

The performance of corporate governance and the status on discrepancy and reasons in relation to the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
I. Does the Company specify and disclose the corporate governance best practice principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies"?	V		The Company has established "Guidelines for Corporate Governance" which are disclosed on the "Corporate Governance" sections of our investor relations website, as well as on the Market Observation Post System. Revisions to our "Guidelines for Corporate Governance" were approved at the Board meeting in January, 2023. The Company also periodically reviews the actualization status of the corporate governance and makes improvement accordingly. There has been no major discrepancy status in its execution up to present. (http://www.sinyi.com.tw/info/company.php)	Nil
II. Corporate Equity Structure and Shareholders' Equity				
(I) Does the Company specify internal operation procedures to dispose recommendations, doubts, disputes and lawsuit matters of shareholders, and implement in accordance with such procedures?	V		The Company specified procedures for investor relationship, and handle shareholder's recommendations, doubts, disputes and lawsuit matters in accordance with such procedures, and periodically reviews the actualization status in accordance with such procedures and improves accordingly; there has been no major discrepancy status in its execution up to present.	Nil
(II) Does the Company master the major shareholders in actual control of the Company and the name list of the final controllers of such major shareholders?	V		The Company keeps close contacts with the major shareholders, and most of the major shareholders directly participate in the operation of the Company; the Company also discloses the shareholding status of the major shareholders in actual control of the Company and the final controllers of such major shareholders in accordance with regulations.	Nil
(III) Does the Company establish and execute the risk control and firewall mechanism with the affiliated enterprises?	V		The operations and finances of the Company and its affiliated enterprises are independently conducted. Furthermore, specific operating rules, such as those outlined in the "Governing Financial and Business Matters Between the Company and its Related Parties" and the "Rules Governing Subsidiary Company Supervision Management," are established to govern financial transactions with affiliated enterprises and oversee matters that require supervision.	Nil

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(IV) Does the Company establish internal specifications to prohibit the internal parties of the Company from trading securities by taking advantage of the non-opened information in market?	V		<p>The Company offers education propaganda related to Procedures for Handling Material Inside Information to its directors, managers and staff at least once a year and to its new directors, manager and staff within 2 months after their assuming office. In addition, the Company has set up on internet a automatic pop-up notice of "internal material information-related publicity matters", including internal material information definitions, confidential operations, penalties for insider trading violations, and treatment methods to achieve the effectiveness of educational advocacy at the beginning of each month for 83 insiders, with a total of 996 training instances, amounting to approximately 75 hours of instruction.</p> <p>The Company reminds its directors and internal personnel by letter from the secretariat 30 days prior to the announcement of the annual financial report for the fiscal year and 15 days prior to the announcement of the quarterly financial report for the fiscal year, prohibiting trading in the Company's stocks during those periods to prevent inadvertent violations by directors and managers.</p>	Nil
III. Organization and Functions of Board of Directors				
(I) Does the Board of Directors prepare diversified guidelines and concrete management objectives in response to the organization of members and actualize the execution?	V		<p>The Company's corporate governance guidelines state that the members of the board of directors shall have the knowledge, skills and qualifications necessary for the performance of their duties. The composition of the board of directors shall not exceed one-third of the total number of directors' seats. At the same time, the type of business operations and development needs, including but not limited to the following two major aspects:</p> <ol style="list-style-type: none"> 1. Basic backgrounds and conditions values: gender, age, nationality and culture. In addition, it will be better if the percentage of female directors is more than one-third of the Company's directors. The average age of all directors shall not exceed 65 years old. 2. Professional knowledge and skills: professional background (such as law, accounting, industry related knowledge, finance, marketing or technology), professional skills and industry experience. <p>In order to achieve the ideal goal of corporate governance, the board of directors should have the following capabilities: (1) operational judgment ability; (2) accounting and financial analysis ability; (3) management ability; (4) crisis processing capacity; (5) industry knowledge; (6) the comprehensive of international market; (7) leadership; (8) decision-making ability.</p>	Nil

