

(I) Performance of social responsibility and deviations from the "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies" and reasons:

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy						
	Yes	No	Description of Abstract							
I. Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	V		<p>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:</p> <table border="1"> <thead> <tr> <th>Material Issue</th> <th>Risk Evaluation Item</th> <th>Risk Management Policy or Strategy</th> </tr> </thead> <tbody> <tr> <td>Environment</td> <td>Climate changes and environment protection</td> <td>The Company is committed to environmental protection, and develops all kinds of green innovative services to respond to customer demand actively. In 2020, the Company continually promotes the green innovative services of DiNDON smart house viewing, to improve customer service efficiency and quality, to make service more immediately, to reduce service paper and waste, to reduce the impact on the environment, to make the cost of the service lower, and to corporate more competitiveness. Meanwhile, the Company actively promotes various environmental audit. In 2020, the</td> </tr> </tbody> </table>	Material Issue	Risk Evaluation Item	Risk Management Policy or Strategy	Environment	Climate changes and environment protection	The Company is committed to environmental protection, and develops all kinds of green innovative services to respond to customer demand actively. In 2020, the Company continually promotes the green innovative services of DiNDON smart house viewing, to improve customer service efficiency and quality, to make service more immediately, to reduce service paper and waste, to reduce the impact on the environment, to make the cost of the service lower, and to corporate more competitiveness. Meanwhile, the Company actively promotes various environmental audit. In 2020, the	Nil
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				Company was certificated by ISO14064-1greenhouse gas verification statement, ISO 14046 water footprint verification statement, ISO14001 environment management system verification and ISO50001 energy management system verification.	
			Society	Social cares and harmony	The Company pursues the goal of "from making people honest and righteous, then making companies honoring honest and righteous and finally make the society become the honest and righteous society, and for a long time promotes 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. The Company insists the concept of "putting the righteousness befor profit" to meet the various needs of community residents

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				in respect of dwelling, deeply cultivating the community and making the community better because of Sinyi.	
			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 of Board of Directors and our staff and be implemented in 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.

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II. Does the company establish a dedicated or concurrent unit in charge of promoting CSR with senior management authorized by the board to take charge of proposing CSR policies and reporting to the board?	V		<p>The Total Ethical Management Committee, the internal highest unit to promote CSR, is convened by the Directors and the Chairperson, with the members drawn from senior management, including the General Manager and the VPs. Its goal is primarily to coordinate and review the company's CSR and SDGs, performance, and progress, with different groups addressing different topics and holding their own meetings or projects. In addition, the committee takes the lead in resolving issues of business ethics in departments, implementing any necessary transformations of procedures. The TEM Committee regularly reports to the board of directors on the promotion program of sustainable development, which will be monitored by the board of directors to ensure that the business sustainability will be implemented in every aspect of its operations and to safeguard the rights and interests of stakeholders. The TEM committee is managed by the Chief Strategy Officer Office. Chief Strategy Officer reported in December 2020 to the Board our annual achievements of the corporate social responsibility and the promotion of sustainable development in each aspect in 2020 and plans for 2021.</p> <p>Function and Authority of TEM Committee:</p> <ol style="list-style-type: none"> 1. Coordinate the company's CSR and sustainable development direction and set relevant goals 2. Report to the Board on Environmental, Social and Governance (ESG) (Environment, Social and Governance) performance and future strategic goals at the end of each year. 3. Collect and collate stakeholder views and identify/ manage ESG impacts, risks, and opportunities. 	Nil

