



SINYI x SDGs

2021 Sinyi Realty SDGs Report



Onward to 2030: Sinyi's Road to Sustainability

Message from the Founder



Sinyi Group has always been committed to its founding spirit of putting people first. Our goal is to adhere to corporate social responsibility and to provide world-class services. We hope to realize our ultimate vision of a harmonious symbiosis with the entire society.

Since the adoption of 17 Sustainable Development Goals (SDGs) by the United Nations, we have built on our long-term commitment to our role as a global citizen by actively focusing on both our major stakeholders and the SDGs. To this end, we have set out Sinyi Sustainability Principles, aiming to reconcile the interests of our stakeholders. Additionally, Sinyi Realty has actively established future sustainable niches and employed the concepts of trust, rigor, and ethics within the Sinyi value chain to develop sustainable innovations, thereby meeting stakeholder demands and providing a fulfilling and happy life for associated parties.

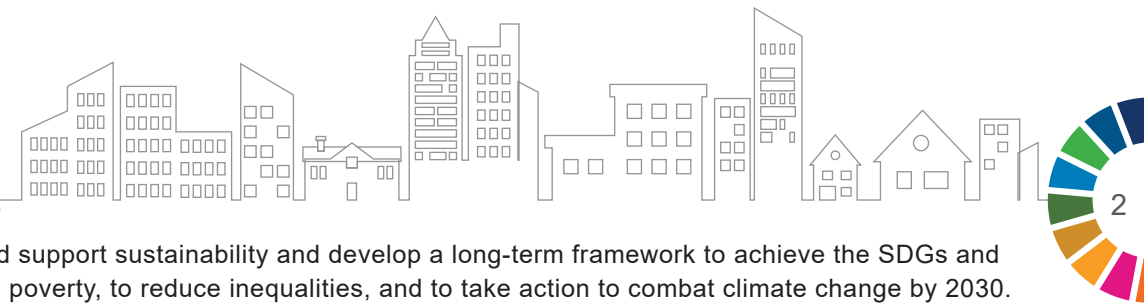
By upholding business ethics as a core strategy, Sinyi Realty has developed steadily on the basis of its main operation and devised innovative methods of operation for protecting stakeholders' interests and rights. In the short term, the company aims to redefine and develop innovative residential services. In the long term, Sinyi Realty plans to contribute to the prosperity and development of society and enhance the inclusiveness of its services.

Founder, Sinyi Group

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Sinyi's Business Policy and the SDGs



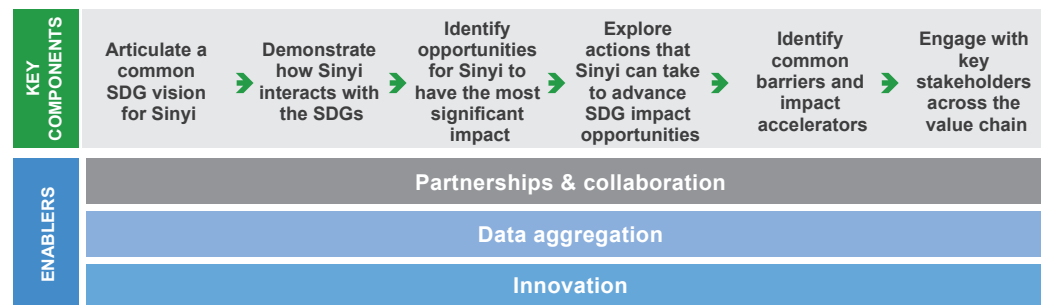
To help human beings coexist with our planet, organizations around the world should support sustainability and develop a long-term framework to achieve the SDGs and to create a better world. In 2015, the United Nations (UN) announced its goal to end poverty, to reduce inequalities, and to take action to combat climate change by 2030. The SDGs are not only a blueprint, but also serve as a comprehensive action plan for governments and enterprises. We also contribute directly and indirectly toward achieving the SDGs in our corporate operations.

◆ Review Process: Sustainable Strategies Correspond to the SDGs

Combining our sustainable strategy goals with the SDGs requires organizational inputs and support at the executive level. Using the factors listed below, we conducted a staged analysis:



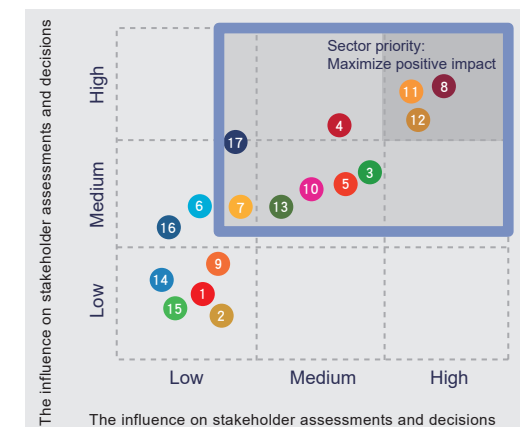
◆ Review Criteria: Key Components of Sinyi's SDGs Roadmap



- 1. Articulate a common SDG vision for Sinyi:** Sinyi Sustainability Principles are formulated and released by the Founder. We work to tie Sinyi Sustainability Principles, the SDGs, and our material topics together to ensure consistency in our strategic goals.
- 2. Demonstrate how Sinyi interacts with the SDGs:** We analyze the impact of SDGs across our business, operating processes, and supply chain through overall business activities in the value chain to increase positive impacts and reduce or avoid negative ones.
- 3. Identify opportunities for Sinyi to have the most significant impact:** Through the analysis and management of material topics, we select key performance indicators (KPIs) for material topics and define the scope of our goals, thus ensuring that the said goals can cover operational priorities and create opportunities along the value chain.
- 4. Explore actions that Sinyi can take to advance SDG impact opportunities:** We also develop specific KPIs to set goals for each material topic and establish a strategic focus. We then develop action plans and promote relevant actions.
- 5. Identify common barriers and impact accelerators:** We identify common barriers and impact accelerators to increase the positive impacts and to reduce or avoid negative impacts.
- 6. Engage with key stakeholders across the value chain:** In addition to issuing annual sustainability reports, we also communicate sustainable development strategies and performance through a variety of other channels in order to better communicate sustainability concepts to our stakeholders.

◆ SDGs Materiality Matrix Analysis

The management team considered the 17 SDGs and the opportunities and risks they bring, evaluated the relevance between Sinyi and each goal, and analyzed the SDGs that Sinyi can have the greatest impact through sustainability strategies, and decide on 10 core SDGs at the materiality decision-making meeting.



After the impact assessment ranking, the top three goals with the highest impact were determined to be goals 8, 11, and 12:

- **Goal 8:** Sinyi adheres to the "people-oriented" concept, promotes sustainable growth, and provides a safe environment and sufficient job opportunities from the perspective of long-term development of talent to achieve fair labor-employment relations.
- **Goal 11:** Continue to pay attention to the development of the residential industry and community building, and spread the influence through community engagement activities.
- **Goal 12:** Promote various carbon management and reduction plans, ensure sustainable consumption and production models, and continue to promote the concept of sustainable development.

◆ SDGs Prioritization and the Relevant Sinyi Sustainability Principles

After the impact assessment ranking through SDGs matrix, we correspond to Sinyi Sustainability Principle and analyze the meaning of each SDGs to Sinyi. We set specific goals for each strategic focus, plan various projects, formulate action plans, and implement corresponding projects, which enable the company to contribute to the realization of sustainable development goals.

