 on behalf of the Nomination Committee, and they were approved by all members present without objection.	Nil	Nil
	Result of resolutions: 1. Regarding Proposal 6, during the individual discussions and resolutions on the eligibility of candidates for the independent director positions of the 15th term Board of Directors, Independent directors Ms Lee Yi-Li and Mr. Wu Chih-Wei recused themselves and left the meeting during the discussion of their own respective qualifications. Furthermore, when discussing and resolving whether the Chairperson and Mr. Chou Chun-Chi were to be included in the nominee list for the 15th term Board, both individuals recused themselves and left the meeting, with independent director Mr. Jhan Hong-Chih serving as the acting chair. Additionally, director Ms. Chen Li-Shin also recused herself and left the meeting during the discussion of her own inclusion in the nominee list for the 15th term Board. Except for the aforementioned recusals, this proposal was passed as proposed without objection after the Chairperson or the acting chair consulted the directors present at the time of the vote, and it shall be submitted to the Shareholders' Meeting for resolution. 2. Regarding Proposal 7, except for the Chairperson and Mr. Chou Chun-Chi, who both recused themselves and left the meeting during the discussion concerning the waiver of non-competition restrictions for themselves in relation to the Company and its 100% directly or indirectly owned subsidiaries			

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
	(during which Independent director Mr. Jhan Hong-Chih served as the acting chair), and Independent director Ms. Lee Yi-Li, who also recused herself and left the meeting during the discussion regarding the waiver of her own non-competition restrictions, this case was passed as proposed without objection after the Chairman or the acting chair consulted the directors present at the time of the vote, and it shall be submitted to the Shareholders' Meeting for resolution. 3. The remaining Proposal were passed as proposed without objection after the Chairman consulted all directors present.			
Session 14 32nd April 28, 2025	1. Proposal of the 2025Q1 consolidated financial statements. 2. Proposal of directors' remuneration for 2024. 3. Proposal of issuing unsecured straight corporate bonds. 4. Proposal to apply for adjustment and renewal of credit lines from financial institutions.	1. Independent Director, Mr. Yen Lou-Yu, represented the Audit Committee to explain the Audit committee's review of Proposal 1 on behalf of the Audit Committee, and it was approved by all members present without objection. 2. The independent director Ms Lee Yi-Li represented the Remuneration Committee to explain the Remuneration committee's review of Proposal 1 on behalf of the Remuneration Committee, and it was approved by all members present without objection.	Nil	Nil
	Result of resolutions: With the exception of Proposal 2, during which the respective directors recused themselves from the discussion and voting on their individual remuneration due to conflicts of interest, all other proposals were passed as proposed without objection after the Chairperson consulted the remaining directors present.			
Session 15 1st May 21, 2025	Election of the Chairperson of the 15th term Board of Directors.	Nil	Nil	Nil
	Result of resolution: All directors present unanimously elected and approved the appointment of Mr. Chou Keng-Yu as the Chairperson of the 15th term Board of Directors of the Company.			
Session 15 2nd June 27, 2025	1.Proposal to to extend a new loan to a subsidiary of the Company. 2.Proposal of the appointment of members of the 6th term Remuneration Committee. 3.Proposal of the appointment of members of the 4th term Nomination Committee. 4.Proposal of the appointment of members of the 2nd term Corporate Ethic and Sustainable Development Committee. 5.Proposal to apply for new credit lines from financial institutions.	1.Independent Director, Ms Lee Yi-Li, represented the Audit Committee to explain the audit committee's review of Proposal 1 on behalf of the Audit Committee, and it was approved by all members present without objection. 2.Others: Nil	Nil	Nil
	Result of resolutions: 1. As to Proposal 2, during which Independent Director, Ms Lee Yi-Li, Mr. Lin Wen-Jeng and Ms Chen Shu-Chuan recused themselves from the discussion			

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
	and voting on their individual nomination of members of the Remuneration Committee due to conflicts of interest, the proposal was passed as proposed without objection after the Chairperson consulted the remaining directors present. 2. As to Proposal 3, during which the Chairperson, Independent Director, Ms Lee Yi-Li, Mr. Lin Wen-Jeng and Ms Chen Shu-Chuan recused themselves from the discussion and voting on their individual nomination of members of the Nomination Committee due to conflicts of interest, the proposal was passed as proposed without objection after the director, Mr. Chou Chun-Chi, acting chairperons appointed by the Chairperson consulted the remaining directors present. 3. As to Proposal 4, during which the Chairperson, Independent Director, Mr. Lin Wen-Jeng and Ms Chen Shu-Chuan recused themselves from the discussion and voting on their individual nomination of members of the Corporate Ethic and Sustainable Development Committee due to conflicts of interest, the proposal was passed as proposed without objection after the director, Mr. Chou Chun-Chi, acting chairperons appointed by the Chairperson consulted the remaining directors present. All the proposals were passed unanimously after Chairperson inquired all the attending directors.			
Session 15 3rd June 27, 2025	1. Proposal to the industry-academia collaboration agreement and academic contribution mechanism between the Company and National Central University. 2. Proposal of the remuneration scheme for the Company's independent directors.	1. Independent Director, Ms Lee Yi-Li, represented the Audit Committee to explain the audit committee's review of Proposal 1-2 on behalf of the Audit Committee, and they were approved by all members present without objection. 2. Others: Nil	Nil	Nil
	Result of resolutions: 1. As to Proposal 1, except for Independent director Mr. Lin Wen-Jeng, who was an interested party in the proposal and did not participate in the discussion and voting, the proposal was passed without objection to the opinions of the directors present at the time of Chairperson's consultation. 2. As to Proposal 2, the proposal was passed unanimously after Chairperson inquired all the attending directors.			
Session 15 4th July 29, 2025	1. Proposal of the Company's 2024 Sustainability report. 2. Proposal of the Company's consolidated financial statements for the second quarter of 2025. 3. Proposal of the Company's borrowings from its subsidiary for its capital planning. 4. Proposal of the Company to borrow funds from its subsidiary due to capital planning. 5. Proposal of the Company to apply to financial institutions for the increase and renewal of credit lines.	1. Chairperson represented the Business Ethics and Sustainable Development Committee in the explanation of how the Business Ethics and Sustainable Development Committee reviewed the Proposal 1 and why all the attending committee members approved the proposal unanimously. 2. The independent director Ms Lee Yi-Li represented the Remuneration Committee to explain the Remuneration committee's review of Proposal 1-2 on behalf of the Remuneration Committee, and they were approved by all members present without objection. 3. Other proposal: Nil.	Nil	Nil
	Result of resolutions: All the proposals were passed unanimously after Chairperson inquired all the attending directors.			
Session 15 5th Aug 22,	Proposal of the Company's proposing to appoint E. Sun Commercial Bank as the mandated arranger for a syndicated credit facility.	Nil	Nil	Nil

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
2025	Result of resolutions: All the proposals were passed unanimously after Chairperson inquired all the attending directors.			
Session 15 6th October 29, 2025	1. Proposal of the Company's consolidated financial statements for the third quarter of 2025. 2. Proposal of the formulating the Group's major risk project for 2026. 3. Proposal of the appointment of a senior executive and his remuneration. 4. Proposal of the Company's delegating a senior executive. 5. Proposal of the stipulation of the regulations for reimbursing directors' business expenses. 6. Proposal of the adjustments and renewal of credit lines from financial institutions.	1. Independent Director, Ms Lee Yi-Li, represented the Audit Committee to explain the audit committee's review of Proposal 1-2 on behalf of the Audit Committee, and they were approved by all members present without objection. 2. The independent directors Ms Chen Shu-Chuan and Mr. Lin Wen-Jeng represented the Nomination and Remuneration Committee in the explanation of how the Committee reviewed Proposal 3, and it was approved by all members present without objection. 3. Other proposal: Nil.	Nil	Nil
	Result of resolutions: All the proposals above were approved by all board members present at the Board meeting.			
Session 15 7th December 23, 2025	1. Proposal of amendments to the Company's internal control system. 2. Proposal of amendments to the project budget of the Company's overseas subsidiary. 3. Proposal of the Company's audit plan for 2026. 4. Proposal of the Company's proposal to pre-approve the list of non-assurance services to be provided by the appointed CPA firm for 2026. 5. Proposal of the change of the Company's executive officer. 6. Proposal of the Company's proposal to lift the non-compete restrictions on managerial personnel. 7. Proposal of the Company's proposed application to financial institutions for credit line renewal, adjustment and addition.	1. Independent Director, Ms Lee Yi-Li, represented the Audit Committee to explain the audit committee's review of Proposal 1-4 on behalf of the Audit Committee, and they were approved by all members present without objection. 2. The independent director Ms Chen Shu-Chuan represented the Nomination Committee in the explanation of how the Committee reviewed Proposal 5, and it was approved by all members present without objection. 3. Other proposal: Nil.	Nil	Nil
	Result of resolutions: 1. Regarding Proposal 4, after providing the explanation, CPA Mr. Wang Pan-Fa recused himself and left the meeting without participating in the discussion or voting due to a conflict of interest. This proposal was passed as proposed without objection by all directors present. 2. Regarding Proposal 5, Chairperson Mr. Chou Keng-Yu and Mr. Chou Chun-Chi were interested parties in this proposal; therefore, they recused themselves			

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
	and left the meeting without participating in the discussion or voting. This proposal was passed as proposed without objection after the acting chair consulted the directors present at the time of the vote. 3. The remaining proposals were passed as proposed without objection after the acting chairperson, Independent Ms. Lee Yi-Li consulted all directors present for their opinions.			
Session 15 8th January 28, 2026	1. Proposal of the Company's FY2026 budget plan. 2. Proposal of amendment to the Company's Organizational Structure Regulations. 3. Proposal of 2026 Continuing education plan for the Company's directors. 4. Proposal of the Company proposed to donate to Sinyi Culture Foundation. 5. Proposal of the Company proposed to donate to the Taiwan Local Revitalization Foundation. 6. Proposal for the Company's intending to increase the capital of its subsidiary by cash. 7. Proposal of the Company's directors' Budget of Business Expenses. 8. Proposal of the Company's attesting CPA firm intending to provide non-assurance service to the Company.	1. Independent Director, Ms Chen Shu-Chuan, represented the Nomination Committee to explain the Nomination Committee's review of Proposal 3 on behalf of the Nomination Committee, and it was approved by all members present without objection. 2. Independent Director, Ms Lee Yi-Li, represented the Audit Committee to explain the audit committee's review of Proposal 6-7 on behalf of the Audit Committee, and it was approved by all members present without objection. 3. Regarding to Proposal 4: (1) Independent Director, Ms Lee Yi-Li, presided over and explained the Audit Committee's resolution on behalf of the Audit Committee, stating that the content of the future proposal can present the overall implementation and future plans of the three-year training program for business ethics officers promoted by the foundation, as well as the actual figures of the previous year should be attached to the budget of the foundation for the next year for comparison. (2) Approved as proposed with unanimous consent from all attending committee members. 4. Regarding to Proposal 5: (1) Independent Director, Ms Lee Yi-Li, presided over and explained the Audit Committee's resolution on behalf of the Audit Committee, stating that in the future, the data presentation can be optimized, including the annual foundation budget with the actual figures of the previous year and the results of the previous year are presented in a digital format to facilitate comparison with the expected results of the new year, and will help the company explain the risks and opportunities of IFRS S1 and S2	Nil	Nil

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
		through the donation fund in the coming years. (2) Approved as proposed with unanimous consent from all attending committee members. 5. Other proposal: Nil.		
	Result of resolutions: 1. Regarding to Proposal 4, 5 and 7, Chairperson Mr. Chou Ken-Yu and Mr. Chou Chun-Chi left the meeting, not participating in the discussion and voting. 2. The proposals above were approved by all board members present at the Board meeting.			
Session 15 9th February 26, 2026	1. Proposal of consolidated financial report and Standalone financial report for 2025. 2. Proposal of the Company's 2025 Business Report. 3. Proposal of the distribution of 2025 retained earnings. 4. Proposal of the proportion of employee compensation and remuneration of directors for the year ended December 31, 2025. 5. Proposal of the appointment of CPAs and the audit fee for the year 2026. 6. Proposal of the internal control statement for the year ended December 31, 2025. 7. Proposal of the Company's subsidiary intending to participate in real estate development project. 8. Proposal of the Company intending to lend funds to its subsidiary. 9. Proposal of the change of the Company's Audit-in-General. 10. Proposal of annual performance bonus and the long-term contribution performance bonus to the authorized chief officers (including Audit-in-General). 11. Proposal of 2026 list of senior executives applicable to the Company's senior executives' remuneration measures. 12. Proposal of the Company's senior executives' target remuneration for 2026. 13. Proposal of the Company's senior executives' long-term KPI. 14. Proposal of by-election of the Company's independent	1. The independent director Ms Lee Yi-Li represented the Audit Committee in the explanation of how the Audit Committee reviewed Proposals 1-3, 5-10 and why all the attending committee members approved the proposal unanimously. 2. Regarding to Proposal 4: (3) Mr. Lin Wen-Jeng, an independent director, explained the resolution of the Remuneration Committee on behalf of the Remuneration Committee that Member Ms Chen Shu-Chuan suggested that if the Company's director remuneration is variable in the future, consider adding an external remuneration expert as one of the remuneration committee members to enhance professionalism and independence. However, if it is planned to be a fixed director remuneration in the future, there is no such requirement. (3) Approved as proposed with unanimous consent from all attending committee members. 3. The independent director Mr. Lin Wen-Jeng represented the Remuneration Committee in the explanation of how the Remuneration Committee reviewed Proposals 1-3, 5-10 and why all the attending committee members approved the proposal unanimously. 4. Other proposal: Nil.	Nil	Nil

Session and the date	Significant decisions resolved (Note1)	Independent directors' opinions	Objection or qualified opinions of independent directors	The Company's response to independent directors' opinions
	director. 15. Proposal to convene 2026 Annual General Shareholders' Meeting and its agenda. 16. Proposal to apply for the new credit line from financial institutions.			
	Result of resolutions: 1. Regarding to Proposal 6: vice-general manager, Mr. Su I-Jei and Auditor-General, are related persons and left the meeting and did not participate in the discussion and voting. 2. Regarding to Proposal 10-13: Chairperson Mr. Chou Ken-Yu, Director Ms. Chen Li-Shin, and attending personnel (not directors) Auditor-General and Chief Financial Officer did not vote given their positions as authorized chief officers. 3. The proposals above were approved by all board members present at the Board meeting.			
Session 15 10th February 26, 2026	Proposal of examination of the Company's independent director.	Independent Director, Ms Chen Shu-Chuan, represented the Nomination Committee to explain the Nomination Committee's review of the proposal on behalf of the Nomination Committee, and it was approved by all members present without objection.	Nil	Nil
	The proposal above was approved by all board members present at the Board meeting.			

Note 1 : All resolutions of the Company's Board of Directors were shown as above.

(VII) In latest fiscal year and as of the printing date of this Annual Report, different opinions posed by the directors or supervisors to the Key Resolutions in the board of directors, as backed with written records or declaration in writing: Nil.

(VIII) The licenses/certificates obtained by the Company from the competent authorities proving transparent personnel on the Company's financial standing:

The Company and the finance relevant personnel include 2 CPA officially licensed by the Republic of China and 2 obtained the professional ability with the Proficiency Test for Stock Affair Specialist⁵.

III. Information on Certified Public Accountant Audit Fees:

The Company have reviewed the CPAs' independency and the competency, assigned Deloitte CPAs – Wang Pan-Fa and Shih Chin-Chuan as the Company's CPAs for 2025 according to the approval of board of directors on February 26, 2025.

The Company and its subsidiaries appointed Deloitte Accounting Firm for various fees for 2025 as follows:

Name of CPA firm	Name of CPA		Duration covered in the audit	Audit fee	Non-Audit fee	Total	Remarks
Deloitte Touche Tohmatsu Limited	Wang Pan-Fa	Shih Chin-Chuan	01/01/2025~12/31/2025	10,955	5,205	16,160	Note

Note: The audit fees of the Company and its subsidiaries for 2025 totaled NT\$10,955 thousand (including audit expenses and audit travel expenses for subsidiaries due to the issuance of the Company's consolidated financial reports), and the non-audit fees of NT\$5,205 thousand included NT\$3,700 thousand for the preparation of sustainability reports, NT\$800 thousand for annual profit-seeking enterprise income tax declaration and provisional declaration and certification fees, NT\$530 thousand for the internal control statement of the subsidiary's construction manager business, and NT\$175 thousand for annual report review and change registration.

(I) The evaluation form of the independency and the competency of CPA for 2025

Content	Result	Remark
1. Receipt of Auditor's Independence Declaration & AQIs	☒ Consistent ☐ Inconsistent	
2. Any fees paid to auditors for auditing assignments	☒ Consistent ☐ Inconsistent	
3. Whether auditors and auditing team members are currently serving as the Company's directors, managers or positions with significant influence on auditing or have served as the Company's directors, managers or positions with significant influence on auditing during the past two years	☒ Consistent ☐ Inconsistent	
4. Any non-auditing projects serviced by our auditors and with no direct and significant influence on auditing The rendering of non-auditing services by auditors shall be deemed as non-independent in the any of the following circumstances: (1) The auditor is able to approve, execute or complete a transaction or authorize others on the behalf of our company or authorize others in the course of service rendering. (2) The auditor is able to make significant decisions for our company. (3) The auditor reports to the board as a manager of our company. (4) The auditor supervises the assets of our company. (5) The auditor reviews the performance of the day-to-day performance of our employees. (6) The auditor compiles the original documents or data such as procurement instructions and sale orders on the behalf of our company to prove the occurrence of transactions.	☒ Consistent ☐ Inconsistent	
5. The auditor does not promote or solicit the stocks or other securities issued by our company.	☒ Consistent ☐ Inconsistent	
6. The auditor does not serve as the defender of our company or represent our company to resolve the conflicts with any third party.	☒ Consistent ☐ Inconsistent	
7. The auditor is not the spouse, directive relative, in-law or relative by blood within two degrees with any director, manager or employee with significant influence over auditing assignments.	☒ Consistent ☐ Inconsistent	
8. The auditor, the auditor's spouse or minor children do not invest in or share the financial benefits of our company.	☒ Consistent ☐ Inconsistent	
9. The auditor, the auditor's spouse or minor children do not borrow from and lend to our company.	☒ Consistent	

Content	Result	Remark
	☐ Inconsistent	
10. None of the auditors in the same practice who has worked for us with the past year serve as our director, manager or position with significant influence on auditing assignments.	☒ Consistent ☐ Inconsistent	
11. The auditor has not received significant gifts or valuable presents from any of our director, supervisor or manager.	☒ Consistent ☐ Inconsistent	
12. Our company has never requested the auditor to accept improper selection of accounting policies or inappropriate financial disclosure as suggested by our management.	☒ Consistent ☐ Inconsistent	
13. The auditor is engaged in appropriate discussions regarding financial reporting, including the suitability of new and major accounting principles.	☒ Consistent ☐ Inconsistent	

Note: when assessing the suitability and independence of certified public accountants, the Company still needs to review and evaluate the Audit Quality Indicators (AQI) provided by the accountants, including 5 scopes consisting of professionalism, independence, quality control, supervision and innovation ability, and 13 indicators, which generally cover the items critical to audit quality, so as to assist the Audit Committee of the Company in more effective and objective assessment of the audit quality of the accounting firm and audit team when selecting a certified public accountant.

- (II) Replacement of the Certified Public Accountant office where the audit fee so paid reduced from the audit fee paid in the preceding year: Please elaborate on the amount so reduced, percentage and causes of reduction: Nil.
- (III) Where the audit fee paid reduced by over 10% from the audit fee paid in the preceding year: Please elaborate on the amount so reduced, percentage and causes of reduction: Nil.

IV. Information of a change in the Certified Public Accountants (CPAs):

The Company has not changed CPA in the past two years and subsequent periods: Nil

V. The Company's chairman, general manager, managers in charge of finance and accounting who have served with the office of a certifying Certified Public Accountant over the past one year, please disclose the name, position title and the information regarding the Certified Public Accountant Office or the affiliated enterprise thereof: Nil.

VI. In 2025, and as of the printing date of this Annual Report, any transfer of shares, pledge, or changes in equity by directors, managers, and key shareholders holding over 10% of the total shares can be referred to in the Market Observation Post System. The access path is as follows: https://mopsov.twse.com.tw/mops/web/query6_1.

There have been no transfers or mortgages of share equity to related parties by any directors, supervisors, managers, or key shareholders.

