

Human Rights Policy

1. Purpose and Reference to International Conventions

Since its establishment, Sinyi Realty Inc. has upheld the Sinyi spirit of being people-oriented. The Company recognizes and voluntarily complies with internationally recognized human rights standards, including the Universal Declaration of Human Rights, the Ten Principles of the United Nations Global Compact, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the United Nations Guiding Principles on Business and Human Rights, the Convention on the Elimination of All Forms of Discrimination Against Women, the Women's Empowerment Principles, and the Children's Rights and Business Principles.

The Company prohibits any act that infringes upon or violates human rights and is committed to treating all employees with dignity and respect. The Company also requires suppliers and business partners to ensure that their operations do not infringe upon fundamental human rights and that all individuals are treated fairly and with dignity.

2. Scope of Application

This policy applies to the Company, its subsidiaries, and other entities or legal persons over which the Company has substantial control, as well as to suppliers, contractors, partners, customers, communities, and other stakeholders. The Company is committed to preventing any form of human rights infringement.

3. Responsible Unit

Supervising Unit: Human Resources Department

The Human Resources Department is responsible for implementing this policy, conducting regular reviews, and promoting various employee rights protection measures.

4. Policy Content and Implementation Guidelines

The Company is committed to creating a workplace environment that is dignified, safe, equal, and free from harassment. Specific implementation guidelines are as follows:

(1) Diversity and Equal Opportunity

The Company complies with the Gender Equality in Employment Act and respects workplace human rights. It adheres to the Labor Standards Act and Gender Equality in Employment Act and promotes workplace diversity. The Company prohibits discrimination or unequal treatment based on gender, sexual orientation, race, social class, age, marital status, language, beliefs, religion, political affiliation, place of origin, birthplace, appearance, facial features, or physical and mental disabilities. The Company is committed to creating a workplace that is dignified, safe, equal, and free from harassment.

(2) Labor Protection and Compensation Policy

The Company strictly complies with the Labor Standards Act and implements a policy of “high salary, high growth, and high care” to help employees maintain physical and mental well-being and achieve work-life balance.

(3) Prohibition of Forced Labor

The Company conducts hiring procedures in accordance with the law and prohibits any form of forced labor or illegal employment.

(4) Prohibition of Child Labor and Human Trafficking

The Company complies with government labor laws and local legal requirements regarding minimum employment age. The Company does not employ child labor and strictly prohibits human trafficking.

(5) Freedom of Association

The Company respects employees’ rights to form and join various groups and organizations and provides legitimate and diverse activities to enhance employees’ work-life balance.

(6) Occupational Health and Safety

The Company is committed to providing a safe and healthy working environment and implementing human rights audit mechanisms.

(7) Supplier Management

The Company includes human rights clauses in supplier contracts and, where necessary, conducts on-site audits to promote awareness and protection of human rights.

5. Education and Awareness

The Company plans relevant training programs to communicate human rights concepts, their importance, complaint channels, and the Company's measures for managing, preventing, and remedying human rights violations, thereby fostering a culture of respect for human rights.

6. Complaint Channels

The Company has established accessible whistleblowing and complaint channels. Employees and external stakeholders who identify any suspected human rights violations may file complaints in accordance with the law.

7. Approval and Revision

This policy shall be implemented upon approval by the Chairman of the Company. Any amendments shall follow the same procedure.