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			<p>4. Hold quarterly ESG performance and goal fulfillment reviews.</p> <p>5. Compile CS reports and provide it to the Board for review and issuance.</p> <p>6. Assist in conducting dialogues with stakeholders.</p> <p>7. Core of group sustainable development</p> <p>8. Resolve major risks and risk owners in order to control and supervise risk. The risk owner will be C-Suites who is responsible for identifying risk issues, discussing them, and undertaking management objectives with the risk management executive unit in order to strengthen overall risk management and follow-up supervision of cross-business and cross-department communication, so that resources can be more effectively used for overall management.</p> <p>The Rules and achievements are also disclosed in the investor relationship website of the Company. (https://www.sinyi.com.tw/investors/investors-en-csr_csr-en)</p>	
II. Environmental Issues				
1. Does the Company establish a proper environmental management system in response to its industry characteristics?	V		<p>The Company is classified as real estate agent industry which has much lower impact to environment than the manufacturing industries. However, 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, to strengthen the concern and actualization of green environmental protection of colleagues in work and life as well as resource recycling. The Company requests colleagues to do recycling, to develop the habit of turning off light when leaving, the branch stores to turn off the light of signboard before 22:00 except for the special circumstance.. The Headquarter of the</p>	Nil

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			<p>Company turn off the light automatically at noon for 1 hour and after 19: 00 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. The Company introduces in ISO14064-1 greenhouse gas examination guidance. In 2016, the Company was certificated by PAS2050 service carbon footprint verification and service carbon footprint label and ISO50001 energy management system verification. In 2017, the Company achieved the goals of carbon label, to obtain lower carbon label and certificated ISO 20121 sustainable event management system. In 2018, the Company was certificated by PAS2060 carbon neutrality verification statement, ISO 14046 water footprint verification statement and ISO14001 environmental management system verification statement (during 2018 to 2021). The Company was ongoing environment-related certification annually, and was cetificated the foregoing verification environment, but also was certificated carbon label and reduction carbon label extention by Environment Production Administration, by reached the commitment of carbon reduction label.</p>	
2. Does the Company endeavor to upgrade the utilization efficiency of various resources, and use the regenerated material with a low impact on	V		<p>Though the Company is not in manufacturing industry, but as a pioneer of environmental awareness in the service industry. The Company participates in the campaign of “Green Purchase Intent of Private Enterprises and Groups” of the Environmental Protection Administration and Department of Environmental Protection of Taipei City Government, to jointly promote green purchase. The material of environmental protection and LED with high energy saving efficiency and conversion air conditioners are applied to the decoration of various branch storess and the headquarter building. It also continuously promotes such measures as water</p>	Nil

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environmental load?			<p>resource conservancy plan, printing volume control & management of printers, printing is controlled by each employee's ID, and the increase of the green vegetation of the top floor of the headquarter building, etc. In addition, it also actively promotes overall E orientation and green innovation service R&D, to effectively save paper printing and considerably upgrade service efficiency. The green purchase accumulated amount from 2012 to 2020 reached \$300 million dollars. Please refer to Chapter 4 for more details.</p> <p>Being construction companies, some of the Company's subsidiaries launched distinctive construction projects on China and Taiwan, inheriting the spirit of the Company's faith, dedicated to improving the efficiency of using of resource. Therefore, all construction projects are made designed with "Building Information Modeling", to greatly reduce errors in the design phase and subsequent construction by the contractor, and reduce the impact on environmental resources.</p>	
3. Does the company evaluate potential risks and opportunities brought by climate change, and take response measures to climate-related issues?	V		<p>In recent years, all countries are faced turning "climate change" into a "climate emergency". The Company collects the concerns of stakeholders to analyze the attendant risks and look for opportunities. As members of the global community which is facing the severe changes from this climate emergency, the Board of Directors takes climate change to be a material risk. With reference to the framework of TCFD, we identify risks, analyzing the financial and non-financial impact, and setting management goals and strategies to develop green services. Through annual audits, we can promote green business more systematically and enhance resource conservation actions.</p>	Nil