VII. Top shareholders in terms of shareholding, and the information of their interrelationship

February 28, 2024; Expressed in Share, %

Name	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Names and Relations of Top 10 Shareholders who are Spousal Relationship or are within the Second Degree of Kinship		Remarks
	Number of Shares	%	Number of Shares	%	Number of Shares	%	Title (Or Name)	Relation	
Sinyi Co., Ltd.	210,238,285	28.53%	-	-	-	-	Yu Hao Co., Ltd. Sinyeh Co., Ltd. Chou Chun-Chi Chou Chun-Hao Chou Ken-Yu Chou Chun-Heng	The chairpersons are relatives within the second degree of kinship Equity method investors Representative of Juristic person director The chairpersons are relatives within the second degree of kinship The chairpersons are relatives within the second degree of kinship The chairpersons are relatives within the second degree of kinship	Nil
Sinyi Co., Ltd. Representative: Chou Chun-Chi	9,378,622	1.27%	3,613,239	0.49%	-	-	Sinyi Co., Ltd. Yu Hao Co., Ltd. Sinyeh Co., Ltd. Chou Chun-Hao Chou Ken-Yu Chou Chun-Heng	Representative of Juristic person director The chairpersons are relatives within the second degree of kinship Representative of Juristic person director Relative within the second degree of kinship Relative within the second degree of kinship Relative within the second degree of kinship	
Yu Hao Co., Ltd.	208,937,108	28.36%	-	-	-	-	Sinyi Co., Ltd. Sinyeh Co., Ltd. Chou Chun-Chi Chou Chun-Hao Chou Ken-Yu Chou Chun-Heng	The chairpersons are within the second degree of kinship Equity method investors The chairpersons are within the second degree of kinship The chairpersons are within the second degree of kinship Representative of Juristic person director The chairpersons are within the second degree of kinship	
Yu Hao Co., Ltd. Representative: Chou Ken-Yu	20,307,354	2.76%	-	-	-	-	Chou Chun-Chi Chou Chun-Hao Chou Chun-Heng Sinyi Co., Ltd. Yu Hao Co., Ltd.	Relative within the second degree of kinship Relative within the second degree of kinship Relative within the second degree of kinship The chairperson is the relative within the second degree of kinship Representative of Juristic Person Director	
The specially designated (earmarked) comprehensive trust account on employee shareholding of E. Sun Commercial Bank for Sinyi employees	37,367,622	5.07%	-	-	-	-	Nil	Nil	
Chou Chun-Heng	22,435,641	3.04%	-	-	-	-	Sinyi Co., Ltd. Yu Hao Co., Ltd. Sinyeh Co., Ltd. Chou Chun-Chi Chou Chun-Hao Chou Ken-Yu	The chairperson is the relative within the second degree of kinship The chairperson is the relative within the second degree of kinship The chairperson is the relative within the second degree of kinship Relative within the second degree of kinship Relative within the second degree of kinship	
Chou Chun-Hao	21,667,797	2.94%	-	-	-	-	Sinyi Co., Ltd. Yu Hao Co., Ltd. Sinyeh Co., Ltd. Chou Chun-Chi Chou Ken-Yu Chou Chun-Heng	The chairperson is the relative within the second degree of kinship The chairperson is the relative within the second degree of kinship Relative within the second degree of kinship Relative within the second degree of kinship Relative within the second degree of kinship	
Chou Ken-Yu	20,307,354	2.76%	-	-	-	-	Sinyi Co., Ltd. Yu Hao Co., Ltd. Sinyeh Co., Ltd. Chou Chun-Chi Chou Chun-Hao Chou Chun-Heng	The chairperson is the relative within the second degree of kinship Representative of Juristic Person Director Representative of Juristic Person Director Relative within the second degree of kinship Relative within the second degree of kinship Relative within the second degree of kinship	
Sinyeh Co., Ltd.	9,381,169	1.27%	-	-	-	-	Sinyi Co., Ltd. Yu Hao Co., Ltd. Chou Chun-Chi Chou Ken-Yu Chou Chun-Hao Chou Chun-Heng	Equity method investees Equity method investees Representative of Juristic Person Director Representative of Juristic Person Director The chairperson is the relative within the second degree of kinship The chairperson is the relative within the second degree of kinship	
Sinyeh Co., Ltd. Representative: Chou Chun-Chi	9,378,622	1.27%	3,613,239	0.49%	-	-	Sinyi Co., Ltd. Yu Hao Co., Ltd. Sinyeh Co., Ltd. Chou Chun-Hao Chou Ken-Yu Chou Chun-Heng	Representative of Juristic Person Director The chairperson is the relative within the second degree of kinship Representative of Juristic Person Director Relative within the second degree of kinship Relative within the second degree of kinship Relative within the second degree of kinship	

Name	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Names and Relations of Top 10 Shareholders who are Spousal Relationship or are within the Second Degree of Kinship		Remarks
	Number of Shares	%	Number of Shares	%	Number of Shares	%	Title (Or Name)	Relation	
Chou Chun-Chi	9,378,622	1.27%	3,613,239	0.49%	-	-	Sinyi Co., Ltd. Yu Hao Co., Ltd. Sinyeh Co., Ltd. Chou Chun-Hao Chou Ken-Yu Chou Chun-Heng	Representative of Juristic Person Director The chairperson is the relative within the second degree of kinship Representative of Juristic Person Director Relative within the second degree of kinship Relative within the second degree of kinship Relative within the second degree of kinship	
Cathay Pacific Bank trusted to take custody of J-Ten Co., Ltd.	7,278,430	0.99%	-	-	-	-	Nil	Nil	
Deutsche Bank Taipei Branch entrusted with the custody of iShares Core MSCI Emerging Markets ETF Investment Account	4,501,704	0.61%	-	-	-	-	Nil	Nil	

VIII. The number of shares held by the Company, the Company's directors and supervisors, managers and the businesses under control by the Company either directly or indirectly to the same re-investment business and consolidated shareholder percentages are combined and calculated:

Expressed in Share, %

Reinvested companies (Note 1)	Investment by the Company		Investment by directors, supervisor, manager and directly or indirectly controlled company		Syndicated investment	
	Number of Shares	Shareholding rate	Number of Shares	Shareholding rate	Number of Shares	Shareholding rate
SINYI LIMITED	57,277,000	100.00%	-	-	57,277,000	100.00%
SINYI INTERNATIONAL LIMITED	221,648,785	100.00%	-	-	221,648,785	100.00%
Jui-Inn Consultants Co., Ltd.	500,000	100.00%	-	-	500,000	100.00%
Sinyi Development Co., Ltd.	203,500,000	100.00%	-	-	203,500,000	100.00%
Sinyi Culture Publishing Inc.	-	99.20%	-	0.80%	-	100.00%
Sinyi Global Asset Management Co., Ltd.	5,000,000	100.00%	-	-	5,000,000	100.00%
Sinyi Interior Design Co., Ltd.	95,000	19.00%	405,000	81.00%	500,000	100.00%
Heng-Yi Technology Inc.	1,200,000	80.00%	300,000	20.00%	1,500,000	100.00%
Yowoo Technology Inc.	75,000	100.00%	-	-	75,000	100.00%
An-Sin Real Estate Management Ltd.	7,650,000	51.00%	450,000	3.00%	8,100,000	54.00%
SIN CHIUN HOLDING SDN. BHD.	250,537,766	100.00%	-	-	250,537,766	100.00%
SINJU HOLDING SDN. BHD.	8,200,000	100.00%	-	-	8,200,000	100.00%
SINYI MOREFUN TOURISM DEVELOPMENT LIMITED	14,390	100.00%	-	-	14,390	100.00%
Jin Mei Travel Service Co. Ltd.	-	100.00%	-	-	-	100.00%
Cheng Jing Service Co., Ltd.	57,050,000	100.00%	-	-	57,050,000	100.00%
Rakuya International Info. Co. Ltd.	2,580,745	22.51%	2,448,570	21.36%	5,029,315	43.87%
SINKANG ADMINISTRATION SDN. BHD.	20,000,000	100.00%	-	-	20,000,000	100.00%
ZHANSIN TOURISM DEVELOPMENT SDN .BHD.	1,000,000	100.00%	-	-	1,000,000	100.00%
ZHANCHENG TOURISM DEVELOPMENT SDN. BHD.	319,304,000	100.00%	-	-	319,304,000	100.00%
LEJU Technology Co., Ltd.	3,635,236	20.18%	-	-	3,635,236	20.18%
Home Lifestyle Organizer Co., Ltd.	8,333,335	23.84%	-	-	8,333,335	23.84%
Taiwan Innovation Centre Aging Inc.	500,000	14.71%	-	-	500,000	14.71%
An-Shin Real Estate Management	-	-	10,000,000	100.00%	10,000,000	100.00%
Da-Chia Construction Co., Ltd.	-	-	80,000	100.00%	80,000	100.00%
Sinyi Real Estate Co., Ltd.	-	-	80,000	100.00%	80,000	100.00%
INANE INTERNATIONAL LIMITED	-	-	51,935,839	100.00%	51,935,839	100.00%
Shanghai Sinyi Real Estate Inc.	-	-	-	100.00%	-	100.00%
Shanghai Zhi Xin allograph Ltd.	-	-	-	100.00%	-	100.00%
Ke Wei HK Realty Limited	-	-	2,675,000	99.07%	2,675,000	99.07%
FOREVER SUCCESS INTERNATIONAL LIMITED	-	-	2,216,239	100.00%	2,216,239	100.00%
Shanghai Shang Tuo Investment Management Consulting Inc.	-	-	-	100.00%	-	100.00%
Sinyi Realty Inc. Japan	-	-	16,000	100.00%	16,000	100.00%
Richesse Management Co., Ltd.	-	-	600	100.00%	600	100.00%
SINYI DEVELOPMENT LTD.	-	-	8,706,209	100.00%	8,706,209	100.00%
Sinyi Real Estate (Hong Kong) Limited	-	-	6,840,200	100.00%	6,840,200	100.00%
Sinyi Real Estate (Shanghai) Limited	-	-	-	100.00%	-	100.00%
Suzhou Sinyi Real Estate Inc.	-	-	-	100.00%	-	100.00%
Hua Yun Renovation (Shanghai) Co., Ltd.	-	-	-	100.00%	-	100.00%
Kunshan Dingxian Trading Co., Ltd.	-	-	-	100.00%	-	100.00%
SINYI ESTATE LTD.	-	-	148,510,749	100.00%	148,510,749	100.00%
Sinyi Estate (Hong Kong) Limited	-	-	147,010,749	100.00%	147,010,749	100.00%
Jiu Xin Estate (Wuxi) Limited	-	-	-	100.00%	-	100.00%
PEGUSUS HOLDING SDN. BHD.	-	-	6,569,840	100.00%	6,569,840	100.00%
FIDELITY PROPERTY CONSULTANTT HOLDING SDN. BHD.(Note 2)	-	-	12,276,100	100.00%	12,276,100	100.00%

Reinvested companies (Note 1)	Investment by the Company		Investment by directors, supervisor, manager and directly or indirectly controlled company		Syndicated investment	
	Number of Shares	Shareholding rate	Number of Shares	Number of Shares	Shareholdin g rate	Number of Shares
Shanghai Chang Yuan Limited	-	-	-	100.00%	-	100.00%
Lun Heng Real Estate Limited	-	-	-	100.00%	-	100.00%
Suzhou Zhi Xin Real Estate Limited	-	-	-	100.00%	-	100.00%
Sinyi Real Estate (Wuxi) Limited	-	-	-	100.00%	-	100.00%
Beiguan Leisure Farm Co., Ltd.	-	-	9,500,000	100.00%	9,500,000	100.00%

Note1: The above table shows the number of shares held and the comprehensive shareholding ratio of the same re-investment undertaking in which the Company, the directors, managers and undertakings directly or indirectly controlled by the Company have adopted the equity method against the Company as of December 31, 2025.

Note2: Preferred shares.

IX. Among the top key shareholders or shareholders who hold over 5% in shareholding, in case of juristic-person shareholders, please provide details of the key shareholders

February 28, 2025

Names of the Juristic-person shareholders	Major Shareholders of the Juristic-person shareholders and Shareholding Ratio
Sinyi Co., Ltd.	Yu Heng Co., Ltd. (100.00%)
Yu Hao Co., Ltd.	Yu Heng Co., Ltd. (100.00%)
Sinyeh Co., Ltd.	Sinyi Co., Ltd. (68.10%) Yu Hao Co., Ltd. (31.90%)

Chapter Three. Capital Overview

I. Capital and shares

(I)Source of Capital (in most recent year and as of February 28, 2026)

Expressed in thousands of shares/NT\$ thousands

Month/Y ear	Issue price (NT\$1 per value)	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Source of capital	Paid by property other than cash	Other
06/2018	10	1,000,000	10,000,000	736,847	7,368,465	Capital increase by earnings re-capitalization NT\$853,465 thousand	Nil	Officially approved with Letter Tai-Zheng-Shang-I-Zi 10701074420 dated July 10, 2018

Expressed in Share

Kind of share	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Nominal common share certificates	736,846,500	263,153,500	1,000,000,000	Listed stocks

(II)List of key shareholders (The top shareholders in terms of shareholding ratios)

February 28, 2026

Major shareholders	Shares	Number of shares held	Shareholding ratio (%)
Sinyi Co., Ltd.		210,238,285	28.53%
Yu Hao Co., Ltd.		208,937,108	28.36%
E. SUN Bank, as trustee of the trust property account for the Employees' Shareholding Association of Sinyi Realty Inc.		37,367,622	5.07%
Chou Chun-Heng		22,468,641	3.05%
Chou Chun-Hao		21,667,797	2.94%
Chou Ken-Yu		20,307,354	2.76%
Sinyeh Co., Ltd.		9,381,169	1.27%
Chou Chun-Chi		9,378,622	1.27%
Cathay Pacific Bank trusted to take custody of J-Ten Co., Ltd.		7,278,430	0.99%
Deutsche Bank AG Taipei branch trusted to take custody of the iShares Core MSCI Emerging Markets ETF investment account.		4,501,704	0.61%
Total		551,526,732	74.85%

(III)The Company's dividend policy and fact of implementation of such policy

- The dividend policy of the Company is to deliberately distribute dividends, in the light of present and future development plan, taking into consideration the investment environments, fund demands, and domestic competition status, as well as factors of interests of shareholders. However, the amount of proposed earning distribution of current year may not be less than 20% of accumulated distributable earnings. The dividends may be distributed by means of cash or stock, provided that the ratio of cash dividends may not be less than 10% of the total dividends.
- Allocation of dividends as proposed in the current regular shareholders meeting:
For allocation of earnings of 2025, as officially approved by the Board of Directors Meeting on February 26, 2026, the cash dividends are determined to be NT\$442,107,900 dollars. As calculated by actual outstanding share number of 736,846,500 shares of the Company as of February 26, 2026, each share will be distributed for cash dividends of NT\$0.6 dollars (the dividends which each stockholder receives will be rounded to dollar; total amount for fractional shares is recorded as other income of the Company).

(IV)The impact of the issuance of bonus shares proposed in the current shareholders' meeting upon the Company's business performance and earnings per share (EPS):

Not applicable, as the Company does not make financial forecast public for 2026.

(V) Compensation to employees and directors:

1. As expressly provided for in Article 20 of the Company's Articles of Incorporation, the percentages and scope of the compensation to employees and directors shall be in such a scope:
 - (1) At least 10% of the profit before shall be appropriated as compensation to employees which include at least 8% of the profit shall be non-executive employees' compensation.
 - (2) No more than 1% of the amount of the above said profit before compensation to employees and directors as remunerations to directors.
2. The grounds to estimate the compensation to employees and directors and in the present term, grounds to allocate stock bonus; and the accounting handling for a discrepancy between the amount of actual allocation and the number of estimates:

The Company estimates the compensation to employees and directors in accordance with the Company Act and the Company's Articles of Incorporation. The accrued employees' and directors' compensations were based on the net profit before employees' and directors' compensation. The percentage of employees' compensation was adopted in accordance with the Company's Articles of Incorporation and the accrued compensation to directors was estimated based on the previous year. Material differences between these estimated amounts and the amounts proposed by the board of directors on or before the date the Company's annual financial statements had been authorized for issue are adjusted in the year the compensations are recognized. If there is a change in the proposed amounts after the date the Company's annual financial statements had been authorized for issue, the differences are accounted for as a change in accounting estimate in the following year. If a share compensation is resolved to be distributed to employees, the number of shares is determined by dividing the amount of the share bonus by the closing price (after considering the effect of cash and stock dividends) of the shares on the day immediately preceding the shareholders' meeting.

Information of the compensation to employees (including non-executive employees' compensation) and directors adopted by the board of directors :

- (1) Amount of compensation to employees and directors to be allocated: As officially resolved by the Board of Directors Meeting on February 26, 2026 for allocation of the compensation to employees for 2025 came to NT\$3,675,000 (including non-executive employees' compensation of NT\$3,491,250) and compensation to directors for 2025 came to NT\$3,674,999, of which all will be distributed in cash, the same as those accounted for in 2025.
 - (2) Percentages of the amount proposed for compensation to employees in stocks proposed to the net earnings after tax shown through the individual or respective financial reports and the aggregate of compensation to employees: In 2025, the Company did not propose to allocate stock compensation to employees.
3. Compensation to employees and directors actually allocated in the preceding year:

As officially resolved by the Board of Directors Meeting on February 26, 2025, the earning allocable as compensation to employees in cash for 2024 came to NT\$22,833,051 and the compensation to directors came to NT\$5,000,000 dollars without any gaps from the amounts actually allocated in the wake of being resolved in the shareholders' meeting and the same as those accounted for in 2024.

(VI) Facts of the Company's stocks repurchased by the Company : Not applicable

II. Issuance of corporate bonds :

Categories of corporate bonds		Unsecured corporate bonds in Term 108-1
Date of issuance (handling)		11/28/2019
Face amount		NT\$1,000,000
Venues of issuance and transaction		Taiwan
Price of issue		To be issued at 100% of fact amount
Aggregate total		NT\$900,000,000
Interest rate		1.25% per annum
Duration		10 years, to be mature on 11/28/2029
Guarantor		Nil
Trustee		Trust Department, E-Sun Commercial Bank
Underwriter		E-Sun Commercial Bank
Certifying Attorney-at-Law		Attorney-at-Law Kuo Hui-Chi of I Cheng Associated Attorneys-at-Law Office
Certifying Certified Public Accountant		Deloitte Touche Tohmatsu Limited Certified Public Accountants Shyu Wen-Yea, Lai Kwan-Chung
Terms of reimbursement		1. Terms of interest payment: Payable based on the face interest rate, on an annual basis, based on simple interest rate. 2. Terms of reimbursement: upon expiry date.
Outstanding principal		NT\$900,000,000
Clauses for redemption or reimbursement before maturity		Nil
Restrictive terms		Nil
Title of credit grading institution, date of grading and result of grade		Taiwan Ratings Corporation graded the Company at twA on March 25, 2019.
Other auxiliary rights	The number of ordinary shares, Global Depositary Receipts, or other securities that have been converted (exchanged or subscribed) as of the printing date of the annual report	Nil
	Issuance and Conversion (Exchange or Subscription Scheme)	Nil
Regulations on issuance, conversion, exchange or subscription, terms of issuance and potential dilution and the impact upon the current shareholders' equity		Nil
Name of the custodian delegated for the exchange target		Nil

Note: Taiwan Ratings Corporation graded the Company at twA on March 30, 2026.

III. Issuance of preferred shares: Not applicable

IV. Issuance of overseas deposit receipt certificates (DRC) : Not applicable.

V. Issuance of employee stock option certificates: The Company's employee stock option certificates were already due on March 10, 2011.

VI. Restriction upon employees in rights over new shares: Not applicable.

VII. Merger/acquisition (M&A) or inward transfer of other firms' new shares: Not applicable.

VIII. Implementation of capital utilization plans:

The Company issued NT\$900 million in domestic corporate bonds in 2019 to repay bank loans or supplement working capital. As of the end of 2025, the plan has been successfully completed as scheduled.

Chapter Four. Operational Highlights

I . Highlights of business operation:

(I)Scope of business operation:

Key contents and major products covered within the business operation:

(1)Real Estate Brokerage :

Specializing in real estate brokerage and sales agency services, the Company and its subsidiaries offer a comprehensive suite of solutions—from the sale and leasing of pre-owned homes, offices, and industrial sites to the agency marketing of new developments and pre-construction projects. Our expertise further extends to escrow services and professional property management. With more than 400 direct-operated branches across Taiwan’s major cities and an international presence in Shanghai, Suzhou, Tokyo, and Osaka, we are committed to delivering premium real estate services to clients across the region.

(2)Real Estate Development:

The Company reaches out to include real estate development business, with our subsidiaries, Sinyi Development Inc., Sinyi Real Estate (Shanghai) Limited and JiuXin Estate (Wuxi) Limited which are real estate developers and mainly operating in household construction and rental business, with MRT joint development residential, ordinary households and part of integrated commercial floors as main product of development and construction. As of the end of 2025, Sinyi Property’s first project, "Sinyi Jiating," located in Jiading District, Shanghai, has completed the delivery of 1,109 units, except for the remaining parking spaces. In Wuxi, Jiu Xin Property’s "Sanshui Jiating" project, with a total of 608 residential units, has sold and delivered over 70% of the units. The project "Jiabin" of Sinyi Development Inc's project in Banqiao, with 114 units, has sold out, and commenced delivery starting from the fourth quarter of 2025, with around 80% units delivered and revenue of NT\$2.2 billion recognized accordingly in 2025. The remaining housing units are expected to deliver in 2026. The "Jia Hsueh" project in Xinzhuang, consisting of 100 units, has been fully sold, and delivery is expected to begin before the end of 2028, with revenue recognition to follow.

(3) Tourism Development:

The Company’s core business is a real estate agency, has expanded into the related industries by the concept of “Living”, and actively invested in the upstream and downstream real estate development industry. As the global trend towards an increasing pursuit of a high quality of life having more emphasis on their leisure travel, and recognizing the rich natural tourism resources and good accessibility in Sabah, Malaysia, which presents significant development potential. Moreover, land acquisition costs are relatively low compared to Taiwan and land costs in Sabah are more competitive. Considering these factors, the Company extends its business to the tourism industry in Sabah region. Our subsidiary, Sin Chiun Holding Sdn. Bhd. (hereinafter referred to as "Sin Chiun"), acquired the majority of the land on Pulau Mengalum in 2019. At present, Sin Chiun mainly invests in the infrastructure planning related to the ocean and island’s restoration and meanwhile focus on infrastructure planning. In addition, the Company, through another subsidiary Zhancheng Tourism Development Sdn. Bhd. (hereinafter referred to as "Zhancheng"), acquired

approximately 25.5 hectares of coastal land in the Melinsung area of Sabah Island at the end of 2022, plans to develop a five-star resort hotel. At the same time, Zhancheng entered into a management contract with the internationally renowned hotel brand InterContinental Hotels Group to manage the resort hotel. This resort hotel will be seamlessly connected with Pulau Mengalum across the sea, jointly developing the high-end tourism business. As of the end of 2025, Zhancheng had signed a contract with main contractor and has begun construction work. During 2025, the focus of the hotel construction was on the substantive progress of the works, the integration and implementation of design details, and the establishment of the relevant supply chain system. The hotel is expected to be inaugurated by the end of 2027.

The consolidated operating revenue for 2025 of the Company and its subsidiaries are NT\$11,457 million dollars. Revenue from the real estate agency services of the Company and its subsidiaries totaled NT\$9,229 million dollars and revenue from the real estate development totaled NT\$2,229 million dollars, accounting for 81% and 19% of the consolidated operating revenue, respectively.