Sinyi Sustainability Principles

- E** Environment—Get to Net Zero
- S** Society—Co-existence, Co-prosperity, and Co-creation
- G** Governance—Creating a Sustainable Lifestyle
- SC** Supply chain management—Building an Ethical and Sustainable Supply Chain

Goals	Targets	Meaning to Sinyi	Sinyi Sustainability Principles
8	8.2, 8.4, 8.5, 8.8	Setting Higher Standard of Realty Sector	S G SC
11	11.4, 11.7, 11.a	Community Building Shaping a Better Home	S
12	12.2, 12.5, 12.6, 12.8	Responsible Production and Consumption	E S G
4	4.3, 4.4, 4.5, 4.7	Promote Business Ethics and Education	S G
3	3.4, 3.8	Stay Healthy and Happy	S
5	5.1, 5.c	Gender Equality and Non-Discrimination	S
10	10.2, 10.3	Ethnic Fusion and Reduce Inequality	S
13	13.3	Act on Climate	E G SC
17	17.17	Come Together	SC
7	7.2, 7.a	Use Clean Energy	E

6 1 9 16 15 2 14

◆ Sinyi's Sustainable Development Business Focuses on 10 Goals

In line with Sinyi Sustainability Principles, key stakeholders, and the SDGs, the sustainable development priorities we have been working on include goal 3, 4, 5, 7, 8, 10, 11, 12, 13, and 17. In addition to publish annual sustainability reports, we also communicate sustainable development strategies and performance through a variety of other channels such as Sinyi Sustainability Website, social media, events, service announcements, and advertising. This way, we are able to better communicate our sustainability concepts to our stakeholders.

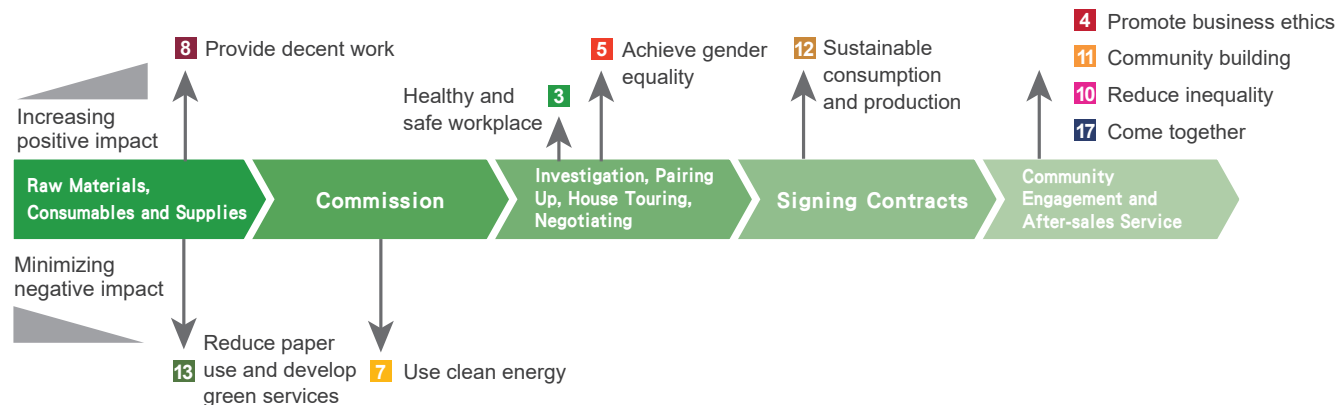
SUSTAINABLE DEVELOPMENT GOALS



◆ Mapping the SDGs against the Value Chain






To create sustainable value and “innovation in line with business ethics,” we have developed innovative services through our value chain.

Sinyi examining each segment of the value chain, to identify areas where our core competencies contribute positively to the implementation of the SDGs, or operating activities may have negative impacts on the SDGs.



Responses to the SDGs






In order to implement sustainable development and respond to SDGs, Sinyi Realty has formulated relevant policies and corresponding principles to enable employees to have a clearer direction to follow when facing various stakeholders. Sinyi draws up short-, medium- and long-term strategies, as well as the direction of effort, action plans, targets and performance for each SDGs. Sinyi combines SDGs with operating strategies, and considers all important stakeholders so that all of them can benefit together.

SDGs	Management Approach	Policies	Short-term Strategies (2022)	Mid-term Strategies (2030)	Long-term Strategies (2050)	Action Plan
 3 GOOD HEALTH AND WELL-BEING	Sinyi sets a consolidated management to establish health and safety workplace.	<ul style="list-style-type: none"> ISO verification management policies Program of preventing for traffic accidents Health plan in accordance with pandemic 	<ul style="list-style-type: none"> Keeping workers' safety with flexible planning against pandemic Conduct annual verification for progress checking and further improvement 	<ul style="list-style-type: none"> For Improving work and life balance of workers' by using digital tools To organize OHS management in supply chain 	<ul style="list-style-type: none"> Integrating multi-function monitoring system into health management platform To promote health management comprehensively 	<ul style="list-style-type: none"> Health promotion Plans for anti pandemic Sinfu coin <div>>P. 7</div>
 4 QUALITY EDUCATION	To promote business ethics value and social education, in order to fulfill the goal of improving citizen's literacy.	<ul style="list-style-type: none"> Sinyi Realty Inc. Sustainability Development Best Practice Principles 	<ul style="list-style-type: none"> Continue to train higher education teachers Use innovative ways to promote ethics On-line lectures to include more audience 	<ul style="list-style-type: none"> Partnership for bigger impact Expanding business ethics learning platform Make greater impact through the platform 	<ul style="list-style-type: none"> To reach out to younger generation To connect with international resources of ethics education To offer advice to the industry 	<ul style="list-style-type: none"> School talents cultivation Podcast for ethics Director training <div>>P. 8</div>
 5 GENDER EQUALITY	Adhered to a diverse and inclusive talent strategy and striving for equality of opportunity across genders.	<ul style="list-style-type: none"> Sexual harassment prevention act and the act of gender equality in employment Maternity protection regulation 	<ul style="list-style-type: none"> Empower women, raise female management ratio Placing great importance on diversity in all aspects of hiring and development for genders 	<ul style="list-style-type: none"> Embedding gender equality concept into policies Providing parental support 	<ul style="list-style-type: none"> Considering aspects for equality in policies Promoting gender equality 	<ul style="list-style-type: none"> Second-Child Grants Program <div>>P. 9</div>
 7 AFFORDABLE AND CLEAN ENERGY	To set renewable energy consumption target, formulate and implement plans.	<ul style="list-style-type: none"> ISO verification management policies CDP initiative SBT initiative Sinyi Sustainable Development Policy 	<ul style="list-style-type: none"> Promote renewable energy consumption Continuous equipment maintenance or replacement plan Conduct annual verification for progress checking and further improvement 	<ul style="list-style-type: none"> Achieve net zero emissions Continuously increase renewable energy consumption Plan for mid- and long-term equipment maintenance or replacement 	<ul style="list-style-type: none"> Achieve net zero emissions Promote the importance of clean energy usage Systematic upgrade of energy efficiency 	<ul style="list-style-type: none"> Renewable energy <div>>P. 10</div>
 8 DECENT WORK AND ECONOMIC GROWTH	Creating diverse and inclusive workplace with stakeholders' engagement.	<ul style="list-style-type: none"> Sinyi Realty Employment Act Sinyi Realty incentive regulation Sinyi mentoring program Sinyi Realty Promotion Act 	<ul style="list-style-type: none"> Diverse employment for inclusive workplace and encourage female for management positions Establish foundation of digital transformation 	<ul style="list-style-type: none"> Creating a business culture with diversity and inclusion Implementing digital transformation to become efficiency 	<ul style="list-style-type: none"> Providing more job opportunities overseas Establishing living brand ecosystem to create more job opportunities 	<ul style="list-style-type: none"> Hiring program Innovation program and digital resilience Suppliers ESG risk audit <div>>P. 11</div>