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			<p>subsidiaries development of real estate risk.</p> <p>The other two independent directors include Mr. Yan Lou-Yu and Mr. Jhan Hong-Chih, who are professionals with extensive experience and expertise in corporate management, law, finance, accounting and business operations. Especially Mr. Yan Lou-Yu has a profound understanding of corporate transformation issues, while Mr. Jhan Hong-Chih is a pioneer in e-commerce and platform operation. Therefore, we rely heavily on the expertise of our directors in their respective fields. In addition to their promising professionalism, where the independent directors account for more than half of the total seats, the Company could virtually ensure the objectivity and independence of deliberations of issues.</p> <p>Reason and Measures for the Board of Directors Not Meeting the One-Third Gender Representation Requirement:</p> <p>To support the Company’s business development, efforts have been made to strengthen board diversity. However, due to the nature of the real estate industry, it has been challenging to identify suitable female candidates for directorships. In 2023, the Company established the following objectives: (1) build a talent pool of potential qualified independent director candidates, and (2) increase the number of female directors or female independent directors by one in both the 15th and 16th Board of Directors, with the aim of exceeding one-third female representation. As of 2023, the Company proactively appointed an additional female director ahead of schedule. Currently, the board includes two female directors, accounting for 29% of total board seats, though still falling short of the one-third threshold for either gender. To enhance gender diversity and strengthen corporate governance, the Company will actively seek qualified female directors or female independent directors in 2025, in preparation for the full re-election of the 15th Board, aiming to achieve the stated diversity target in advance.</p> <p>The legal director, Sinyi Co., Ltd. (designated representative: Ms. Chen Li-Shin), resigned from the Company's board of directors on May 21, 2024. Ms. Chen Li-Shin was elected as the new director in the by-election held at the shareholders' meeting on May 22, 2024. All seven board seats are held by natural person directors.</p> <p>The number of independent directors of the Company currently exceeds 1/2 of the total number of director seats. The term distribution of independent directors is as follows:</p> <table><tr><td>0~3 years</td><td>3~6 years</td><td>6~9 years</td></tr><tr><td>1</td><td>1</td><td>2</td></tr></table>	0~3 years	3~6 years	6~9 years	1	1	2	
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(II) The Company, besides establishing Remuneration Committee and Audit Committee in accordance with laws, also voluntarily establishes other committees with similar functions?	V		<p>In addition to Audit Committee and Compensation Committee, both composed of independent directors as required by laws and regulations, the Company voluntarily established Nominating Committee on October 27, 2017, consisting of four independent directors and one director, Mr. Chou Chun-Chi. Furthermore, on October 27, 2023, we voluntarily established Business Ethics and Sustainability Development Committee, comprising Chairperson, two independent directors, and two senior executive, with one senior executive resigned due to retirement in mid-2024. The members of various functional committees of the Board of Directors of the Company are as follows :</p> <table border="1"> <thead> <tr> <th>Committees Member's Name</th><th>Audit Committee</th><th>Remuneration Committee</th><th>Nomination Committee (Voluntarily established)</th><th>Business Ethics and Sustainable Development Committee (Voluntarily established)</th></tr> </thead> <tbody> <tr> <td>Chou Ken-Yu</td><td>-</td><td>-</td><td>-</td><td>✓(Chairperson)</td></tr> <tr> <td>Yen Lou-Yu</td><td>✓(Chairperson)</td><td>✓</td><td>✓</td><td>✓</td></tr> <tr> <td>Jhan Hong-Chih</td><td>✓</td><td>✓</td><td>✓(Chairperson)</td><td>-</td></tr> <tr> <td>Lee Yi-Li</td><td>✓</td><td>✓(Chairperson)</td><td>✓</td><td>-</td></tr> <tr> <td>Wu Chih Wei</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr> <tr> <td>Chou Chun-Chi</td><td>-</td><td>-</td><td>✓</td><td>-</td></tr> <tr> <td>Yang Bai-Chuan</td><td>-</td><td>-</td><td>-</td><td>✓</td></tr> </tbody> </table> <p>1.Nomination Committee shall convene at least once a year, and the committee shall exercise the due care of a good administrator to faithfully perform the following duties and shall submit its proposals to the board for discussion. The duties of Nomination Committee are detailed on pages 2-45.</p> <p>2.Business Ethics and Sustainability Development Committee shall convene meetings at least twice a year. The committee shall diligently perform the following duties with the care of a prudent manager and faithfully submit its recommendations to the Board of Directors for discussion. The duties of Business Ethics and Sustainability Development Committee are detailed on pages 2-49.</p> <p>Related information are revealed in the investor relationship website of the Company. (https://www.sinyi.com.tw/investors/en/corporate-governance/committees)</p>	Committees Member's Name	Audit Committee	Remuneration Committee	Nomination Committee (Voluntarily established)	Business Ethics and Sustainable Development Committee (Voluntarily established)	Chou Ken-Yu	-	-	-	✓(Chairperson)	Yen Lou-Yu	✓(Chairperson)	✓	✓	✓	Jhan Hong-Chih	✓	✓	✓(Chairperson)	-	Lee Yi-Li	✓	✓(Chairperson)	✓	-	Wu Chih Wei	✓	✓	✓	✓	Chou Chun-Chi	-	-	✓	-	Yang Bai-Chuan	-	-	-	✓	Nil
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(III) Does the Company establish performance rules and evaluation methods of the Board of Directors, and periodically engages in performance evaluation every year?			<p>The Company established the "Regulations on the Performance Evaluation of the Board of Directors" at the end of 2015. By annually distributing self-assessment questionnaires to the board of directors and its functional committee members. Following statistical compilation by the board's secretariat, the results are reported and improvement directions are proposed during board meetings. These evaluations are utilized for individual director compensation and serve as references for nomination and re-election.</p> <p>In the questionnaire, the part 【Summary and description of BOD overall self-evaluation】 covers five</p>																																									

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			<p>aspects which described on page 2-24.</p> <p>The Company's secretariat reported the internal self-assessment results of the board of directors and its functional committees for the current year during the board meeting held on February 7, 2025. Additionally, the self-assessment results and improvement actions were disclosed on the Company's website.</p> <p>“Regulations on Performance Evaluation of the Board of Directors” of the Company provide that, in addition to self-assessment at least once a year, an assessment shall be performed by an external professional independent organization or a team of external experts and scholars at the end of the year at least every 3 years. The results of the internal and external evaluation of the Board of Directors shall be completed before the recent meeting of the Board of Directors in the following year.</p> <p>The Company's latest external performance evaluation of the Board and its functional committees were as follows:</p> <p>The external performance evaluation of the board of directors and its functional committees was conducted and commissioned to a team led by Mr. Liu Wen-Cheng and Mr. Wang Huai, both executive members of Taiwan Corporate Governance Association (“TCGA”). The team conducted field Interviews with the Company’s directors and independent directors, conveners of the functional committees and the deliberative unit. The external performance evaluation report had been reported to the meeting board of directors held on December 27, 2023. The proposed matters and improvement actions had been posted on the Company's website.</p> <ol style="list-style-type: none"> 1. Assessment method: TCGA reviewed the the relevant documents and public information required for the Company's assessment, and on September 22, 2023, appointed independent executive committee members etc. to form the evaluation team to conduct a field visit to the Company and interviewed the Company’s Vice Chairperson, independent directors, general manager, corporate governance officer and the chief internal auditor, etc. 2. The independence of the external institution: TCGA is an independent and professional organization dedicated to providing guidance and assessment in corporate governance. Its scope spans various industries and encompasses both public and private enterprises with different ownership structures and compositions of board members, including publicly traded companies, privately held companies, and other types of publicly and privately issued companies. 3. The performance evaluation of the Board of Directors conducts on-site visits and evaluations on the implementation of each indicator in eight aspects, including the composition of the Board of Directors, guidance, delegation, supervision, communication, internal control and risk management, 	

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			<p>board self-discipline and others (board meetings, support systems, etc.), reviews the current operation of the Board of Directors and functional committees of the Company, provides more appropriate and valuable optimization suggestions on key issues, and issues professional and objective evaluation reports. As a reference for the subsequent strengthening of the functions of the Board of Directors.</p> <p>4. Evaluation Results:</p> <p>(1) The board of directors of the Company has long upheld the operational philosophy of "Sinyi's establishment lies in pursuing excellence," continuously deepening and refining ethical issues through monthly seminars where all company employees participate. This helps build a corporate culture of integrity and righteousness.</p> <p>(2) The Company values the professionalism and diversity of its board composition, selecting independent directors based on the Company's development strategy. With independent directors occupying more than half of the board seats, all four independent directors actively engage in various operational issues, closely interact with the management team, and actively contribute their expertise.</p> <p>(3) The board of directors of the Company pays attention to various issues related to corporate sustainable development, voluntarily preparing the "2022 Climate-Related Financial Disclosure Report" ahead of legal requirements. This report discloses information related to climate governance, enhancing information transparency.</p> <p>(4) The Company has established the "Regulations for Training Newly Appointed Directors or Members of Functional Committees," actively implementing training for newly appointed directors.</p> <p>(5) The board of directors of the Company places great emphasis on corporate governance, consistently ranking among the top 5% of listed companies in corporate governance evaluations for nine consecutive years. They have also actively participated in corporate governance system evaluations several times, obtaining certifications, demonstrating their continuous efforts to enhance corporate governance and board effectiveness.</p> <p>Suggestions of the evaluation and improvement action plan :</p> <p>(1) Suggestion:</p> <p>A. TCGA recommended that each board of directors of the Company regularly review the board of directors' performance self-evaluation indicators, increase supervision and the strategic guidance is oriented towards topics and their proportions (while integrating basic legal compliance issues and reducing their proportions), and strengthens the filling of open</p>	

