

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

Evaluation Items	Facts of performance			The discrepancy of such implementation from Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies, and the reason for any such discrepancy		
	Yes	No	Description of Summary			
<b>I. Establish Operation Policy and Scheme of Good Faith</b>						
(I) Does the Company establish operation policy of good faith which is approved by the BOD and expressly specify policy, practice of operation in good faith in its corporate statutes and bylaws and external documents, and do the Board of Directors and executive management level actively actualize the promise of operation policy?	V		The Company in order to further solidify the corporate culture of operation in good faith and its development, the Board of Directors resolved in 2010 to established "Ethical Corporate Management Best Practice Principles of Sinyi Realty Inc.", which is amended in 2020 to serve as the basis of actualizing operation in good faith. It's published on the Company's internal and external websites as guidance for the implementation of integrity management. Besides, related internal operation specifications and internal control systems are formulated, to engage in periodical review/audit for various operations and submit a report to the Board of Directors, for the Board of Directors to provide recommendations for such defects and perform improvement follow-ups. Members of the Company's board of directors and senior management have signed a statement of compliance with the integrity management policy in accordance with the above-mentioned code.	Nil		
(II) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs to prevent at least set forth in various items of Section 2, Article 7 of "Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies"?	V		<p>The Company establishes such internal operation rules and incentive/punishment systems, etc. as business specifications for each branch, to prevent the occurrence of dishonest behaviors of colleagues, and formulates effective accounting system and internal control system, to perform periodical audit of the actualization status, and report the results to the Board of Directors. The Company's Business Ethics Office shall understand whether colleagues have dishonest conducts, Human Resources Department shall summarize inappropriate behavior. In addition to punishment and announcement on the internal website, the Company shall make it a case to strengthen advocacy.</p> <p>The prevention programs toward items of Section 2, Article 7 of "Ethical Corporate Management Best Practice Principles for TSEC/GTSM Listed Companies" were as below :</p> <table border="1" data-bbox="734 1417 1720 1461"> <tr> <td>Dishonest behavior</td> <td>Prevention programs or regulations</td> </tr> </table>	Dishonest behavior	Prevention programs or regulations	Nil
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			procurement, manufacture, provision, or sale of products and services. negotiating and fee charging,.	
(III) Does the Company specify a scheme of preventing behaviors not in good faith, and expressly describe in each scheme the operation procedures, behavior guidelines, punishment of offense, and complaint system, actualize the execution of them, periodically review and revise the programs above?	V		The Company establishes “Behavioral Rules of Sinyi Conglomerate” which, besides being placed in the internal network that is accessible to colleagues at all times, automatic computer reminder function is also provided to remind colleagues of acknowledgment and signing such Code periodically, to facilitate colleagues to have a more clear guidance while facing such aspects as Customers, colleagues, suppliers, the state, community, and global environment, etc., and avoid any conflicts of interest and acquisition of improper interest. It is also incorporated into the periodical assessment of employee performance audit system, and certain violations are used as case studies to ensure the actualization of the corporate operation in good faith. If any colleague finds the dishonest behavior from the Company, the Company’s subsidiaries or other colleagues, he or she may appeal through appeal channels such as Chairperson mail box and the specially-assigned person will conduct the investigation. Once colleagues find any dishonest behavior of the Company or other colleagues, they may reflect the information through complaint system such as the Company’s Legal Affairs Office, mailboxes of the Funder, mailboxes of Business Ethics Office or the contact with the audit office. The complaints will be dealt with by exclusive staff.	Nil
<b>II. Actualize Operation in Good Faith</b>				
(I) Does the Company evaluates the record of good faith of the transaction parties, and expressly specifies clauses dealing with behaviors of good faith in the signed contracts of the transaction parties?	V		The Company establishes “Rules Governing Group Purchase”, provides a sector with exclusive responsibility to be in charge of purchase price inquiries, price parity, price negotiation, authorization, bidding, acceptance inspection, payment request, and supplier management. Besides, assessments are conducted from time to time jointly with the purchase request sector in terms of supplier service quality, delivery schedule and price, and a database of qualified suppliers shall be built in accordance with the assessment results, to avoid transactions with the suppliers with record of behaviors not in good faith.	Nil