Responses to the SDGs



SDGs	Management Approach	Policies	Short-term Strategies (2022)	Mid-term Strategies (2030)	Long-term Strategies (2050)	Action Plan
 10 REDUCED INEQUALITIES	Try to eliminate inequality and to promote the co-creation between generations, in order to reach co-prosperity.	<ul style="list-style-type: none"> • Charter of Sinyi Charity Foundation 	<ul style="list-style-type: none"> • Recruit creative and impactful proposals for elderly service • Cooperate with innovative groups to perform various activities for elders 	<ul style="list-style-type: none"> • Enhance the independent ability of seniors • Enhance inter-generational cooperation. • Deepen cooperation with partners 	<ul style="list-style-type: none"> • Long-term support for the elders to be independent • Promote innovative projects, and partner with various groups to respond to new social issues 	<ul style="list-style-type: none"> • Gung-Ho Project • Sinyi Scholarship >P. 12
 11 SUSTAINABLE CITIES AND COMMUNITIES	Connect resources, promote community, and create uniqueness of the community.	<ul style="list-style-type: none"> • Sinyi Realty Inc. Sustainability Development Best Practice Principles • Community Building Grants Guidelines 	<ul style="list-style-type: none"> • Integrate SDGs into projects • Planting afforestation to restore the environment and ecology • Combining local characteristics to activate local economy 	<ul style="list-style-type: none"> • Expand the levels of participation, and encourage more innovative proposals • Combine with partners to expand impacts and cultivate local talents 	<ul style="list-style-type: none"> • Cultivate talents and establish a talent database • Integrate local networks and establish a cross-community assistant system • Build an information sharing platform 	<ul style="list-style-type: none"> • Community Building >P. 13
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Establish ethical innovation, promote the concept of sustainable consumption to the public.	<ul style="list-style-type: none"> • Customer Satisfaction management measures • Sinyi Sustainable Development Policy 	<ul style="list-style-type: none"> • Optimize service quality management • Innovate and develop low-carbon services to reduce paper usage 	<ul style="list-style-type: none"> • Promote sustainability awareness to more people • Improve supplier sustainability management • Promote green sustainable branches 	<ul style="list-style-type: none"> • Achieve the target of sustainable branches being carbon neutral and responding to SDGs • Expand the efficiency of low-carbon services 	<ul style="list-style-type: none"> • Sustainability education • ISO 20121 • Lending service >P. 14
 13 CLIMATE ACTION	Implement energy-saving and carbon-reduction measures, and develop green innovative services.	<ul style="list-style-type: none"> • Net Zero 2030 /2050 Initiative • ISO verification management policies • CDP Initiative, SBT initiative, TCFD • Sinyi Sustainable Development Policy 	<ul style="list-style-type: none"> • Conduct annual GHG inventory verification • Introduce TCFD to enhance climate resilience • Promote green services 	<ul style="list-style-type: none"> • Greater support for renewable energy development • Implement green transformation and continuously innovate green services 	<ul style="list-style-type: none"> • Achieve carbon neutral and net zero emissions • Promote more low-carbon services to make the service as well as carbon reduction more efficient 	<ul style="list-style-type: none"> • Low-carbon services • Energy and carbon management • GHG emissions of energy survey to key suppliers • TCFD >P. 15
 17 PARTNERSHIPS FOR THE GOALS	Use Sinyi's core abilities of matching resources to bring out impact.	<ul style="list-style-type: none"> • Sinyi Realty Inc. Sustainability Development Best Practice Principles • Sinyi Group Procurement Ethics Standards 	<ul style="list-style-type: none"> • Partner with government, NPO, and local groups • Enhance supply chains ESG management 	<ul style="list-style-type: none"> • Cooperate with partners strategically • Improve the sustainable management of the supplier, and go co-prosper together 	<ul style="list-style-type: none"> • Increase participation in international initiatives or cooperation with sustainable organizations • Create sustainable values with suppliers 	<ul style="list-style-type: none"> • Promote a sustainable and better life for all • Enhance supply chain ESG • Join associations and initiatives >P. 16

Progress Update



We link Sinyi's sustainable development goals to SDGs, and formulate the organization's development principles and management mechanisms for the environment, society, and governance. In accordance with business growth expectations, we set 2022 short-term goals and 2030 mid-term goals, and use the Sinyi Sustainability Principles as the long-term goal of continuous efforts, and continue to manage the progress.

Indicator	Align with SDGs	2020 Performance	2021 Performance	2022 Goals	2030 Goals
Injury Rate	3	11.96	13.48	8	6
Number of employees vaccinations	3	556	2,094	500	500
Proportion of taking the health checkups	3	90.3%	92%	90%	96%
The cumulative number of attendees at Sinyi Lecture Hall	4, 10, 12	126,000	136,000 [Note 1]	144,000	200,000
The cumulative number of ethics teachers trained	4	477	528	628	950
Female employee ratio	5	38.14%	39.5%	39%	40%
Female management ratio	5	18.76%	18.5%	19%	20%
Received applications for Second-child Grants (Accumulated persons)	5	597	673	700	1,000
Renewable Energy Consumption	7	[Note 2]	3%	10%	100%
Turnover rate	8	26.44%	22.32%	28%	< 25%
Average training hours	8	44.62	44.19	45	50
The cumulative number of scholarships	10	5,420	5,427	5,630	6,000
Active-ageing good ideas recruited (idea numbers)	10	1,600	1,381	1,200	2,000
The cumulative number of proposals for the "We are ONE" project	11	11,883	12,952	13,900	15,000
The cumulative number of Sinyi volunteers	11, 17	22,030	23,514 [Note 1]	25,114	35,000
Paper Usage per Real Estate Transaction (kg)	12, 13	11.03	6.9	↓1%	↓75% (base year: 2017)
Achieved carbon-neutral branches	12	15	17	17	All branches
Carbon Emissions per Real Estate Transaction (kgCO ₂ e)	13	265.3	190.3	↓1%	↓45% (base year: 2017)
GHG Emissions per Person (kgCO ₂ e)	13	1,234	1,148	1,100	0
GHG Emissions (tonCO ₂ e) [Note 3]	13	6,771	6,348	6,081	651
Signing proportion of Supplier Sustainability Terms	17	100%	100%	100%	100%

[Note 1] Due to the threat of COVID-19 is still there, Sinyi volunteers were able to hold for few times then suspended again. Sinyi Lecture adopted physical or online live broadcast depending on the actual situation.

[Note 2] Sinyi Realty plans to promote renewable energy consumption in 2020 and start to consume renewable energy in 2021.

[Note 3] In response to the SBTi, we set GHG emissions (category 1&2) as one of the 2030 goals.

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.



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 independents 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.

Our Goals

	2021 Performance	2030 Goals
Safety promotion and training Injury Rate ¹	13.48	6
Vaccinations for all Number of vaccinations ²	2,094 workers	500 workers
Medical care for all Proportion of taking the health checkups	92%	96%

¹ Injury Rate = (Total Number of Injury Incidents / Total Working Hours) x 1,000,000
² 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.



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>

Flexible benefits – Sinfu Coin enlarges ratio of exercise item

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. Sinfu Coin enlarges ratio 1.5 times of exercise item to encourage workers spend more time for health.

<https://csr.sinyi.com.tw/en/employee/system-2.php>



Promote Business Ethics and Education

Goal 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



The Direction of Our Efforts

Sinyi believes that through the investment and promotion of cultural and social education, combined with like-minded partners, not only can business ethics and the UN 2030 SDGs be implemented in daily operations, but also can make greater CSR impact. In order to enhance the development of the real estate industry, we continue to carry out industry-academia cooperation, sponsor lectures in community, and advocate life-long learning.



What Did Sinyi Do to Achieve Goal 4?

Life-long learning, and to guard people's right to education

- Sinyi Lecture Hall: We provide free lectures to eliminate unfairness in the education system and to convey ethical values.
- Sinyi Volunteers: We provide our staff an alternative training, through which one can learn empathy by serving the others.
- We encourage colleagues to learn spontaneously or participate in external training programs. Subsidies for staff learning are provided.

Cultivation at Schools

- In order to assist students to be fully prepared for employment before graduation, and to attract outstanding talents, we cooperate with many universities and colleges to cultivate industrial talents, and provides various scholarships and internship programs.

Support teachers and inspire both learning and teaching

- CBEEA: to hold teachers' summer and winter camps since 2013, and had trained more than 650 person times as of this year.
- The demand for teaching online has been brought out due to Covid-19 epidemic. We planned the "2021 Business Ethics Teaching Improvement Workshop" through live streaming, and held the "Business Ethics Reading Club" online, so that teachers can communicate and learn together.

Remind ethics and kindness

- We hold internal seminars every month to discuss issues related to business ethics, in order to internalize the ethical values.