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			<p>opinions.</p> <p>B. TCGA recommended that in addition to thinking about the responsibilities and composition of the new committees, the Company also takes the opportunity to simultaneously review the phased positioning, functions and division of labor of the existing three functional committees, with a view to improve the collaborative work among the committees and the overall board operating efficiency.</p> <p>C. TCGA recommended that the Company take into account the opinions of the Audit Committee in the performance appraisal of the internal audit supervisor to strengthen the Audit Committee's supervision function over internal audit.</p> <p>(2) Improvement action plan:</p> <p>A. The Company will refer to the association's suggestions and gradually re-examine the questions of the self-assessment questionnaire. We will appropriately adjust the questions based on the Company's industrial characteristics, committee responsibilities and functions, and development needs, in order to better meet the Company's needs and goals.</p> <p>B. The current operation of the Company's four functional committees has been able to effectively meet the Company's operational needs. However, in view of the continuous changes in the operating environment and future development challenges, we will be ready to make necessary evaluations and adjustments at any time to ensure that the functional committees operations can still support the Company's long-term development goals.</p> <p>C. The performance appraisal and compensation of The Chief Auditor were originally subject to review by Remuneration Committee, which consists of members identical to those of Audit Committee. The performance appraisal of The Chief Auditor for the fiscal year 2023 was submitted to Audit Committee at the beginning of fiscal year 2024.</p> <p>Related rules and the evaluation are revealed in the investor relationship website of the Company. (https://www.sinyi.com.tw/investors/investors-en-directors_directors-EN)</p>	
(IV) Does the Company periodically evaluate the independence of the certified public accountant?	V		<p>The Company evaluate the independence and suitability in the certified public accountant (CPA) at least once a year when the Company re-engages CPA each year:</p> <p>(1) The Finance Department evaluates if the CPA conforms to the related regulations of independence and competency by the "Accountant Competency, Independence Evaluation Checklist" listing the independence evaluation items with reference with the Article 47 of Certified Public Accountant Act and No. 10 of the Bulletin of Norm of Professional Ethics for Certified Public Accountant "Integrity, Objectivity and Independence".</p>	

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			<p>(2) Obtain the "Independence Statement of the Accountant" to evaluate the independence of the CPA.</p> <p>(3) Since 2023, the Company has additionally obtained the 13 Audit Quality Indicators (AQI) issued by the accountant annually, for evaluating the independence and suitability of the CPA.</p> <p>Before accepting the appointment for auditing work from the Company, the accountant provides information on the Audit Quality Indicators (AQI) of their firm and team across five dimensions: (1) Professional indicators (such as audit experience, training hours, turnover rate, professional support), (2) Quality control indicators (such as accountant workload, audit capabilities, case quality control review, quality control support capabilities), (3) Independence (such as non-audit services) and client familiarity, (4) External supervision, (5) Innovation capabilities, etc. This evaluation confirms that the accountant and their firm's audit experience and training hours, audit team stability, and investment in quality control resources are superior to industry averages. There have been no deficiencies in external inspections in recent years, and continuous efforts have been made to enhance digital auditing to improve audit quality.</p> <p>(4) The Finance Division submitted the evaluation result to Audit Committee and the BOD for discussion, to serve as the reference of appointing the accountant.</p> <p>The latest yearly "Accountant Competency, Independence Evaluation Checklist" have been reported to the BOD of the Company, as a reference for the appointment of CPA on February 26, 2024 and February 26, 2025. 2024 yearly result of checklist was shown on page 2-132.</p>	
IV. Does the Company have dedicated (or non-dedicated) divisions or personnel responsible for corporate governance issues (including but not limited to the preparation for the materials required for directors and supervisors, convening of the meetings for directors and shareholders according to relevant laws and regulations, registration of companies and changes to registration details, compilation of meeting minutes for board meetings and shareholders' meetings)?	V		<p>1. Mr. Chen, Chih-Huan(Currently promoted to Chief Financial Officer) and issues with 2 staffs to cope with corporate governance affairs.</p> <p>2. The business promotion situation as below are reported to the board related to the corporate governance issues, and already reported the business promotion situation for 2023 and schedule for 2024 to the board in April, 2024 as follows:</p> <p>(1) Inform the board members after issuing the material information of the Company;</p> <p>(2) Conduct 9 hours continuous education training courses for board members of the Company and arrange refresher courses for other directors according to the individual needs of directors.</p> <p>(3) Purchase the liabilities insurance of the Company: for its directors and managers, and the most recent insurance for all directors is with an insured amount of US\$3,000 thousand dollars, and a period of insurance of 07/15/2024~07/15/2025;</p> <p>(4) Assist to arrange to convene meetings for the communications between independent directors, without the presence of the management team, and the CPA and The Chief Auditor. The number of meetings convened for 2024 was increased to four times. The summary of the communication is available on the Company's website and please refer to page 2-26 for the relevant content are recorded in the meeting records;</p>	