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			<p>(1) Business risks and opportunities due to climate change The Company identified four risk factors of climate change, including acute and chronic climate: natural disaster and rising mean temperature, outside initiative and regulation: commitment to reduce GHG emissions and water usage, initiatives carbon disclosure project and renewable energy consumption, technology: low carbon service and market: changing customer behavior. The Company also analyzed the financial and non-financial impact, exploring possible opportunities and setting management goals and strategies to develop green services.</p> <p>(2) Sustainability Principle and Strategy The Company considers "Climate Change" to be a material risk. We respond to SDGs "Pioneering Environmental Awareness in the Service Industry" by United Nation and focus on two material topics, namely low-carbon services and eco-efficiency, and to develop green services to respond actively to customer needs.</p> <p>(3) Sustainability 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. We propose green management strategies and goals, launch and promote green projects. First, based on 2017, carbon emission reduction per real estate transaction service will reduce 1% annually, per capita carbon emissions of electricity consumption (category 1 and category 2) will reduce 1% annually and per capita water</p>	

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			<p>consumption will reduce 1% annually. Secondly, based on 2017, we achieved a reduction 35% of carbon emissionreduction per real estate transaction service, a reduction 25% of per capita carbon emissions of electricity consumption and a reduction 30% of per capita water consumption in 2030. Thirdly, we plan the Renewable Energy Consumption ratio to come to 10% in 2030.</p> <p>(4) Action Plan</p> <p>To enhance our climate resilience in face with the challenges and impact brought on by the "Climate Emergency", the Company implements relevant action plans. In the low-carbon services, ongoing annual carbon footprint verification service, and optimize customer service APP, reducing transport emissions; in terms of eco-efficiency, organizations continue to promote branch carbon neutral program, organized annually environments Verification (greenhouse gas, water footprint, energy management system, environmental management system), promotion sustainable environmental education and environmental rehabilitation in the community (Sinyi School, community environmental lectures, beach cleaning) activities, and practice of "Circular Economy-Lending Services" , continue to develop green marketing tools to reduce paper consumption, and participate in international sustainable environmental initiatives (CDP, SBTi).</p> <p>A detailed description of the Company's analysis of climate change risks and opportunities, have been disclosed in the Company's Corporate Social Responsibility website.</p>	

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			http://csr.sinyi.com.tw/environment/risks-opportunities.php	
4. Does the company compile statistics of greenhouse gas emissions, water use, and total weight of waste in the past two years, and does it establish policies for energy conservation & carbon reduction, greenhouse gas emission reduction, water use reduction, and other waste management?	V		<p>The Company considers environmental protection as an importation foundation of sustainable corporate operation. We focus on the two main axes in environmental protection: "low-carbon services" and "ecological benefits". We aim to integrate of internal and external resources input, to promote environmental protection values and concepts, to exert corporate influence in order to enhance enterprise opportunities and industrial competitiveness and to reach the 2030 goal of " carbon emissionreduction per real estate transaction service reduced by 35%, per capita carbon emissions of electricity consumption reduced by 25% and per capita water consumption reduced by 30%; base year: 2017".</p> <p>1. Afetr the Company introduced in ISO 14064-1 Greenhouse Gas Examination Guidance, ISO 14067 Certification Carbon Footprint, ISO 50001 Energy Management Systems, PAS 2060 Carbon Neutrality, ISO 14046 Water Footprint and ISO 14001 Environment Management Systemes, we still conducted above verifications annually. In 2020, we not only passed ISO 14064-1 、ISO 14067 、ISO 14046 、ISO 14001 and ISO 50001, but protlonged label and carbon reduction label passed by Environment Protection Administration Executive Yuan, because of in 2019 footprint exceeded the proportion of carbon committed. In addition, in response to international environmental initiatives, we participatied in the Carbon Disclosure Project climate change questionnaire in 2020 and obtained an A- score. The details of the total greenhouse gas emissions, water consumption and total weight of waste in the 2020 and 2019 have been disclosed on the Company's CSR</p>	Nil