Our Goals

	2021 Performance	2030 Goals
Life-long learning The cumulative number of attendees at Sinyi Lecture Hall	Accumulated 136,000 person times	Accumulated 200,000 person times
Support teachers The cumulative number of ethics teachers trained	528 teachers	950 teachers

Business ethics cultivating project

In view of the lack of resources for business ethics education, Sinyi Realty launched the Business Ethics Cultivating Project in colleges, and encouraged teachers to develop cases and activities. With education supplemented with practical cases, we hope all the future managers can "start from the heart" and thoroughly understand the importance of business ethics, and then implement it in business operations. Sinyi Realty continues to spread ethical awareness, holds business ethics lectures in Sinyi Lecture Hall to the public, and partner with Chung-Hwa Telecom's MOD micro-film completion, in order to have more ways to communicate to the new generations.



Using new media to make a greater fun in learning

We tried new media to make ethics education easier for the public to digest, and the program: "To turn ethics education through capacity building for youth", was awarded the first Taiwan Sustainability Action Gold Award in 2021. It truly echoes SDG 4: to ensure inclusive and equitable quality education for all. In addition, we were the first one to use podcast to advocate for business ethics. And topics such as CSR, corporate governance, and environmental sustainability have attracted public attention through humorous dialogues between industry experts and scholars.



Gender Equality and Non-Discrimination

Goal 5 Achieve gender equality and empower all women and girls



The Direction of Our Efforts

Sinyi Realty has always adhered to a diverse and inclusive talent strategy, placing great importance on diversity in all aspects of hiring and development, emphasizing work-life balance, and striving for equality of opportunity across genders. We will encourage and embrace diverse populations both within workplace and communities.



What Did Sinyi Do to Achieve Goal 5?

Learn and share ways to end gender discrimination

- In line with regulations such as the Sexual Harassment Prevention Act and the Act of Gender Equality in Employment, we created the "Sinyi Realty Sexual Harassment Prevention, Complaints, and Investigation Guidelines." We also organize mandatory workshops on the prevention of sexual harassment for new hires.

Promoting sense of equality

- Adhering to a diverse and inclusive talent strategy, while placing great importance on diversity in all aspects of hiring and development.
- We embedded equal concepts in "Sinyi Group Code of Conduct" for promoting diversity and inclusion. With this mindset, workers in Sinyi will turn it into respectful behaviors.

Eliminate all forms of violence against all women and girls

- We set the "Sinyi Realty Sexual Harassment Prevention, Complaints, and Investigation Guidelines," and standardized the harassment appeal line.
- Also, we conduct protections for female workers who work late specifically.

Respect workers who care for their families

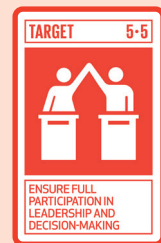
- We provide workers with levels of leave and assistance for pregnancy, childbirth, and parenting as needed. Such parental leave is available for all genders, and applicants can retain their job without pay for a set period.
- we provide varying levels of leave and assistance for pregnancy, childbirth, and parenting supporting such as parenting lessons and cooperation with an international education group HESS for workers.

Maternity protection

- A nation crisis results form low birth rate, we provide "second-child grants" (including having two children or more) of NT\$ 120,000 to encourage childbirth.
- We provide breastfeeding time and lactation room which received an "Excellent Lactation Room" certification, and have in place measures to protect maternal health to ensure that mothers would have physical and mental wellbeing.

Our Goals

	2021 Performance	2030 Goals
Promoting sense of equality The percentage of female employees	39.5%	40%
Promoting equality The percentage of female management	18.5%	20%
Maternity protection Received applications for Second-child Grants	Accumulated 673 teachers	Accumulated 1,000 teachers



We are ONE Project – women power year

We are ONE Project is the longest-running and largest corporate-supported project for building communities. In 2021, it received over a thousand proposals issued by female were twice more than male. The phenomenon resulted from many new immigrants take responsibility for taking care elders or cooking for family. As we can see that these strong women are not just empowered, they showed their capability to

create rich and unique communities. The jury made selections based on engagement, creativity, impact, and project sustainability. The quality and quantity of proposals generally went well. Seeing local women participating in community building, founding social enterprises in innovative ways, and even helping to train new residents in community building, shows a diversity of the movement.

Use Clean Energy

Goal 7 Ensure access to affordable, reliable, sustainable and modern energy for all



The Direction of Our Efforts

Through greenhouse gas inventory, Sinyi found the electricity is the main source of indirect GHG emissions from imported energy. Therefore, we are committed to implementing various energy-saving measures. We realize that clean energy can prevent climate disasters caused by GHG emissions, so we support the development of renewable energy and set a goal of "100% renewable energy consumption (electricity) by 2030".

Our Goal

2021 Performance 2030 Goal

Use clean energy
Renewable energy
consumption (electricity)

3% ➔ 100%



What Did Sinyi Do to Achieve Goal 7?

Realize energy usage

- Conduct annual greenhouse gas inventory to manage the organization's energy use.

Respond to international initiatives to support the development of renewable energy

- Participate in the CDP project and Science Based Target initiative to formulate renewable electricity target.
- Set 2021 as the "Sinyi Green Energy First Year" and increase renewable energy consumption year by year.

Implement green procurement and improve energy efficiency

- Replace old energy-consuming air-conditioning equipment.
- Introduce Energy Management System to reach the best energy efficiency.
- Use green and environmentally friendly building materials.
- Make full use of energy-saving lighting.

Encourage more people to use renewable energy

- Promote the "Green Energy for Charity" project to provide green electricity to the social welfare organization-Afu Food Bank.

Participate in the Net Zero 2030/2050 Initiative

Sinyi Realty was invited by the Taiwan Institute for Sustainable Energy (TAISE) to organize the Taiwan Alliance of Net Zero Emission in June 2021. In response to the international carbon reduction trend, we followed two stages of commitment and achievement, actively promoted the concept of net zero emissions from the "Net Zero 2030/2050 Initiative", committed to Sinyi Realty achieving "Net Zero by 2030" and Sinyi Group achieving "Net Zero by 2050", and in 2022 obtained the Net Zero Badge grade "Green". In terms of international initiatives, we responded CDP climate change questionnaire to disclose carbon reduction actions and renewable energy use, and was in the leadership level A List in 2021. We also joined the Science-Based Target Initiative (SBTi) and the United Nations Race to Zero initiative, working together with the world to mitigate and adapt to climate change.



Renewable Energy Consumption

Faced with the continuous increase in global average temperature, climate action failure has become one of the top three global risks. Although the real estate brokerage industry is not a major producer of GHG emissions, Sinyi Realty still actively responds to international initiatives. We set the reduction target in accordance with the SBTi 1.5°C pathway and get SBTi's approval. We also set our goal of "Net Zero by 2030" in line with the global trend. As such, we planned to use renewable energy and set 2021 as the "Sinyi Green Energy First Year", hoping to help promote energy transition, reduce the negative impact of business operations on the environment, and bring positive impacts to the industry.



Setting Higher Standard of Realty Sector

Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



The Direction of Our Efforts

As a result of the high-pressure characteristics of the realty agency industry, the turnover rates of employees is far higher than other industries. In order to effectively reduce the turnover rate, we have made unremitting with various innovative strategies. In addition to assisting new graduates, we aim to expand our opportunities to recruit talent without brokerage experience.



What Did Sinyi Do to Achieve Goal 8?

Learn family finance skills

- We cultivated undergraduates with business ethic and real estate professional knowledge.
- We promoted financial knowledge and skills by project cooperation, such as "Sinyi Lecture Hall" lectures or "SooChow University Department of Business Administration – Finance and Economics Lecture Hall."

Create safe working conditions

- We enabled health promotion and workplace safety education, and also acquired the "Healthy Workplace Certification" health promotion label.
- We introduced sustainable terms and added to the contract to promote a good working environment for suppliers.

Support indigenous businesses

- Through our "Group Procurement Standards" we regulate the procurement principles and support local enterprises through green procurement and responsible consumption.

Check that no one was exploited to make what you buy

- We have signed sustainable terms and procurement work ethics guidelines with our suppliers to reduce any form of forced or compulsory labor.
- We established the "Sinyi Group Code of Conduct" and "Ethical Corporate Management Best Practice Principles" to ensure that there is no forced labor or exploitation in the process of rendering a service.