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(II) Does the Company establish a dedicated unit under the board of directors to promote ethical corporate management, and periodically (at least once a year) report to the Board of Directors and supervise the implementation of the ethical corporate management policy and unethical conduct prevention plan?	V		The Company establishes “Business Ethics Office” which is responsible for the promotion of ethical corporate management. The Business Ethics Officer ensures the actualization of operation principles of good faith in accordance with the work functions and scope of supervising related matters of each sector and promotes to all colleagues the operation concepts of justice ahead of profit, human oriented and positive thinking and actively constructs and develops a methodology which can absorb its operation concepts to make all colleagues easy to understand and carry them out in daily life. In addition, the Company conducts several monthly topic discussions and actions such as change management and value-created services and by means of analyzing and sharing at each meeting at all levels to make colleagues be honest internalization and implementation in the daily operation. In December, 2024, the Business Ethics Office reported the plan and performance of promoting ethical corporate management at the BOD.	Nil
(III) Does the Company stipulate a policy of preventing interest conflict, provide due statement channels, and actualize the execution?	V		The Company expressly specifies rules governing hospitality with good faith and avoiding any interest conflict in “Behavioral Rules of Sinyi Conglomerate” and “Business Specification of Each Store”, and also specifies related guidelines concerning the acceptance of gifts. In case of any offense of a colleague, after the supervisor engages in guidance and communication, punishments shall be submitted in accordance with rules. In case a colleague has any doubt about interest conflict, he/she may besides be reporting to his/her direct supervisor also directly reflect it to the Business Ethics Office, Board Chairperson or Audit Committee as well. Those who have questions about the identification of appropriate behavior may state and consult with Business Ethics Office.	Nil
(IV) Does the Company have effective accounting system and internal control systems set up to facilitate ethical corporate management, does the internal auditing unit formulate audit plans based on unethical conduct risk assessment results, and does it audit	V		The Company in order to actualize operation in good faith already establishes effective accounting system and internal control system, including the collection of service cost to go through an exclusive account of contract performance guaranty; upon the payment request filed by a supplier, it is required to be approved through the responsible supervisors in accordance with the payment request authorization list; as the entertainment expense of each sector is also expressly specified to be approved by the President (while the entertainment expense of the President shall be approved by the Board Chairperson). Audit personnel shall also perform periodical audit in accordance with the regulations of various	Nil

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compliance with the unethical conduct prevention plan or commission a CPA to perform the audit?			systems and relate the audit results to the responsible supervisors of the related sectors and gather the comprehensive result to the Audit Committee and the Board of Director on a periodical basis. Concerning any colleague with offense of the rules, he/she and his/her supervisor shall report the follow-up improvement status as well. In 2024, for the unfaithful behavior that may occur by colleagues, the relevant measures and internal control procedures shall be strengthened by the authority and responsibility units, and the audit unit shall check whether it is followed, as part of the internal control check.	

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(V) Does the Company hold internal, external educational training for operation in good faith on a periodical basis?	V		<p>The Company also formally established the “Chief of Ethics” in January 2012 and organized Business Ethics Office, to further promote actualization of corporate good faith and ethics. In addition, supervisors are required to participate in business ethics program on a periodical basis, to internalize the business ethics from upside down as a part of routine operation. Besides, the founder of the Company also describes such operation concepts of the Company as good faith and justice ahead of profit, etc. to all colleagues by means of the monthly assembly every month. "Business Philosophy Video" and "Monthly Meeting Video" are also displayed in the internal website of the Company for colleagues to view and share with others.</p> <p>Please see below the information for the further details in 2024.</p> <table border="1"> <thead> <tr> <th>Course</th> <th>Frequency</th> <th>Participant</th> <th>Organizer</th> </tr> </thead> <tbody> <tr> <td>Philosophy Practice Seminar</td> <td>Once a month, 1-2 hours per session</td> <td>All employees</td> <td>All Departments</td> </tr> <tr> <td>Workshop on Chief of Staff Management Philosophy and Practice</td> <td>3 times a year, 2 hours per session</td> <td>Senior-level managers</td> <td>Business Ethics Office</td> </tr> <tr> <td>Business Practice Meeting</td> <td>1 session per month, 6 hours per session</td> <td>Senior-level managers</td> <td>Business Service Department</td> </tr> <tr> <td>Boot Camp for Sinyi’s business philosophy</td> <td>4 sessions per month, 1 hour per session</td> <td>All new hire of salesmen and office staffs</td> <td>Human Resources Department</td> </tr> <tr> <td>Boot Camp for Sinyi’s business philosophy</td> <td>1 sessions per two months, 1 hour per session</td> <td>All new hire of branch secretaries</td> <td>Human Resources Department</td> </tr> <tr> <td>Sinyi’s management style</td> <td>1 session per quarter, 3 hours per session</td> <td>Supervisors and senior associates applying for branch managerial roles</td> <td>Human Resources Department</td> </tr> <tr> <td>Sinyi Ideal Store Manager</td> <td>Once per quarter, 1.5 hours per session</td> <td>New Managers</td> <td>Human Resources Department</td> </tr> <tr> <td>Philosophy and Store Operations Seminar</td> <td>Once per quarter, 3 hours per session</td> <td>New Managers</td> <td>Human Resources Department</td> </tr> </tbody> </table>	Course	Frequency	Participant	Organizer	Philosophy Practice Seminar	Once a month, 1-2 hours per session	All employees	All Departments	Workshop on Chief of Staff Management Philosophy and Practice	3 times a year, 2 hours per session	Senior-level managers	Business Ethics Office	Business Practice Meeting	1 session per month, 6 hours per session	Senior-level managers	Business Service Department	Boot Camp for Sinyi’s business philosophy	4 sessions per month, 1 hour per session	All new hire of salesmen and office staffs	Human Resources Department	Boot Camp for Sinyi’s business philosophy	1 sessions per two months, 1 hour per session	All new hire of branch secretaries	Human Resources Department	Sinyi’s management style	1 session per quarter, 3 hours per session	Supervisors and senior associates applying for branch managerial roles	Human Resources Department	Sinyi Ideal Store Manager	Once per quarter, 1.5 hours per session	New Managers	Human Resources Department	Philosophy and Store Operations Seminar	Once per quarter, 3 hours per session	New Managers	Human Resources Department	Nil
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(I) Does the Company establish substantial offense reporting and incentive systems, and establish convenient offense reporting channels, and assign proper exclusively responsible personnel to accept the reported subject of an offense?	V		The Company has established regulations on whistle-blowing of illegal and unethical or dishonest conduct “and the Company’s Legal Affairs Office is dedicated as the receiving units of whistle-blowing of illegal and unethical or dishonest conduct. A Customer may express comments by means of the exclusive complaint line ((0800-211-922) or exclusive service line, 24-hour online customer service, and in the manner of E-mail(sinyi@sinyi.com.tw), to be conducted by exclusive personnel. The Company also provides an Audit Committee appeal and recommendations mailbox (auditcommittee@Sinyi.com.tw) and stakeholders’ mailbox (csr@Sinyi.com.tw) in the Company’s website. In addition, rules governing colleague behaviors and incentive/punishment are also expressly formulated. The punishment cases are also announced in the internal website of the Company to serve as warnings for colleagues. According to “Regulations on whistle-blowing of illegal and unethical or dishonest conduct “, if the report was proved to be true after investigation, the receiving unit should raise an application of reward to the Company for the whistle blower after considering the contributions of the report to the Company and its economic benefit. Related regulations on Sinyi’s Investor Relations website: <a href="https://www.sinyi.com.tw/investors/en/corporate-governance/corporate-governance/major-internal-policies">https://www.sinyi.com.tw/investors/en/corporate-governance/corporate-governance/major-internal-policies</a> .	Nil
(II) Does the Company specify the investigation standard operation procedures of accepting offense reporting matters, follow-up measures to be taken after the completion of the investigation and a related confidentiality mechanism?	V		The Company establishes "Regulations on whistle-blowing of illegal and unethical or dishonest conduct" which specifies the investigative standard operating procedures for handling reported incidents. The reporting party must provide specific details regarding the personnel, time, and location of the incident, and must sign the report. Anonymous reports are generally not accepted. Each complaint or report is handled by a designated individual, and different procedures are followed depending on the nature of the case. It may be assigned to relevant departments for handling or referred to a review committee. A response is requested to be provided to the complainant or reporter within a specified timeframe. After completing the necessary investigation procedures, the dedicated unit handling the whistle-blowing system should issue an investigation report according to the finding and facts to Company chairman. When any tip which shows a director or senior manager is involved arises or material misconduct or likelihood of material impairment to	Nil