Revenue breakdown by business unit:

NT\$ thousand

Business Unit	2025		2024	
	Amount	%	Amount	%
Sinyi Realty				
Real Estate Brokerage	6,846,407	60%	9,759,154	76%
Real Estate Sales Agency	995,906	8%	1,502,863	12%
Subtotal	7,842,313	68%	11,262,017	88%
An-sin & An-Shin	217,802	2%	268,220	2%
Sinyi Global	257,193	2%	259,858	2%
Sinyi Japan	705,451	6%	648,694	5%
Sinyi China	164,460	1%	176,483	1%
Sinyi Malaysia	11,712	-	9,825	-
Subtotal of Real Estate Brokerage Business	9,198,931	80%	12,625,097	99%
Sinyi Real Estate (Shanghai)	13,173	-	12,200	-
Jiu Xin Estate (Wuxi)	58,620	1%	109,772	1%
Sinyi Development	2,162,585	19%	-	-
Subtotal of Real Estate Development Business	2,234,378	20%	121,972	1%
Other Business	24,136	-	34,882	-
Total	11,457,445	100%	12,781,951	100%

Profit and loss by business unit:

NT\$ thousand

Business Unit	2025		2024	
	Amount	%	Amount	%
Sinyi Realty				
Real Estate Brokerage	271,866	65%	1,238,821	69%
Real Estate Sales Agency	114,681	27%	584,611	32%
Subtotal	386,547	92%	1,823,432	101%
An-sin & An-Shin	38,760	9%	49,768	3%
Sinyi Global	56,853	13%	57,231	3%
Sinyi Japan	331,928	79%	304,409	17%
Sinyi China	(3,179)	(1%)	4,799	-
Sinyi Malaysia	(2,784)	(1%)	(4,899)	-
Subtotal of Real Estate Brokerage Business	808,125	191%	2,234,740	124%
Sinyi Real Estate (Shanghai)	(20,928)	(5%)	(20,310)	(1%)
Jiu Xin Estate (Wuxi)	(553,520)	(131%)	(228,335)	(12%)
Sinyi Development	342,234	81%	(67,665)	(4%)
Subtotal of Real Estate Development Business	(232,214)	(55%)	(316,310)	(18%)
Other Business	(153,737)	(36%)	(120,701)	(7%)
Total	422,174	100%	1,797,729	100%

(II)Our effort in service innovation

(1) Real estate brokerage business:

To continue leading the digital transformation of real estate brokerage, the Company is committed to enhancing "intelligence" levels by fully integrating diverse AI applications to bolster operational efficiency and service quality. A primary initiative is the launch of "AI Intelligent Flyer Distribution," which improves information precision while ensuring operational safety. Concurrently, we continue to deepen the "AI Intelligent Consultant" functions, upgrading the matchmaking platform into a core system with decision-support capabilities. By leveraging big data analytics and machine learning, we construct personalized service interfaces and utilize Generative AI to produce customized marketing content, accurately aligning with user needs to maximize matching efficiency and customer experience.

The Company is developing an "Intelligent Daily Report" system, deeply integrating automated task navigation with mobile decision-making suggestions. This transforms traditional recording tools into value-added guidance for business actions, helping associates monitor development progress in real-time. Simultaneously, we are automating the construction of

community database archives to strengthen regional management depth. Through precise localized data analysis, we aim to comprehensively enhance service effectiveness and development accuracy.

In active response to the national "2050 Net-Zero Transition" policy and market demand for transparency in green real estate, the Company has pioneered the disclosure of energy efficiency ratings and Green Building Labels in our "Real Estate Explanatory Statements." Utilizing robust digital data integration, we have established automated screening mechanisms to ensure information accuracy and consistency. This initiative not only strengthens our competitive differentiation but also significantly bolsters customer trust in our professional services, fulfilling our commitment to sustainable service.

(2) Aspect of Real Estate Development Business:

To realize the Group's "2030 Net-Zero Emissions" vision, we are deepening our position as an ESG benchmark through inclusive architecture. We have implemented comprehensive carbon footprint tracking and sustainable construction methods, while striving for Green Building Labels (Diamond/Gold) and Intelligent Building Certifications to create sustainable developments that balance environmental friendliness with technological efficiency.

The "Jia Hsueh" project in Xinzhuan Fuduxin has taken the lead by introducing E-enabled energy-saving hardware and intelligent energy management, securing a Diamond-grade Green Building candidate certificate. The construction commenced from the first half of 2024 and the schedule is as planned. In response to Transit-Oriented Development (TOD), Sinyi Development is actively positioning itself within the "railway economy" circles. As of the end of 2025, we successfully secured three Joint Development Projects from the New Taipei City Department of Rapid Transit Systems (located along the Tucheng and Shulin lines), bolstering our land bank for future growth.

The "Sanshui Jiating" project in Wuxi comprises 608 units. As of the end of 2025, the cumulative delivery rate reached 72%, with 15 units sold during the year despite market headwinds. Current operations utilize a "Ready-to-move-in" sales strategy, offering deep immersive viewing experiences through themed markets and spatial transformations. Furthermore, we have flexibly converted commercial shops and the sales center into hotel operations (currently leased). This move not only enhances community lifestyle functions and asset returns but also deepens our brand positioning as a "Co-creator of Happy Lives," driving the final phase of sales through word-of-mouth referrals.

(II) Profile of the industry:

1. Progress courses of development:

(1) Taiwan realty estate brokerage business and related services sector:

In 2025, the residential market faced a significant contraction in transaction volume due to tightened mortgage quotas resulted from the 7th round of selective credit control of the Central Bank in Taiwan. Regions with higher proportions of investors saw the most drastic declines. The primary (new-build) market was also affected, with developers largely adopting a "wait-and-see" approach and delaying new launches. Fortunately, with the coming of the fourth

quarter and the traditional hot season of housing market and the total outstanding volume of house mortgage of banks stopping increase, the intension of the disbursement of bank housing loans has improved. In addition, the stock market stabilized in the fourth quarter, the year-on-year decline in transaction volume began to narrow, with signs of recovery in Taipei and New Taipei City. Amidst the 2025 "market winter," some local franchised agencies exited the market due to insufficient brand scale; consequently, the stability and professionalism of major brands became the preferred choice for consumers. Meanwhile, the rise of online information platforms (such as 591 and Leju) has formed a "coopetition" (competition and cooperation) relationship with the brokerage industry. While providing marketing channels, these digital tools serve as auxiliary means to enhance efficiency rather than replacing the essential consulting value of professional agents, given the heterogeneous and complex nature of real estate transactions.

The Directorate-General of Budget, Accounting and Statistics (DGBAS) estimates Taiwan's 2026 GDP growth to be between 2.1% and 3.67%, indicating steady momentum. However, factors such as U.S. tariff policies under the Trump administration, the U.S. midterm elections, and the transition of the Fed Chair may cause Taiwan's export-oriented economy to trend "stronger in the first half and softer in the second." Looking ahead to the first half of 2026, the market is expected to maintain a pattern of "contracted volume with stable prices" as it continues to digest geopolitical risks (such as resource redistribution conflicts) and financial market volatility. Market performance in the second half will depend on whether policy adjustments, such as a moderate easing of credit controls, inject new liquidity into the market. The Company will leverage its brand advantages and digital tools to enhance service value and maintain competitiveness amidst market fluctuations.

In 2025, the Mainland Chinese government continued its regulatory stance on the real estate market. The market structure underwent a critical transition from "scale expansion" and "growth-driven development" toward "quality enhancement" and "inventory optimization." Core cities such as Shanghai and Suzhou maintained stable transaction volumes by adopting a "price-for-volume" strategy. Looking ahead, 2026 marks the inaugural year of the Chinese government's "15th Five-Year Plan" for national economic policy, during which the real estate sector is expected to gradually getting better from its consolidation phase, which still needs to watch.

Building on the 2024 surge of Taiwanese investors purchasing property in Japan, the Japanese real estate market remained highly attractive for investment in 2025. Japan has progressively evolved into a primary option for "asset allocation and secondary living circles." Despite a shift toward "interest rate normalization" in Japan's monetary policy, overall borrowing costs remain low. Coupled with the impact of the depreciating Yen, the momentum of Taiwanese citizens acquiring property in Japan continues to thrive.

(2) Real Estate Development:

In 2025, the number of residential occupancy permits issued in Taiwan remained at a relatively high level, reflecting that presale projects launched in recent years have gradually

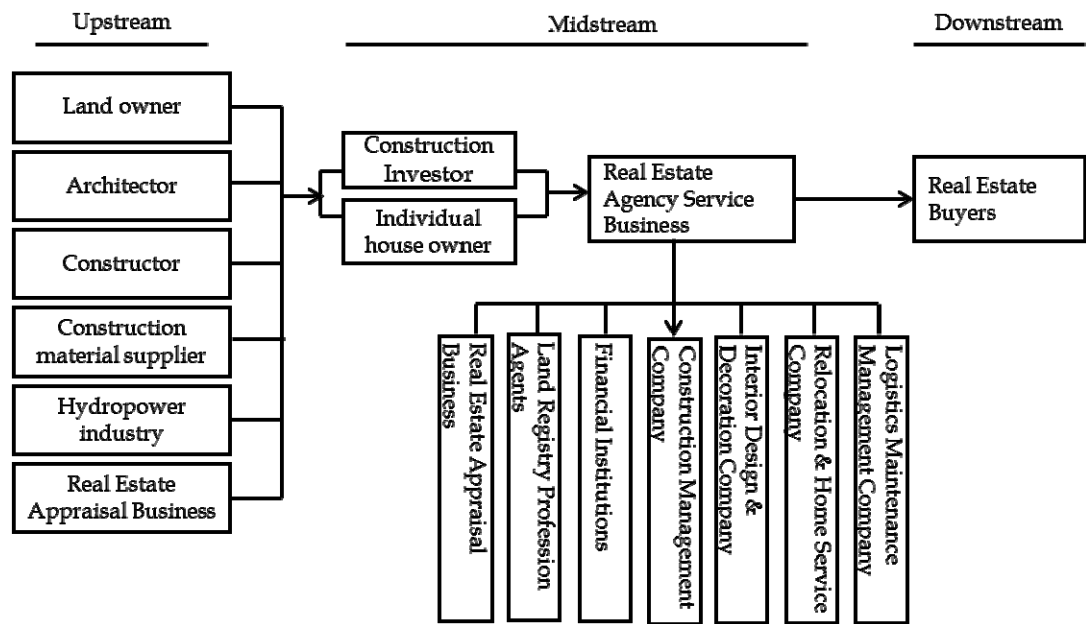
entered the completion and handover stage, and that housing supply is expected to remain substantial in the coming years. Under the continued impact of the Central Bank’s seventh round of credit control measures, real estate developers not only face inventory absorption pressure but must also rely on product differentiation and brand credibility. At the same time, developers need to strictly manage construction quality and project schedules, while prudently controlling sales pacing to mitigate inventory and liquidity risks.

In addition, the dual rise in labor and material costs, the increase in raw material costs, and labor shortages have continued to push up construction costs. With the growing importance of ESG (Environmental, Social, and Governance) issues, the construction industry is also facing the challenge of transformation. Topics such as carbon reduction and low-carbon initiatives, along with building production history, have gradually become prominent in contemporary architecture. This includes precast construction methods (prefabricated construction), Building Information Modeling (BIM), and the selection of low-carbon building materials. All indicate that ESG construction is gradually gaining market favor and attention.

(3) Tourism Development:

According to statistics from the Malaysia Tourism Board, Malaysia’s tourism market delivered strong performance in 2025, with total visitor arrivals reaching 42 million, representing an increase of 11.2% compared to 2024 and exceeding pre-pandemic levels by 20.4%. Sabah continues to attract international tourists with its biodiversity in ancient rainforests and world-class diving destinations, becoming one of Malaysia’s most iconic eco-tourism hotspots. As of the end of 2025, Sabah recorded approximately 3.8 million visitor arrivals, reflecting the continued expansion and recovery of the local tourism market.

2. Here at Sinyi Conglomerate, we have primarily engaged in real estate agent services and real estate development business. The industrial interrelationship in the line is enumerated below:



3. Trend of industrial development and facts of competition:

- (1) Taiwan realty business and related services sector

A. Trend of service development

In response to the growing consumer demand for mobile and real-time services, the company focused on two core pillars in 2025: "AI-Empowered Experiences" and "Deep OMO (Online Merge Offline) Integration."

To address the common pain point where digital house viewing is hindered by clutter or outdated interior design—preventing clients from intuitively grasping a property's true value—the company took an industry-leading step by launching the "AI One-Click Clear" feature. Through highly automated image processing, this technology allows consumers to instantly restore a property to a vacant state. This not only significantly enhances the quality of visual interaction on mobile devices but also elevates digital services from simple information delivery to an intelligent experience that actively assists in decision-making.

B. Competition of our services

In 2025, the total number of real estate agency branches grew by approximately 6%. While major real estate groups continued to hold the primary market share, government policies promoting rental housing management led to more diversified business models. As a result, the number of branches for other domestic brands increased rather than decreased. In contrast, our company leveraged digital capabilities to optimize branch health by phasing out underperforming units and retaining the strong. Consequently, our branch count decreased by 4% year-over-year, as we pivoted our focus toward deepening local trade area services and enhancing customer brand loyalty.

【List of changes in the number of branches set up by real estate agent service providers in Taiwan】

		Number of Branches				
Realtor in Taiwan	Type of business operation	2025	2024	2023	2022	2021
Sinyi Realty Inc.	Regular chain	447	466	478	495	487
Other brands	Regular chain + Franchise	3,817	3,526	3,532	3,381	3,078
Total		4,264	3,992	4,010	3,876	3,565

Note: On the grounds of statistics of websites of the real estate agent services as of December 31 of the respective years (Other brand names include H&B, Great Home Realty, Chinatrust Real Estate, Pacific Realtor, Century 21, Yung-Ching Realty, Yung-Ching Real Estate, U-Trust House, Taiching Realty, Yung-Yi House, Taiwan Real Estate, National Realty and Eastern Realty).

The Japan's real estate market in 2025 showed a trend of "stable price and volume in core areas". The prices of pre-owned houses in core areas of Tokyo with good living and transportation functions remained high, continuing to be primary targets for overseas property investment. The real estate market in Osaka benefited from large-scale urban renewal projects, driving growth in both housing prices and transaction volumes in the city center and along major railway lines. Furthermore, as the Japan's government continues to promote semiconductors, digital technology, and international industrial investment in 2026, stable growth in employment and foreign residents in Tokyo and Osaka is expected, increasing rental demand for residential and investment properties. The secondary market

of pre-owned houses is expected to maintain a pattern of rising prices and volumes.

(2) Real estate development business and related product sector

A. Trend of product development

In 2025, under the continued impact of the Central Bank's seventh round of credit control measures, the funding environment remained tight as financial institutions maintained a cautious approach to land and construction financing. Developers prioritized inventory absorption and controlled project launch pacing amid high construction costs and carbon-related expenses. The presale and new housing markets exhibited lower transaction volumes and price consolidation, with competition increasingly driven by project differentiation. Developers with strong brand recognition and execution capability maintained relatively stable pricing power, while well-located projects with solid planning and construction quality continued to attract end-user demand and achieve steady sales absorption.

In terms of individual project performance, real estate developers with strong brand reputations generally saw higher prices for their properties compared to competitors. Emphasis on better product planning, building quality, and interior space scale remains attractive to owner-occupiers. If the aforementioned types of products are located in good areas, they can still achieve stable sales.

In 2025, Wuxi's new house market weakened compared with 2024, with total annual transaction volume declining by approximately 18%, indicating continued market adjustment pressure and increasing structural differentiation. In diminishing policy effects and sustained pressure on purchasing power, new house transactions further contracted and the inventory absorption period lengthened noticeably. Upgrade-driven demand remained relatively stable and became the primary source of transactions; however, many first-time homebuyers shifted toward the more price-flexible secondary housing market, resulting in a lower share of primary housing within the overall transaction structure. Overall, the primary housing market remains in a bottoming and gradual recovery phase, with the pace of recovery yet to be observed.

B. Competition of our products

In housing market characterized by declining transaction volumes and increasingly cautious purchasing decisions, developer brand strength remains a key factor influencing consumer confidence. Developers with long-standing operating experience and strong reputations possess advantages in product planning, construction quality, and delivery reliability, enabling their projects to maintain relatively stable pricing and sales performance. As a result, the market has shown clear structural differentiation. In response to elevated housing prices and affordability pressures, developers have continued to adjust product offerings toward smaller unit sizes to maintain reasonable total price levels and

enhance sales flexibility.

Meanwhile, in established urban districts where land supply is limited and new project launches are relatively scarce, mature living amenities and steady end-user demand have supported relatively stable pricing and sales performance in certain areas. Market evaluation has increasingly returned to fundamental product attributes and location advantages. In addition, residential properties along MRT lines remain a focal point for buyers due to clear transportation convenience. As concerns regarding quality have gradually subsided, MRT joint development projects have become increasingly attractive in a consolidating market, with their commuting and lifestyle advantages more prominently recognized.

In 2025, local governments in Wuxi and its surrounding cities in mainland China continued to relax real estate control policies, including adjustments to purchase restrictions, transaction taxes, and down payment requirements. Toward the end of the year, the central government reiterated its commitment to stabilizing the property market, with policy support measures further strengthened. However, market confidence has been recovering gradually, and most developers have adopted a “price-for-volume” strategy to stimulate transactions. Amid intensified price competition, Sanshui Jiating, positioned as a mid- to high-end residential project in Wuxi, has faced increased sales resistance. However, the sales has improved since the sale project adjusted in the second half of 2025.

(III) Profiles in technology & know-how and research & development:

1. The Company has established a Digital Intelligence Division to continuously advance the development of digital technology and Artificial Intelligence, refining technical upgrades for the digital transformation of real estate brokerage services. The R&D strategy focuses on core directions such as "High-Efficiency Mobile Office," "AI Governance Automation," "Data-Driven Decision Making," and "Experience Engineering Optimization". Through information technology integration and cloud architecture construction, the Company aims to comprehensively improve internal operational efficiency and external service quality.
2. In terms of mobile office and infrastructure construction, the Company has established a high-efficiency mobile office environment. Sales colleagues are fully equipped with touch-screen laptops, integrated with cloud data systems and mobile applications to optimize customer service processes and provide instant brokerage services.
3. Regarding AI application and governance mechanisms, the "AI Advertising Review System" was formally introduced in 2025. Utilizing computer language processing technology, it automatically identifies and inspects property advertisement content to effectively ensure legal compliance and reduce manual auditing tasks. The "AI One-Click Clear" service was also launched to enhance online house viewing efficiency and strengthen digital marketing channels.
4. In terms of data application and decision support, the Company has fully implemented Microsoft tools as its core business intelligence platform. Coupled with data science training programs, this strengthens real-time data integration and analysis capabilities, empowering non-technical personnel to achieve "Intelligent Self-Service," enhancing the mastery of market trends and

business performance, and improving cross-departmental decision-making efficiency. In AI system development, GitHub Copilot has been introduced and integrated with testing processes and development toolchains to establish reusable development standards and operational models, reducing the risk of rework and strengthening system quality and stability.

5. The Company also continues to deepen "Business Management Automation" and "Data-Driven Decision Making". Through structured analysis technology, it promotes electronic decision management system to help colleagues identify the core competitive advantages of branch stores and provide business-valued decision suggestions, effectively optimizing resource allocation and service quality.
6. In digital service R&D and experience engineering, the Digital Intelligence Division continues to optimize the front-end architecture of the official website and the user experience environment to improve system stability and response speed. Simultaneously, through technical integration of iOS and Android platforms, it deepens mobile application technology to provide consumers with a more profound mobile house viewing experience.
7. To reduce errors caused by poor information exchange during the project lifecycle, enhance design efficiency to lower engineering drawing costs, and provide a collaborative platform to improve development efficiency, the real estate development team in Taiwan and China has completed the implementation of BIM design tools and information exchange platforms. These tools are now being used in current development designs to minimize construction uncertainties and improve project quality. The tourism industry also adopts BIM technology at all stages of hotel construction.
8. Sinyi Development Inc. continues to optimize the building production log, meticulously documenting relevant information at each stage from planning, design, and construction to completion. This not only covers quality control, safety management, and environmental protection measures during the construction process but also ensures the transparency of the building projects, facilitating supervision and management by all stakeholders. Additionally, it provides important references for future maintenance and management. In addition, Sinyi Development Inc. has also actively introduced carbon inventory work for construction projects, and is committed to building low-carbon and low-energy-consuming buildings.

(IV) Long-term and short-term business development plan

1. Short-term business development program:

- (1) Real Estate Brokerage Business: The external real estate environment is trending towards steady and rational development, though uncertainty remains regarding the loosening of central bank credit controls. Therefore, in 2026, the Company will focus on its core operations, using the "Dream Fulfillment Initiative" to support the realization of our colleagues' dreams. By guiding them toward a long-term development mindset, and utilize professional service growth and AI digital technology to link individual dreams with organizational vision. This will drive team momentum, further boosting the passion and quality of our customer service, which in turn will increase the number of closed transactions and new property listings, continuously strengthening the Company's market competitiveness.
- (2) Real Estate Sales Agency Business : Under the impact of negative factors such as bank loan

restrictions and selective credit controls, the Company utilizes "Sinyi comprehensive real estate platform initiative 3.0" for precise customer diversion and "ESG Value Creation" to create rare market products, maintaining a steady closing ratio and achieving a strategic "1+1>2" advantage. The "Sinyi comprehensive real estate platform" initiative 3.0" innovative concept promotes "Mobile Sales Centers" combined with 2.0's "Online House Viewing," precise branch channels, digital network marketing, and differentiated strategies for individual cases. This not only creates product value but also gains trust and recognition from developers.

Our First-Hand New House Selling Division, under its people-oriented philosophy and the sustainable ESG trend, continues to focus on target buyers' needs and follows the Group's ESG footsteps to explore new green business opportunities. Using a C2B approach, it develops rigid demand products for first-time buyers and home upgraders, focusing on mature business districts and collaborating with brand developers to enter the ESG field.

- (3) In mainland China, the Shanghai and Suzhou brokerage units focus on specific customers (rigid demand and improvement buyers in main business districts) to provide valued services, effectively utilizing existing manpower to operate stores and maintain surplus operating goals.
- (4) In response to the Japan's government's expected tightening of regulations for foreigners purchasing property, Sinyi Japan is advancing corresponding strategies based on its solid Taiwan-Japan chain. Simultaneously, it will continue to focus on localization in Japan and expand business achievements from local Japanese customers. In 2026, it plans to transform all brokerage departments into new-style teams, complete the opening of two new stores in Azabu-Juban and Minato city, and move into the rental brokerage market. Through these three plans, it aims to deeply cultivate local customers and enhance Sinyi Japan's brand awareness and influence in the local Japanese market.
- (5) In terms of development projects, the Banqiao "Jiabin" project, which has been fully sold, is expected to be completed and start delivering around 80% of total units in the fourth quarter of 2025, with revenue recognition to follow. The remaining units will be delivered in the first quarter of 2026. The Xinzhuang "Jiaxue." project of which houses were fully pre-sold in 2024 is expected to complete the construction in 2027 and delivery in 2028, respectively. Sinyi Development signed a joint development agreement with the New Taipei City Government's Department of Rapid Transit Systems in 2025 for the LG17 station entrance A and the LG16 station entrance A and B of the Tucheng-Shulin Line. These projects are expected to start construction in 2027 and be completed in 2033.