Stand up for everyone's rights at work

- We continue to provide a complete education and training system so that new hires can acquire professional knowledge and skills specific to real estate.
- Sinyi keeps cultivating talents by offering them for first six months a guaranteed salary of NT\$50,000 per month, also giving them a chance to learn the ropes without worry with providing one extra month salary for outgoing employees.

Our Goals

2021 Performance 2030 Goals

Create safe working conditions
Turnover rate 22.32% → Lower than 25%

Stand up for everyone's rights at work
Training hours on average 44.19 hours → 50 hours



Flexible benefits- Sinfu Coin

Sinfu Coin is a benefit package that allows employees to choose the welfare items they need. The projects are also becoming more individual and diversified due to difference in personal needs. We would achieve the purpose of enhancing recognition and satisfaction from workers with the organization.

Sinyi regards workers as partners and encourages workers have life-work balance. By this benefit, workers who need of physical and mental health, family care, lifelong learning, and environment protection are different for individual, they could choose what they need most.



Ethnic Fusion and Reduce Inequality

Goal 10 Reduce inequality within and among countries



The Direction of Our Efforts

We strive to eliminate inequalities. We offer scholarships to care about the educational rights of economically disadvantaged groups.

We also focus on issues related to ageing societies and promote social inclusion and co-prosperous island through partnerships.



What Did Sinyi Do to Achieve Goal 10?

Care to listen, to reduce inequality

- Sinyi Lecture Hall: We provide free lectures to eliminate unfairness and inequalities in access to educational opportunities, so that everyone can acquire knowledge and protect their rights and interests.

Protect and care for vulnerable group

- We provide scholarships to ensure that students from rural and disadvantaged families have the opportunity to access education.
- Through the Sinyi Charity Foundation, we are committed to the long-term care and support for aged people and children with rare diseases.

Guard you and the others' rights

- Through our Gung-Ho project, we support intergenerational cooperation, work together for the aging society with the aim of co-prosperity.
- Guarantee services: We provide "Four Guarantee Services" for housing purchases, and "Guarantee Service of Stigmatized House Compensation" and "Protection against Pest-caused Timber Decay."

Our Goals

	2021 Performance	2030 Goals
Reduce inequality The cumulative number of attendees at Sinyi Lecture Hall	Accumulated 136,000 person times	Accumulated 200,000 person times
Protect and care for vulnerable group The cumulative number of students supported	5,427 students	6,000 students
Guard you and the others' rights Active Ageing – good ideas collected yearly	1,381	2,000

Gung Ho Project

Sinyi Charity Foundation launched the "Active Ageing – Gung Ho Project" since 2016 to promote independent and happy aging. Through partnership with like-minded organizations, we achieved cross-generation, collective efforts to respond the issues in an aging society. Volunteers who joined the activity mentioned that they were able to understand more about the thinking of elders, and how to promote social inclusion to eliminate inequality in their life.

The project was recognized in 2021 Global Views - Excellent Award in Senior Support category.

Sinyi people have won this honor and recognition by participating in caring for the elderly for many years, and creating a diversified and innovative elderly care service project.



 Sinyi Charity Foundation <https://csr.sinyi.com.tw/en/society/charity.php>





Community Building Shaping a Better Home

Goal 11 Make cities and human settlements inclusive, safe, resilient and sustainable

The Direction of Our Efforts

Sinyi Realty is committed to be the good community life promoter, and actively assists in community development. We connect community organizations and link resources to carry out cultural and historical preservation, community hardware improvement, and local revitalization.



What Did Sinyi Do to Achieve Goal 11?

Protect local communities and support community development

- The "We are ONE" project cares for the community and promotes community building and local revitalization, including protecting local culture and history, community renovation and construction, and optimizing regional planning.
- We introduced the ISO 20121 Sustainable Event Management System and continue to organize activities in accordance with the spirit of sustainable development.
- Through Sinyi Volunteers, we assist communities in practice of the spirit of the "We are ONE" community.

Regional revitalization

- In order to make a greater impact, Sinyi Realty formed TWRR in 2021, a public private partnership aiming to revitalize regional economy and local talent capacity building. Through local partnership, resources from government and private sectors, we hope to create a comprehensive gateway for inspired entrepreneurs and young business owners to promote a balanced and adaptive development of urban and rural areas.

Prepare for emergencies

- We provide disaster prevention training for staff regularly.
- We raise funds for disaster relief support, and offer volunteers to re-build the affected area.

Our Goals

	2021 Performance	2030 Goals
Support community development Cumulative number of Sinyi volunteers	cumulative 23,514 person times	cumulative 35,000 person times
Protect local communities Cumulative number of proposals submitted to "We are ONE" project	cumulative 12,952 proposals	cumulative 15,000 proposals

We are ONE project: the power to change community

The project is the longest-running and largest corporate-supported plan for community building. The purpose of the plan is to enable all people to improve their problems and create a better living environment. The proponents independently plan community building proposals tailored to local conditions, covering multiple topics such as "people, business, and landscape design". It is hoped that through the community reconstruction, the beauty in humans can be recovered and the interpersonal barriers can be broken. Over the years, the types of proposals have changed from simply transforming community hardware to focusing on soft issues such as social care and cultural preservation. In recent years, with the rise of aging trends and environmental issues, there have been more and more proposals related to elderly care and environmental protection.

🔗 We are ONE project <https://youtu.be/1KLj3pHI7Q>



"Community-film festival" went online with Sinyi Lecture Hall

Sinyi cooperated with CNEX, a well-known documentary creation team in Taiwan, to record a series of documentaries from We are One project. To demonstrate community building and local vitality to all, through "impact", "participation", "feasibility", "creativity", "sustainability", we try to communicate the "courage of change" and "hope for better". In 2021 series, we filmed three themes: Passionate love for hometown, Strong vitality, and Guarding cultural power.

🔗 Watch the documentary films
<https://www.youtube.com/channel/UCe0y4VdEPMIUpMqkD91F9Tg/videos>





Responsible Production and Consumption

Goal 12 Ensure sustainable consumption and production patterns

The Direction of Our Efforts

For us, the true key to sustainable development lies in developing innovative services that are in line with business ethics and the idea that committing to doing what is right and to engaging in innovation on an ongoing basis will bring us long-term profitability.



What Did Sinyi Do to Achieve Goal 12?

Learn about sustainable development

- Publish our sustainability report periodically and clearly indicate all that we do on sustainability.
- Enhance awareness of sustainable development among the public through the promotion of ISO 20121 sustainable event, environmental education, Sinyi Lecture Hall, and Sinyi Sustainability Website.

Implement the 3Rs: Recycle, Reuse, and Repair

- Develop low-carbon innovative services such as digital dispatches system, Top Agent App, DiNDON-Smart House Viewing Service to reduce in paper usage.
- Improve circular economy project: lending service, second-hand book small library in our local branches.

Waste less food and recycle leftovers

- Implement kitchen waste and tableware recycling projects.

Gain friendships and experiences, not just things

- Establish the supply chain sustainability terms and guidelines.
- Promote and educate suppliers to work together for sustainable operations.

Businesses must respect people and planet

- Conduct annual ISO 20121 Event Sustainability Management System certification.
- Upgrade carbon neutral branches to sustainable branches that responding to SDGs, served as the base of sustainable living in the communities.

Our Goals

2021
Performance

2030
Goals

Learn about sustainable development
The cumulative number of attendees at Sinyi Lecture Hall

Accumulated
136,000 participants

Accumulated
200,000 participants

Recycle, Reuse, and Repair
Paper Usage per Real Estate Transaction

6.9 kg

reduce 75%
(base year: 2017)

Demand that businesses respect people and planet
Achieve carbon-neutral branches

17 branches

All branches
100%

Sustainable branches: declaring carbon neutrality and responding to SDGs

In order to realize Sinyi Sustainability Principles “Environment--Get to Net Zero” and “Society—Co-existence, Co-prosperity, and Co-creation” as well as to ensure a sustainable consumption and production business model, we have not only implemented various carbon reduction plans but also launched the project of carbon neutral branches in 2018. Since 2021, it had been updated to “sustainable branches project”.

