



# Stay Healthy and Happy

**Goal 3** | Ensure healthy lives and promote well-being for all at all ages



## The Direction of Our Efforts

Talent is the foundation of our business. Attracting outstanding talent and providing a healthy and safe workplace are goals that we constantly strive to achieve. We have established the "Happy Health Management Center" to build a safe and healthy workplace environment through systematic health management to provide diverse and considerate benefits.



## Our Goals

|   | 2020 Performance | 2030 Goal     |
|---|------------------|---------------|
| <b>Safety promotion and training</b><br>Injury Rate <sup>1</sup>        | 11.96            | → 6           |
| <b>Vaccinations for all</b><br>Number of vaccinations <sup>2</sup>      | 556 workers      | → 500 workers |
| <b>Medical care for all</b><br>Proportion of taking the health checkups | 90.3%            | → 96%         |

<sup>1</sup> Injury Rate = (Total Number of Injury Incidents / Total Working Hours) x 1,000,000  
<sup>2</sup> The population receiving the government's free vaccination has increased each year, and Sinyi has provided public subsidies for all employees, including the youth for whom such services have not been subsidized by the government.



## What Did Sinyi Do to Achieve Goal 3?

### Learn about and share ways to stay healthy

- Sinyi Realty established business command center for the planning, implementation, and execution protection measures of pandemic. The measures are adjusted to comply with local governments' instructions.
- Our health plan is providing a series of seminars such as quitting smoking, handling stress, psychological care, and healthy diet to ensure work-life balance of workers including good physical and mental health.
- We established supply chain sustainability terms to promote the health and well-being of workers.

### Provide medical care and vaccinations for all

- We provide high-quality company-funded health checkups once every two years (every year for those aged above 40 years), and their dependents can also enjoy the benefits of these programs.
- We ensure that all employees and their independentents have a vaccine subsidy which is also combined in our flexible benefits.

### Value mental health and well-being

- We run the Employee Assistance Program (EAP), which provides confidential counseling services for workers and dependents by relying on external professional consultants.
- We provide mental health check ups to assess their mental health status with online consulting.

### Promoting exercise regularly

- Sinyi provides subsidy for sports clubs for hosting annual basketball league, slow base league, etc.
- We were awarded the "Taiwan iSports Certification" for proving workers establish regular exercise habit.

### Safety promotion and training

- We focus on promoting traffic safety awareness and encourage them to wear safety helmets. Moreover, we operate a compulsory traffic lecture on line.
- We hold safety promotion courses regularly such as fire safety and first aid training programs to reduce the number of workers killed or injured.
- Introducing ISO 45001 for reinforcing workers sense their health and safety in workplace.



### Sinyi Strategies on Account of COVID-19

In response to pandemic, every worker in Sinyi follows guidelines announced by Central Epidemic Command Center. Furthermore, Sinyi branches provides sanitation products and seats for elderly residents actively. Being a part of community, Sinyi launched a professional disinfection service.

<https://csr.sinyi.com.tw/en/news/anti-pandemic.php>



### Dedicated Happy Health Management Center

We hire full-time occupational health nurses to strengthen the existing health management platform, and we also broadcast health messages on mobile devices from time to time. Existing suppliers and all workers in Sinyi building enjoy its services. By providing employees with health check-up that go beyond the legal requirements, as well as health consultations, tracking of improvement, vaccinations, and an EAP assistance, we have laid out a plan to practically prevent against illness and to promote healthy living. We also provide health consultation during working hours by a doctor which is also open to suppliers.