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			<p>website. (http://csr.sinyi.com.tw/environment/greenhouse-gases.php) (http://csr.sinyi.com.tw/environment/water-resources.php) (http://csr.sinyi.com.tw/environment/waste.php)</p> <p>2. The Company's policies for energy conservation and carbon reduction, greenhouse gas reduction, and reduction of water use or other waste management were as follows:</p> <p>(1) Through the carbon footprint check, we found that the dispatched newspapers generating the highest percentage of carbon in sales transactions. Therefore, the reduction of paper usage was one as the green targets. The innovations developed through this model not only reduce operating costs, but also contribute to the social environment due to the reduction of carbon emissions. This is a win-win strategy. Under this strategy, the Company has launched interactive house viewing and a number of newspapers, TOP Agent App, social platforms(TG、LINE and FB), DiNDON smart house viewing and so on. The action is to promote the efficiency and quality of customer service, make service more immediately, reduce marketing paper and waste, reduce the impact on the environment, and reduce the cost of service operations, thereby greatly improving the competitiveness of the Company.</p> <p>(2) Since Taiwan is the top 20 of world's water-scarce countries, even if the real estate is not a high-water-consumption industry and the water consumption is</p>	

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			<p>mainly for daily use by colleagues. The Company in response to stakeholders on water issues, water resources included in the important issues, increases the corresponding major themes and continues to pay attention to the global water resources management trends and continuously track and manage and master the impact of water resources on the company's operational risks and development opportunities through regular annual reviews. Furthermore, the Company does not belong to an industry with high water utilization. Most of the consumed water is under employee daily use. A small part is used by visiting of customers, and we have no manufacturing process to produce pollutants in wastewater. However, it still continuously promotes water resource saving plans, including purchase of such products with water saving logo as water faucet, close-stool, etc., and executes water output volume reduction measure from faucet, to reduce the waste of water resource. By managing water use data and verifying the water footprint through ISO14046:2014, the Company demonstrates its achievements in environmental protection. In order to continuously improve the efficiency of water use, the Company has re-established its water reduction target, with a target of a further 30% reduction in per capita water use by 2030 (base year: 18.65 degrees in 2017).</p> <p>(3) Through carrying out ISO 14001 and ISO 50001 verification and our methodical efforts to understand both internal and external situations and the demands of our stakeholders, we have transformed our evaluation of environmental aspects, looking for both risks and opportunities for the Company and setting out environmental management plans and targets that will reduce our impact on the</p>	

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			<p>environment. We continuously updated the equipment of our headquarters and branches, such as implementing green procurement, introducing UGS EMS in the headquarters building, the "DOMI-Smart EMS" in the branches, visualization services and air conditioners and lighting control to receive energy information to achieve optimal energy efficiency. In 2019, the Company replaced the ice water machine and optimized the ice water unit chain control system and in the demonstration store installed intelligent energy management system in 2020. In addition, in the past two years, we have implemented the continuous removal of energy-consuming air-conditioning equipment for energy-saving machines, hoping to meet the environmental concerns of the Company's stakeholders, assisting the Company to improve environmental performance, to reduce environmental disaster risks and negative impacts, to promote the sustainable development of the Company and to achieve the goal of protecting the environment.</p> <p>(4) The Company has introduced ISO 20121 Event Sustainability Management Systems. In 2020, we have demonstration branch to organize "The Energy Conservation Activity in Piyaway Tribe". We hope to convey the concept of energy saving and carbon reduction to the tribe and assist to replace old equipment with energy-saving ones. We start with the demonstration branch and take the lead in taking action to promote all branches of Sinyi to follow the concepts of sustainability and guidelines when organizing activities, consider the concerns of stakeholders, exert Sinyi's influence externally to improve the awareness of sustainable development to stakeholders such as customers,</p>	