The Wuxi "Sanshui Jiating" project is located in the core area of Sanshui City, surrounded by abundant natural ecological resources and top-tier universities, forming a gathering place for highly educated and high-income groups. Facing the recent downturn in the mainland real estate market and price-cutting competition from competing projects, the development business team offers an immersive home viewing experience for sincere buyers, allowing them to feel the comfort and neighborly living environment that sets it apart from other projects, thereby accelerating sales.

(6) In 2022, our subsidiary, Zhancheng, acquired a parcel of coastal land in the Melinsung area of Sabah, Malaysia, and entered into a hotel management contract with the international renowned hotel brand InterContinental Hotels Group. Additionally, they signed a contract with main contractor and officially commenced construction work. During 2025, the Company continued to advance the main structural works, integrate and implement design plans, and establish the related supply chain system. It is expected to be inaugurated by the end of 2027.

2. Long-term business development program:

(1) To achieve the 2030 vision of "co-creating a sustainable good life with business ethics and becoming a world-class service industry," operational goals and key strategies for the next three and five years have been set. With continuous practice of business ethics at the core, the Company will systematically promote the long-term development of the brokerage business, exerting a positive influence on six major stakeholders: colleagues, customers, shareholders, society, the environment, and suppliers.

i. Empowering a Workplace for Self-Realization : With " Dream Fulfillment Initiative " at the core, the Company supports colleagues in planning personal dreams and career development with a long-term mindset, stimulating internal drive, enhancing growth momentum, and creating service value, forming a positive cycle of talent growth and organizational development.

ii. Delivering Service Excellence to Earn Customer Loyalty : With long-term relationship management at the core, the Company uses institutionalized customer maintenance mechanisms to strengthen connections for repeat purchases and recommendations from old customers. Combined with data insights and cross-departmental collaboration, it aims to improve service quality, accumulate customer loyalty, and promote steady enterprise growth.

iii. Deepening Local Community Engagement : Committed to local needs, Sinyi offers safe and professional transaction services while actively participating in community initiatives. By advocating for sustainability, the Company envisions a thriving society where "happiness follows wherever Sinyi is present"

iv. Advancing Sustainable and Low-Carbon Practices : Continually deepening colleagues' sustainability concepts, ensuring full participation of store staff in energy and resource saving actions. Combined with store operational management and measurement mechanisms, this positive influence will extend to families and communities, achieving the vision of ecological protection and sustainable symbiosis.

(2) In the selling agency business, Selling Agency Department continues to deepen collaboration with developers by offering appropriate buyer value and implementing effective sales strategies under the "Sinyi comprehensive real estate platform" initiative. To balance the interests of all six major stakeholders, our vision is to create ESG value, provide buyers with comfortable living, ensure sustainable development for developers, and become a leader in the sales agency industry.

- (3) Sinyi Japan practices its service value proposition (customization, speed, transparency) through the development of "Five Forces" (Trust, Positioning, Service, Growth, and Social Forces). Besides pre-owned house brokerage through branch store expansion, it plans to expand into Japan's rental brokerage market. Combining residential sales and rental brokerage will rapidly increase operational scale, market share, and brand awareness, strengthening long-term localized business development.
- (4) Sinyi Development's vision for 2030 is to "become an ESG benchmark in the industry through Co-Inclusive Pre-construction." The company is committed to achieving this by adopting sustainable construction methods and introducing community-building practices to create ESG benchmark projects in Taiwan. Additionally, Sinyi Development is actively promoting its "full-service" approach. Sinyi Development takes on a consultancy role to assist residents in urban renewal and reconstruction, bringing new opportunities to the industry and redefining the value of services. Meanwhile, the real estate development business in mainland China remains focused on the sales of the "Sanshui Jiating" project.
- (5) As the first resort hotel under the Sinyi Group, the entire project in Melinsung will adhere to the principles of "on schedule, on quality, on budget." Building upon the existing design plans and architectural standards, the Company will continue to refine overall details and enhance the user experience, striving to further optimize the project beyond the established quality benchmarks. In developing the hardware facilities of a five-star hotel, the planning process will be guided by actual customer needs and user convenience, with comprehensive consideration given to facility configuration and circulation design. In close collaboration with InterContinental Hotels Group, the Company aims to deliver an accommodation and travel experience that exceeds customer expectations. Additionally, the subsidiary of our company has acquired the land use rights for approximately 300 hectares on Pulau Mengalum. Currently, efforts are underway to rehabilitate the surrounding marine ecology and parts of the island, with a focus on enhancing local ecological diversity. The development plans include low-density development and becoming an island with significant tourism value while also addressing environmental protection and ecological issues.

II .Markets and Sales Overview:

(I)Market Analysis:

1. The target markets of major commodities:

Brokerage service

Our company primarily provides real estate brokerage services to the general public customers, without specific or primary target customers. Therefore, our products are difficult to categorize based on customer segmentation. However, in terms of our key service areas, our business remains concentrated in Taiwan's major metropolitan areas, maintaining a stable market presence and growth momentum:

(1)Sales in Taiwan

Brokerage Services: Our directly operated stores are widely distributed across key metropolitan areas, including Taipei City, New Taipei City, Taoyuan City, Hsinchu County/City, Taichung

City, Changhua City, Tainan City, and Kaohsiung City. We offer professional services for residential and commercial real estate transactions.

Consignment Sales Services: We provide project sales services for developers, primarily focusing on Taiwan's six major cities (Taipei, New Taipei, Taoyuan, Taichung, Tainan, and Kaohsiung), covering the entire process from pre-sale project planning to sales.

(2) Sales in Mainland China

Our subsidiaries continue to operate real estate brokerage businesses in Shanghai and Suzhou through a directly managed model, specializing in residential and commercial real estate transactions while gradually expanding market share.

(3) Sales in Japan

Our subsidiaries focus on serving overseas Chinese and local Japanese clients in property purchasing and investment. Additionally, we emphasize rental management services, with professional teams assisting Chinese clients in understanding local regulations and procedures, improving transaction efficiency and customer satisfaction.

Real Estate Development

As for our real estate development subsidiary, it started the handover of the "Jiahe" project from the fourth quarter of 2025 in the Jiangcui Redevelopment Zone in Banqiao District, New Taipei City. The "Jia Hsueh." project in the Xinzhuang Sub-City Center was fully sold out in the second quarter of 2024. Sinyi Development will focus on the real estate development projects in Greater Taipei Area. Meanwhile, our primary focus remains on selling and completing the handover of the remaining units in the "Sanshui Jiating" project in Binhu District, Wuxi City.

2. Sinyi market shares of the primary target markets:

Over the past three years, the Company's market share in Taiwan's secondary real estate brokerage market has ranged between 6.7% and 10.22%. Regarding our real estate agency business, we have utilized "Sinyi comprehensive real estate platform" initiative" channel integration and precision digital marketing to deepen our presence in core regions including Greater Taipei, Taoyuan, and Taichung. Bolstered by excellent sales performance, our project launch volume consistently maintains a leading position among agencies in Northern Taiwan. Meanwhile, the transaction volumes of our overseas subsidiaries remain in a stage of steady growth relative to their respective local markets; we will continue to capitalize on our cross-border service advantages to drive future expansion.

3. Status of future supply, demand and growth in the real estate markets:

Despite strong GDP growth fueled by the AI sector (projected at 7.41%), the real estate market in 2025 has entered a period of "stable prices with declining volumes" due to proactive policy interventions. Demand is shaped by the following factors:

- **Restraining Factors:**
 - **Credit Control Effects:** The central bank's 7th round of selective credit controls is in full effect. Loan-to-value (LTV) ratios for multi-property owners and high-end residential units have been significantly slashed, effectively curbing investment and speculative demand.

- Elevated Entry Barriers: Tightened bank lending has left potential buyers facing insufficient loan amounts, rising interest rates, and prolonged approval processes, forcing a portion of rigid demand (end-users) into a "wait-and-see" stance.
- Supporting Factors:
 - Stabilization via New Youth Home Loan Policy: For first-time homebuyers, the "New Youth Home Loan" policy remains the core driver for market entry, sustaining the small-unit market for properties priced below NT\$15 million.
 - AI and Tech Cluster Synergy: Expansion plans by tech giants such as TSMC and NVIDIA continue to drive robust "industrial-led rigid demand" across Taoyuan, Hsinchu, Taichung, and areas surrounding the Southern Taiwan Science Park.

On the supply side, the market is facing selling pressure characterized by a contraction in building permits occurring simultaneously with a peak in project handovers. Residential projects launched during the pre-construction boom of previous years are slated for intensive completion in 2025. Due to the Central Bank's selective credit controls, some buyers may face resale pressure stemming from insufficient Loan-to-Value (LTV) ratios, leading to a temporary surge in the supply of newly completed units. Concurrently, 'Green Inflation'—driven by factors such as carbon fee impositions—is compelling developers to incorporate decarbonization costs into new project pricing. Consequently, supply-side prices continue to maintain a degree of downward rigidity.

In response to the market evolution in 2026, our Company will focus its management strategy on 'Precision Positioning' and 'Strategic Layout.' On the product front, we continue to optimize high-efficiency, small-unit residences—the current market mainstream—to address challenges in housing affordability. Geographically, we remain closely aligned with the rigid demand generated by technology industrial clusters, while proactively planning medical-friendly housing to meet the needs of a super-aged society. As the influx of pre-construction handovers shifts bargaining power toward buyers, we will leverage our competitive product quality and brand trust to ensure steady growth in an increasingly competitive market.

In 2025, the demand side was constrained by uncertainties surrounding the delivery of new properties. Buyer confidence shifted toward the more transparent secondary market, resulting in a structural trend of "existing inventory outperforming new builds." Influenced by an uneven economic recovery and pressure on income expectations, the market was characterized by a "wait-and-see" approach and "price-for-volume" strategies. On the supply side, impacted by the retirement of Taiwanese business owners and the relocation of industrial chains, there was a surge in listings for mid-to-high-end assets in the core districts of Shanghai and Suzhou. This provided the market with an abundance of high-quality inventory, creating specific opportunities for asset disposal. Entering 2026, the real estate market has officially returned to its fundamental nature, with the core of competition shifting from "scale expansion" to "professional value." By deepening service quality and enhancing agent expertise, we aim to precisely target mid-to-high-end upgrade demands. This strategy ensures steady growth during this period of structural transition.

In the Japanese market, amid Yen volatility and expectations of fiscal expansion, real estate is regarded as the preferred hedge against inflation. Demand for office and residential properties in

core locations of Tokyo and Osaka remains strong among both overseas capital and large domestic institutions. Many first-time buyers and investors entered the market during 2025 to catch the "last train" of low interest rates, supporting high transaction volumes. Entering 2026, in response to an aging population and a booming tourism industry, all-age-friendly housing (universal design and senior living) and residential properties near technology parks have become the mainstream of non-discretionary demand. As property prices reach historic highs and interest rates undergo a gradual upward adjustment, buyers are becoming more rational, leading to longer sales cycles for high-priced properties. The market is officially transitioning into a buyer's market. The pressure from rising interest rates is shifting some demand from "buying" to "renting," which will drive up rental yields in core cities. This trend serves as a significant advantage for Sinyi Realty's positioning in Japan, as it attracts long-term investors focused on yield-generating assets.

4. Competition niches, advantages and disadvantages and the countermeasures:

(1) Competition niches:

A. Brand Image and Consumer Recognition

Sinyi Realty upholds the philosophy of "Doing the right thing," establishing a strong brand image and earning industry recognition. Its services and business model set industry benchmarks, gaining high brand awareness and a solid reputation in both Taiwan and China.

B. Economies of Scale

With the largest number of directly operated branches, Sinyi Realty ensures consistent service quality and benefits from bulk purchasing to reduce costs, enhancing marketing and equipment investment efficiency.

C. Effective Resource Integration

A professional support team strengthens standardization and integration in areas such as information technology, marketing, and employee training, maximizing corporate resource efficiency.

D. Synergies Among Affiliated Companies

By integrating brokerage, sales agency, asset management, and international business operations, Sinyi Realty offers a "Sinyi comprehensive real estate platform" initiative" one-stop service. Its cross-border real estate development and sales cooperation further enhance market competitiveness.

E. Service Innovation

Sinyi Realty actively develops PropTech, incorporating AI-powered property matching and big data analytics to improve transaction efficiency. During the pandemic, it introduced online contract signing and collaborated with banks to offer digital mortgage application services, driving real estate digitalization.

F. Talent Development

The Company hires university graduates without prior brokerage experience to ensure cultural alignment. It offers an MA(Management Associate) program and digital talent development initiatives, earning the "Best IT Employer Award" while fostering talent growth and digital transformation.

(2) Advantages toward the vision of development:

A. Policies to inhabit speculation are conducive to a sound long-term housing market

Due to the rising housing prices and speculation in the market, the government has implemented selective credit controls four times to prevent funds from flowing into non-self-use investment activities. Heavy penalties on speculative real estate behavior and efforts to suppress short-term speculative transactions have led to a contraction in the housing market transaction volume in the short term. However, the continued support for first-time homebuyers through favorable housing loan policies, particularly for those with genuine demand, will benefit the long-term healthy development of the housing market.

B. Houses are aging in urban regions, and there is a high demand for urban renewal and house replacement.

In urban areas, more than half of the residences are over 30 years old, with over 70% of Taipei's residences being over 30 years old. As a result, there is strong demand for replacing aging equipment in existing homes and for urban renewal. To address urban renewal and aging housing policies, the Company's subsidiary, An-sin Real Estate Management Inc. provides "comprehensive management model" to assist landowners in self-renewal. For medium and large-scale development projects, Sinyi Development also offers "full-service solutions" to assist residents in improving their living quality and beautifying the urban landscape.

C. Digital innovation

By leveraging technologies such as digitization, big data, and AI (Artificial Intelligence), we are driving the development of real estate technology to enhance corporate efficiency and competitiveness. This initiative is also transforming the operational landscape of the brokerage service industry, providing customers with cutting-edge digital experiences and pioneering new business models.

(3) Disadvantageous factors against development forward and the countermeasures:

A. Real Estate Market Enters Adjustment Phase, Intensified Competition in the Brokerage Industry

In 2025, as the government continues to enforce selective credit control policies on mortgages, domestic real estate trading momentum has turned relatively conservative, signaling the market's entry into a structural adjustment phase. Buyers are becoming increasingly prudent, with rising expectations for transaction security, information transparency, and service professionalism. Concurrently, the number of real estate firms remains at a high level, and the competitive landscape shows no signs of decelerating, which necessitates higher operational efficiency and more optimized human resource structures.

In light of these market and industry shifts, the Company is continuously reviewing its recruitment strategies and workforce deployment, making adjustments in accordance with operational requirements. Response Strategies:

a. Talent Recruitment and Selection:

As the only fully direct-operated real estate brokerage company in Taiwan, we require all new employees to have a university degree and no prior brokerage experience, while reinforcing standardized selection processes and recruiting talent to cultivate a

team with high professional standards and consistent service quality. Compared to industry peers that focus on performance-driven models or have no specific educational or experience requirements, our talent strategy enhances brand image, strengthens customer trust, and ensures service stability and excellence.

b. Talent Development and Growth:

With increasing client expectations for professional real estate services, real estate consultants must possess in-depth market knowledge and advanced sales skills. Our company continuously enhances talent development systems by optimizing digital learning environments, improving training efficiency for new employees, and refining compensation and benefits programs to ensure long-term talent retention and growth. Additionally, we actively promote an ESG-driven corporate culture, reinforcing employees' sense of mission within the company and building a professional, stable, and sustainable real estate team. In the future, we will continue to optimize the salary and reward system to attract high-quality talents and develop in the company for a long time.

c. Expanding the Service Value Chain & Enhancing Customer Experience:

In response to increasing market competition, our company has expanded its services beyond real estate brokerage to include rental management, home maintenance, and renovation services, providing a one-stop housing service solution to increase customer loyalty. At the same time, we actively engage in community services and ESG sustainability initiatives, fostering stronger connections with residents and exploring innovative service models to ensure long-term competitiveness. In addition, we will also make good use of the long-term accumulated data of old customers to discover various services such as home services or home purchase and sale services to meet their living needs.

d. Digital comprehensive real estate platform:

Building on our strong presence in northern Taiwan's presale market, our company leverages data analytics and digital tools to provide comprehensive real estate information—including presale projects, newly completed properties, and pre-owned homes—across all branch locations. This ensures a more efficient and transparent home-buying experience for customers. Furthermore, we have integrated AI into our service workflows to actively enhance visitor-to-client conversion rates. By utilizing precise property recommendations, social media engagement, multimedia content, and big data marketing strategies at our branches. These efforts further boost transaction efficiency and customer satisfaction, securing our competitive edge in the market.

B. Low birth rate and high employee turnover rate of industry:

Taiwan's declining birthrate and intensifying talent competition pose structural challenges to recruitment and retention in the service sector. To enhance talent attraction, Sinyi Realty offers a guaranteed monthly salary of NT\$50,000 for new employees, career transition bonuses, and rewards for managers and high performers. The company also promotes employee stock trusts, flexible benefits, and parental subsidies.

Given the real estate brokerage industry's long working hours, high pressure, and

elevated turnover rates, the Company invests significant resources in recruitment and training while establishing an early warning system for abnormal turnover. We conduct quarterly employee satisfaction surveys to respond promptly to staff needs and have strengthened our leave and promotion policies. Furthermore, we have introduced Employee Assistance Programs (EAPs) to provide professional counseling across life, work, and family matters, creating a secure yet challenging career environment.

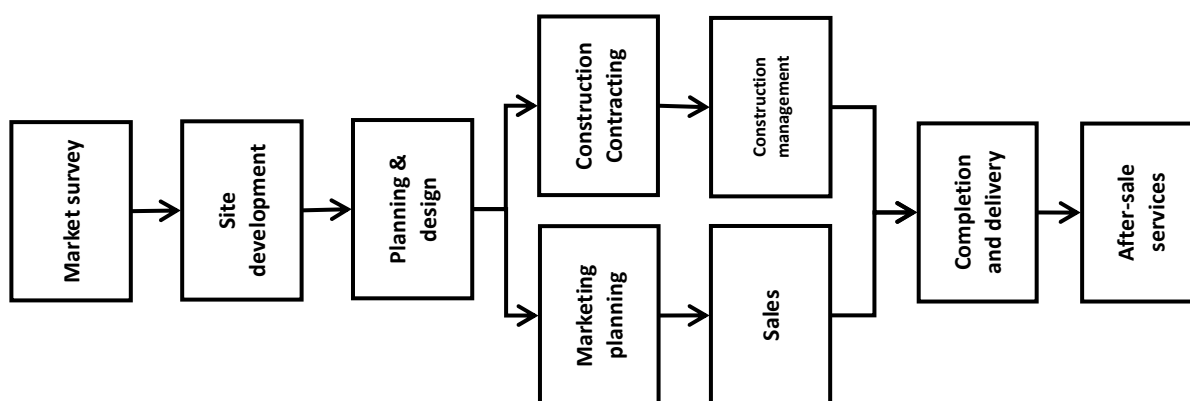
C. Post-Pandemic Recovery and Sustainable Development of the Tourism Industry:

As the global economy gradually recovers, the international tourism market continues to expand, and Malaysia's overall tourism momentum has rebounded significantly. Sabah, leveraging its rich natural ecological resources and positioning in the high-end tourism market, continues to attract strong interest from international travelers. With the expansion of the tourism market, Sabah's tourism industry is also facing new challenges, including adjustments in service workforce allocation and changes in visitor demographics. As a result, the competitive focus of the industry is gradually shifting toward service quality enhancement and experiential upgrades. In terms of environmental conservation and sustainable operations, we remain committed to the ecological restoration of Mantanani Island, enhancing local biodiversity, implementing ESG development goals, and leveraging innovative strategies to deepen the sustainable tourism model.

(II) Major purposes and manufacturing process of key products:

Our company provide brokerage services for rentals and properties for sale. We do not involve in the manufacturing process of products. Our subsidiaries Sinyi Development, Sinyi Real Estate (Shanghai) and JiuXin Estate are engaged in the developer, letting and sale of real estates. Our properties are developed in the following process:

- i. Product utilization: residences, offices, hotels, and stores, etc.
- ii. Workflow:



(III) Availability of major raw materials & materiel:

We are the broker between buyers and sellers of properties and we do not deal with the supply of raw materials. The supply of the inputs by subsidiaries Sinyi Development, Sinyi Real Estate (Shanghai) and JiuXin Estate (Wuxi) are as follows:

Key inputs	Details
Land supply	Taiwan: A dedicated team of development assessment personnel has been established to enhance

Key inputs	Details
	development channels, primarily focusing on the Taipei and New Taipei areas. Priority is given to outward expansion around existing bases to maximize comprehensive benefits in operations and management. Emphasis is placed on development projects based on joint ventures with landowners, participation in urban renewal projects, or involvement in joint development projects with the metro system. The land acquisition serves as a supplementary approach, with thorough market research conducted and collaboration with local intermediaries to explore suitable land opportunities. In addition, the development direction of Sinyi Development's comprehensive service model is expected to provide different cooperation methods towards single or few or juridical person landlords, and actively expand the scope of services. China: The main approach involves participating in land acquisition conducted by local governments through various methods such as bidding, auctions, listings, or agreements. Despite the continuous implementation of easing policies in the real estate market by the mainland Chinese government, the mainland's real estate market has remained sluggish in recent years. Due to risk management considerations, future development projects in mainland China will adopt a more cautious attitude toward evaluating land development opportunities.
Construction Engineering and materials	Taiwan: In terms of project scale and cost planning, we select construction firms with a long-standing reputation and proven track record to carry out subcontracting (labor and materials) while being supplemented by on-site supervision from internal engineering personnel to ensure the quality of the projects. For example, Sinyi Development 's "Jiaping" project selected a high-quality construction firm in 2020, and the comprehensive project contract was signed. Therefore, the recent increase in operating construction costs has had minimal impact on this project. As for the subsequent "Jiaxue." project, due to the impact of rising raw material costs and labor and material shortages in the overall environment, we have carefully selected construction firms and actively negotiated contract conditions. We will continue to monitor changes in the construction market and mitigate fluctuation risks in construction costs through cost and schedule management. Any increases in project costs have been appropriately reflected in the selling prices of the project's products. China: It hosts tenders to invite qualified contractors for the undertaking of engineering works. Decorative assignments and material procurements are contracted out to professional vendors. We outsource a portion of material procurement but our subsidiaries Kunshan Dingxian Trading Co., Ltd. and Hua Yun Renovation (Shanghai) Co., Ltd. also handle part of the procurements.

