

Zhen Ding Technology Holding Limited

Performance Evaluation of the Board of Directors and Functional Committees in 2023

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 2023 have been reported to the Board of Directors on March 12, 2024. 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. An evaluation shall be conducted by an external professional institution or expert team at least once every 3 years.	2023.01.01~2023.12.31	Board Meetings	Corporate Governance and Investor Relations Division self-evaluation
		Individual board members	Board member self-assessment
		Functional committees	Corporate Governance and Investor Relations Division self-evaluation

➤ 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 : 4.91 (Good) Comments: The overall average grade in 2023 is higher than 2022. This is due to the re-election of the fifth board of directors in 2023, one female director has been added to achieve the goal of gender equality in the composition of the board of directors and improve the effectiveness of corporate governance.
(2) Improvement of the quality of the Board of Directors' decision making	4.83	
(3) Composition and structure of the Board of Directors	5.00	
(4) Election and continuing education of the directors	4.86	
(5) Internal controls	5.00	

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

➤ Individual board members performance evaluation results :

Five aspects of performance appraisal	Average grade	Assessment results
(1) Familiarity with the Company's goals and mission	4.95	Overall average grade : 4.98(Good) Comments: The board of directors and functional committees are well-functioning and can exert supervision and strengthen management functions to enhance corporate governance effectiveness.
(2) Understanding of the role and responsibilities of directors	5.00	
(3) Level of participation in the Company's operations	4.95	
(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 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 functional committees are well-functioning and can exert supervision and strengthen management functions to enhance corporate governance effectiveness.
(2) Understanding of the committee's role and responsibilities	4.80	
(3) Improvement in the quality of decision-making by the functional committees	5.00	
(4) The composition of functional committees and the election of committee 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 : 4.89 (Good) Comments: The functional committees are well-functioning and can exert supervision and strengthen management functions to enhance corporate governance effectiveness. °
(2) Understanding of the committee's role and responsibilities	4.80	
(3) Improvement in the quality of decision-making by the functional committees	4.86	
(4) The composition of functional committees and the election of committee members	5.00	
(5) Internal controls	-	

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

➤ **Sustainability 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 : 4.88 (Good) Comments: The functional committees are well-functioning and can exert supervision and strengthen management functions to enhance corporate governance effectiveness.
(2) Understanding of the committee's role and responsibilities	5.00	
(3) Improvement in the quality of decision-making by the functional committees	4.71	
(4) The composition of functional committees and the election of committee members	5.00	
(5) Internal controls	-	

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

➤ **Nomination Committee** Performance Evaluation Results :

Five aspects of performance appraisal	Average grade	Assessment results
(1) Level of participation in the Company's operations	4.75	Overall average grade : 4.84 (Good) Comments: The functional committees are well-functioning and can exert supervision and strengthen management functions to enhance corporate governance effectiveness.
(2) Understanding of the committee's role and responsibilities	4.75	
(3) Improvement in the quality of decision-making by the functional committees	5.00	
(4) The composition of functional committees and the election of committee members	4.75	
(5) Internal controls	-	

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

➤ **Risk Management Committee** Performance Evaluation Results : The risk management committee established on December 18, 2023, will be evaluated in 2024.