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			<p>colleagues, suppliers, and the general public.</p> <p>(5) The Company actively promotes the sustainable value of environmental protection. Through the development of community environmental protection and green services organized by our branches, colleagues are encouraged to review the needs of community residents from the service process to innovate more green services, such as environmentally friendly moving and recycling activities, and re-using old items programs, to help communities green, improve the quality of life and spread the spirit of sharing the good in the local area. In addition, the Company has also mobilized its colleagues to become volunteers, engaged in clean beaches, cleaning up waste of ponds, and encouraged communities to propose waste removal and reduction while beautifying the community through the "One Community One Family" project.</p> <p>(6) In waste management, as the Company for the service industry, its waste is mainly daily waste and there is no toxic waste from the production process, so waste management is not a material topic for us. However, the Company is still committed to waste reduction and the kitchen waste recycling and the resources recycling will clean by the cleaning company, to make a contribution to environmental protection.</p>	
III. Social Issues				
1. Does the Company establish related management policies	V		Since the Company first came into being, we have always adhered to the faithful spirit of "people-oriented", and faithfully complied with the " United Nations Universal Declaration of Human Rights", "The United Nations Global Compact (UNGC)",	Nil

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and procedures in accordance with related laws and international covenants on human right?			<p>"United Nations Guiding Principles on Business and Human Rights ", "United Nations International Labor Organization" 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 "Sinyi Realty human rights commitment", respecting the protection sitforged by the International Bill of Human Rights, and posting on the Company's website. Please refer to: https://www.sinyi.com.tw/investors/investors-en-rule_rule-en. The Company also made it clear that each of colleagues by common faith-based philosophy, culture and cohesion become an important corporate value. Each of colleagues in the Company equality of opportunity, not because of race, sex, religion, marital status, nationality and have any form of discrimination, and equality 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.</p> <p>On the grounds of the aforementioned guiding policies, the Company's human rights management policies and specific programs as concretely enumerated below:</p> <table border="1" data-bbox="568 1219 1644 1342"> <thead> <tr> <th>Human right management policies</th> <th>Specific programs</th> </tr> </thead> <tbody> <tr> <td>We provide and ensure safe and</td> <td>•Please take the detailed description of the</td> </tr> </tbody> </table>	Human right management policies	Specific programs	We provide and ensure safe and	•Please take the detailed description of the	
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			<p>healthful workplace environment.</p> <p>working environment for industrial relations on page 5-29~5-30 and the protection measures relating to the safety of employees as reference.</p> <ul style="list-style-type: none"> •The unit responsible for protecting the health of colleagues: Happiness and Health Management Center 	
		<p>Help Sinyi teammates maintain and ensure sound physical and mental health and work-life balance</p>	<ul style="list-style-type: none"> •We launch "EAP Colleague Assistance Program" . •The entire Sinyi staff members are granted 1.5-hour lunch break, an adequate period to restore momentum for a full play in performance. •Sinyi grants full financial subsidy for employees as required for health examination. •Sinyi implements health promotion programs, such as smoking cessation classes / outpatient smoking cessation policies. •Sinyi implements flexible benefit system 	

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			<p>with "Sinfu Coins"</p> <ul style="list-style-type: none"> •Flextime •Doctors are in attendance to check the health of colleagues 	
		<p>Sinyi launches "three highs" policy, i.e., high-pay, high-development and high-concern.</p>	<ul style="list-style-type: none"> •A newly hired -`Sinyi salesperson is assured for the salary of NT\$50,000 dollars per month for six months. •Sinyi is well known for very sound and unobstructed channels for promotion, without the so-called double-yellow-line against promotion. •Sinyi implements the mentorship system, cultivates and trains newly hired teammates with the "palm-down" concept. 	
		<p>We recruit newly hired Sinyi teammates exactly according to law, absolutely free of potential discrimination.</p>	<ul style="list-style-type: none"> •We ensure that the Sinyi recruitment teams handle the employment process in accordance with relevant laws and regulations, e.g., Labor Standards Act, absolutely without potential discrimination 	

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Topic	Hours per session	New hires	Existing employees											
		No. of people	No. of people											
Occupational safety and health management	1	569	4,780											
2. Does the Company have reasonable employee benefit measures (including salaries, leave, and	V		We offer high salaries, high career prospects, and high impact caring to ensure a workplace with competitive remunerations, bright outlooks and happiness. We 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 package. The optional items such as learning & growth, physical health,	Nil										

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other benefits), and do business performance or results reflect on employee salaries?			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. The Company hopes that this system can enhance the recognition and satisfaction our colleagues so that they can focus more on work and realize the dreams for themselves and for customers.	