(IV) Names of the key customers who account for over 10% of the aggregate total input (output) values in either among the past two years and ratio of their input (output) values:

We serve as a broker for rental properties or properties for sale. Our customers are the general public and hence we do not have a list of major customers. The consignment business accounted for around 9% of the combined revenue, and each one of the top ten partner builders of the last year only account for less than 1% of the said revenue. Real estate development, and lease and sales are the main business focus of subsidiaries: Sinyi Development, Shanghai Sinyi Real Estate and Jiuxin Real Estate. The Project “Jiaping” of Sinyi Development are in construction phase, so the only output is with general contractors. As of the end of 2025, the contracts of some customers of Sinyi Development, Sinyi Real Estate (Shanghai) and Jiuxin Real Estate are settled and the relative revenues are recognized; however, the main selling products are residential buildings and these customers are the general public and hence we do not have a list of major customers. Below is the list of the suppliers accounting for at least 10% of our procurements and the values of our purchases

during the past two years.

Expressed in NT\$ Thousands								
Name of the subsidiary	2025				2024			
	Name of the purchase vendor	Amount	Proportion of the net purchase in a whole year (%)	Relationship with the Issuer	Name of the purchase vendor	Amount	Proportion of the net purchase in a whole year (%)	Relationship with the Issuer
Sinyi Development	Zfeng Construction Co., Ltd.	186,478	33%	Nil	Jiushun Construction Co., Ltd.	259,022	46%	Nil
	Jiushun Construction Co., Ltd.	183,749	32%	Nil	Ytterbium Engineering Co., Ltd.	136,663	24%	Nil
	Ytterbium Engineering Co., Ltd.	120,818	21%	Nil	Joyear Group Co., Ltd.	90,935	16%	Nil
	Others	78,734	14%	Nil	Others	82,232	14%	Nil
	Total	569,779	100%	-	Total	568,852	100%	-
Sinyi Real Estate (Shanghai) Limited	Shanghai Yao'an Metal Materials Co., Ltd.	18	100%	Nil	Shanghai No.7 Construction Co., Ltd.	-	-	Nil
	Total	18	100%	-	Total	-	-	-
JiuXin Estate (Wuxi) Limited	Xinzhong Sen Tai (Suzhou) Green Building Co., Ltd.	1,586	33%	Nil	Wuxi Branch of Jiangsu Times Investment Consulting Co., Ltd.	535	77%	Nil
	Wuxi Branch of Jiangsu Times Investment Consulting Co., Ltd.	1,551	32%	Nil	Xinzhong Sen Tai (Suzhou) Green Building Co., Ltd.	153	22%	Nil
	Shanghai -No.7 Construction Co., Ltd.	671	14%	Nil	-	-	-	-
	Shanghai Songyu Construction Engineering Group Co., Ltd.	640	13%	Nil	-	-	-	-
	Others	326	1%	-	Others	1	1%	-
	Total	4,774	100%	-	Total	689	100%	-

The reasons for the changes in procurement over the two years are as follows:

1. The "Jiaping" has been completed in 2025 and "Jiaxue" project are still under construction, and

procurement amounts in 2025 were lower than in 2024 due to progress in the construction schedule.

2. The "Sinyi Jiating" project by Sinyi Real Estate in Shanghai and the "Shanshui Jiating" project by Jiuxin Real Estate have been completed. As a result, the procurement amounts for these projects have increased according to the settlement of construction payments, leading to a higher procurement amount in 2025 compared with 2024.

(V) Key performance indices in real estate brokerage agency services:

Our key performance indices, therefore, lie upon the raise in market shares. Over the past three years, we have hold market shares of real estate brokerage agency ranging from 6.7%~10.22%.

III. Major data of Sinyi teammates in both Sinyi Conglomerate and Sinyi subsidiaries over the past two years and as of the printing date of this Annual Report:

Year		December 31, 2025	December 31, 2024	As of Feb 28, 2026
Number of employees	Managers	173	165	169
	Salespeople	3,463	3,916	3,459
	Staff members	1,240	1,259	1,253
	Total	4,876	5,340	4,881
Averaged ages		37.4	36.3	36.2
Averaged service seniority		8.6	7.7	7.8
Facts of academic degrees	PhD	0.1%	0.1%	0.1%
	Master	9.5%	8.7%	9.4%
	University/college	89.1%	90.4%	89.1%
	Senior high school	1.1%	0.7%	1.2%
	High school or below	0.2%	0.1%	0.2%

IV. Information of environmental protection expenditures:

The aggregate total of impairment and penalty fines undertaken by Sinyi due to pollution to environment in the most recent year and as of the printing date of this Annual Report: Nil.

V. Labor & Management Relationship

- (I) Major existent worker-employer agreement and the facts of performance of worker-employer agreement:

1. Fringe benefits for employees:

(1) Fringe benefits in insurance:

Other than the mandatory labor insurance and labor pension provision, Sinyi has further acquired group insurance (in the insurance policies for life insurance, accident risk insurance, and cancer and inpatient medical treatment insurance). It has also covered arbitrary third party liability insurance for field colleagues of Business Department.

(2) Fringe benefits in health and security:

- A. In Sinyi Conglomerate, all full-time regular employees are granted one Sinyi-sponsored health examination in every two years in full, and those full-time regular employees in

the ages above 40 are granted one Sinyi-sponsored health examination in every year. At Sinyi management, we are extremely concerned about the results and findings in the health examination. Subject to contents from the employees, we take the initiative to help and urge an employee whose examination results indicate a sign of abnormality or extraordinary finding to receive follow-up treatment or observation to assure that all Sinyi employees are in sound health conditions. Within the website inside Sinyi, we have designed a “Health Management System” zone to provide health management interfaces exclusively to employees to follow up their subsequent health fact findings. The healthy manager will provide relative consultant information to help him/her improve their condition if the newcomer is identified as a patient with high risk in mantel disease. In 2024, the Company obtained the “Badge of Accredited Healthy Workplace” for three years from the Health Promotion Administration, Ministry of Health and Welfare, the Executive Yuan.

- B. We have established a full-time Health Manager position to promote employee health knowledge. Additionally, 4 on-site doctors provide services four times monthly in 2025, focusing on counseling and tracking for abnormal health check findings. Their role also includes providing medical advice for employees and their dependents regarding injuries or illnesses, as well as facilitating arrangements with medical facilities.
- C. Through the end of 2025, we hired a total of 19 licensed blind masseurs/masseuses to render massage services to employees to help soothe various anxieties and to improve their physical and mental fitness. Through such a policy, we have also offered employment opportunities to the blind.
- D. We implement health enhancement programs to use online promotion of health knowledge.
- E. At the Sinyi Headquarters, we have just installed such Automated External Defibrillator (AED) and provides an online teaching APP how to use in case of need.
- F. To improve the management of occupational safety and health systems, we have introduced the ISO45001 occupational safety and health management system in August 2021 and passed system audit in August 2024 with the validity period due in August, 2027. We assisted our subsidiaries in establishing various occupational safety and health management regulations in accordance with the law, completed 4,360 counts of online training sessions for our employees. The Company provides third-party liability insurance coverage to the motorcycles ridden by our employees, so they may have more adequate protection. To encourage employees to wear full-face helmets, the Company is subsidizing employees in the purchase of full-face helmets. A total of 828 people used the subsidy in 2025, with the amount of subsidy exceeding NT\$2.98 million.
- G. To enhance road safety, “Sinfu Coin” subsidies employees to conduct motorcycle safety maintenance and health check-ups. A total of 3,032 subsidies have been granted, effectively ensuring employees' riding safety and demonstrating the company's

commitment to employee well-being and safety.

- H. To help promote smoking prevention measures, a total smoking ban during working hours was implemented from September 2021, to more fully protect the health of all employees at work.
- I. To help employees enhance their awareness against a disaster of fire or other accident and to prevent them from a potential accident resulting from nervousness, we have organized the self-guard fire teams and carried out anti-fire exercises on a regular basis. In 2025, two fire drills are held in the headquarters. And through “internal bulletins”, we can understand relative activities held by our colleagues and provide needs in case of an emergency. There are 382 notifications in 2025.

(3) Fringe benefits in tourism:

Starting in 2019, the company implemented a flexible benefit system called “SinFu Coin”. The Fringe Benefit Committee subsidizes NT\$5,000 per person per year to assist with departmental travel activities, which are then incorporated into the flexible welfare quota for colleagues to use freely. In 2025, 2,715 employees participate in company trips and the total subsidy reaches to NT\$12,973 thousand. For salespeople and staff members with extraordinary performances, we offer incentives for overseas vacations every year.

(4) Fringe benefits in recreational activities:

We sponsor volleyball, softball and basketball competitions, and all departments would organize their own ball teams to soothe pressure into fitness through the softball games. Such activities would further help cultivate centripetal consensus and team spirit of the entire teams. The Welfare Committee (Fringe Benefit Committee) further budgets for every quarter. Through such programs, we encourage employees to engage in wholesome leisure activities and soothe pressure in their jobs and families. In 2025, there are 109 clubs in our company and approximately 205 activities are held and total subsidy reaches to NT\$1,285 thousand.

(5) Fringe benefits in vacation leaves:

Following the requirements set forth under the Labor Standards Law, we grant employees regular monthly leave and special leave. Regularly, we make sure of how employees use their vacation leaves. Through such a policy, we help employees well balance their jobs and life.

(6) Fringe benefits to support employees:

We have screened/selected qualified professional consultation houses outside to render individual consultation services for employees aiming at their career, family affairs, relationship with children, affection life, mental and physical pressure, legal and wealth management issues, to assure that all Sinyi employees will be perfect mental fitness. In 2025, the usage rate of consultation is approximately 9.91% with totaling 510 employees using this service.

2. Higher educational & training programs for employees:

(1) Educational & training programs for employees:

We plan for relevant curriculum for our personnel to develop the competences and knowledge required in different stages of their careers. These programs, including orientation for new hires, professional advancements and branch manager training, aim to assist our employees to continue learning and growing. We also provide professional elective courses for the colleagues to enhance their abilities. Meanwhile, we regularly organize workshops throughout different regions for middle managers and senior executives so as to ensure our business ethics and transform into collective leadership. It is hoped that the periodical discussions, brainstorming sessions, practical drills and experience sharing can smooth our operations and strengthen our organization. Below is a list of the employee trainings we and our subsidiaries provide (excluding external education, certificate training and online courses) in 2025:

Descriptions	Class Type	Number of classes	Aggregate total of trainees	total hours	Aggregate total of tuition fees (In thousand NT\$)
General colleagues	In-Person	1,121	28,743	7,203	20,312
	Digital	1,213	154,379	4,135	
Team leaders	In-Person	42	2,127	378	1,305
	Digital	45	6,855	270	
Senior supervisors	In-Person	83	2,453	72	4,280
Total		2,504	194,557	12,058	25,897

(2) Advanced studies for employees:

In addition to internal curriculum, our colleagues are also encouraged to take part in external training and education programs (e.g. postgraduate degrees and credits, language learning and other professional classes). The goal is to enhance our personnel's capability to acquire new knowledge to meet with our business requirements for diversification and future development. To support learning initiatives, we subsidize the external training for our employees about NT\$1,309 thousand.

(3) Diversified Learning:

The Company dedicated to the diversity of colleagues and their lifelong education, and implements a flexible benefit system that subsidizes colleagues' classes and supplies for this diversified learning. Furthermore, we have actively introduced external digital learning resources, including the Hahow online learning platform and the HyRead e-book platform, including courses in the real estate profession, management skills, information and computer, financial management, various licenses, and language learning, extending even to general life skills. By leveraging the synergy between these resources and benefits, we empower our colleagues to overcome time and space constraints for self-directed learning, thereby driving the collective intellectual growth of the organization.

(4) Digital Learning:

With the popularization of digital technology and portable 3C devices, in addition to in-person classroom courses, the company has also created an internal digital learning platform, which combines innovation and technological application, which can be continuously improved upon in quantity and quality for micro learning. It offers a better learning experience and increased effectiveness, and allows independent learning without the constraints of space and time.

3. Retirement system for employees:

Exactly in accordance with the requirements by laws and ordinances concerned, appropriate 6% of their monthly pays into the individual account opened with the Bureau of Labor Insurance for newly employees newly hired starting from July 1, 2005 and employees who have chosen new system Labor Pension Act. For the existent employees who continually choose the old pension system regulations and for the service seniority retained under the old system of employees who choose new pension regulations, we appropriate the pension reserve funds at the right amounts into the specially designated (earmarked) account in Bank of Taiwan based on the original criteria to calculate pension.

In 2025, the allocation for the new retirement pension amounted to NT\$ 189,579 thousand, while the allocation for the old retirement pension was NT\$ 10,532 thousand. As of the end of December in 2024, the cumulative balance of the old retirement pension was NT\$ 695,977 thousand. This balance complies with legal requirements and is sufficient to support colleagues eligible for retirement under the old retirement pension system by the end of 2026. For Sinyi teammates assigned by the organizations to affiliated enterprises, we continue calculation of their service seniority to assure the purposes of sound interflow of human resources. For overseas subsidiaries, we ascertain the appropriation system. In accordance with the requirements by the local governments, we pay endowment, medical treatment service funds and such funds for social assurance.

4. Other welfare

(1) Birthday, wedding, and funeral:

Every department of the company will hold irregularly birthday celebrating activities monthly, provide birthday boy or girl with gift certificate. It will also provide mutual aid money to colleagues who get married, have family members passing away, or meet other joyful occasions.

(2) Childbirth Subsidy:

We offer mutual aid fund in an amount of NT\$3,000 to an employee in the first childbirth. Starting from 2013, where an employee gives birth to beyond a second child (inclusive) after he or she has served with Sinyi for one year in full, we offer incentive subsidy of NT\$120,000. In 2025, a total of 32 individuals received this reward, with a disbursement of NT\$ 4.69 million. The statistics indicate that a cumulative total of approximately 1,182 Sinyi employees had received such incentive subsidy in total of NT\$99.7 million as of the end of 2025 since the project started.

5. Status of Labor-Management Agreements and Measures to Safeguard Employee Rights

The Company has established a comprehensive set of labor-management regulations and policies. Regular labor-management meetings are convened, and an internal reporting and grievance mailbox has been set up on the company intranet to prevent unlawful workplace harassment, offering employees diverse and smooth communication channels for timely feedback. All labor-management matters are fully discussed and agreed upon through effective communication between both parties. To date, no labor disputes have occurred. The Company has not established a labor union, nor has it signed any collective bargaining agreements.

6. Organizational Commitment and Job Satisfaction Survey

The average employee satisfaction score was 3.78, below the 2025 target of 4.0. Significant external policy changes affecting the real estate industry impacted overall operations and, to some extent, employee morale and the salary performance for this year, resulting in lower organizational identification and satisfaction compared with prior years. In response, the Company implemented adjustment strategies alongside Dream Fulfillment initiatives and coaching and incentive mechanisms. By Q4, overall momentum had gradually recovered, with morale expected to stabilize.

The number of respondents to the 2025 employee satisfaction survey was 4,100 collected with 2,999 were valid. The overall valid response rate was 73%, higher than in 2024. the overall average score was 3.78 points, slightly lower than in 2025, mainly due to major adjustments in external policies that affected the real estate industry in 2025, which had a certain impact on the morale of the colleagues and was also reflected their work input and output effectiveness as well as their salary performance.

In this survey, the three dimensions of "supervisor leadership and support", "work content and adaptability", and "interpersonal relationships and cooperation" are good, reflecting that the Company has a good foundation for supervisor support, work meaning, and teamwork. However, there is still room for improvement in "personal well-being" and "work-life balance". In response to the survey results, the Company will start the following two major directions in the future:

1. To strengthen the implementation of the concept and the workplace psychological safety atmosphere, supervisors take the lead in implementing quality dialogue and promoting a psychological safety culture, to establish a working environment where discussion, feedback, and encourage different opinions and to make Dream-Fulfillment Action Program a support tool.
2. To reshape the fairness and incentive effect of the compensation system, create a better reward system, enhance benefits, focus on physical and mental health and pay attention to the career development of colleagues, so that the direction of efforts is clearly visible.

(II) The impairment incurred on labor disputes in most recent year and as of the printing date of this Annual Report:

Since the very initial days when the Company and its subsidiaries came into being, we have strictly complied with the government policies and laws and ordinances concerned, put into implementation thoroughly labor related acts, assured sound interests to all Sinyi employees with

wholehearted efforts to create labor harmony. As an encouraging result, never have we run into a significant labor dispute. Besides, thanks to our sound and comprehensive fringe benefit system and channels for grievance, we anticipate an extremely low chance to see a labor dispute within a couple of years in the future. We are not supposed to run into such loss.

(III) Employee behavioral and ethic regulations:

For all business operation, all rights & obligations concerned for employees, Sinyi Conglomerate and its subsidiaries have expressly enacted sound regulations as the guiding rules (all such rules and regulations are classified into 16 categories, almost 500 articles in aggregate total) which have been made readily available toward the entire staff members. Any additions, amendments for any rules and regulations shall be submitted to and approved by the respective levels internally and promulgated into the internal websites so that all Sinyi Conglomerate teammates could take firm command of the contents and the reasons behind. The employee behavioral and ethic regulations are summarized below:

1. Hierarchical responsibility rules:

In coordination with the requirements for organizational development, we have duly set up rational position ranks, position titles provided to employees to devise the very blueprints for their career development. For all business operations, we have exceptionally specified the powers to approve through electronic submittal and approval process. Through such practices, we can accelerate the submittal and approval procedures and strengthen the management through hierarchical responsibility rules to effectively regulate the powers, duties and responsibilities in business operation. In turn, we assure that all business operations inside entire Sinyi Conglomerate would be implemented in a normal manner.

2. Responsibilities and powers expressly specified for respective units:

Pursuant to the major functions, we expressly regulate the responsibilities and powers as well as functions to put into implementation thoroughly professional division of labor and, in turn, intensify the core Sinyi competitive edge. Besides, we have put all responsibilities and powers and the ways to contact them into the internal websites to serve internally and customers to meet their needs in case of an emergency.

3. Rules and regulations on rewarding and punishment”

In an attempt to encourage employees with extraordinary contributions and to prevent a potential impairment to Sinyi due to personal behaviors of employees, we have expressly provided the rewarding and punishment rules into the “Work Rules for Employees”. Besides, we have enacted “Regulations Governing Rewarding and Punishment for Employees” which function as the very grounds to regulate employees’ behaviors. Facts of rewarding and punishment for employees are promulgated internally to accomplish the goals of encouraging and reminding Sinyi teammates.

4. Performance management:

As always, we evaluate performance by employees in a “fair, just and open” attitude. For evaluation of employees in all aspects, there are sound criteria to comply with, notably including “Regulations on Governing Promotion, Reassignment and Evaluation for Shop Heads”, “Regulations on Governing Salespeople in Promotion”, “Regulations on Governing Secretary in

Promotion”, “Regulations on Governing Employees in Performance Evaluation” and the like. Aiming at different targets, we evaluate performance on a monthly, quarterly and annual basis. Toward the performance by employees, we offer appropriate feedback as the very grounds to help map out future development programs for staff members.

5. Management over attendance of duties and leave:

To set up sound disciplines to upgrade the quality of performance and provide the sound grounds regulating employees in their attendance of duties and leaves, we have enacted “Regulations Governing Attendance of Duties and Leaves”, “Enforcement Rules for Management over Overtime Work” and have further set up electronic system for employees to apply for a leave of absence. All employees who intend to take a leave may apply online. Such a system could accelerate the handling formalities and put into implementation thoroughly the job substitute system. In response to the impact of the epidemic and in order to protect the health of colleagues, the Company has fully implemented the flexible working hours system to help them avoid the commuting crowd during peak hours, and at the same time, when the epidemic heats up, colleagues can take turns coming to the office and working from home during the pandemic, taking into account their work, life and health.

6. Maintenance of business secrets:

To accurately safeguard business interests and boost competitive edge of Sinyi Conglomerate, all employees are subject to strict commitment to non-divulgence obligation for confidentiality. To prevent divergence of business secrets that, if any, might lead to impairment to Sinyi Conglomerate, we adopt a personnel guarantee system. Whenever a newcomer reports for duty, he or she must provide two guarantors to sign letters of guarantee which expressly enumerate the relevant responsibilities and penalty clauses on business secrets. Moreover, all Sinyi employees must sign “Committee for Sinyi Conglomerate Data Protection, Personal Information Protection and Information Network Use” to assure no potential divulgence of confidential information at all. The Company also regularly organizes seminars on business secrets related issues so that all colleagues can maintain a certain awareness of business secrets.

7. Prevention against sexual harassment:

All employees are absolutely banned from any sorts of sexual harassment in the workplaces. Other than sexual harassment related rules which are expressly provided in the “Work Rules for Employees”, we have enacted the “Guidelines to Deal with Prevention, Grievance and Investigation of Sexual Harassment in Sinyi Realty Inc.” to regulate employees in their behaviors. We have, as well, designed “Prevention of unlawful infringement in the workplace website” as promotional propaganda of the relevant information, provided special mailbox through which employees may voice any unlawful infringement in the workplace, as a very sound sexual harassment prevention network.

8. Internal and personal information protection:

Through “Operating Guidelines Inside Sinyi Conglomerate for Data Protection and Personal Information Protection” enacted, we expressly provide the relevant norms to safeguard all sorts of

information and data inside Sinyi Conglomerate and to satisfy the requirements set forth under the “Personal Information Protection Act” and other laws and ordinances concerned. Besides, we have set up data protection task forces to promote and put into implementation thoroughly the protection of information and data in business operation.