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			<p>(5) In 2024, the meetings were held by 4 times individually: in March, May, August and November. Meanwhile the meeting records were all displayed on the Company's website for investors to replay. Information on the latest issue of the Law can also be found at the MOPS website.</p> <p>(6) Complete the minutes of board of directors and its functional committee for 2024, as well as the deliberations of the shareholders' meeting.</p> <p>(7) Complete the self-evaluation of BOD and the other functional committee in 2024. The results has disclosed on the Company's website and our annual report, referring to page 2-24.</p> <p>(8) Completed the review of independence and qualifications during the tenure of independent directors and report to the board of directors.</p> <p>(9) Completed the business registration and related disclosure of announcements for board members.</p> <p>3. Internal promotion regarding Cooperate Governance With the goal of zero non-compliance with regulations of transaction on insiders' shares of the Company, in addition to sending regular monthly notifications and requiring insiders to notify of shareholding changes, and continuously sending relevant regulations and common violations to all insiders, please refer to the description of "(IV) Does the Company establish internal specifications to prohibit the internal parties of the Company from trading securities by taking advantage of the non-opened information in market?" at II. Corporate Equity Structure and Shareholders' Equity on page 2-53.</p> <p>4. Status of Advanced Study of Chief Cooperate Governance Officer- Chen Chih-Huan in 2024:</p> <table border="1"> <thead> <tr> <th>Date of Advanced Study</th><th>Organizer</th><th>Name of Program</th><th>Hour</th><th>Total</th></tr> </thead> <tbody> <tr> <td>06/26/2024</td><td rowspan="5">Taiwan Corporate Governance Association</td><td>Towards Net Zero: Natural Carbon Sinks and Carbon Trading</td><td>3</td><td rowspan="5">15</td></tr> <tr> <td>09/27/2024</td><td>Construction Project Management and Practices</td><td>3</td></tr> <tr> <td>10/16/2024</td><td>The 20th (2024) International Summit Forum on Corporate Governance-Thriving for Talent Edge via Focusing on Governance</td><td>3</td></tr> <tr> <td>11/27/2024</td><td>The Key to Business Success and Failure Through Case Studies</td><td>3</td></tr> <tr> <td>12/24/2024</td><td>The Net-Zero Path with Unlimited Business Opportunities - Analyzing Strategic Directions from an Industrial Perspective"</td><td>3</td></tr> </tbody> </table>	Date of Advanced Study	Organizer	Name of Program	Hour	Total	06/26/2024	Taiwan Corporate Governance Association	Towards Net Zero: Natural Carbon Sinks and Carbon Trading	3	15	09/27/2024	Construction Project Management and Practices	3	10/16/2024	The 20th (2024) International Summit Forum on Corporate Governance-Thriving for Talent Edge via Focusing on Governance	3	11/27/2024	The Key to Business Success and Failure Through Case Studies	3	12/24/2024	The Net-Zero Path with Unlimited Business Opportunities - Analyzing Strategic Directions from an Industrial Perspective"	3	
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			Status of Advanced Study of Cooperate Governance Staff in 2024:				

				Stakeholder	Main focus	Corporate communication and response channel	Response strategy and measures	
				Customers	<ul style="list-style-type: none"> Service Quality and Innovation. Customer Privacy Protection 	<ul style="list-style-type: none"> Contact: Customer hotline: (0800) 211922 Sinyi Realty/Sinyi Realty Home & Lifestyle Services/Sinyi's Sustainability website; Fans groups for Sinyi Realty/ Sinyi Realty Home & Lifestyle Services; Customer outreach; Customer feedback channels 	<p>The Company set up a customer service center to listen to customers' opinion, establish a free customer opinion line and set up online services platform. Besides, the Company has formulated the "service quality investigation and dissatisfaction case handling measures", and made institutionalize for various investigation methods, channels of customer information collection and all levels customer case handling procedures, to understand and handle customer opinions.</p>	
				Employees	<ul style="list-style-type: none"> Career development planning, payroll & welfare Career Planning Workplace Health and Safety 	<ul style="list-style-type: none"> Contact: 02-2755-7666 #41729 Human Resources Department, Senior Manager: Mr. Feng 02-2755-7666 #48681 Talent Development Department, Executive Manager: Mr. Chen Internal meetings, internal communication platforms, letterbox for employees, department service hotline, labor relations meetings, EAP support to colleagues, Sexual Harassment Prevention Hotline 1234, feedback on training curricula, internal questionnaire surveys 	<ul style="list-style-type: none"> Talent development to increase the success rate for new hires to pass the probation period. Deeply cultivate key universities to deepen industry-university cooperation programs. Continuously optimize education and training and improve the quality of digital courses to support the development of the Company's affiliates. Promote a complete functional development system. Emergency response measures to protect the safety of colleagues. Obtain ISO 45001 Occupational Safety and Health Management System Certification. Health/childbirth grant/flexible welfare and retirement, etc. The information of employee benefits are shown on the Company's website and page 4-20 to 4-29. (https://csr.sinyi.com.tw/employee/system-2.php) The information about safety and health of work environment are shown on page 4-20. For more details regarding human right management policies and the concrete programs, please refer to the Company's website: https://csr.sinyi.com.tw/employee/appeal.php 	
				Shareholders	<ul style="list-style-type: none"> Market Image Corporate Governance Operation Performance Regulation Compliance 	<ul style="list-style-type: none"> Contact: 02-2755-7666 #42602 Finance Division, Project Manager: Miss. Su Shareholders' meetings, online analysts' meetings, annual reports, webpages for investor relations, mailbox for complaints to Audit Committee and stakeholders' relations 	<ul style="list-style-type: none"> 4 times of online Institutional Investor Conference held in 2024. Release of quarterly and annual financials before the statutory deadlines. In addition to the disclosure on Market Observation Post System and Sinyi's official website, the announcement of major events may be accompanied with press releases or press conferences if necessary. Upon the receipt of written questions from investors, the IR officer usually replies. A summary of all the questions from investors and responses from IR is reported to the board. Management seeks to enhance the effectiveness of the board with timely delivery of information, convening of meetings and arrangement of directors' visits. 	
				Society	<ul style="list-style-type: none"> Enterprise Sustainable Operation; 	<ul style="list-style-type: none"> Contact: 02-2755-7666#27561 Charity Promotion Group, 	<ul style="list-style-type: none"> Refer to the architecture and calculation methods of B4SI to calculate the Company's social inputs and outputs. We continue our efforts with communities into unity in the 	