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| | | <p>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 1% of the annual profits. The details of the management's remunerations are provided in page 3-20. The salaries and bonuses to other colleagues are described below:</p> <p>(1) 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. In addition to personal bonuses, we also allocate a percentage of team bonuses for the frontline sales team and branch stores, to encourage collaboration among our salespeople. To incentify our sales personnel for personal development and long tenures with the Company, we also distribute retention bonuses to colleagues with good performance. 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. In 2020, in order to lead colleagues to serve more customers, other indicators were added to provide colleagues with more opportunities to fight for retention incentives. It is hoped that colleagues who agree with the Company's philosophy can stay and grow together with the company for a long time.</p> <p>(2) 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.</p> <p>2. Holidays and other benefits: The Company's leave and holiday system is designed</p> | |
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Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No	Description of Abstract	
			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 5-23 "Employee Relationship" for details of employee benefits.	
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		<p>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.</p> <p>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:</p>	Nil

		<ol style="list-style-type: none"> 1. Executive the projects of “the health of Sinyi” and four prevention plan in 2020, the related lectures and activities are disposed at the page of 5-23. 2. Optimization of the system of work and day off , and balance of work and life, such as : <ol style="list-style-type: none"> (1) Observe and analysis the working hour and reduce the risk of overwork. (2) Implement the day off institution of the three traditional holidays. (3) Launch the picnic party for volunteer family and make every employee as a team player through such team building activitives. 3. Personal safety, security for equipment & facilities: <ol style="list-style-type: none"> (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) All female brokers and branch secretaries are provided with carry-on alarm. Besides, each branch is established with 24-hour security monitoring system. Also, subsidies for transportation expenses for colleagues who are on duty at night (3) Anti-fire seminars sponsored on a half-year regular basis. (4) The Sinyi Conglomerate Headquarters is equipped with Automated External Defibrillator (AED) while the newly coming branch heads and branch secretaries are trained how to adopt the AED and CPR on a year regular basis. Due to the impact of COVID-19, grouping courses have been paused from 2020. (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. 4. Efforts to set up green workplaces: <ol style="list-style-type: none"> (1) Set up communicating APP for internal and issue news about career and health 	
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Evaluation Items	Facts of performance		Description of Abstract	The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No		
			<p>monthly to colleagues' notice.</p> <p>(2) Set up a personalized "Health Management Center" on the Company's internal website to provide an annual health check record for colleagues to record health data and other information at any time.</p> <p>(3) Continually enhance wholesome workplace environments, e.g., poison-free decoration, disinfection on a quarterly regular basis.</p> <p>(4) Obtain the related verification:</p> <p>A. "Certificate of Voluntary Health Promotion for a Health Workplace " granted by Health Promotion Administration, Ministry of Health and welfare, Executive Yuan, R.O.C., (certification period: 01/2019-12/2021).</p> <p>B. Period Extension of Breastfeeding Room Certificate awarded by Department of Health, Taipei City Government (certification period: 09/2017-08/2021).</p> <p>C. Sports Enterprise Certificate awarded by Sports Administration, Ministry of Education for holding various ball games and sports.</p>	
4. Does the Company establish effective career competency development and training plans for employees?	V		<p>The Company provides a cultivation system to plan comprehensive competency training to supervisors of various levels and employees. The training lessons include newcomer training, professional advanced training, branch supervisor training, district supervisor training, etc., and we also planed training courses for all levels colleagues in 2020, to assist colleagues continuously grow by continuous and multiple learning. We also introduce the related training programs concerning belief development of</p>	Nil