(IV) Protecting measures for the workplaces in personal safety in 2025:

Category	Item	Description
Employment Insurance System	Labor insurance	Exactly pursuant to the Labor Insurance Act, including insurance benefits in childbirth, injury, disease, disablement, endowment and death.
	National Health Insurance	Exactly pursuant to the National Health Insurance, granting medical treatment service when an insured person and his or her dependent is in a disease, injury, childbirth and such events.
	Group Employee Insurance	With contents of assurance including time life insurance, accident injury insurance, accident medical treatment service insurance, inpatient service insurance, cancer medical treatment service insurance and occupation-oriented calamity insurance.
	Additional Insurance at Employees' Expense	The contents covered in the additional insurance include time life insurance, accident injury insurance for employees and their spouses, children; medical treatment service for an accident for employees' spouses, children, inpatient medical treatment service for spouses, parents and cancer medical treatment service for spouses and children.
	Motorcycle Insurance for any third party into injury	We insure third-party motorcycle insurance from Property and Casualty Insurance Companies. The insured motorcycles are more than 4,000, which provides more sufficient protection for employees.

Category	Item	Description
Establishment of secured workplace environment	Personal safety, security for equipment & facilities	● All female brokers and branch secretaries are provided with carry-on alarm. ● Anti-fire seminars sponsored on a regular basis. In 2025, two fire drills are held in the headquarters. ● Promotional propaganda on traffic rules and regulations monthly to strengthen the awareness of safe and defensive driving for both existing employees and new hires in the company. ● Thorough implementation of power utilization safety and control over smoking in workplace. ● The Sinyi Conglomerate Headquarters is equipped with Automated External Defibrillator (AED). The Company's headquarter are equipped with 24-hours security and security system to monitor the access control and night patrol. The branch stores are also equipped with 24-hour security monitoring system connecting to the security company. ● Overall installations of anti-sliding bars upon staircases for all branch stores of the Company.
	Efforts to set up green workplaces	● Set up the Company's internal communication app, and set up a personalized “health management center” on the Company's intranet. ● Prohibit against smoking in the workplace and strengthen energy saving & carbon reduction programs. Smoke prevention films are broadcast every month in the monthly meetings of the Company to raise awareness of environmental health. Smoking will be completely banned during working hours to protect the health of employees. ● For the prevention of diseases triggered by excessive workload, an overwork survey was conducted to identify high-risk groups accurately based on the results. Targeted measures were then implemented, including optimizing work hours and attendance policies, as well as providing immediate medical support to reduce health risks. ● Continually enhance wholesome workplace environments, e.g., poison-free decoration, disinfection on a regular basis. We do environmental disinfection 26 times in 2025.

Category	Item	Description
Implementation of “EAP Employee Aid Program”	“Employee Aid Program(EAP)”	We help employees preclude potential interference factors beyond profession. Taking the lead to follow suit advanced European and American countries in implementation of “Employee Aid Program” (EAP). By means of psychological, legal, medical treatment and such diversified, comprehensive and multifaceted professional consultations, we assure employees to own balanced physical & mental lifestyle and to, in turn, accomplish the goal of “working amidst the utmost pleasure”. The consulting usage rate for 2025 is about 9.91%, totaled 510 times.

VI. Information security management

(I) Major existent information security and the facts of performance of information security:

(A) Risk management framework and devote resources:

The Information Technology & Security Management Department serves as the dedicated unit responsible for information security within the Company. Its primary mandates include formulating internal information security policies, planning and executing security operations, and promoting the implementation of security protocols. To ensure the continuous and effective operation of internal security management mechanisms, the department reports the information security execution plan and its status to the Board of Directors at least once a year. Within this department, the Network & Security Section, consisting of three specialized staff members, oversees the group-wide information security planning, implementation of maintenance technologies, and related auditing matters to maintain and continuously strengthen information security.

The Information Security Management Department of Information Services held information security trend analysis and incident report meetings with external consulting companies every quarter in 2025, as well as one information security management review meeting. On December 23, 2025, the Department reported to the Board regarding the 2025 information security risk performance, specific control measures, and improvement outcomes, as well as the 2026 information security risk objectives and improvement plans. The organization adopts the PDCA (Plan-Do-Check-Act) management cycle to build a comprehensive Information Security Management System (ISMS), effectively preventing security incidents and ensuring the attainment of security goals through continuous optimization. The Company introduced the ISMS in 2022, obtaining the ISO 27001:2013 international certification in November of the same year, and successfully transitioned to the ISO 27001:2022 standard in September 2025(Valid from Sep. 17th to Dec. 18th).

In 2022, the Company established the Information Security Management Committee, chaired by the Chief Information Security Officer (CISO) established in 2025, and composed of department heads acting as committee members. The Committee is responsible for promoting,

reviewing, and resolving information security-related issues. It holds monthly meetings in 2025 to review strategic planning, control measures, and execution status, ensuring effective operation and continuous improvement of the security framework.

(B) Information security policies:

- The Company enhances the security of the Group's information system and network environment to prevent the potential disclosure of electronic confidential information.
- The Company duly sets up the sound countermeasure procedures to deal with an information security incident to prevent the impairment from worsening.
- The Company carries out information security-related educational & training programs, strengthens the consensus and awareness of the entire the Group staff about information security.
- The Company promotes the information security management system, implements thoroughly the Group's information security management operation, and further reassesses the performance of the implementation to accomplish the goals of panoramic information security.

(C) Concrete management programs-Information security-related management measures:

Categories	Descriptions	Relevant operations
Privilege management	The management systems over User ID, privilege management, and behaviors of system operations.	● Privilege management and review over User ID ● Periodical inventory check over the privilege of User ID
Access control	The control measures for the entire personnel in access to internal and external systems and information transmission channels.	● The control measures over the access to internal and external systems ● Control over sensitive information from being divulged. ● Operation behavior track record
External threats	Potential internal vulnerability, virus channels and protective measures thereof.	● Host/computer endpoint protection and update measures ● Email and network threat monitoring ● Web vulnerability scanning and source code inspection ● All hosts are equipped with information security monitoring software, and information security protection equipment is deployed on the network gateway to control the entire network security, with an endpoint detection and response

		(EDR) monitoring coverage rate of 100%.
System availability	System availability status and countermeasures against an event of service interruption.	● System/network availability monitoring and reporting mechanism ● Contingency countermeasures against interruption of services ● Information backup measures, principal site/offsite backup mechanism ● Disaster restoration drills or exercises on a regular basis
Training	Carry out information security education and training for all employees and occasional social engineering phishing email tests to enhance information security awareness, so that the operation of information security can be implemented on every employee.	● In 2025, more than 1 hour of information security general education training will be implemented for general employees, and more than 3 hours of advanced information security course training for core information personnel. ● Regularly conduct social engineering phishing letter drills. In 2025, a total of 4 drills will be conducted to improve employees' information security awareness, with more than 20,000 people participating. ● In 2025, a total of 8 publicity related to information security will be announced.

(II) The aggregate total of impairment and penalty fines undertaken by Sinyi due to information security in the most recent year and as of the printing date of this Annual Report: Nil.

VII. Major agreements/contracts

Attributes of agreements/ contracts	Key parties	Duration of the agreements/ contracts (mm/dd/yy)	Highlights of contents/restrictive terms
Escrow contract	An-Sin Real Estate Management Ltd.	04/01/2024 § 04/01/2027 (Note 1)	Rendering execution of escrow services for our customers on the transactions of real estate.
Escrow contract	E.Sun Bank	03/04/2025 § 03/04/2026	E.SUN Bank entered escrow contract with AN-SIN Real Estate Management LTD., one of the Company' s subsidiaries to provided escrow to the clients who deals the real estate transactions through the Company.
Escrow contract	E.Sun Bank	03/19/2025 § 03/19/2026	E.SUN Bank entered escrow contract with AN-SIN Real Estate Management LTD., one of the Company' s subsidiaries to provided escrow to the clients who deals the real estate transactions through the Company.
Trust Deed	E.Sun Bank	07/13/2022 § 12/31/2025	The Company subsidiary, An-Sin Real Estate Management Ltd. signed a Trust Deed with Taishin International Bank to manage trust property, where the closing price of the existing home sale contract shall be deposited by buyer and seller into the dedicated An-shin trust account, and then distributed in accordance with the contract.
Trust Deed	E.Sun Bank	02/29/2024 § 12/31/2027	The Company subsidiary, An-Shin Real Estate Management Ltd. signed a Trust Deed with Taishin International Bank to manage trust property, where the closing price of the existing home sale contract shall be deposited by buyer and seller into the dedicated An-shin trust account, and then distributed in accordance with the contract.
Trust Deed	Taishin International Bank	09/18/2018 § (Note 2)	The Company subsidiary, An-Shin Real Estate Management Ltd. signed a Trust Deed with Taishin International Bank to manage trust property, where the closing price of the existing home sale contract shall be deposited by buyer and seller into the dedicated An-shin trust account, and then distributed in accordance with the contract.

Attributes of agreements/ contracts	Key parties	Duration of the agreements/ contracts (mm/dd/yy)	Highlights of contents/restrictive terms
Delegated construction agreement with open land (Note 3)	Shanghai No.7 Construction Co., Ltd.	05/10/2014 § 06/23/2017	The Company’ s subsidiary Sinyi Real Estate (Shanghai) Limited delegated Shanghai No.7 Construction Co., Ltd. to carry out the delegated construction with the own land located at No. 17-01 Malu Township, Jiading District, Shanghai which was awarded in an open tender. (The 2nd Phase of Project “Sinyi Jiating”)
Delegated construction agreement with open land (Note 3)	Shanghai No.7 Construction Co., Ltd.	09/03/2018 § 06/11/2021	The Company’ s subsidiary S JiuXin Estate (Wuxi) Limited delegated Shanghai No.7 Construction Co., Ltd. to carry out the delegated construction with the own land located at XDG-2016-37 Wuxi which was awarded in an open tender. (Project “Shanshui Jiating”)
Delegated construction agreement with open land	Jioushun Construction Co., Ltd.	08/04/2020 § (Note 4)	The Company’ s subsidiary, Sinyi Development Inc., teamed up with Jioushun Construction Co., Ltd. to carry out delegated construction on our own land located in the Yong Cui section of New Taipei City. (Project “Jiaping”)
Delegated construction agreement with open land	Ytterbium Engineering Co., Ltd.	01/04/2021 § (Note 4)	The Company’ s subsidiary, Sinyi Development Inc., teamed up with Ytterbium Engineering Co., Ltd. to carry out delegated construction on our own land located in the Yong Cui section of New Taipei City. (Project “Jiaping”)
Delegated construction agreement with open land	Ytterbium Engineering Co., Ltd.	01/10/2025 § (Note 4)	The Company’ s subsidiary, Sinyi Development Inc., teamed up with Ytterbium Engineering Co., Ltd. to carry out delegated construction on our own land located in Sub-center Section 1 of New Taipei City. (Project “Jiaxue.”)
Investment Contract for Metro Land Development Project	Department of Rapid Transit Systems, New Taipei City Government	02/14/2025 § (Note 4)	The Company’ s subsidiary, Sinyi Development Inc., bid from the Department of Rapid Transit Systems, New Taipei City Government (DORTS) to invest in the construction of MRT development buildings and facilities on 15 plots of land approved by the New Taipei City Government, including Lot 338, Shulin District, New Taipei City. (Project ‘LG17’)
Investment Contract for Metro Land Development Project	Department of Rapid Transit Systems, New Taipei City Government	07/21/2025 § (Note 4)	The Company’ s subsidiary, Sinyi Development Inc., bid from the Department of Rapid Transit Systems, New Taipei City Government (DORTS) to invest in the construction of MRT development buildings and facilities on 7 plots of land approved by the New Taipei City Government, including Lot 1095, Shulin District, New Taipei City. (Entrance A of Project ‘LG16’)

Attributes of agreements/ contracts	Key parties	Duration of the agreements/ contracts (mm/dd/yy)	Highlights of contents/restrictive terms
Investment Contract for Metro Land Development Project	Department of Rapid Transit Systems, New Taipei City Government	07/21/2025 ↓ (Note 4)	The Company's subsidiary, Sinyi Development Inc., bid from the Department of Rapid Transit Systems, New Taipei City Government (DORTS) to invest in the construction of MRT development buildings and facilities on 28 plots of land approved by the New Taipei City Government, including Lot 1369, Shulin District, New Taipei City. (Entrance B of Project 'LG16')

Note 1: With restrictive terms that the agreement would be automatically renewed upon expiry of one-year term.

Note 2: The contractual relationship is automatic renewal, unless either of the two parties requests to terminate.

Note 3: The construction is completed; however, the payment will be due after the buyer's inspection and acceptance, and settlement of additional deductions, and the contract is still within its warranty period.

Note 4: The construction is in process and due date of the contract shall be the date of acceptance completed.

Chapter Five. Review of Financial Conditions, Operating Results, and Risk Management

I. Analysis on Consolidated Financial Reports

Expressed in NT\$ Thousands

Item \ Year	2025/12/31	2024/12/31	Change		Reason
			Amount	%	
Cash and cash equivalents	4,474,574	4,205,337	269,237	6	
Financial assets at fair value through other comprehensive income - current	1,503,807	1,345,620	158,187	12	
Trade receivables	1,205,666	1,171,586	34,080	3	
Inventories	6,365,519	7,877,191	(1,511,672)	(19)	
Other financial assets - current	2,521,455	4,066,799	(1,545,344)	(38)	Note 1
Current assets	16,724,313	19,325,058	(2,600,745)	(13)	
Property, plant and equipment	5,759,075	4,434,408	1,324,667	30	Note 2
Right-of-use assets	5,327,457	5,061,379	266,078	5	
Investment assets	2,262,059	2,859,244	(597,185)	(21)	Note 3
Other assets	812,444	754,404	67,040	9	
Total assets	30,885,348	32,425,493	(1,540,145)	(5)	
Current liabilities	5,485,399	7,098,622	(1,613,223)	(23)	Note 4
Non-current liabilities	12,357,886	11,359,918	997,968	9	
Total liabilities	17,843,285	18,458,540	(615,255)	(3)	
Capital stock	7,368,465	7,368,465	-	-	
Retained earnings	5,807,904	6,888,361	(1,080,457)	(16)	
Other equity	(328,448)	(490,275)	161,827	(33)	Note 5
The equity contributed to the parent company	12,911,904	13,830,341	(918,437)	(7)	
Non-controlled equity	130,159	136,612	(6,453)	(5)	
Total equity	13,042,063	13,966,953	(924,890)	(7)	

1. Analysis on change with increase/decrease up to 20% with amount up to NT\$10 million in the past two years:

- (1) Other financial assets – current decreased by NT\$1,545 million, primarily due to the decrease of time deposits with original maturities of more than three months for the operation of the Company and its subsidiary.
- (2) Property, plant and equipment increased by NT\$1,325 million, primarily due to the reclassification of Peikuan Resort Leisure Farm held by a subsidiary for self-use purposes, amounting to NT\$520million, and continued construction expenditures of NT\$705 million for the subsidiary Zhan Cheng Hotel project.
- (3) Investment properties decreased by NT\$597 million, mainly due to the reclassification of Peikuan Resort Leisure Farm to property, plant and equipment in the amount of NT\$520 million, and the reclassification of NT\$98 million to non-current assets held for sale due to entering sales and purchase agreement of certain retail units by Luenheng.
- (4) Current liabilities decreased by NT\$1,613 million, primarily due to a decrease of NT\$224 million in short-term borrowings, a decrease of NT\$520 million in other payables, and a decrease of NT\$1,000 million in current portion of long-term borrowings.

A. The combined decrease of NT\$1,224 million in short-term borrowings and current portion

of long-term borrowings was mainly attributable to the repayment of construction and land financing upon the handover of the Jiapin project by a subsidiary, partially offset by additional bank borrowings by the Company.

B. Other payables decreased by NT\$520 million, primarily due to lower bonus accruals resulting from the Company's decline in profitability.

(5) Other equity loss increased by NT\$162 million. This was mainly due to foreign currency translation adjustments arising from the depreciation of the USD against the NTD and the appreciation of the CNY and MYR against the NTD at a lower magnitude compared with the prior period, resulting in a decrease of NT\$27 million in cumulative translation losses. In addition, unrealized gains of NT\$188 million were recognized due to increases in the market prices of equity investments in E.SUN Financial Holding and ORIX, as well as fair value gains from equity investments in Cura Investment Management (Shanghai) Co., Ltd.

2. If the impact is significant, please specify the future response plan: None.

II. Analysis on financial performance

(I) Comparative Analysis on the operating revenue and net profit before tax over the past two years
Expressed in NT\$ Thousands

Item \ Year	2025	2024	Amount in increase/decrease	Ratio of change %	Description
Net operating revenue	11,457,445	12,781,951	(1,324,506)	(10)	
Operating cost	9,237,674	9,123,883	113,791	1	
Gross profit	2,219,771	3,658,068	(1,438,297)	(39)	Note 1
Operating expenses	1,797,597	1,860,339	(62,742)	(3)	
Operating profit	422,174	1,797,729	(1,375,555)	(77)	Note 1
Non-Operating revenues and expenditures	93,641	416,120	(322,479)	(77)	Note 2
Net profit before tax from continuing operations	515,815	2,213,849	(1,698,034)	(77)	Note 1、2
Income tax expense	296,768	407,286	(110,518)	(27)	Note 3
Net profit for the year	219,047	1,806,563	(1,587,516)	(88)	Note 1、2、3

Analysis on change with increase/decrease up to 20% with amount up to NT\$10 million in the past two years:

1. Net operating revenue decreased by NT\$1,325 million, while operating costs increased by NT\$114 million. The changes were mainly due to the continued impact of the Central Bank's credit control measures, which led to a decline in transaction volume. Revenue from the Company decreased by NT\$3,420 million, partially offset by an increase of NT\$2,157 million from the recognition of revenue upon the handover of the "Jiapi" project by Sinyi Development Inc., the Company's subsidiary. Operating costs increased by NT\$114 million, primarily due to cost recognition from the Jiapi project handover, partially offset by lower bonus accruals in the brokerage segment because of reduced revenue and profitability. Consequently, operating income decreased by NT\$1,438 million.
2. Non-operating income decreased by NT\$322 million, primarily due to foreign exchange factors. In 2024, the appreciation of the USD and MYR against the NTD resulted in exchange gains of NT\$138 million; however, in 2025, the impact of U.S. reciprocal tariffs led to exchange losses of NT\$38 million, resulting in a net increase of NT\$176 million in foreign exchange losses. In addition, interest income decreased by NT\$80 million due to lower bank deposit balances following capital reduction and repatriation by subsidiaries. Net interest expense increased by NT\$36 million as a result of higher bank interest rates, and an additional NT\$21 million loss was recognized from investment properties.
3. Income tax expense decreased by NT\$111 million. The decrease was primarily due to a reduction of NT\$316 million in income tax expense at the Company for the lower profitability. This was partially offset by the absence in 2025 of a NT\$133 million land value appreciation tax refund previously recognized by Shanghai Sinyi Real Estate in accordance with local tax regulations (no such transaction occurred in 2025). In addition, Sinyi Development Inc. recorded an increase of NT\$77 million in income tax expense due to profit recognition from the handover of the Jiapi project.

(II) Anticipated sales volumes and the reasons:

The Company itself serves as the agency for selling real estate and providing sales service of real estate. Thus, no estimation of sale volume can be disclosed.

The main business of the Company's subsidiaries, Sinyi Development, Shanghai Real Estate and JiuXin Estate is to build houses for selling. Current estimated sale volume of the developing projects is as follows:

Expressed in NT\$ Thousands						
Subsidiary	Project	Location	Estimated units available for sale	Estimated/ actual delivered unit	Sales rate (%) as of February 28, 2026 (note)	Status
Sinyi Development	Jiapi	Yi-wen First Street, Banqiao District, New Taipei City	114	2025-2026	100%	Under the process of construction
Sinyi Development	Jiaxue	Sec. 3, New Taipei Blvd., Xinzhuang Dist., New Taipei City	100	2028	100%	Under the process of construction
JiuXin Estate	Shan Shui Jiating	Intersection of Zhuangyuan road and DongCheng road, BinHu District, Wuxi City	608	2021-2025	73%	Under the process of sale and delivering the houses

Note : Sales rate means the number of houses sold divided by total estimated number of houses to be sold.

(III) Potential impact upon the future financial standing and the countermeasures

Even though the continuous impact from the government's control and unfavorable external factors over recent years, the number of property transferred (excluding first-time registrations) for 2025 were about 84 thousand with the decrease rate of 55% compared with the previous year. The Company continued enhancing operational resilience and optimizing digital technology applications, while effectively integrating branch channel advantages through innovative and flexible marketing model of "Sinyi comprehensive real estate platform", with a focus on the concept of market cultivation and community service, and insisting the improvement of service quality, the Company recorded declines of 30% in revenue and 77% in operating income, respectively. Looking forward to 2026, the Central Bank is expected to maintain existing housing market control measures, coupled with the impact of rising construction cost, so as the price of the house may be declined and transaction volume may be adjusted down in future. The Company will master new technology to innovate the customer service, increase the productive capacity, optimize operational efficiency and expand the market share to market changes and ensure a competitive advantage.

Regarding the Company's subsidiaries, the development business continued the sales of the "Shanshui Jiating" project in 2025. Sinyi Development's "Jiabin" and "Jiaxue" projects have been fully pre-sold. The "Jiabin" project commenced handover in the fourth quarter of 2025 and is expected to complete all unit deliveries in the first quarter of 2026. The "Jiaxue" project is expected to commence handover and recognize operating revenue in 2028. Additionally, the development business will adhere to the principle of "assessing external conditions and measuring internal capabilities" to prudently evaluate suitable development projects.

As for the real estate brokerage in Mainland China, in response to the China government's housing market policy, the focus in 2026 was to cultivate the ability of staff, to improve the effectiveness of the customers from buyer side and to satisfy the demand of the buyer with rigid demand in the community for the current uncertain market risk. In Japan, we shall focus on increasing the number of local consignments to improve the effect of localized operation and expand the influence of Sinyi brand to provide the local customers with high-quality brokerage and rental housing management services.

III. Analysis on cash flow

(I) Analysis on currency in cash flow in most recent years. (Based on consolidated financial report)

NT\$ Thousands			
Item \ Year	2025	2024	Increase/(decrease) ratio%
Cash flow ratio%	31.7%	29.17%	9%
Cash Flow Adequacy Ratio%	98.61%	108.78%	(9%)
Cash reinvestment ratio%	1.48%	3.2%	(54%)
Analysis and explanation of increase and decrease ratio :			
The increase in the cash flow ratio was primarily attributable to a decrease of NT\$1,613 million in current liabilities in 2025 compared with 2024, mainly due to the repayment of bank borrowings. The decreases in the cash flow adequacy ratio and cash reinvestment ratio were mainly due to a decrease of NT\$261 million in net cash inflow from operating activities in 2025 compared with 2024. The lower net cash inflow from operating activities in 2025 was primarily attributable to a significant decline in profitability in the brokerage segment.			

