

Table of the Company's Remuneration Committee' self-assessment for 2021

Assesment Period : 2021		1 Strongly disagre	2 Disagree	3 Normal	4 Agree	5 Strongly agree	Ave. scores
I · Sinyi Realty 2021 [Remuneration Committee] Assessment							
i. The level of participation in the Company's operations							4.88
1	The average attendance of each director at the meeting (Excluding delegated attendance) is high.	0	0	0	2	2	4.50
2	The members of the Remuneration Committee have read and understood the meeting materials before the meeting started.	0	0	0	0	4	5.00
3	All directors make effective contributions to the Remuneration Committee.	0	0	0	0	4	5.00
4	Remuneration Committee has organized enough number of meetings.	0	0	0	0	4	5.00
ii. Cognition of members' responsibilities							4.88
5	Remuneration Committee has clear terms of reference.	0	0	0	0	4	5.00
6	Remuneration Committee can professionally and objectively put forward suggestions to the board of directors for discussion, and for the members to make decisions.	0	0	0	0	4	5.00
7	The Remuneration Committee has formulated the policies, systems, standards and structure, and regularly reviewed directors and managers' performance evaluation, salary and compensation.	0	0	0	1	3	4.75
8	The Remuneration Committee regularly reviews the performance evaluation of the Company's directors and reports to the board of directors for approval, and decides directors' salary and remuneration based on the results of the performance evaluation.	0	0	0	1	3	4.75
iii. Improve the quality of decision-making of the Remuneration Committee							4.93
9	The information provided by the Company to the Remuneration Committee is complete, timely and of a certain quality, so that the Remuneration Committee can perform its duties smoothly. If necessary, the Committee invites managers or other personnel to attend the meeting.	0	0	0	1	3	4.75
10	The Remuneration Committee has sufficient time for discussion.	0	0	0	0	4	5.00
11	The Company always submit appropriate proposals to the Remuneration Committee to discuss.	0	0	0	0	4	5.00
12	If there are conflicts of interest in the relevant proposal, the committee member has withdrew from the discussion, and meeting minutes have complete records of all motion and resolutions.	0	0	0	0	4	5.00
13	The meeting minutes of the Remuneration Committee appropriately include the discussion content and collective concerns.	0	0	0	0	4	5.00
14	The Remuneration Committee resolutions are appropriately followed up and implemented.	0	0	0	1	3	4.75
15	The Remuneration Committee has regular and efficient performance evaluations.	0	0	0	0	4	5.00
iv. Selection of Remuneration Committee members							5.00
16	The composition of the Remuneration Committee is appropriate and has the expertise required for the decision-making process.	0	0	0	0	4	5.00
17	The members of the Remuneration Committee do maintain their independence during their tenure.	0	0	0	0	4	5.00
18	The selection of the members of the Remuneration Committee is based on the actual needs of the Company, fully considering various skills, knowledge and experience of the directors, and the performance evaluation of the remuneration committee will be taken into consideration.	0	0	0	0	4	5.00
v. Internal Control							5.00
19	The committee members observe the obligation of confidentiality for the internal information obtained from the Company when performing their duties in the Remuneration Committee.	0	0	0	0	4	5.00
20	The committee members have fulfilled their duty of care as a good manager and faithfully performed the duties of the committee.	0	0	0	0	4	5.00
II · Others (Advices to the implementation of Remuneration Committee ..., etc.):Nil.							
Comprehensive Comments:Nil.							