				<ul style="list-style-type: none"> Enterprise's Society Impact. 	<ul style="list-style-type: none"> Manager: Ms. Hsiao We are one project/Sinyi Academy website; Sinyi's Facebook group pages; seminars for industry professionals, academics and government officials; public hearings on laws and regulations; policy talks; workshops on real estate taxations; Sinyi's recruitment site, hot line and mailbox; press conferences 	<ul style="list-style-type: none"> pursuit of social welfare. Here at the Sinyi Public Welfare Foundation, we have co-welfare pool of ideas for the elderly aging people, and have accumulated more than 9,051 good ideas so far to support nearly 119 communities to promote active aging programs. The Community Union Project has assisted 3,464 communities (additional 237 communities in 2024) to realize their dreams so far. The Community Union Project has entered its 20th year. The cumulative number of proposals is 16,076. Sinyi Academy focuses on business ethics and conducts a series of lectures including six major series, i.e., human life, community care, environmental care, living space and happy family. In 2024, due to adjustments in the business strategy, the frequency of events was changed from two sessions per week to one session per week, continuing with a total of 53 lectures held and 5,087 participants. Served as society gathering site, we acquired a certification for "AED Safe Place" and "Excellent Breastfeeding Room". 	
			Environment	<ul style="list-style-type: none"> Greenhouse gas management Green and low-carbon services Energy resource management Enhancing environmental impact Law compliance 	<ul style="list-style-type: none"> Contact: 02-2755-7666 #25457 Business Ethics and Sustainability Promotion Office, Senior manager, Ms Chen (Formerly the Sustainability Development Office, reorganized as the "Business Ethics and Sustainability Promotion Office" effective January 1, 2025.) Sinyi Corporate Sustainability mailbox and webpages .Sinyi's Corporate Sustainability website. 	<ul style="list-style-type: none"> -Greenhouse gas management <ul style="list-style-type: none"> ✓ Annual Greenhouse Gas Inventory -Green and low <ul style="list-style-type: none"> ✓ Continue to promote service carbon footprint reduction and verification ✓ Optimize paperless services and carbon emission reduction projects -Energy and Resource Management <ul style="list-style-type: none"> ✓ Obtain third-party verification statements for energy and water resource management systems annually. ✓ Increase the proportion of renewable energy use -Improve environmental influence <ul style="list-style-type: none"> ✓ Commitment/signature/adoption of national and international initiatives, such as joining the Taiwan Net-Zero Action Alliance and the Nature and Biodiversity Initiative Platform, as well as achieving approval for the Science Based Targets initiative (SBTi) 1.5°C carbon reduction goal ✓ Reply to the CDP climate change questionnaire -Regulatory Compliance <ul style="list-style-type: none"> ✓ Conduct annual ISO 14064-1 greenhouse gas inventory and verification in accordance with the Sustainability Roadmap for Listed Companies, following the specified carbon inventory and assurance timeline ✓ Disclose climate-related information in the annual report and sustainability report by referencing the 11 recommendations under the four pillars of TCFD 	
			Suppliers	<ul style="list-style-type: none"> ISO 20400 sustainable procurement Procurement ethics Green Procurement 	<ul style="list-style-type: none"> Contact: 02-2755-7666 #22676 Business Ethics and Sustainability Promotion Office, Project Manager, Ms Shen Green procurement, supplier meeting 	<ul style="list-style-type: none"> ISO 20400 sustainable procurement audit was completed at the beginning of 2025, and the certification was obtained. The sustainability management regulations and processes for the Company and its affiliated companies' suppliers were also reviewed, identifying areas for improvement. During this period, internal sustainable procurement training sessions were conducted to help procurement personnel deepen their understanding and implementation of the "Ethical Commitment in Business" sustainable 	

Evaluation Items	Facts of performance						Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary				
						<div>supply chain management principles.</div> <ul style="list-style-type: none">● In accordance with the Procurement Management Guidelines, we audited a total of 77 key suppliers of the Company in 2024, each with a single purchase amount exceeding one million dollars. A total of 74 suppliers were inspected, achieving an audit rate of 96% and a compliance rate of 100%.● Key suppliers are required to sign Sinyi Group's "Supplier's Proper Business Behavior and Sustainable Development Commitment" at the time of contract signing, with advanced manufacturers that have issued their own sustainability reports being excluded. The signing rate reached 100%. Additionally, we invited key suppliers with a single purchase amount exceeding five million dollars to complete the "Annual ESG Self-Assessment Form for the Supply Chain," which serves as the basis for sustainable risk assessment and on-site inspections. To ensure all procurement personnel are aware and required to sign the Code of Ethics, electronic signing has been in place for years, effectively ensuring the transmission of procurement ethics and sustainable awareness.● The Company conducted temperature checks on key upstream and downstream suppliers to accelerate the promotion of a green supply chain and collectively committed to the Net Zero Declaration by 2030.● The Company continued to participate in the CDP Climate Change Questionnaire, achieving an impressive A rating in 2024.● The amount of green procurement in 2024 was NT\$85,209 thousand dollars more than double the growth compared to 2023.	
I. Does the Company appoint a professional stock affair handling agency to process the affairs of shareholders’ meeting?	V		The Company appoints Capital Securities Corporation to help process matters related to shareholders' meetings and shareholders' share affairs.				Nil
VII. Transparent Information Disclosure							
1. Does the Company set up a website to disclose the financial business and the corporate governance information?	V		The Company discloses the related finance, business and stock affair information of the Company in the investor relationship website of the Company, and an exclusive zone of corporate governance is provided to describe the related statutes system and execution status (https://www.sinyi.com.tw/investors/).				Nil
2. Does the Company adopt other information disclosure methods (such as setting up an English	V		1. The Company sets up an English website of investor relationship and provides comprehensive financial information the same as Chinese website of investor relationship, to facilitate foreign investors to acquire the same information as domestic investors, and further upgrade the international				Nil

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
website, designating exclusive personnel to be in charge of the corporate information collection and disclosure, actualizing the speaker system, institutional investor conference process placement in the Company's website, etc.)?			visibility and information transparency. (https://www.sinyi.com.tw/investors/en) 2. The Company's website (www.sinyi.com.tw) is operated by such departments as finance, public affair, and business research office, etc., in charge of collecting related information for exclusive personnel to be in charge of processing such related matters as disclosing, etc. the Company also provides a speaker system which the spokesperson and deputy spokesperson are responsible for the make external statements and clarifications. The Company has the online conference with investors and the conferences were held in March, May, August and November in 2024. Related information including the content of presentation and the online recording file are provided in the investor relationship website of the Company. (https://www.sinyi.com.tw/investors/shareholder-services/investor-conference)	
3. Does the Company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial statements, as well as monthly operation results, before the prescribed time limit?	V		1. Since 2005, the Company has announced its reviewed quarterly financial statements approved by the Company's board of directors within one month after the end of the quarter (the statutory time limit: within 45 days) and announced its audited annual financial statements no later than the end of February next year. (The statutory time limit: no later than the end of March next year). 2. The Company declares the operating situation of the previous month not later than the 10 th of each month.	Nil
VIII. Does the Company have other available important information helpful to understand the corporate governance and performance status (including but not limited to employee interests, employee concern, investor relationship, supplier relationship, rights of stakeholders, advanced study status of directors and supervisors, execution status of risk management policy and risk measurement standard, execution status of client policy, the status of purchasing liability insurance of the Company for its directors and supervisors, etc.)?	V		1. Employee Interests and Employee Concern: Besides providing related interests, the Company also provides professional consultant service to its colleagues and family members. In response to individual demands, such consultancy services concerning work career, family paternity, emotion between two genders, physical/mental stress, law, finance and medical issues, etc. are provided, to assist each colleague to possess balanced work and life. As to the external parties, through such organization or group as Taiwan Regional Revitalization Foundation and Sinyi Cultural Foundation, the Company encourages colleagues to actively participate in public social welfare activity services, to feed back the community. The Company also provides employees a good communication channel, to assist them to engage in bilateral communication with the management and directors. 2. Investor Relationship: The initial principle of solidifying the corporate governance mechanism is to protect the shareholders' equity and treat all shareholders in a fair manner. the Company has adopted some measures as below: (1) Adjusting the date and time of annual shareholders' meeting. To encourage shareholders to actively participate in the shareholders' meeting, the Company plan to avoid holding the meeting on popular dates each year. The annual general meeting will	Nil