As our main source of GHG emissions was from electricity consumption, we carried out energy conservation actions. Then we used “Gold Standard Offset Credits from InfraVest Changbin and Taichung Bundled Wind Farms Project” to offset whatever GHG emissions we could not reduce, and passed the third-party PAS 2060:2014 verification. In 2021, we declared that 17 branches achieved carbon neutrality.

We further promoted “sustainable branches” starting from 2021. In addition to carbon neutrality and 100% renewable energy, the spirit of We are ONE was also embedded. Community services and activities with local characteristics that echo the SDGs have been carried out, so that each sustainable branch becomes a base for sustainable living which co-exist, co-prosper, and co-create happiness living together with the community.



Verification Opinion Statement of Carbon Neutrality Declaration
<http://csr.sinyi.com.tw/en/certificates/verification-report.php>

Act on Climate

Goal 13 Take urgent action to combat climate change and its impacts



The Direction of Our Efforts

We are committed to energy conservation and carbon reduction. We promote the concept of environmental protection as a matter of our responsibility, and are committed to promoting more green innovation services. In addition to improving consumer awareness of energy conservation and carbon reduction, we also aim to reduce operating costs, strengthen competitiveness, and make specific contributions to our sustainable development.



What Did Sinyi Do to Achieve Goal 13?

Respond to climate change

- Adopt the Climate-related Financial Disclosure (TCFD) framework for climate governance. Analyze and assess risks and opportunities related to climate change, and formulate strategies and action plans.
- Continuously develop low-carbon innovative services and online and offline integration digital tools such as digital dispatches system, Top Agent App, DiNDON-Smart House Viewing Service to boost service effectiveness.
- Enhance energy and carbon management. Conduct environment-related verification: ISO 14001, ISO 14046, ISO 14064-1, ISO 50001, ISO 14067, and PAS 2060.
- Drafted the world's first real estate operation services product category rules (PCR) and applied for Carbon Footprint Label and Carbon Reduction Label (both have been extended).
- Participate in initiatives such as CDP, SBTi, UN Race to Zero, Taiwan Alliance for Net Zero Emission, and obtain Net Zero badge grade "Green".

Learn about climate solutions and promote green concepts

- Actively promote the awareness of green sustainability concepts and environmental sustainability management results to employees, customers, suppliers, and actively facilitate green services.
- Improve environmental protection concepts through various channels such as Sinyi Lecture Hall, Sinyi Volunteers, the "We are ONE" project, and community engagement activities.

Green procurement

- Use green energy-savings facilities.
- Implement green procurement policy and strive to ensure that all goods use green building materials, and have both energy saving and water saving labels.

Our Goals

	2021 Performance	2030 Goals
Respond to climate change		
Carbon Emissions per Real Estate Transaction	190.3 kgCO ₂ e	reduce 45% (base year: 2017)
GHG Emissions of electricity consumption per Person	1,148 kgCO ₂ e	0 kgCO ₂ e
GHG Emissions (category 1+2)	6,348 kgCO ₂ e	651 kgCO ₂ e
Paper Usage per Real Estate Transaction	6.9 kg	reduce 75% (base year: 2017)

Carbon Footprint

Sinyi Realty is the first real estate service company to pass service carbon footprint verification. We drafted the world's first real estate operation services product category rules (PCR), and applied for the Carbon Footprint Label issued by Environmental Protection Administration (EPA) in 2016, disclosing the carbon emissions per real estate brokerage transaction.

While calculating Sinyi Realty's service carbon footprint, we found paper usage consisted the largest proportion of carbon emissions. Therefore we have prioritized the reduction of paper usage per service as one of our green goals and have introduced innovative green services to provide paper-less low-carbon services. Due to the achievement of carbon footprint reduction target, we only obtained the Carbon Reduction Label in 2018 but further extended the Carbon Footprint Label (NO. 2016812001) and Carbon Reduction Label (NO. R2016812001) in 2020.

Digital innovation has not only helped improve the efficiency of energy and resource use, reduce waste, and reduce service operation costs, but also boost service efficiency, making the enterprise being more competitive and sustainable. In face of climate emergency, Sinyi Realty will continue to promote climate resilience services and become a benchmark for green real estate service.



Carbon Footprint Label and Carbon Reduction Label

<http://csr.sinyi.com.tw/en/certificates/verification-report.php>



Come Together

Goal 17 Strengthen the means of implementation and revitalize the global partnership for sustainable development



The Direction of Our Efforts

In order to deepen sustainable action, we actively participate in various sustainable organizations and jointly promote the SDGs. As an industry leader, We hope to unite enterprise alliances and supply chains, and in this process, gather strength, advocate together, raise social awareness, and spread strength to every corner.



What Did Sinyi Do to Achieve Goal 17?

Understand and share the SDGs

- Our founder Mr. Chun-chi Chou keeps addressing sustainable development through his speeches and columns.
- We publish the SDGs report and share our sustainability actions.

Get involved and volunteer in community affairs

- We share resources with our suppliers, and to enhance the ESG performance and create values.
- We promote community engagement services to create a better home.
- We launched "We are ONE" project and make community building a national movement.

Help make a better tomorrow

- We join the sustainable organizations and participate in activities hosted by them, such as Center for Corporate Sustainability (CCS), the World Business Council For Sustainable Development (WBCSD), Alliance for Sustainable Development Goals (A-SDGs), Taiwan Alliance of Net Zero Emission, CommonWealth Sustainability League (CWS), Unity Sustainability Services - Sustainability iLab.
- Mr. Chou promotes ESG in different associations, including the China Urban Realty Association (CURA).
- Mr. Chou and other entrepreneurs have jointly established the Society of Entrepreneurs and Ecology (SEE) Association, in order to protect environment and prevent desertification.

Our Goals

2021
Performance

2030
Goals

Get involved and
volunteer in
your community

The cumulative number
of Sinyi volunteers

cumulative
23,514
person times



cumulative
35,000
person times

Help make a
better tomorrow

% of key suppliers
signed on the
Sustainability Terms

100%



100%

Innovate with partners to promote a sustainable and better life for all

"People-oriented innovation" is the core value which led Sinyi to lead the industry for 40 years. We promote a better and sustainable life in local communities, embedding ESG goals in our operation. Our key suppliers also demonstrated good corporate governance through revenue growth from last year when Covid-19 was raging.

We also work with many life service providers, who recognize sustainable value and have qualified certifications. Through coaching and on-site supervision, we differentiate the business strategy with our partner suppliers. Match the digital strength, service strength, team strength with indicators of each partner while ensuring quality is met.



Join local and international organizations

By joining in local and international sustainable organizations and exchanging resources, we can gather the strength of our partners to achieve maximum synergy.



Join and advocate
together

<http://csr.sinyi.com.tw/en/governance/organization.php>

Sinyi's Commitment: Responding to SDGs

Sinyi's Sustainable Development Journey

Our operations began with the philosophy: "Sinyi begins with trust and ends with perfection" as framed by our founder Mr. Chun-chi Chou, who is committed to providing customers with responsible products and services. Through the "innovation in line with business ethics" model, in the face of environmental, economic, and social issues and impacts, we continue to exert influence in all aspects of "residential lifestyle." We use different projects to achieve a sustainable society and improve the quality of life.

Environment Get to Net Zero



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



Governance Creating a Sustainable Lifestyle



Supply Chain Management

Building an Ethical and Sustainable Supply Chain



Corporate Commitment: Get to Net Zero

E

Use clean energy to achieve energy conservation and carbon reduction

- Goal 7 Ensure access to affordable, reliable, sustainable and modern energy for all
- Goal 12 Ensure sustainable consumption and production patterns
- Goal 13 Take urgent action to combat climate change and its impacts



Our Commitment

Sinyi values a sustainable environment. Starting from each services and everyone of Sinyi, we choose a low-carbon business model, including innovating green services and improving energy and resource efficiency, to reduce negative impacts on the environment and to take more social responsibilities. We join in climate initiatives, adopt TCFD climate governance, conduct verifications such as ISO 14064-1, ISO 14067, PAS 2060, ISO 50001, ISO 14001, ISO 46001, ISO 14046 and ISO 20121, support the development of renewable energy, and continuously improve our environmental management performance. Thus we hope to achieve the goals of net zero emissions and to make humble contributions to mitigation and adaptation to climate change.