(II) Improvement plan for insufficient liquidity:

The Company's profits are stable and the line of credit is sufficient, and there should not be the concern of the insufficient liquidity. In response to the unstable macroeconomic conditions, the Company will consider issuing corporate bonds at an appropriate time.

(III) Analysis on the cash flow performance in one year ahead:

Expressed in NT\$ Thousands

Consolidated cash balance at beginning of the term (1)	Anticipated net cash flow from the operating activities (2)	Anticipated net cash flow from the investment activities (3)	Anticipated net cash flow from the financing activities (4)	Anticipated surplus (shortfall) amount in consolidation (1) + (2) + (3) + (4)	Anticipated countermeasures against shortage in cash	
					Investment plans	Financing plans
4,474,574	5,346,289	(3,476,544)	(1,948,999)	4,395,320	-	-

IV. Major capital expenditures in recent years and the impact upon financial and business concerns

(I) Facts and sources of major capital expenditures and capital sources:

The Company's subsidiary, Zhan Cheng Company, officially commenced the construction of the Sabah Kota Kinabalu InterContinental Hotel in 2024. The total construction cost is estimated at NT\$9 billion, with a construction period of approximately four years. The hotel is expected to open by the end of 2027. The required funds will come from the operating cash flow generated by the company's profits, the principal and earnings repatriated from the mainland development business, and local bank loans in Malaysia.

(II) Potential benefit anticipated to yield:

After the opening of the Sabah Kota Kinabalu InterContinental Hotel, with the rebound in tourism numbers in Sabah, it is expected to contribute long-term stable profits and cash flow to the consolidated company.

V. The policies in outward investment, causes leading to profits or loss, countermeasures and investment plans anticipated in one year ahead

(I) To increase demand for living, the Company acquired in 2019 and 2020, a total of 300 hectares of right-of-use land in Mengalum Island in Sabah, Malaysia for the plan to enter the market of high-end holiday resorts and hotels. Due to the island's large area and abundant natural resources, it is expected to adopt a low-density development approach. With sustainability as its business philosophy, the Company will focus on preliminary preparations such as the restoration of islands and carbon rights research.

Therefore, to sustain the development momentum of the tourism business, the Company, through its subsidiary Zhancheng Tourism Development Sdn. Bhd. (hereinafter referred to as "Zhancheng"), acquired land in Melinsung in Sabah, Malaysia, for the construction of a five-star hotel or resort. In 2023, the Company obtained the necessary development and construction permits from the local government and commenced the hotel construction project. Looking ahead, the tourism business management team will rigorously oversee construction quality and progress, aiming for a grand opening by the end of 2027. The Company will provide cash capital increases to Zhancheng or allocate funds from other group companies as needed to support its capital requirements in 2026. During the planning and construction phase over the next few years, the tourism business is expected to continue operating at a loss in its initial stage. However, the profitability will improve for the enhancement of average daily rate and occupancy rate due the accumulated service reputation.

- (II) Sinyi Estate (Hong Kong) Limited acquired the land on behalf of Sinyi group in September, 2017 and set up a subsidiary, JiuXin Estate, to own and conduct the development residential project of the land and to execute the sales plan. In accordance with the IFRSs, we recognize the revenue and profit when we deliver the completed unit to the clients from June 2021. After the improvement in the first half of 2021, the sales slowed down in the second half of the year due to the impact of Mainland China government's real estate market policy. As of the end of 2025, a total of 439 sets were sold (accumulative sales rate was 72%). In 2026, under the new sales plan of adjusted prices, online platform and offline channel will be integrated, and through old customer introduction, self-develop, intermediary channels and so on to increase the willingness of the new target clients.
- (III) In 2025, Shanghai Sinyi and Suzhou Sinyi Real Estate Inc. ("Suzhou Sinyi") benefited from the local government's gradual easing of regulatory policies. However, the overall economy recovers slowly, leading to weakness of transaction volume in the second-hand housing market. Both companies recorded losses increasing by NT\$8 million in 2025 compared with the previous year.
- (IV) In 2025, the Company's subsidiary, Sinyi Realty Japan, benefited from the depreciation of the JPY and the increasing demand from Taiwanese buyers investing in Japanese real estate, which drove growth in both investment and house purchase demand and resulted in annual operating revenue reaching a recent high. In 2026, the company will continue to integrate Taiwan-Japan resources and deepen its local brand presence, advance the expansion of its Shibuya and Azabu-Juban stores, and broaden its leasing brokerage business, while strengthening its core district presence and brand marketing. It will also optimize its business structure and high-end market positioning, prudently advance store expansion and digital investments, and enhance brand competitiveness to drive revenue and profitability growth.
- (V) Sinyi Global Asset Management Co., Ltd. was affected by rising international tariffs and exchange rate fluctuations. Domestic economic growth was primarily driven by semiconductor and ICT exports, resulting in industrial polarization and consequently impacting the demand structure of the commercial real estate market, leading to a decline in transaction volume in 2025. In 2026, the company will focus on office buildings, industrial offices, industrial properties, and assets with redevelopment potential, strengthen professional services for corporate clients and differentiated commercial brokerage products, and leverage group channel synergies, brand exposure, and digital and social media engagement to expand business opportunities, thereby enhancing overall competitiveness and operational momentum.
- (VI) Through Chengjing Enterprise Co., Ltd. acquired Peikuan Resort Leisure Farm in 2024. The property primarily serves as a venue for employee training and cross-departmental exchanges within the Group, functioning as an important base for talent development and the reinforcement of corporate values. The facility will also incorporate external rental functions, selectively opening its space for corporate seminars, professional forums, and business events to enhance utilization efficiency, generate stable rental income, and strengthen brand image and asset value.

VI. The analysis and evaluation on the risk control policies, organizational frameworks and potential risks in the latest year and as of the printing date of this Annual Report

(I) Risk control policies, organizational frameworks:

The Company has established risk management policies and procedures aimed at building a proactive risk management mechanism. Through risk management procedures, relevant units can respond to risks effectively while enhancing risk awareness among personnel, integrating risk management into operational activities and daily management processes. This ensures the achievement of organizational objectives, improves management efficiency, and facilitates effective resource allocation.

The risk management organization and responsibilities of the Company:

1. Board of Directors: The Board of Directors of the Company serves as the highest supervisory unit for risk management, responsible for reviewing the implementation

reports and audit reports of risk management to ensure the effective implementation of the company's risk management system.

2. Audit Committee: As the risk governance unit accountable to the Board of Directors, it oversees the Risk Management Team and deliberates on their proposals before they are submitted to the Board of Directors for resolution.
3. Risk management team: Served by the Total Ethics Management Committee (TEM), the risk management team is responsible for:
 - i. Supervise the effectiveness of the operation of the risk management system and mechanism.
 - ii. Reviewing the annual risk management report and execution report, submitting them to the Audit Committee to ensure that risks are appropriately identified, assessed, and addressed.
4. Risk management unit: The Group's major risk project overall management unit and the top executives of each risk execution unit, is responsible for:
 - i. Design, build, promote, coordinate and maintain a risk management system.
 - ii. Collect and prepare annual risk management reports and risk execution reports.
 - iii. Track and monitor the progress and results of the risk management plan.
 - iv. Regularly submit risk management results to the risk management team.
5. Risk execution unit: each unit is responsible for:
 - i. Implement the risk management system and improvement plan within the scope of execution powers and responsibilities.
 - ii. Collect and summarize the risk management items identified by the risk execution unit, impact levels and improvement plans.
 - iii. Regularly report the risk management results to the risk management unit.
6. Risk audit unit: assumed by the internal audit office of the Group, responsible for:
 - i. Evaluate the effectiveness of the operation of the risk management system and mechanism.
 - ii. Based on the risk assessment results, formulate a risk-based annual audit plan, and perform regular or irregular internal audits.

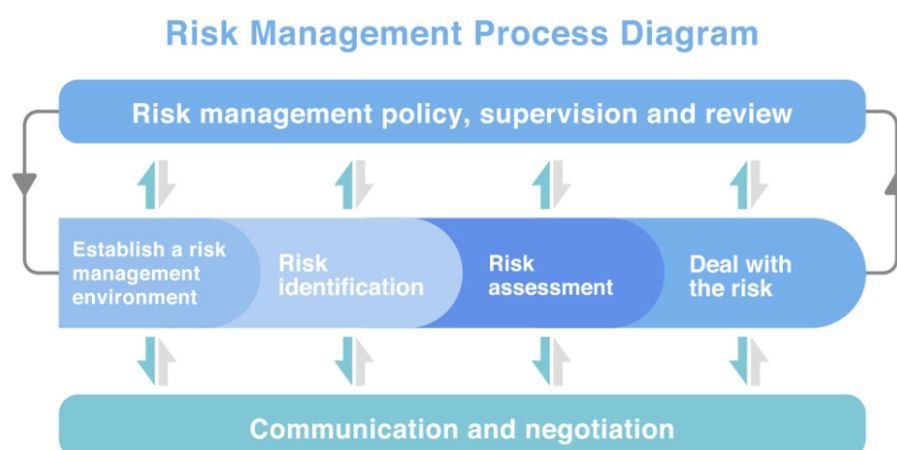
Table of main risk items and risk management units:

Attributes of risks	Contents of risks	Risk management units
Organizational Leadership and Talent Risk	1. Leadership Development for Managers 2. Succession Development for Key Positions 3. Employee Engagement and Development 4. Workplace Safety	Human Resources Division
Reputation risk	1. Reputation (Media) Risk (Negative Media Coverage) 2. False Advertising Risk	Brand Development Division
Technology	1. Information Service Disruption	Digital Intelligence Division

Attributes of risks	Contents of risks	Risk management units
Leadership Risk	Risk 2. Confidential Information Leakage Risk 3. Technological Innovation Lag Risk 4. Digital Capability Deficiency Risk	
Development and Construction Risk	1. Project Schedule Risk 2. Project Quality Risk 3. Insufficient Development Project Sources Risk	1. Development and Construction Business Group (Sinyi Development, China Development) 2. Tourism Business Group (East Malaysia)
Financial risk	1. Financial Liquidity Risk 2. Declining Debt Capacity Risk	Finance Division
Climate and Natural Risk	Greenhouse Gas Emission Control	Business Ethics and Sustainability Promotion Office

(II) Risk Management Process and Execution

I. Risk Management Process



1. Establish a risk management environment

A.Environmental elements of risk management:

- a. External environment: we should pay close attention to its changing trends, including political, economic, legal, social, cultural, technological, natural disaster events, and related industries, and evaluate its impact on the overall operational impact, analysis of possible opportunities and threats.
- b. Internal environment: we should understand the major risks and have a full grasp of the company's own advantages, disadvantages and capabilities.

2. Identification of Risks

The Risk Execution Unit is responsible for identifying the risks that affect the company's sustainable operation and the achievement of business performance goals. After confirming, The Risk Execution Unit shall take actions and there should be a systematic record of risk identification related information.

3. Risk Analysis and Assessment

The risk execution unit should evaluate the identified risks, their potential impact severity

and likelihood of occurrence, and consider the risk tolerance of the risk items to assess the degree of risk treatment.

The risk management and execution unit should formulate appropriate quantitative or qualitative measurement standards based on the company's risk characteristics, as a basis for risk analysis.

Each execution unit should, based on the results of risk analysis, compare them with the approved risk appetite, and plan and implement subsequent risk response plans based on risk levels.

4. Risk response

Risk response includes seeking alternative strategies, formulating and implementing action plans, and monitoring and reviewing the results of the plan. When formulating control measures, the selected strategy and execution content must be stated, including the authority unit to implement the plan, resource requirements, execution schedule and monitoring indicators.

5. Monitoring mechanism

Risk Owner is the responsible for supervising the implementation. The Board of Directors of the Company confirms the effectiveness of risk management policies by reviewing risk management reports and audit reports

6. Communication and negotiation

The Company has established effective communication and reporting systems, so that internal and external risk information can be identified, evaluated and communicated in a timely manner, and the Control Measures are also known to all colleagues and other stakeholders of the Company, So that all colleagues shall take responsibilities or be supported by stakeholders.

II. Execution

In 2025, the Company's risk management was conducted in accordance with the above-mentioned risk management organization's execution of risk management procedures. The Audit Committee and the Board of Directors review the quarterly achievement status of significant group risk management objectives for that quarter.

(III) Analysis on the evaluation of risk issues:

1. The impact incurred by change in interest rate, exchange rate, inflation upon the Company's profit and/or loss and the future countermeasures:

Expressed in NT\$ Thousands, %

Descriptions	2025
Interest income/expenditure, net	231,055
Gain (loss) in foreign exchange, net	(38,637)
Ratio of net interest income/expenditure to operating	2.02%
Ratio of net interest expenditure to net profit before tax	44.79%
Ratio of gain (loss) in foreign exchange to operating	(0.34%)
Ratio of gain (loss) in foreign exchange to net profit before	7.49%

(1) Interest rate risk:

Interest rate risk refers to the risk of changes in the fair value of financial instruments and changes in cash flow due to changes in market interest rates. The interest rate risk of the Company and its subsidiaries mainly comes from fixed and floating interest rate income investments and borrowings.

A. The impact on the profit and loss of the Company and its subsidiaries :

The carrying amounts of the financial assets and financial liabilities with fair value interest rate risk that the Company and its subsidiaries were exposed to at the end of 2025 were NT\$3,394,247 thousand and NT\$10,756,219 thousand, respectively. The financial assets and financial liabilities with cash flow interest rate risk were NT\$5,000 thousand and NT\$1,555,800 thousand, respectively. The Company's income investment and part of its borrowings are mainly fixed interest rates and are measured by amortized cost, so changes in interest rates will not affect future cash flows. The other part of the borrowings bears with floating interest rate which will affect future cash flows. Therefore, changes in market interest rates will cause the effective interest rates of short-term and long-term borrowings to fluctuate, which will cause future cash flows to fluctuate. If the market interest rate rises by 1%, it will increase the cash outflow by NT\$15,508 thousand in 2025. As for Taiwan, in 2025, factors such as the Russia-Ukraine war, Israel-Palestine conflict leading to domestic interest rate increases, accumulating by 0.125%, coupled with domestic inflationary factors and the impact of government anti-property speculation policies, have resulted in a significant contraction in the domestic housing market. Whether interest rates will rise in 2026 depends on domestic inflation, global economic growth influenced by global factors, and the tightening of the US Federal Reserve's balance sheet and interest rate hikes. In addition, considering the overall economic performance domestically, it is expected that there will be limited significant interest rate hikes in 2026. Therefore, fluctuations in interest rates are not expected to have a significant impact on the company's profitability.

B. Future countermeasures:

Due to the current domestic financial institution lending rates still at a relatively low level and the huge demand for funds for development projects and after taking into account of liquidity and safety considerations, the Company will retain part of the funds for operating turnover with the rest being prioritized for repayment financial institution borrowing. The Company has finished to have part of the idle funds of the subsidiary of Shanghai Real Estate and Jiu Xin Estate (Wuxi) Limited to be continuously remitted from the China in 2024 by means of distribution of retained earnings for the benefit of overall use. If the Company's other subsidiaries have idle funds, they are not only used to undertake short-term time deposits, but also continue to plan for inter-subsidiary capital loans. The Company will closely observe interest rate trends and adjust the deposit period of financial assets and liabilities immediately. In addition, the Company's operating conditions are stable and financially sound, and it has a good relationship with banks. It will assess the reasonableness of market interest rates in a timely manner to strive for the best borrowing rate.

(2) Exchange rates:

The Company and its subsidiaries are primarily engaged in the brokerage and development of real estates. There are no needs to export products or import raw materials. Whilst the development business and tourism business run by some subsidiaries needs to import certain building and decorative materials, the import value is a small portion of the total costs. The cash injections to overseas subsidiaries are exposed to exchange rate risks but the holding periods of these foreign currencies tend to be short. Hence, exchange rates do not have a major impact on the profit and loss of the Company and its subsidiaries.

The net assets of overseas subsidiaries owned by the Company are expressed in foreign

currencies. Given the long and indefinite holding periods and the high hedging cost, we do not hedge the foreign currency exposures of the net assets at overseas subsidiaries. However, we keep a close eye on exchange rate changes and adjust these net assets accordingly. In the end of 2025, the net exchange loss of foreign currency of the consolidated financial report of the Company was NT\$38,367 thousand, accounting (0.34%) of net profit before income tax. When the exchange rate fluctuates 1%, it has the impact of 2025 equity or profit as below lists:

(Expressed in thousand dollars):

	Years Ended December 31,2025			
	(expressed in NT thousand)			
	RMB	JPY	USD	MYR
Equity	\$3,827	\$7,382	\$52,611	\$12,502
Profit or loss	2	-	1,134	3,883

(3) Inflation:

The price of real estate increase rapidly accompanied by the rapid overall inflation, resulting in the weak affordability of the buyer. the transaction volume of real estate decreased apparently which is harmful to the real estate market development. The Company and subsidiaries are primarily engaged in the development and brokerage of real estate. In case of a raise in commodity prices or inflation, the prices of real estate would relatively secure in preserving the values and appreciation. To put it in more understandable terms, a raise in commodity prices or inflation would stimulate a demand for real estate purchase and would function as a positive stimulus to the Company.

2. Policies for engaging in high-risk, high-leverage investments, loans to others, endorsements, and derivative commodity transactions, the main reasons for profit or loss, and future countermeasures:

(1)High risk, high leverage investment: The Company and its subsidiaries do not engage in derivative financial instruments or high risk, high leverage investment.

(2)Lending to Others:

- A. The Company's funds are lent to Sinyi Development Inc. primarily to cover the costs of acquiring land in Nanzih District, Kaohsiung City, and for future land purchases, intended for residential development. Sinyi Development Inc. had repaid the loan in December, 2025.
- B. Sinyi International Limited's funds are lent to Zhancheng Tourism Development Sdn. Bhd. mainly to fund the hotel construction project in the Melinsung development project in Malaysia.
- C. The remaining loans to the Companies and subsidiaries are primarily for the flexible use of funds by the Group.
- D. Countermeasures: Depending on the nature of the loan and target's procedures, the Company and its subsidiaries will undertake necessary countermeasures.

(3) Endorsements/guarantees rendered to others:

- A. To hedge the Group's multi-currency assets against future exchange rate fluctuations, Sinyi International Limited is seeking a forward FX hedging line from the bank, which will be backed by a guarantee from our Company.
- B. To reduce the Company's borrowing costs, Sinyi International Limited provides endorsements and guarantees for the Company by pledging its foreign currency deposits as collateral to the bank, thereby securing a lower borrowing interest rate.
- C. To diversify the funding sources for Sinyi Development Inc., Sinyi International Limited provides endorsements and guarantees by pledging its foreign currency deposits as

collateral for bank guarantee lines. This enables Sinyi Development to issue commercial papers through bills finance companies to supplement its working capital.

D. To support the business expansion of our subsidiary, Sinyi Development Inc., in participating in various public and private development projects (such as MRT joint development and urban renewal projects), the Company provides endorsements and guarantees. This initiative aims to optimize the flexibility of Group funds and reduce financing costs, while meeting the requirements for tender bonds and performance guarantees for these projects.

E. Countermeasures: Implement countermeasure according to the endorsement and guarantee process.

3. The research & development programs and the research & development expenses plan:

(1) The Company continues to strengthen its data and AI infrastructure to drive the long-term development of digital transformation. In 2026, we will focus on optimizing and expanding our data middle-end architecture to further enhance the quality of cross-departmental data-driven decision-making. The project scope includes data architecture upgrades, multi-cloud environment deployment, deep application of AI tools, and process optimization, with a projected investment of approximately NT\$17,827 thousand. By consistently investing in the dual engines of data and talent, the Company aims to solidify its transformation foundation and build a highly agile and competitive digital enterprise system.

(2) The Company will continue to enhance coding efficiency and quality by leveraging AI-enabled tools to drive high-efficiency and high-quality programming with an estimated investment of approximately NT\$3,326 thousand is planned for 2026 for this initiative.

4. The impact of important domestic and foreign policy and legal changes on the Company's financial business and corresponding measures:

In 2025, the housing market continued to be affected by the seventh round of selective credit controls. Loan-to-value ratios and credit approval conditions remained prudent, restraining non-owner-occupied and investment-driven demand. As a result, overall transaction volume contracted and the market entered a phase of consolidation. To support young and first-time homebuyers, the government adjusted the preferential “New Qing’an” youth housing loan program by excluding such loans from banks’ real estate lending ratio limits. This provided greater flexibility for banks in extending mortgage loans, helped improve the approval and disbursement timelines for first-time buyers, and offered support to rigid owner-occupied demand.

Looking ahead, the Company will continue to strengthen frontline service capabilities and flexibly adjust service strategies in response to changes in market demand. It will further leverage digital technologies to assist customers with property viewings and video-based services, and focus on the business districts and communities within each branch’s designated service area to deliver trusted and high-quality services.

With respect to the Company’s development business in Taiwan, the “Jiapi” project located in Banqiao District, New Taipei City has been fully sold, with 91 units delivered and revenue of NT\$2,157 million recognized. The remaining units are expected to be delivered in the first quarter of 2026. In addition, the development business unit has entered into development agreements with the New Taipei City Department of Rapid Transit Systems for the LG17, LG16A, and LG16B projects, which are scheduled to commence construction in phases starting in 2027.

In 2025, certain projects were significantly affected by market conditions, as competing developments in surrounding areas engaged in price-based competition to capture market share, resulting in continued downward pressure on property prices. A total of 15 units were sold during the year, including 11 units in December alone. In response, the Company adjusted sales strategy based on market conditions, while focusing on value creation, showcasing positive testimonials from homeowners, cultivating a relaxed retail atmosphere within project

commercial spaces, and shaping an emotional value proposition for the project. By identifying target customer segments with differentiated demand and leveraging the project's scarcity value, the Company aims to strengthen market positioning and accelerate sell-through.