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			<p>be convened before the end of May and will avoid dates close to the tax filing deadline. Furthermore, the start time of the annual general meeting will be adjusted to 9:30 AM to accommodate shareholders traveling from afar.</p> <p>(2) Providing English business and financial information: Since 2010, the Company has progressively provided financial and business information in English, including the issuance of English financial statements, simultaneous release of major announcements in both Chinese and English, the establishment of an English website, as well as providing English annual reports, shareholder meeting notices, agendas, and English meeting minutes.</p> <p>(3) From 2012, at the time of a vote, for each proposal, Chairperson first announces the total number of voting rights represented by the attending shareholders, followed by a poll of the shareholders. Election of directors has been conducted in accordance with the candidate nomination system.</p> <p>(4) Since 2009, the Company provides shareholders to exercise voting rights in electronic manner for the annual meeting of shareholders, as one of the few leading domestic TWSE/GSTM-listed companies in using shareholders' meeting communication voting platform.</p> <p>(5) In addition to holding physical shareholders' meetings, the Company has taken the lead in using the "video-assisted shareholders' meeting platform" simultaneously to provide its shareholders with another convenient way to participate in shareholders' meetings.</p> <p>(6) Upon convening a shareholders' meeting, it also makes efforts to avoid presenting an extraordinary motion proposal, to maintain the interests of the shareholders using the e-communication voting system. The minutes of shareholders' meeting are also displayed in the Company's website.</p> <p>(7) Placing the video files of the shareholders' meeting on the Company's investor website enables shareholders who were unable to attend the physical or online meeting to later access and understand the proceedings of the meeting.</p> <p>3. Supplier Relationship:</p> <p>(1) The purchase personnel of the Company would jointly with the purchase requisition unit/department from time to time engage in evaluation on service quality, delivery schedule, and price of a supplier, and in accordance with the evaluation result establish a qualified supplier database.</p> <p>(2) Concerning the suppliers with outstanding result, a price negotiation and tendering would be provided in priority, to ensure quality and reduce the purchase cost of the Company.</p> <p>(3) In order to actualize the protection of human rights, it would also extend to the suppliers in close transactions with the Company, by taking initiative to invite them to sign a Letter of</p>	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies																											
	Yes	No	Description of Summary																												
			<p>Commitment to Sustainability Terms, to respect the basic labor human right protection of their employees.</p> <p>(4) The Company also established the “Ethical Guideline Governing the Purchase Work of Sinyi Group and Its Affiliated enterprises”, requesting the personnel involving in purchase of each unit/department to faithfully observe the said Guideline. In addition, “Normal Operation Behavior Specification of Sinyi Conglomerate” is also newly established, by issuing notes to the qualified suppliers to sign and faithfully observe the said specification, in order to seek for the supplier partners recognizing faithful operation.</p> <p>4. Rights of Stakeholders: The Company's major stakeholders to be clients, staff, shareholders, society, natural environment and suppliers; as concurrent consideration and balance of the interests of the stakeholders has always been the objective of the Company, during internal proposals and discussions of major issues, it is required to engage in evaluation vs. the impacts on the major stakeholders, to ensure the interests balance of the stakeholders. Besides, the Company also provides Audit Committee appeal and recommendations mailbox in the Company’s website, to facilitate the stakeholders of the Company a channel to reflect their comments to the independent directors, to maintain their interests.</p> <p>5. Advanced Study Status of Directors: The directors of the Company have completed the director's advanced study course in 2024. Each director attended a minimum of 9 hours, with an average of 10.7 hours. The details of the advance study are as follows:</p> <table><tr><th>Title/ Name</th><th>Date of Advanced Study</th><th>Organizer</th><th>Name of Program</th><th>Hour</th><th>Whether the advanced study conforms to regulations (Note 1)</th></tr><tr><td rowspan="3">Chou Ken-Yu, Chairperson</td><td>06/26/2024</td><td rowspan="3">Taiwan Corporate Governance Association</td><td>Towards Net Zero: Natural Carbon Sinks and Carbon Trading</td><td>3</td><td rowspan="3">Yes</td></tr><tr><td>09/27/2024</td><td>Construction Project Management and Practices</td><td>3</td></tr><tr><td>11/27/2024</td><td>The Key to Business Success and Failure Through Case Studies</td><td>3</td></tr><tr><td rowspan="2">Chou Chun-Chi, Director</td><td>06/26/2024</td><td rowspan="2">Taiwan Corporate Governance Association</td><td>Towards Net Zero: Natural Carbon Sinks and Carbon Trading</td><td>3</td><td rowspan="2">Yes</td></tr><tr><td>09/27/2024</td><td>Construction Project Management and Practices</td><td>3</td></tr></table>	Title/ Name	Date of Advanced Study	Organizer	Name of Program	Hour	Whether the advanced study conforms to regulations (Note 1)	Chou Ken-Yu, Chairperson	06/26/2024	Taiwan Corporate Governance Association	Towards Net Zero: Natural Carbon Sinks and Carbon Trading	3	Yes	09/27/2024	Construction Project Management and Practices	3	11/27/2024	The Key to Business Success and Failure Through Case Studies	3	Chou Chun-Chi, Director	06/26/2024	Taiwan Corporate Governance Association	Towards Net Zero: Natural Carbon Sinks and Carbon Trading	3	Yes	09/27/2024	Construction Project Management and Practices	3	
Title/ Name	Date of Advanced Study	Organizer	Name of Program	Hour	Whether the advanced study conforms to regulations (Note 1)																										
Chou Ken-Yu, Chairperson	06/26/2024	Taiwan Corporate Governance Association	Towards Net Zero: Natural Carbon Sinks and Carbon Trading	3	Yes																										
	09/27/2024		Construction Project Management and Practices	3																											
	11/27/2024		The Key to Business Success and Failure Through Case Studies	3																											
Chou Chun-Chi, Director	06/26/2024	Taiwan Corporate Governance Association	Towards Net Zero: Natural Carbon Sinks and Carbon Trading	3	Yes																										
	09/27/2024		Construction Project Management and Practices	3																											