Highlight: Participate in the Net Zero X 2030/2050 Initiatives and Set Goal of "Net Zero by 2030"

The overall effectiveness of carbon reduction in many countries has not met expectations, turning "climate change" into a "climate emergency". As failure of climate action has been the top global risk since 2020, the world is faced with the treat of extreme weather. Not only the survival of human civilization and species are endangered, but also the risks of nature and human disasters are increased, which affecting the lives on the planet.

The real estate brokerage industry is not a major producer of GHG emissions, neither is included in emission-related regulations. However considering the attribute of real estate transaction is low in frequency but high in number of marketing activities, Sinyi Realty still strives to enhance climate change risk management. We adopt TCFD to disclose climate governance information, increase transparency and facilitate sustainable operations. By integrating forces within and outside the organization, we hope to resolve disasters caused by "climate emergency" together with the industry.

We have not only committed to developing low-carbon services and supporting renewable energy but also actively participated in climate initiatives. For example, we were invited by the Taiwan Institute for Sustainable Energy to organize the Taiwan Alliance for Net Zero Emission, making commitments that Sinyi Realty and Sinyi Group achieve net zero emissions by 2030 and 2050 respectively. We also obtained Net Zero badge "Green". In 2021, our carbon reduction targets have been approved by SBTi; we were in the leadership level A List of CDP climate change questionnaire; we were graded level 5+: excellence in TCFD. Sinyi Realty always stands on the same side with the world, jointly protecting the environment and realizing the vision of sustainability.



Corporate Commitment: Co-existence, Co-prosperity, and Co-creation



Flexible benefit package tailored workers' happiness

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

Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Our Commitment

Sinyi Realty's commitment to providing a comprehensive workplace to ensure employees enjoy working and remains their professional growth constantly. Also, we strive to ensure that our employees have a balance between physical and mental health. We care their financial and personal growth according to our core concept- putting people first.

Highlight: Sinfu Coin

Sinfu Coin is a system that allows employees to choose the welfare items they need. The projects given are also becoming more individual and diversified due to differences in personal needs. We would achieve the purpose of enhancing recognition and satisfaction with the organization. Sinyi regards employees as family members and encourages employees have life-work balance. The needs of physical and mental health, family care, lifelong learning, and environment protection are different for individual. According to the suggestion issued by workers, we added vaccine and full face helmet subsidies in 2021.

Making community building a national movement to maintain closer relationship

○ Goal 11 Make cities and human settlements inclusive, safe, resilient and sustainable



Our Commitment

Our hope is that our long-term sponsorship of community building will help make communities and society better by expanding the concept of "home" to include neighbors, communities, cities, and even the country. Through this, we will address interpersonal alienation by building community capacity with our own distinctive cultures and ecologies. Through ongoing community-building efforts, we plant the seeds of care in communities, thereby expanding the scope of each person's attention from the home to the community, and ultimately to all of Taiwan.

Highlight: "We are ONE" Project

The "We are ONE" Project is the longest-running and largest corporate-supported action plan for building communities. By all this year since 2004, we have seen changes in society, and proposals have evolved from simple improvements to community facilities to promoting human interactions and spontaneous investments in cultural heritage. In recent years, the age threshold of participants engaging in community activities has become lower and ethnic groups have grown more and more diverse. In 2017, we were honored with the Presidential Culture Award - Local Hope Award for 13 years of community work, thus making us the first enterprise that won the prize. This is not only an affirmation of the project, but also presents a model for other companies to practice charity and give back to Taiwan through tangible actions. In 2021, Sinyi cooperated with CNEX, a well-known documentary creation team in Taiwan, to record a series of documentaries from "We are ONE" project. To demonstrate community building and local vitality to all, we plan Passionate love for hometown, Strong vitality, and Guarding cultural power for keeping our culture in mind.

Discover needs from society and develop diverse community engagement service

- Goal 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- Goal 11 Make cities and human settlements inclusive, safe, resilient and sustainable



Our Commitment

From the foundation of Sinyi, we have deemed “to foster secure, efficient, and reasonable realty transactions through the synergy of expertise and teamwork.” as our creed. We keep combining the spirit “Be trustworthy and ethical, we believe profitability and responsible business conduct can go hand in hand” with technological innovation which just in line with customers’ need. As a responsible company, the only way to achieve sustainable development is tally with corporate ethics. Sinyi persists in what is right, puts our words into action, and earns moderate profit as well as consider for our clients.

Highlight: Community engagement

In pursuit of “never stop until its perfect”, Sinyi integrates community engagement activities with online and offline to precisely make each activity warm and meaningful. For expand our social impact, we organize community engagement activities into modules which are easy to duplicate for our branches.

Sinyi holds painting competition with sustainability for children to think about how to love the earth from a young age. Not only that, the concept of sustainability must be rooted from an early age. This painting competition is more integrated with the United Nations Sustainable Development Goals. It also encourages parents to lead their children to think about how to connect daily activities to the 17 sustainable development goals of the United Nations.

4.7 Happy Story Telling

By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development.

Children still learn a large number of knowledge, so Sinyi invests time and manpower to bring sustainable knowledge as an opportunity to accompany children, adding concepts such as gender equality or self-protection to the story for bringing a positive change.



11.3 Traffic Safety Guard

By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries.

Living in a busy city, we often forget to leave some time for those who are in need. Sinyi discovers the need for the safety of school children, so we became the safety guard of better security.



Corporate Commitment: Creating a Sustainable Lifestyle



Transparent governance, and strengthen corporate resilience

- Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- Goal 13 Take urgent action to combat climate change and its impacts



Our Commitment

Sinyi has been committed to the implementation of corporate governance for a long time, actively constructing business ethics, thoroughly implementing corporate social responsibility and strict self-requirements, and embedding corporate governance and integrity ethics culture in the Board of Directors and all employees.

Highlight:

Governance of Integrity and Ethics to Create Economic Growth

Sinyi Realty implements business ethics in all aspects of company operations and creates ethical and honest management culture. Sinyi Realty took the lead in the industry in Taiwan by establishing the position of "Chief Ethics Officer" and "Corporate Ethics Office," and took the Total Ethical Management Committee as the highest decision-making unit. When making any decisions, it must be consistent with "social ethics" and "public welfare ethics" as the supreme purpose, and take the impact on stakeholders into consideration, with the goal of sustainable development.

Over the years, Sinyi has achieved outstanding operating results, changing the industrial ecology, becoming a leading brand in the industry, and winning the trust of the society. Even after many ups and downs in the housing market, it still sits firmly on the top of the industry and has achieved the top revenue record for 28 consecutive years. It has also been ranked among the top 5% of the listed group in the "Corporate Governance Evaluation" for 8 consecutive years, proving that through ESG's business practices, there is definitely a chance for both achieving righteousness and profit.

Highlight: TCFD Support and Disclosure

Faced with the urgent challenge of "climate emergency," although the real estate brokerage industry is not a major producer of GHG emissions, Sinyi Realty chooses to focus on the impact of climate change, implement climate-related risk management in compliance with the TCFD structure of "governance, strategy, risk management, and metrics and targets," to reveal climate-related risk management to enhance climate resilience, promote sustainable business operations.

Corporate Commitment: Building an Ethical and Sustainable Supply Chain



Establish sustainable supply chain with ESG in mind, and to enhance sustainable performance

- Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- Goal 13 Take urgent action to combat climate change and its impacts

- Goal 17 Strengthen the means of implementation and revitalize the global partnership for sustainable development



Our Commitment

Upholding Sinyi's core value and business ethics concept, we aim to build a sustainable and ethical supply chain. We hope to create, protect, and promote sustainable economic, social, and environmental development while providing our services to the market. We share resources and ethical values with suppliers, in order to promote SDGs together.

