

Sinyi Realty Inc.

Management Plan of Intellectual Property

1. Preface

In response to digital transformation trends, Sinyi Realty Inc. (hereinafter referred to as “the Company”) set forth relevant regulations in the Corporate Governance Principles (hereinafter referred to as “the Principles”) article 38-1:

The Company’s board of directors is advised to evaluate and monitor the following aspects of the Company's direction of operation and performance in connection with intellectual properties, to ensure the company develops an intellectual property regulatory system in accordance with the Plan-Do-Check-Act cycle:

- (1) Formulate intellectual property regulatory policies, objectives and systems that are slightly associated with the operational strategies.
- (2) Develop, implement and maintain on the basis of scale and form its regulatory systems governing the procurement, protection, maintenance and utilization of intellectual properties.
- (3) Identify and provide the necessary resources sufficient to ensure effective implementation and maintenance of the intellectual property regulatory system.
- (4) Observe internally and externally the risks and opportunities that intellectual property regulation may present and adopt corresponding measures.
- (5) Plan for and implement a continuous improvement mechanism to ensure the operation and effects of the intellectual property regulatory regime meet the company's expectations.

2. Purpose

In order to strengthen the management of the company's intellectual property, reduce operational risks and improve operational efficiency, this management plan has been formulated. This management plan is formulated in accordance with relevant rules regarding intellectual property management such as the Patent Law, Trademark Law, and Trade Secret Law.

3. Management measures

The company's intellectual property includes trade secrets, trademarks, and patents. Except for trademarks that are managed by the customer service department to unify the registration of the Sinyi Group's logo, maintenance process, and exclusive management, the scope of intellectual property management mainly includes trade secrets and patents. The implementations are as follows:

(1) Trade secret management

- a. In 2017, the branch secretaries serve as the branch data protectors. Trade secret courses are compulsory for new staff, and the watermark has to overlay the important parts of internal documents.
- b. Since 2018, the digital intelligence center of the Company has been instructed the information unit to assist updating "recent customer transaction statistics", checking "mail transmission record" and developing other programs.
- c. In 2019, according to the resolution made during a meeting of internal intellectual property team, it is determined that every January is the month when the trade secret promotion activities start, and last for a month. Relevant films will be released in the assembly of all applicable subjects.
- d. In 2020, the Company held a contest activity named 2020 champion of quiz on trade secret and personal data protection in February 2020 with 3,156 participants and 80% of correct answer fill rate.

(2) Patent management

- a. For the added value of customer services and the improvement of the work efficiency of employees, the Company has continued to develop tools and optimize operation systems. In recent years, based on principles of Patent Defenses, we actively make overall arrangements to protect the Company's intellectual property. Currently, it has 63 domestic patents, including 6 invention patents, 45 utility patents, 12 design patents.

4. Optimization planning

In 2021, the Company will assess the feasibility including a proper

schedule to see whether it may introduce the Taiwan Intellectual Property Management System (TIPS) in the following year or not to protect the Company and its affiliates' intellectual property and to further strengthen its competitive advantage and achieve sustainable development goals.