5. The impact of technological changes and industrial changes on the company's financial business and corresponding measures:

With the rapid advancement of artificial intelligence and digital technologies, consumers' expectations for mobility, immediacy, and information transparency in real estate transactions continue to rise. In response to evolving market dynamics, the Company actively leverages technological innovation to drive the digital transformation of its brokerage services. In 2025, the Company focused on AI applications and omni-channel (OMO) integration. By utilizing image recognition and data analytics technologies, the Company launched features such as "AI One-Click Decluttering" and "Neighborhood Property Search" to enhance the online property viewing experience and improve the efficiency of information analysis. Through its official LINE account, the Company implemented a "Friend Binding" mechanism and the "Yi-Chi Chat – Store Manager Management" function, effectively connecting online browsing with offline branch services to enhance customer engagement and service responsiveness.

To address the housing needs of different demographic groups, the Company introduced a dedicated "Youth and Senior Rental Housing" section and a video-based "Real Estate Guide Channel," expanding service outreach and increasing brand penetration across various age segments. At the same time, the Company continued to optimize the user experience of property disclosure statements, establish a high-efficiency mobile office environment, and implement an "AI Advertising Review System." By building a core business intelligence platform, the Company has enabled intelligent, self-service data analytics. Through deepening "sales management automation" and "data-driven decision-making," the Company has further enhanced its structured decision management system, enabling precise identification of each branch's core competitive strengths and potential weaknesses. This provides actionable, business-value-driven management insights, optimizes resource allocation, and ultimately improves service quality.

As the global tourism industry gradually recovers, most regions have returned to the pre-pandemic levels of travel activity. Malaysia's tourism market has also shown steady improvement, with overall tourism demand demonstrating a stable growth trend. The subsidiary of the Company purchased a land in 2022 near the beach on the island of Sabah, Malaysia and is now actively constructing a 5-star rating resort which will be grand open by the end of 2027. It is expected to become the first choice for local and international tourists to vacation in Sabah in the future.

6. The impact of information system damage on the company's financial business and countermeasures:

The Group set up our information system framework and high-feasible back-up mechanism based on the level of risk to insure the service would not be broken down. We also sync and offsite backup our back-up information, doing emergency drill to insure the information system is functional and secure, to reduce the risk of information break down or impair and to insure the system is in accordance with the expected date of recovering.

The Company has formulated the information security policy and related administration regulations to insure the confidentiality, integrity and availability of internal information assets and to conform to the relevant laws and regulations. Also, based on the level of risk, we continue to plan to build the appropriate software and hardware facilities related to information security to reduce the risk of confidentiality outflow. The company obtained ISO 27001 certification in 2025, valid until December 2028.

As of the end of 2025 and until this annual report set in print, there are no information system incidents or damages already occurred or likely to occur to have material and adverse effects on the Company's business or operations. Also, the Group was not involved with any legal

cases or investigations related to the information security.

7. The impact of corporate image change on corporate crisis management and countermeasures:

The Company has long been committed to corporate social responsibility and public welfare activities, and has received numerous awards over the years and has a good image. In 2025, the Company received the "Global Corporate Sustainability Reporting Award" and the "Best Practice Award" from the Taiwan Sustainability Institute for the eighth consecutive years, and was honored with the "Taiwan Corporate Sustainability Award" for the eleventh time. It has also been awarded the "CommonWealth Corporate Citizenship Award" by "Commonwealth Magazine" for 19 consecutive years. In addition, the Company has ranked within the top 5% of listed companies in the Taiwan Stock Exchange's Corporate Governance Evaluation for 11 consecutive years. These recognitions demonstrate the Group's unwavering commitment to advancing sustainable development.

The Company's corporate image comes from years of hard work accumulated by all colleagues in the group. It is also the most important asset of the Group. The Company always pays attention to whether the Company's decision or colleagues' behavior harms the Company's image. For corporate image crisis management, a crisis management team has been established. According to various crisis situations, it can be grouped flexibly, analyze and review the causes of the crisis, and quickly propose crisis treatment plans based on the possible effects of the crisis to reduce the harm to the Company's image.

8. The benefits anticipated from merger/acquisition (M&A), potential risks and countermeasures:

The Company and its subsidiaries made no major acquisitions in 2025.

9. The expected benefits, possible risks and countermeasures of the expansion of the plant

The Company and its subsidiaries are mainly engaged in the real estate brokerage service and there is no need to expand plant capacities. We continue with a prudent and stable pace for the expansion of our branch networks, primarily through leasing. In Taiwan, the opening of a new store costs an average of NT\$2.1 million for the initial renovations. Whilst it is possible to terminate the contract early, a penalty of one to two month rent is required. The rental costs in other areas depend on local supply and demand dynamics. We regularly review whether our stores are in competitive locations, and if not, we evaluate whether a relocation is in order. The development business run by our subsidiaries shall not have expansion of plant capacities, either.

10. The impact from centralized input or output business performance, potential risks and countermeasures:

The customers of the Company and its subsidiaries which are engaged in real estate brokerage related business are mainly the general public, and there is no risk of customer concentration; Although there are equipment repair and renewal and consultant expenses, the amount is not significant, and there is no need for purchase, so there is no such risk of centralization. The subsidiary related to development business and tourism business purchases land-use-rights or land from government agencies or different landowners, and the development project is mainly entrusted to the high-quality construction manufacturers selected by bidding for unified contracting or partial subcontracting of the project, and the development business assigns its employees to grasp the price of important raw materials and the supply and demand situation, so as to provide real-time feedback on the price of raw materials, and at the same time delegate staff for supervision at the construction site to manage the construction quality and project progress. The customers for residential sales and those receiving accommodation and travel services from the tourism business in the future are primarily the general public, posing no risk of sales concentration.

11. The impact from huge transfer or conversion by directors and key shareholders holding over 10% of the total shares, potential risks and countermeasures:

Our board members and major shareholders with over 10% holdings are all long term shareholders. In fact, our major shareholders are directly involved in our operations. By the end of 2025 and by the time the annual report is printed in 2026, there has been no transfer of any major stake or change of major shareholders. Therefore, there should not be any significant influence or risk associated with the transfer of major stakes or change of large shareholders. All our major subsidiaries are 100% owned by us and hence there is no transfer of significant shareholdings.

12. The impact from the change in managerial power, potential risks and countermeasures:

The Company has maintained a stable ownership structure for a long period, with major shareholders directly involved in operations. Consequently, the risk associated with changes in management or control is minimal.

13. Major litigation, non-litigation, or administrative proceedings involving the Company and its subsidiaries have been disclosed in the relevant notes to the 2025 financial statements. The current status is summarized as follows:

The Company filed a civil lawsuit against YungChing Realty Co., Ltd., Housefun International Co., Ltd., and the responsible persons and editor-in-chief thereof, seeking cessation of infringement and related claims. In the second-instance judgment rendered by the Taiwan High Court, Good House International Co., Ltd. and its editor-in-chief were ordered to jointly bear the costs of publishing a notice of the Company's favorable judgment on the top section of the Good House website homepage for seven days. YungChing Realty Co., Ltd. and Good House International Co., Ltd. were also ordered to jointly bear the costs of publishing the main text of the judgment on the front page of three major newspapers for one day. The remainder of the first-instance judgment, including the order for Good House International Co., Ltd. and its editor-in-chief to jointly pay NT\$3 million in damages and the prohibition against purchasing keyword advertisements using "Sinyi," was revoked and dismissed. Both parties have filed appeals to the Supreme Court, and the case is currently pending before the third instance.

Regarding the tactics employed by YungChing Realty—namely, "committing defamation under the guise of clarification"—the company has deliberately hyped up false issues from the "Black-hearted Sinyi, Give Me Back My Money" Facebook page through various marketing channels, including billboards, digital advertisements, SMS marketing, and the joint purchase of our Company's keyword advertisements with Housefun News. These actions involve comparative and derogatory propaganda aimed at shaping a negative "black-hearted" corporate image of its competitor in the eyes of the public. By doing so, YungChing Realty sought to enhance its own market position in the real estate brokerage industry and achieve the goals of malicious commercial competition. This has resulted in the unlawful infringement of the Company's rights to name, reputation, and credit, while disrupting the fair competition order of the real estate brokerage market.

The aforementioned behaviors have caused damages to our company's reputation and operating interests, and necessitated increased expenditures on defensive keyword advertising. Consequently, our company filed a civil lawsuit for damages. The Taipei District Court has ruled in the first instance that YungChing Realty shall pay our company NT\$10 million, plus interest calculated at an annual rate of 5% from March 6, 2024, until the date of full payment. Furthermore, YungChing Realty is ordered to bear the costs of publishing the "Notice of Winning the Lawsuit" (as shown in Appendix I of the judgment) at the top of the "YungChing Realty" homepage for seven days, using the specified title font and body text size.

As of the publication date of the annual report in 2026, neither the Company nor its subsidiaries has been involved in any major litigation, non-litigation or administrative litigation.

14. Other important risks and responding measures:

The Company and its subsidiaries strengthen and optimize systems such as remote customer

reception and online inspections through O2O service. In the process of enterprise digitization, we encouraged partial experiments and pondered professional consultants' suggestions, which will help the Company to transform step by step.

VII. Other significant events: Nil.

Chapter Six. Special Disclosure

I. Information on Affiliated Enterprises: Please refer to the Market Observation Post System. The access path is as follows:

Market Observation Post System → Single Company → E-Book → Affiliated Enterprises
Three-Statement Section

Link: https://mopsov.twse.com.tw/mops/web/t57sb01_q10

II. In latest fiscal year and as of the printing date of this Annual Report, the status of Conducting Private Placements of Securities: None.

III. Other necessary supplementary description matters:

1. Intellectual Property Management Plan and Implementation Results for 2025:

To safeguard the interests of the Company and its stakeholders, Sinyi Realty Inc. (the "Company") has established robust systems for personal data protection, trade secret maintenance, and internal data security to ensure the safety of operational information and systems. In alignment with rapid technological advancements, the Company continues to drive digital applications and innovative technologies, utilizing strategic patent portfolios to protect R&D outcomes.

In compliance with Article 38-1 of the Corporate Governance Code, the Company promulgated the "Sinyi Enterprise Group Intellectual Property Rights Management Regulations" this year. These regulations govern policy formulation, scope of protection, resource allocation, and risk control to ensure the integrity and efficacy of the intellectual property (IP) management mechanism.

The Company shall submit its intellectual property management plan and implementation status to the Board of Directors once a year. This plan and implementation had been submitted to the board of directors on December 23, 2025.

(1) Internal Responsible Units:

- Legal Affairs Office: Serves as the primary authority for IP rights, responsible for trademark and copyright management, IP infringement disputes and litigation, investigation of trade secret leaks, and the drafting and negotiation of IP-related contractual terms.
- Strategic Research Office: Responsible for patent applications and regulatory control.

(2) 2025 Implementation Plan and Results:

A. Trade Secrets and Internal Protected Data

a. Scope: Includes personal data as defined by law, customer service records, transaction intentions, and internal data classified as "Confidential" or above.

b. 2026 Work Plan:

(a) Continue monitoring compliance with IP regulations, specifically regarding meeting classification and document labeling.

- (b) Conduct on-site advocacy at branch offices to enhance personnel confidentiality awareness.

c. 2025 Execution Results:

- (a) The Legal Affairs Office audited hundreds of intranet systems, implementing enhancements such as data masking, watermarking, and disabling right-click functions to mitigate data leakage risks.

Handled 13 cases of internal policy violations (e.g., unauthorized reproduction or disclosure of customer data), an increase from 7 cases in 2024. Legal action or disciplinary measures were pursued against all involved parties.

B. Patent Management

- a. Scope: Focuses on R&D projects under the Digital Intelligence Division and Transformation Office. The Company maintains a "Patent Control Ledger" and conducts quarterly meetings to discuss industry trends and patent literacy.

b. Management measures:

- (a) Control operations: Establish a patent control table, and the R&D and design unit maintains and takes stock of the company's R&D projects under development or to be developed, and the patent management unit interviews each item to complete infringement avoidance and patent application operations.

- (a-1) Search for relevant patents, and if there is a possibility of infringement, it is recommended to avoid the design.

- (a-2) Patent Application Layout: Evaluate the characteristics of the R&D project, and submit a patent layout application if the patent application conditions are met.

- (b). Meeting Discussion: Invite patent-related units every quarter to hold meetings to discuss the following items:

- (b-1) industry-related patent trends and understand industry research and development trends.

- (b-2) Introduce the basic knowledge of patents and develop the concept of patents for R&D personnel.

- (b-3) Discuss patent issues related to R&D projects.

c. Management Results:

- (a) The Company currently holds 76 domestic patents (29 Invention, 36 Utility Model, 11 Design) with an additional 62 applications pending.

- (b) Invention patent overview: The current layout direction focuses on system functions and brokers and customer auxiliary application tools, mainly in line with the world trend and the development of the company's digitalization and

intelligence. In the future, we will focus on patenting auxiliary application tools to improve the efficiency of brokers' operations and services, as well as the customer's experience of buying and selling houses, and protect the intellectual property of the company's research and development results in the process of digital transformation.

C. Trademark Management

a. Goals and Scope:

When developing representative services or new products and services with Xinyi Enterprise Group, the development unit is encouraged to apply to establish brand recognition and trust.

b. Management measures: The Legal Affairs Office shall entrust professional manufacturers to assist in trademark searches for the reasons for trademark application, expected registered goods or services, distinctive logos, text, graphics, and color design graphics, etc., and if there is a possibility of infringement, it is recommended to make adjustments. If the probability of infringement is low, a trademark application can be filed with the Intellectual Property Office.

c. Management results:

(a) Sinyi Enterprise Group holds 243 valid trademarks.

(b) In 2025, 8 new trademark applications were filed and 41 renewals were processed.

D. Copyright Management

a. This year's newly formulated intellectual property management regulations have included copyright as one of the objects of management and protection, such as articles, books, programs, copywriting, photography, pattern drawings, etc. created by personnel of various units of the company based on their duties, any creative works can be included in the protection objects. Except for works other than photography or pattern drawings, if the personnel believe that their works need to be protected, they can report the content of the works to be protected to the Legal Affairs Office for review.

b. Nowadays, there are often a small number of employees in the same industry who privately steal and copy the works (photos or layout drawings) of the company's colleagues without the consent of the Company, and upload them to the website for sales purposes. In 2025, the Legislative Affairs Office handled a total of 14 cases, and the infringement was quickly eliminated after sending letters or prosecutions.

2. Please refer to the next page for the Company's human rights policy.
3. In accordance with the regulations in Article 13 of “Code of Ethics of Directors and Managers” of the Company, the Code is disclosed from page 6-7.

Sinyi Realty Inc.
Human Rights Policy

I. Purpose and International Conventions Reference

Since its inception, the Company has always adhered to the "people-oriented" spirit of Sinyi. The Company recognizes and voluntarily complies with internationally recognized human rights standards, including the "Universal Declaration of Human Rights," the "Ten Principles of the United Nations Global Compact," the "International Covenant on Civil and Political Rights," the "International Covenant on Economic, Social and Cultural Rights," the "UN Guiding Principles on Business and Human Rights," the "Convention on the Elimination of All Forms of Discrimination against Women," the "Women's Empowerment Principles," and the "Children's Rights and Business Principles". It eliminates any acts of infringement or violation of human rights, treating and respecting all colleagues with dignity. It requires that the business operations of suppliers and partners ensure no infringement of fundamental human rights and that everyone is treated fairly and with dignity.

II. Scope of Application

The scope of this policy applies to the Company, its subsidiaries, and other group enterprises and organizations such as institutions or legal entities over which the Company has substantive control. It also extends to stakeholders such as suppliers, contractors, and partners (customers, communities), committing to the eradication of any human rights violations.

III. Responsible Department

Administrative Unit: Human Resources Department which is responsible for implementing the human rights policy, conducting regular reviews, and promoting various measures to protect employee rights.

IV. Policy Content and Implementation Guidelines

The Company is committed to creating a dignified, safe, equal, and harassment-free work environment. The specific implementation guidelines are as follows:

- **Implementation of Diversity and Equal Opportunity:** Comply with the "Gender Equity in Employment Act," respect workplace human rights, and adhere to the requirements of the "Labor Standards Act" and the "Gender Equity in Employment Act".
- **Implementation of Workplace Diversity:** No differential treatment or any form of discrimination shall be made on the basis of gender, sexual orientation, race, class, age, marital status, language, thought, religion, political party, ancestral home, place of birth, appearance, facial features, or disability. We strive to create a dignified, safe, equal, and harassment-free work environment.
- **Labor Protection and Remuneration Policy:** Strictly abide by the "Labor Standards Act," implement the policy of "High Salary, High Development, and High Care," and assist employees in maintaining physical and mental health and work-life balance.
- **Prohibition of Forced Labor:** Conduct recruitment processes in accordance with the law, prohibiting any form of forced labor and illegal employment practices.

- **Prohibition of Child Labor and Human Trafficking:** The Company follows government labor regulations, complies with local laws and regulations regarding the minimum age for employment, does not employ child labor, and strictly prohibits human trafficking.
- **Support for Freedom of Association:** The Company respects the rights of employees to organize and join various clubs and organizations, and provides legitimate and diverse activities to enhance the balance between work and life for employees.
- **Healthy and Safe Working Environment:** Committed to providing a safe and healthy working environment and implementing human rights audit mechanisms.
- **Supplier Management:** Human rights clauses are included in supplier contracts, and on-site audits are implemented as needed to promote the concept of human rights protection.

V. Education, Training, and Promotion

The Company plans relevant training courses to communicate human rights concepts, their importance, and grievance channels, as well as the Company's measures for management, prevention, and remediation of human rights violations, establishing an awareness and culture of respect for human rights.

VI. Grievance Channels

The Company has established clear reporting and grievance channels. Colleagues or external stakeholders who discover any matters that may violate human rights may file a grievance in accordance with the law.

Sinyi Realty Inc.

Guidelines for the Adoption of Codes of Ethical Conduct for Directors and Managerial Officers

Date:1997.12.28 (Announced)
2021.09.24 (1st revised)

Article 1

To ensure the ethical conduct of the Company's directors and managerial officers to comply with the related regulations and protect the interests of the Company and the shareholders when the directors and managerial officers engage in the business operations for the Company based on the exercise of their power, The Company set forth the Guidelines for the Adoption of Codes of Ethical Conduct for Directors and Managerial Officers (hereinafter, "the Guidelines")

Article 2

The Guidelines applies to the Company's directors and managerial officers (including the general manager, vice general managers, deputy assistant general managers, chief financial and chief accounting officers and other persons authorized to manage affairs and sign documents on behalf of a company).

Article3

The directors and managerial officers shall deal with the Company's affair in the honest, faithful, law-abiding, just, fair and ethical and moral self-disciplined manner and follow the related laws and regulations, the Company's articles of incorporation and resolutions of the shareholders meeting.

Article 4

The directors and managerial officers shall recuse any conflicts of interest when personal interest intervenes or is likely to intervene in the overall interest of the Company , as for example when a director or managerial officer of the Company is unable to perform his/her duties in an objective and efficient manner, or when a person in such a position takes advantage of his/her position in the Company to obtain improper benefits for either himself/herself or his/her spouse, or relatives within the second degree of kinship.

The directors and managerial officers shall voluntarily explain to the Company's board of directors any affairs which conflicts of interest may occur. The related laws and the Company's regulations shall be abided by under the considerations of the Company's best interest, especially when the Company provides loans of funds, provisions of guarantees, and major asset transactions or the purchase (or sale) of goods involving the affiliated enterprise at which a director or managerial officer works.

Article 5

The directors and managerial officers shall maintain or increase the Company's reasonable and proper benefits. The directors and managerial officers shall not seek an opportunity to pursue personal gain or obtain personal gain by using the Company's property or information or taking advantage of their positions and shall not operate any business which is the same as that of the Company unless they get approval of shareholders meeting or board of directors under the related laws or the Company's articles of incorporation.

Article 6

The directors and managerial officers shall be bound by the obligation to maintain the confidentiality of any information regarding the Company itself or its suppliers and customers, except when authorized or required by law to disclose such information. Confidential information includes any undisclosed information that, if exploited by a competitor or disclosed, could result in damage to the Company or the suppliers and customers.

Article 7

The directors and managerial officers shall not treat all suppliers and customers, competitors, and employees unfairly and obtain improper benefits through manipulation, nondisclosure, or misuse of the information learned by virtue of their positions, or through misrepresentation of important matters, or through other unfair trading practices.

Article 8

The directors and managerial officers have the responsibility to safeguard company assets and to ensure that they can be effectively and lawfully used for official business purposes; any theft, negligence in care, or waste of the assets will all directly impact the company's profitability.

Article 9

The directors and managerial officers shall comply with the Company Act, the Securities and Exchange Act and other applicable laws, regulations, and bylaws and abide by the Company's regulations. The Company shall also at all times provide the newest amendments of laws and its regulations to the directors and managerial officers.

Article 10

The Company's employees shall report to the Company's independent directors or chief internal auditor upon suspicion or discovery of any activity in violation of a law or regulation or the code of ethical conduct. After the violation reporting case has been clarified and recognized, the Company shall provide incentive according to its personnel management rules. The Company shall properly handle the violation reporting information in a confidential and responsible way and shall do its best efforts to protect the safety of informants and protect them from threats of any forms, even they are anonymous informers. Any hostile and dishonest reporters should be enlightened and shall be punished to improve conduct if necessary.

Article 11

When the directors and managerial officers violate the Guidelines, the Company shall inform and punish the violators according to the laws and the Company's personnel management rules and without delay disclose on the Market Observation Post System (MOPS) the title and name of violator, the date of the violation by the violator, reasons for the violation, the provisions of the code violated, and the disciplinary actions taken. The Company shall establish a relevant complaint system to provide the violator with remedies.

Article 12

Any directors and managerial officers need exemption from compliance with the code shall be adopted by a resolution of the board of directors, and that information on the title and name of persons of exemption, the date on which the board of directors adopted the resolution for exemption, objections or reservations of independent directors, and the period of, reasons for, and principles behind the application of the exemption be disclosed without delay on the MOPS, in order that the shareholders may evaluate the appropriateness of the board resolution to forestall any arbitrary or dubious exemption from the code, and to safeguard the interests of the company.

Article 13

The Guidelines shall be disclosed in its annual reports and prospectuses and on the MOPS.

Article 14

The Guidelines, and any amendments hereto, shall be proposed by the board of directors and reported at the shareholders meeting.

Chapter Seven. Matters with Major Impact

- I. The matters with a major impact on the shareholders' equity or securities price set forth in Item 2, Section 2 of Article 36 of Securities and Exchange Act of the latest year and as of the printing date of the annual report: None.



No.100, Sec. 5, Xinyi Rd., Xinyi Dist., Taipei City 110, Taiwan (R.O.C.)