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			<p>corporate ethics, to cultivate key competence of employees. Besides physical programs, “e-Learning” platform is also provided to facilitate employees to be able to engage in online learning at all times and places, to upgrade their related professional competency. In addition to this, in order to comply with organization development, upgrade the related competency required in employee functions, for an external advanced study program of an employee if conforming to fixed conditions, subsidy of half amount of the tuition can also be applied.</p> <p>In order to assist students to be fully prepared before graduation and to expand opportunities for talented people, the Company signed a mMemorandum of Understanding (MOU) of industry-academia cooperation/collaboration project with a number of key schools to integrate and share resources and establish a professional education platform of benchmark enterprises which plays the function of knowledge acquisition, creation and circulation. In addition to holding the sales staff classes which is included in the MOU, the Company will cooperate with those sales staff training institutions certified by the schools and the Ministry of the Interior to help the students understand the industry practice through combining the professional training courses for acquiring the qualification of assistant brokers and professional practice simulation experience. Through the "full-time internship program", interns can learn and experience from attitude, philosophy to practical aspects and then understand the sales process of the real estate brokerage industry, and handle customer service assignments, which provide internship work experience plan better than those provided by the government and the general companies. In addition · there are: (1) industry-academic cooperation projects, (2) campus event sponsorship, (3) new</p>	

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			graduates note, (4) campus talent fair, (5) campus leaders tea party and other plans, so that students can be in touch with the enterprise in advance and the Company can root in talent cultivation.	

<p>5. 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 consumer rights protection policies and complaint procedures?</p>	<p>V</p>	<ol style="list-style-type: none"> 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 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. 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, or any die of unnatural causes in the building or its neighborhood, any not-in-my-backyard facilities in the neighborhood and fully discloses the information in the instruction of real estate which the salespersons should be required to explain in detail to protect the interest of the customers and the living quality after moving in. 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 	<p>Nil</p>
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		<p>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. When conducting the architectural design, we also need to consider ventilation to create a good living environment for the customers.</p> <p>4. Affected by the COVID-19 epidemic, the Company and its subsidiaries’ employees are all required to some anti-epidemic working such as wearing masks, taking temperature, doing disinfection when providing service or selling real estate, as well as providing customers with masks to protect the health of customers. In addition, a number of programs have been put forward in community services, such as home disinfection, provision of cleaning supplies, and handmade soap etc. We promote epidemic prevention knowledge and provide a better epidemic prevention environment for the community.</p> <p>5. In order to understand the customer's feelings about the services and raise the amount of service, unified and enhance the Group's serviceability for providing stable and great quality. The Company also set up a toll-free 0800 customer opinion line and set up a network service platform to offer various ways for customers to provide their opinions, to take customers’ advice and help customers to solve their problems and meet their needs. The Company has formulated the "Regulations on Sinyi Realty Quality Of Service Survey and Dissatisfaction Case Handling" and "Regulations on Customer Information Management", which institutionalize various types of investigation methods, customer information collection channels and customer case handling procedures at all levels, understand and handle customer opinions, in order to improve the overall quality of service of the Company and achieve the goal of customer satisfaction.</p>	
6. Does the Company have a supplier	V	Follow international regulations, including the UN Global Compact (human rights, labor, environment, anti-corruption), ISO20121, etc., and the Company's business core	Nil

