

# Zhen Ding Technology Holding Limited

## 2021 Performance Evaluation of the Board of Directors

(Updated as of March 2022)

Zhen Ding has appointed the "Taiwan Corporate Governance Association", an external professional and independent organization, to conduct the evaluation of the board of directors' performance for 2021 in accordance with the "Regulations Governing the Evaluation of the Performance of the Board of Directors and Functional Committees". The report released on January 7, 2022, concluded that Zhen Ding's Board of Directors is composed of members with background diversity and professional competence. The company actively consults with its independent directors, while the Remuneration Committee focuses on the remuneration and performance evaluation of top management team, linked to ESG long-term development goals. In addition, board members are fully involved in the company's operational decisions, overall risk management, and succession planning for the top management team through various functional committees and management meetings.

In accordance with Article 3 and Article 6 of the "Regulations Governing the Evaluation of the Performance of the Board of Directors and Functional Committees", the results of the performance evaluation from January 1, 2021 to December 31, 2021 was presented to the Q1 2022 Board of Directors' Meeting (on March 16), and the relevant information is as follows:

### **Directors who participated in the evaluation: 7 directors**

Directors: Chang-Fang Shen, Che-Hung Yu, John-See Lee, Ting-Chuan Lee

Independent Directors: Chih-Cheng Chou, Chen-Fu Chien, Chi-Hsien Lee

### **The following are key improvements according to the recommendations made by "Taiwan Corporate Governance Association":**

- Consider increasing the number of female directors in the next re-election of directors.
- A "Directors' Handbook" will be set up to assist new directors in familiarizing themselves with the company's business and duties as directors through a written orientation mechanism.
- The "Procedures for Handling Crisis Incidents" have been revised to include "procedures for the notification of occasional significant incidents, including significant corporate information that must be announced as required by law". The reporting level shall be raised to the Board of Directors.