Evaluation Items	Facts of performance							Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies		
	Yes	No	Description of Summary							
					11/27/2024		The Key to Business Success and Failure Through Case Studies	3	Yes	
				Chen Li-Shin, Director	06/26/2024	Taiwan Corporate Governance Association	Towards Net Zero: Natural Carbon Sinks and Carbon Trading	3		
					09/27/2024		Construction Project Management and Practices	3		
					11/27/2024		The Key to Business Success and Failure Through Case Studies	3		
				Jhan Hong-Chih, Independent Director	09/27/2024	Taiwan Corporate Governance Association	Construction Project Management and Practices	3	Yes	
					11/13/2024		Better, Faster, and More Valuable: Optimizing and Digitalizing the Green Supply Chain	3		
					11/13/2024		ESG Sustainability Trends, Practices, and Updates on Sustainability Regulations	3		
				Yen Lou-Yu, Independent Director	03/13/2024	The Greater China Financial Development Association	The New Mindset of Digital Transformation	3	Yes	
					06/26/2024	Taiwan Corporate Governance Association	Towards Net Zero: Natural Carbon Sinks and Carbon Trading	3		
					07/03/2024	Taiwan Stock Exchange Corporation	Cathy Sustainable Finance and Climate Change Summit	3		
					09/27/2024	Taiwan Corporate Governance Association	Construction Project Management and Practices	3		
					09/30/2024	Taiwan Stock Exchange Corporation	The Summit on Strengthening Taiwan's Capital Market	3		
					11/27/2024	Taiwan Corporate Governance Association	The Key to Business Success and Failure Through Case Studies	3		
				Lee Yi-Li, Independent Director	09/27/2024	Taiwan Corporate Governance Association	Construction Project Management and Practices	3	Yes	
					11/14/2024	The Greater China Financial Development	Global Political and Economic Analysis Post-U.S. Presidential Election	3		

Evaluation Items	Facts of performance					Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies		
	Yes	No	Description of Summary					
				11/22/2024	Association	New Trends in Circular Economy and Sustainable Management	3	Yes
			Wu Chih-Wei, Independent Director	03/11/2024	Taiwan Corporate Governance Association	International Economic Situation in 2024	3	
				06/26/2024	Taiwan Corporate Governance Association	Towards Net Zero: Natural Carbon Sinks and Carbon Trading	3	
				08/12/2024	Taiwan Corporate Governance Association	Prospects for Taiwan's Industrial Economic Outlook	3	
				11/27/2024	Taiwan Corporate Governance Association	The Key to Business Success and Failure Through Case Studies	3	
			Note: Indicates if it conforms to the required number of hours of advanced study, scope of advanced study, system of advanced study, arrangement of advanced study and information disclosure specified in the “Key Points of Promoting Advanced Study for Directors and Supervisors of TWSE/GTSM-listed Companies”.					
			6. Execution status of risk management policy and risk measurement standard: The Company already establishes risk management policy and procedures, and periodically reviews the execution status of risk management; please refer to page 5-5.					
			7. Execution status of client policy: Besides setting up a telephone and network online client service center. The “Client Service Department” takes initiative in performing non-scheduled checks and confirmations of the execution status of client policies, accepting the complaints and dispositions of clients, and assisting the first-line business colleagues in handling client complaint cases, by self-assuring it as an internal “Consumers’ Foundation” of the Company, to duly perform the work of maintaining client’s interests. Besides, Client Service Department also, through the service quality survey mechanism and various audit systems, continues to improve and better the service quality of the Company. In 2023, the Company formally implemented the "Net Promoter Score (NPS)" system. In addition to the original survey targets comprising clients with contractual agreements and completed transactions, we expanded the outreach efforts to include potential customers in our business operations. We increased the frequency of care calls to both potential and existing clients. The Company values the feedback of every customer we interact with and serve.					
			8. The Company continue to review and improve our corporate governance practices by following the corporate governance evaluation metrics designed by the Taiwan Stock Exchange Corporation. In both 2021 and 2023, the Company participated again in the Corporate Governance Evaluation organized by Taiwan Corporate Governance Association and won the honor “Outstanding” of CG6013 (2021) and CG6014 (2023) respectively.					

