

Zhen Ding Technology Holding Limited

Internal Performance Evaluation of the Board of Directors and Functional Committees in 2025

According to Article 3 and Article 6 of the company's "Rules for Performance Evaluation of Board of Directors and Functional Committee ", the results of the performance evaluation of the Board of Directors and Functional Committees in 2025 have been reported to the Board of Directors on March 12, 2026. The instructions are as follows :

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Evaluation Method
Once a year and completed before the end of the first quarter of the following year.	2025.01.01~2025.12.31	Board Meetings	Chairman self-assessment
		Individual board members	Board member self-assessment
		Functional committees	Self-evaluation of the Committee Convener

➤ Board of Directors performance evaluation results :

Five aspects of performance appraisal	Average grade	Assessment results
(1) Level of participation in the Company's operations	4.92	Overall average grade : 4.98 (Good) Comments: The overall operation of the board of directors is good and the corporate governance is effectively implemented.
(2) Improvement of the quality of the Board of Directors' decision making	5.00	
(3) Composition and structure of the Board of Directors	5.00	
(4) Election and continuing education of the directors	5.00	
(5) Internal controls	5.00	

Note: The assessment results are presented on a scale of 1 to 5.

➤ Individual board members performance evaluation results :

Six aspects of performance appraisal	Average grade	Assessment results
(1) Familiarity with the Company's goals and mission	5.00	Overall average grade : 4.99(Good) Comments: Based on their professional expertise, directors fully participate in the company's board of directors and functional committees, gain in-depth understanding of the company's operations, and offer key opinions to improve the company's governance performance.
(2) Understanding of the role and responsibilities of directors	5.00	
(3) Level of participation in the Company's operations	4.98	
(4) Internal relations management and communication	5.00	
(5) Professionalism and continuing education of directors	5.00	
(6) Internal controls	5.00	

Note: The assessment results are presented on a scale of 1 to 5.

➤ **Audit and Risk Committee** Performance Evaluation Results :

Five aspects of performance appraisal	Average grade	Assessment results
(1) Level of participation in the Company's operations	5.00	Overall average grade : 5.00 (Good) Comments: The Audit and Risk Committee is well-operated, fulfilling supervision, and strengthening management functions, enhancing corporate governance performance.
(2) Understanding of the Audit and Risk Committee's role and responsibilities.	5.00	
(3) Improvement in the quality of decision-making by the Audit and Risk Committee.	5.00	
(4) The composition of the Audit and Risk Committee and the election of its members.	5.00	
(5) Internal controls	5.00	

Note: The assessment results are presented on a scale of 1 to 5.

➤ **Remuneration Committee** Performance Evaluation Results :

Five aspects of performance appraisal	Average grade	Assessment results
(1) Level of participation in the Company's operations	5.00	Overall average grade : 5.00(Good) Comments: The Remuneration Committee is well-operated, fulfilling supervision, and strengthening management functions, enhancing corporate governance performance.
(2) Understanding of the Remuneration Committee's role and responsibilities.	5.00	
(3) Improvement in the quality of decision-making by the Remuneration Committee.	5.00	
(4) The composition of the Remuneration Committee and the election of its members.	5.00	
(5) Internal controls	5.00	

Note: The assessment results are presented on a scale of 1 to 5.

➤ **Corporate Governance, Sustainability, and Nominating Committee**

Performance Evaluation Results :

Five aspects of performance appraisal	Average grade	Assessment results
(1) Level of participation in the Company's operations	5.00	Overall average grade : 4.95 (Good) Comments: The Corporate Governance, Sustainability, and Nominating Committee is well-operated, fulfilling supervision, and strengthening management functions, enhancing corporate governance performance.
(2) Understanding of the Corporate Governance, Sustainability, and Nominating Committee's role and responsibilities.	5.00	
(3) Improvement in the quality of decision-making by the Corporate Governance, Sustainability, and Nominating Committee.	5.00	
(4) The composition of the Corporate Governance, Sustainability, and Nominating Committee and the election of its members.	4.75	
(5) Internal controls	5.00	

Note: The assessment results are presented on a scale of 1 to 5.