

Meeting Notice for Annual Shareholders' Meeting

(Summary Translation)

The 2025 Annual Shareholders' Meeting (the "Meeting") of Chung Jye Investment Holding Co., Ltd. (the "Company") will be convened at 9:00 a.m., Tuesday, June 10, 2025 at Millennium Hotel Taichung, VEE 05 (5F., No. 77, Shizheng Rd., Xitun Dist., Taichung City, Taiwan).

1. The agenda for the Meeting is as follows:

I. Report matters

- (I) 2024 business report.
- (II) Audit Committee's review report on 2024 financial statements.
- (III) 2024 distribution of remuneration to directors and employees.
- (IV) 2024 cash dividend distribution of earnings for 2024.
- (V) 2024 payment of directors' remuneration.
- (VI) Donation report made by the subsidiary to Chung Jye Charity Foundation.

II. Recognition items

- (I) 2024 business report and consolidated financial statements.
- (II) 2024 earnings distribution proposal.

III. Discussion items

- (I) Release of non-competition restriction on directors.
- (II) Formulation of the "Rules for Election of Directors".
- (III) Issuance of Restricted Stock Awards.

IV. Extraordinary motions

2. The distribution for cash dividend of 2024 earnings has been resolved by the Board of Directors meeting held on March 12, 2025. The Board of Directors resolved to distribute cash dividends in the amount of NT\$ 934,500,000 to the shareholders at NT\$6 per share.

3. Issuance of Restricted Stock Awards: please refer to the appendix.
4. One copy of the attendance notification form and proxy form are attached to this meeting notice. If the shareholder(s) is attending the meeting in person, please sign or stamp on the attendance notification form and submit it to the check-in desk on the day of the meeting. If an agent is entrusted to attend the meeting, the shareholder shall sign or stamp on the proxy form and personally fill out the name and address of the agent, then deliver the proxy form to the Transfer Agency Department of Chinatrust Commercial Bank at least 5 days prior to the day of the meeting so that the attendance card can be sent to the agent accordingly.
5. Shareholders may exercise their voting rights electronically through the “eVoting” platform of Taiwan Depository & Clearing Corporation during the period from May 10, 2025 to June 7, 2025.
(<https://stockservices.tdcc.com.tw>)
6. The Transfer Agency Department of Chinatrust Commercial Bank is the proxy tallying and verification institution for this Meeting.
7. Please be advised and act accordingly.

Board of Directors

Chung Jye Investment Holding Co., Ltd.

Appendix

Chung Jye Investment Holding Co., Ltd.

2025 First Issuance of Restricted Stock Awards

This issuance is	Paid and free subscriptions are available at a price in accordance with the issuance conditions: Category A subscriptions are 75% of the market price on the issuance date per share, and Category B subscriptions are NT\$0 per share.
Total number of shares to be issued	1,141,000 shares (about 0.73% of the total number of shares issued)
Necessary reasons for issuing employee restricted shares	In order to attract and retain the required professional talents, motivate employees and enhance employee cohesion, so as to jointly create long-term benefits for the Company's growth, employees and shareholders.
Amounts that may be expensed, dilution of earnings per share, and other matters that may affect shareholders' equity	- If all the vested conditions are met, the estimated amount of expense is approximately NT\$125,756,000 (temporarily estimated based on the closing price of the Company on April 7, 2025, which is NT\$131 per share). In 2025, it is NT\$26,764,240, in 2026, it is NT\$64,278,195, and in 2027, it is NT\$34,713,565. - Dilution of earnings per share and other matters affecting shareholders' equity: Potential impact on EPS: NT\$0.17 in 2025, NT\$0.41 in 2026, and NT\$0.22 in 2027. The dilution effect on the Company's earnings per share remains limited; therefore, there is no significant impact on shareholders' equity.
Contents of the issuance regulations	Chung Jye Investment Holding Co., Ltd. 2025 First Issuance of Restricted Stock Awards (RSA) Article 1: Purpose of Issuance In order to attract and retain the professional talent required by the group companies governed by Articles 369-2 and 369-3 of the Company Act (hereinafter collectively referred to as the "Group"), and to incentivize employees and enhance their sense of belonging, thereby jointly creating greater value for the company and its shareholders, the Company has established the "2025 First Issuance Guidelines for RSA of the Group Companies" (hereinafter referred to as the "Guidelines") in accordance with Article 267 of the Company Act and the relevant provisions of the "Regulations Governing the Offering and Issuance of Securities by Foreign Issuers" (hereinafter referred to as the "Foreign Issuer Regulations") and the "Regulations Governing the Offering and Issuance of Securities by Securities Issuers" (hereinafter referred to as the "Issuer Regulations"). Article 2: Issuance Period Within two years from the date of receipt of the notification of effectiveness of the declaration by the competent authority, the shares may be issued in one go or in installments depending on actual needs. The actual issuance date shall be determined by the chairman authorized by the Board of Directors. Article 3: Total Issuance Amount 1,141,000 common shares at par value of NT\$10 per share, with a total issuance amount of NT\$11,410,000. Article 4: Eligibility Criteria - The restrictions on employee rights are limited to full-time regular employees of the Group who have started work on the date of the grant of new shares and who meet certain performance requirements, or who are key personnel for the future development of the Group's core technologies and strategies. - The actual recipients and the number of employee restricted shares to be granted shall be determined based on factors such as seniority, job grade, performance, overall contribution, special achievements, or other managerial considerations. These shall also take into account the Company's operational needs and business development strategies. The grants are to be approved by the chairman and submitted to the Board of Directors for resolution. However, for directors