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			<p>9. Board of Directors members and key management succession planning</p> <p>i. Selections of the members to the Board of Directors seats</p> <p>We introduced an independent director system as early as 2004. In 2013, the number of the Company's independent directors was four, in excess of half of the total number of board of directors seats at seven (7). In very early years, we set the sound system that the tenure of office of independent directors should not exceed nine (9) years in maximum to prevent potential damage to the independence. Furthermore, We set up the Nomination Committee to help the Sinyi Group in checking and verifying the professional backgrounds of the director nominees as well as professional expertise.</p> <p>In response to the succession plan for senior managers and directors, the term of the Company's 13th board of directors expired, and Mr. Wu Chih-Wei, who has experience in risk management and real estate development management, was selected as an independent director, and Sinyi Co., Ltd. was appointed as a Chairperson on May 19, 2022. Sinyi Co., Ltd. appointed Mr. Liu Yuan-Chih, the Company's general manger at that time, as its representative to exercise on its behalf the power of Chairperson of the Company's board of directors. Chairpersonship has successfully handed over from Mr. Hsueh Chien-Ping to Mr. Liu Yuan-Chih. In addition, on September 27, 2022, the board of directors elected Mr. Chou Ken-Yu as Vice Chairperson.</p> <p>Due to personal health reasons, Chairperson Mr. Liu Yuan-Chih retired early, resulting in Vice Chairperson Mr. Chou Ken-Yu being appointed as the Chairperson of the Company in 2023 by the BOD. He has been serving as a director since May 2022, and with his extensive experience within the Company, he is highly familiar with its affairs.</p> <p>In response to the retirement of Chairperson Mr. Liu Yuan-Chih, who served as the legal representative director of the Company, the legal representative director stepped down from the position of Chairperson. However, he continues to serve as a director of the Company. In October 2023, Ms. Chen Li-Shin was appointed as the legal representative director, thereby increasing the proportion of female directors to 29%. The legal director, Sinyi Co., Ltd. (designated representative: Ms. Chen Li-Shin), resigned from the Company's board of directors on May 21, 2024. Ms. Chen Li-Shin was elected as the new director in the by-election held at the shareholders' meeting on May 22, 2024.</p> <p>In response to the sustainable development of the Company, the Company has established the "Independent Director Talent Database" in 2023.</p> <p>ii. Succession planning for key management</p>	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
			<p>Here in the Group, as we always stress, the senior executives shall possess certain professional skills. Moreover, they must, in their words and deeds, exactly be consistent with the faithful Sinyi concept of "doing whatever they should do, fulfilling whatever they say" and further put such concept into faithful enforcement. The Company has more than 10 senior executives who are responsible for the relevant business operation within the organization. Further through the sound work rotation and assignment systems, one-on-one experience teaching and coaching guidance modes, business management concept seminars and symposiums, and TEM committee meetings, they deepen the awareness and cultivation of the Sinyi philosophy. Through such sound but complicated process, we have elaborately cultivated capable candidates in order to select important members of the succession echelon.</p> <p>The Company's important management succession plan process in recent 3 years is as follows:</p> <ol style="list-style-type: none"> (1) Mr. Chou Ken-Yu, the senior manager of the Company served as the head of the Data Application & Development Department of the Digital Intelligence Center, cultivated by the vice general manager of the Digital Intelligence Center, Ms. Chen Li-Shin, and was designated to assist General Manager, Mr. Liu Yuan-Chih in the Transformation Office in promoting digital transformation projects from November, 2020. Before the designation, in order to better understand the operation of business units and develop the down-to-earth projects, He also took over as the head of the business unit. After 3 years of training, Mr. Chou Ken-Yu was promoted to the Digital Intelligence Center Officer in October 2021 and served as the Chief Transformation Officer. (2) On June 21, 2022, after reviewing the qualifications of vice general manager Ms. Chen Li-Shin, the nomination committee passed the proposal and then the board of directors approved her as the Company's general manager; on the same day, it was also approved by the nomination committee and the board of directors that Mr. Chen Chih-Huan, the senior manager of the finance department, serves as the chief financial officer of the Company. (3) In order to strengthen communication and promotion of company strategic priorities and initiatives, as well as to enhance talent development, the Company divided the original Real Estate Agent Division into three operational divisions in 2023. Additionally, selected or assisted by key cultivation, the General Manager's assistant undertook the role of or assisted in managing certain operational divisions. (4) In order to enhance overall operational efficiency and effectiveness within the Company and to develop district managers into comprehensive business leaders, it is mandated that 	

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
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			<p>before assuming the role of district manager, individuals must undergo training in staff units. Additionally, at the beginning of 2024, one staff manager was also transferred to the position of business district manager, further diversifying the training and development channels for the management team.</p> <p>(5) To enhance talent development, the company appointed Mr. Huang Chi-Liang as Chief Human Resources Officer in February 2024.</p>	
<p>X.In 2024, we were ranked as the top 5% of the listed companies among 952 evaluated listed companies in the 10th year of corporate governance assessment by the Taiwan Stock Exchange. This was the 10th time we received this recognition (only 8 listed companies achieved the record). During the 10th year of the assessment, we failed to score as below:</p> <p>1. General-type questions:</p> <p>(1) Failed to disclose individual remuneration of the general manager and vice general managers in annual report.</p> <p>(2) The Company does not have a full-time corporate governance supervisor.</p> <p>2. Extra premium questions:</p> <p>(1) The Company does not have a government agency or a single legal person organization and its subsidiaries that account for more than one-third of the board of directors.</p> <p>(2) Fewer than 1/3 of the Company's board of directors are female.</p> <p>(3) The Company's intellectual property management plan has not been verified by the Taiwan Intellectual Property Management System (TIPS) or a similar intellectual property management system.</p> <p>In 2024, all of the Company's directors are natural persons, and we will continue to enhance related measures. This includes plans to elect three female directors during the general shareholder meeting in 2025, when the 15th board of directors will be fully re-elected, ensuring that the proportion of female directors exceeds one-third.</p> <p>In 2023, the Company participated in the Corporate Governance Assessment CG6014 (2023) certification organized by the Taiwan Corporate Governance Association and obtained the highest level of "Outstanding" certification, but the actions that need to be further improved include:</p> <p>1. The Company has established the "Procedures for Stakeholders to Provide Suggestions and Complaints to the Audit Committee" and set up a suggestion and complaint mailbox for the Audit Committee on the Company's website. It is suggested that the Company implement a mechanism to filter out spam emails in the suggestion and complaint mailbox, with the filtered emails being directly received and handled by independent directors.</p> <p>2. The Board of Directors has formulated policies, systems, standards, and structures for the remuneration of directors and key executives. It is recommended that the Board of Directors review the adequacy of the policies, systems, standards, and structures for director and key executive remuneration at least once per term to ensure alignment with the Company's vision, goals, and the long-term interests of shareholders.</p> <p>3. The compensation of The Chief Auditor is subject to review by the Remuneration Committee before being submitted to the Board of Directors for approval. It is suggested that the annual goal setting and performance evaluation of the internal audit manager take into account the opinions of the Audit Committee to enhance the supervisory</p>				

Evaluation Items	Facts of performance			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
function of the Audit Committee over internal audit.				
4. It is recommended that the Company consider investing some of its short-term idle funds in green financial products to strengthen its support for the green energy industry and green bonds for energy-saving equipment.				
5. It is suggested that the Company establish a written supplier management policy (including various aspects of ESG) and a supplier assessment mechanism, and implement it effectively.				
Regarding the above suggestions, (1)The Company has already implemented the setup for four independent directors to directly receive correspondence. (2)Revisions to the Company’s senior executive compensation system are submitted to the Board of Directors for approval. However, due to the significant scope of the most recent revision, the update was not completed until July 2023. Going forward, the Company will review and submit the compensation system for Board approval at least once during each Board term to ensure regular reassessment.(3)From 2023, the annual performance evaluation of The Chief Auditor has been reviewed by the Audit Committee in the following year. Apart from the completed tasks mentioned above, other suggested items will also be incorporated into the Company's future plans.				