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
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management policy, requiring suppliers to comply with regulations on environmental protection, occupational safety and health, and labor rights, and what is its implementation status?			value as the basis of supply chain management policy. We hope can bring positive influence while working with suppliers to create, protect and promote the sustainability development with economic, social, and environmental considerations. So when we offer our products and services to the market, we can gradually achieve a sustainable and ethical supply chains through our supply chain management. In addition to stipulating the "supplier sustainability clause", "procurement ethics standards", "code of business integrity", "corporate social responsibility self-evaluation form", through post-visit feedback forms, we assess key suppliers' performance in ESG. We will continuous refine the sustainable supply chain management and improve sustainable performance of the suppliers. All key suppliers signed sustainability terms in 2020. 219 of the 244 key suppliers, i.e. 89.75% of completion rate, have been implemented inspection management mechanisms.	
	V			Nil
<p>I. 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?</p> <p>The "2019 Sinyi Realty Inc. Sustainability Report" published by the Company in 2020 was consigned to BSI Taiwan branch to engage in verification, and a statement of independent guaranty comments was obtained. The certification result conforms to GRI (All standard items). This report has also submitted GRI content indexing services, and meeting the standard of AA1000 AS: 2008, Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies, The UN Global Compact), ISO26000 Social Responsibility Guidelines. The detailed management of the report is as follows:</p>				
Internal Confirm	<input checked="" type="checkbox"/> TEM / Heads of departments reviews the contents of each chapter and the correctness of information			

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External Confirm	<input checked="" type="checkbox"/>		BOD reviews of ESG Performance and Strategic Objectives	
	<input checked="" type="checkbox"/>		Audit Supervisor Audit Information Correctness	
	<input checked="" type="checkbox"/>		Financial Data - Deloitte(TW)	
	<input checked="" type="checkbox"/>		Environmental data - : ISO 14001 、 ISO 14046 、 ISO 14064-1 、 ISO 14067 、 ISO 50001 、 PAS 2060 【British Standards Institution (BSI) Taiwan】 -Participated in the Carbon Disclosure Project (CDP) climate change questionnaire and obtained an A-score.	
	<input checked="" type="checkbox"/>		Sustainable data - AA 1000 AS (2008) with Addendum Type 1(2018)) 【British Standards Institution (BSI) 】	
	<input checked="" type="checkbox"/>		Social investment and outcomes - 【London Benchmarking Group 】	
	<input checked="" type="checkbox"/>		Sustainable activities -ISO20121 【British Standards Institution (BSI) 】	
<p>VI. In case a company establishes its own Corporate Social Responsibility Best Practice Principles in accordance with “Corporate Social Responsibility 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</p>				

Evaluation Items	Facts of performance			The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
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			Directors in December of 2010 and reported at 2017 annual general shareholders' meeting for revision. The Company' board of directors has approved to revise the Principles in January, 2020 and will be reported on the 2020 shareholders meeting 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 been no deviation status since its execution till present.	
<p>VII. Other important information facilitating to understand the operation status of corporate social responsibility:</p> <p>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.</p> <p>The subsidiaries of the Company also have practical actions in CSR and won below awards in 2020u year:</p> <p>The Company won "GCSA-Reporting Award" for "the global enterprise sustainability award" 3 years in a row.</p> <p>The Company also was awarded the "Top 10 Perpetual Model Award" of "the Taiwan enterprise sustainability award " for the six time, and awarded "The English Report Award" , "the Social Inclusion Award", and "the Climate Leadership Award" for the second time. In addition, the Company was honored "the Gender Equality Award", "Real Estate and Construction Industry – Platinum Award", "Elderly Friendly – Together Good Project" and " New Idea of Green Housing" of the Best Case Award for the first time. And awarded for the 14th time by 《Commonwealth Magazine》 "The Grand Award as the Commonwealth Model Citizen, and was ranked among the Top 5% of the listed companies in the fifth Corporate Governance Appraisal by the Taiwan Stock Exchange Corporation (TWSE) for six consecutive years.</p> <p>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.</p> <p>Other more related information can be referred to in Chapter 2, Honorable Record of Corporate Governance and the corporate social responsibility website</p>				

Evaluation Items	Facts of performance		Description of Abstract	The discrepancy of such implementation from the Corporate Social Responsibility Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy
	Yes	No		
of the Company (http://csr.Sinyi.com.tw/).				