Highlight: Introduced ISO 20400, and to incorporate green procurement and suppliers' ESG performance in our management

Our supply chain management policy is to start from our core value, and through innovative service model, taking into account the interests of stakeholders, we want to operate the company with sustainability. Therefore, from traditional view of seeing profits only and manage product cost, quality, etc., we focus more on seeing people and the planet. We work with suppliers to enhance resilience and to create sustainable value.

In 2021, we introduced ISO 20400 and passed verification for the first time.

We consider our suppliers' ESG performance at the very beginning, and request the products or material have eco-friendly labeling, incorporating green procurement principle into our policy. We continuously conducted GHG emissions of energy survey to our key suppliers, and conducted ESG risks audit to confirm suppliers compliance with human rights and occupational health and safety.

In 2021, we received "Green Procurement Award in Private Sector-Enterprise" award recognition for consecutive 14 years by Taipei City Government.

The epidemic has accelerated the digital transformation in 2021. Electronic signature system, video conference system, etc. were adopted to reduce the need for customers and staff to travel. Banks who cooperated in the process have launched digital loan services. The new model has not only provided a better experience, but also reduced GHG emissions.

Net Zero 2030/2050 Initiative

Being a responsible business leader and a part of the international community, Sinyi Realty committed to Net Zero in 2030. The awareness and then commitment were demonstrated from the highest leadership level, then delivered and recognized to the employees. Our key upstream and downstream suppliers, through education and training, were invited to respond to the action together.





◆ What We Believe

Sinyi Realty was founded on the philosophy: “Sinyi begins with trust and ends with perfection.” We constantly strive to keep improving and promoting innovations in all ESG aspects. We contribute toward the achievement of the SDGs while also continuously examining the risks and impacts of our work on both the society and the environment around us, and continue to develop effective countermeasures as necessary.

There is no doubt that the road to sustainability in 2030 is not an end goal. It is a deep learning and adoption process toward building a more sustainable future and ensuring that basic human needs are met, namely the need for water, energy, good quality of life, and equal opportunity for everyone to grow and prosper together.

We will continue to strive for sustainable growth with a management structure that is forward-looking and responsive in communicating and engaging with our global stakeholders. We also hope to drive the industrial chain, suppliers, environment, and society simultaneously to move toward a better future.

We believe that the sustainability of the company will help achieve sustainability in society and the environment through our management and efforts.

◆ The Meaning of CSR to Sinyi Realty

We often say: to give back to society what we take from it. In fact, people among people are mutually reciprocal. Since Mr. Chou founded the Sinyi Realty, we have been implementing this idea. Sinyi Realty has such a small achievement, and it has been helped by many people along the way. Now, when we have a little bit of strength, we should give more and better feedback to the whole society.

Sinyi’s employees are willing to participate in volunteer service spontaneously and use their own methods to do volunteer work. They can learn about the contribution that Sinyi Realty can make to society through the volunteer services. Our colleagues will also have a deeper understanding of the “community building” or “It will be better to have Sinyi Realty in the society.”

◆ Our Next Steps

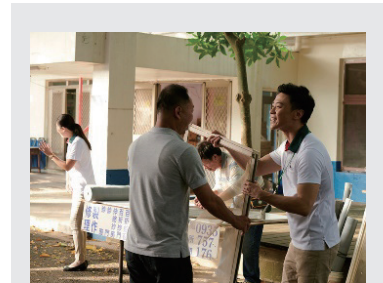
The journey of our contribution to society through the business of “innovation based on business ethics” is still ongoing. We will continue explore new business possibilities and opportunities with the goal of “solving social issues.” Constantly to monitor specific and quantified KPIs of ESG as provided by our innovative businesses to develop our work further in order to achieve our vision, which is to be the leading brand in the residential lifestyle service.

Moreover, we will regularly review the relevance of all 17 SDGs from a long-term perspective, corresponding to our Sustainability Principles and the core of our business, and incorporate them into our management plan for our sustainable development strategies. We will also report on the progress and the results of these steps in the our Sustainability Reports and on the Sinyi Sustainability Website.

In “The Sustainable Development Goals Report” ^[Note] issued by the UN, it provides evidence of the destructive impacts of the COVID-19 pandemic and the war in Ukraine on the achievement of the Sustainable Development Goals (SDGs); the report has also pointed out that we must strengthen our sense of urgency.

Achieving the 2030 Agenda requires immediate acceleration of action and a collaborative partnership among stakeholders. We must promote the SDGs for everyone and achieve it everywhere.

[Note] <https://unstats.un.org/sdgs/report/2022/The-Sustainable-Development-Goals-Report-2022.pdf>



Sinyi volunteers enthusiastically participate in community engagement programs

Appendix: SDGs Content Index



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SDGs Goals and Targets

Sinyi's Major Contributions Toward the SDGs



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

- 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.
- 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

- Hold regular traffic rules, fire drill, and first aid training courses.
- Set up the "Happy Health Management Center" to provide consultation and systematic health management.

- Occupational Health and Safety Management System
- Happy Health Management Center
- SinFu Coins



Goal 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.
- 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
- 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.
- 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

- Regularly arrange advanced education for senior management and the Board of Directors.
- Improve the real estate professionalism by taking advantage of the Sowing Seeds on Campus Program, industry-university cooperation.
- Through Sinyi Lecture Hall, Sinyi School at NCCU and other charity donations, the concept of sustainability and ethics will be promoted to schools and society.

- Director training
- Campus Program
- Sinyi Culture Foundation
- Business Ethics Podcast
- Sinyi School at NCCU



Goal 5 Achieve gender equality and empower all women and girls

- 5.1 End all forms of discrimination against all women and girls everywhere.
- 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

- Gender equality at work, diversified employment.
- Provide birth incentives, maternity benefits, and develop maternal health protection plan.

- Diversified employment, Gender Equality at work, Second-child Grants



Goal 7 Ensure access to affordable, reliable, sustainable and modern energy for all

- 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.
- 7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.

- Increase renewable energy consumption.
- Support the development of low-carbon and renewable energy.

- Renewable energy p.10

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Goal 8
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
- 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

- Via digital transformation to enhance business resilience.
- TCFD was introduced in response of climate-related risks.
- We designed our salary and incentives system based on staff long-term development point of view.
- Reduce any form of forced labor.
- Through ESG sustainable evaluation, we focus on human rights and occupational health and safety.

- Digital resilience, innovation services
- TCFD
- 30-day Work Appraisal Program
- LOHAS
- Conduct ESG risks audit to confirm suppliers compliance with human rights



Goal 10
Reduce inequality within and among countries

- 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

- Provide scholarships to ensure that students in rural areas and underprivileged families have access to education.
- To eliminate unfairness and discrimination in society.

- Scholarships
- Gung-Ho Project



Goal 11
Make cities and human settlements inclusive, safe, resilient and sustainable

- 11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.
- 11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.
- 11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning.

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

- Community Building Project

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Goal 12 Ensure sustainable consumption and production patterns

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

- Improve resource efficiency.
- Waste management and circular economy.
- Implement TCFD, SASB to strengthen ESG disclosure.
- Enhance knowledge and skills of sustainability through activities and training.
- Promote the concept of sustainability through various channels.
- Work with the community to make clean products from renewable resources.

- Service carbon footprint
- Water stewardship
- Environment Management system
- Waste reduction and lending service
- Management of the Sustainability Report
- Sustainability Promotion
- ISO 20121 sustainable events
- Community engagement



Goal 13 Take urgent action to combat climate change and its impacts

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

- Adapt TCFD for climate governance and develop climate-related management and response actions.
- Promote low-carbon services.
- Reduce GHG emissions.
- Environmental education and carbon neutrality.
- Raise awareness and work together with our suppliers to achieve a low-carbon supply chain.

- Climate governance and action
- Carbon footprint reduction
- Energy and carbon management
- Environmental education
- Sustainable branches
- GHG emissions of energy survey to key suppliers



Goal 17 Strengthen the means of implementation and revitalize the global partnership for sustain- able development

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

- Improve customer satisfaction and corporate governance through innovation with suppliers.
- Join the associations, alliances, or initiatives.

- Innovate with partner suppliers to promote a sustainable and better life for all
- Join associations