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			the Company comes to their awareness upon investigation, the dedicated unit handling the whistle-blowing system shall immediately prepare a report and notify the independent directors in written form. During the disposition process, the information of both a complaint filing party and offense reporting party shall be kept confidential; it is limited to be accessed only by the exclusive handling personnel. After the completion of the whistleblowing procedure, the relevant reporting materials shall be filed in secret documents for reference and kept for 5 years.	
(III) Does the Company take measures to protect an offense reporting party from suffering improper disposition due to an offense report?	V		<p>Since the information of a complaint filing party and offense reporting party for a complaint or offense report shall be strictly kept confidential, in case complaint filing party and offense reporting party is a company colleague, upon filing a complaint or report, he/she may choose to be kept confidential or open out of free will. After it is accepted by exclusive personnel on a project basis and through related procedures and disposition, due management and follow-up shall be filed, to ensure such a party to be free from suffering any improper disposition.</p> <p>The Company reported to the board of directors in February 2025 the whistleblowing cases and their handling in 2024. There were a total of 18 reported cases handled during 2024. Among them, 8 cases were investigated and found to have no illegal activities. Apart from those cases still under investigation, disciplinary actions such as warnings or dismissal were taken against the reported individuals based on the severity of the situation. Cases involving legal violations were referred for legal proceedings as required by law.</p>	Nil
IV. Strengthen Information Disclosure Does the Company disclose the content of operation principles of good faith and promotion performance in its website and Market Observation Post Site?	V		<p>The Business Ethics Office reports annually to the board of directors on the promotion of integrity management. The integrity promotion status for 2024 and the implementation plan for 2025 were presented to the board of directors on December 27, 2024. "Ethical Corporate Management Best Practice Principles of Sinyi Realty Inc." has been disclosed in the Company website and Market Observation Post Site. Concerning the related clauses of the operation principles of good faith of the Company, please refer to the "Corporate Governance" section of the Investor Relations website of the Company. (<a href="https://www.sinyi.com.tw/investors/en/corporate-governance/corporate-governance/major-internal-policies">https://www.sinyi.com.tw/investors/en/corporate-governance/corporate-governance/major-internal-policies</a>) and</p>	Nil

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