Contents of the issuance regulations	who also serve as managers or employees, the grants must first be approved by the Remuneration Committee; for employees who are neither directors nor managers, prior approval by the Audit Committee is required. III. The number of shares granted to any single employee shall comply with Paragraph 1, Article 56-1 of the Regulations Governing the Offering and Issuance of Securities by Securities Issuers (the "Issuer Regulations"). The total number of shares that may be subscribed by a single warrant holder through employee stock warrants issued by the Group, combined with the total number of RSA cumulatively granted to the same person, shall not exceed 0.3% of the total issued shares. Furthermore, when combined with the total number of shares that may be subscribed by the same warrant holder through employee stock warrants issued pursuant to Paragraph 1, Article 56 of the Issuer Regulations, the total shall not exceed 1% of the total issued shares. However, with special approval from the relevant competent authorities in charge of the relevant industry, the total number of employee stock options and RSA acquired by a single employee may not be subject to the above-mentioned ratio restrictions. Article 5: Issuance Terms I. The shares issued and granted to employees this time are "common shares" and their rights and obligations are the same as other common shares outstanding, except as provided in Article 6. II. Issuance price and vesting conditions: Divided into two categories: A and B (I) Category A 1. Issuance price: Each share is subscribed at 75% of the market price on the issue date. 2. Vesting conditions: After employees are allocated RSA in accordance with the Regulations, they must meet the following conditions before vesting: (1) Employees who are still employed and achieve performance goals after one year from the date of being allocated RSA can obtain 100% of the shares. If the above date falls on a holiday, it will be processed in advance on the previous business day. (2) During each vested period, he/she has not violated any contract signed with the Group or the Company's work rules; (3) Achieving individual work performance evaluation indicators set by the Group within each vested period. The individual work performance evaluation indicator is the performance evaluation rating of at least <u>81 points (inclusive)</u> in the most recent year after the expiration of the vested period. (4) Company performance The Company's net income in the most recent year must be more than 3% (inclusive). (II) Category B 1. Issuance price: NT\$0 per share 2. Vesting conditions After employees are allocated employee restricted shares in accordance with the Regulations, they must meet the following conditions before vesting: (1) Employees who are still employed and achieve performance goals after one year from the date of being allocated employee restricted shares can obtain 100% of the shares. If the above date falls on a holiday, it will be processed in advance on the previous business day. (2) During each vested period, he/she has not violated any contract signed with the Group or the Company's work rules; (3) Achieving individual work performance evaluation indicators set by the Group within each vested period. The individual work performance evaluation indicator is the performance evaluation rating of at least <u>81 points (inclusive)</u> in the most recent year after the expiration of the vested period. (4) Company performance The Company's net income in the most recent year must be more than 3% (inclusive). III. After employees are allocated employee restricted shares, if there are employees who fail to meet the vesting conditions, the Group shall recover the allocated shares for free or purchase the shares at the original issue price and cancel them. In case of other exceptional circumstances such as inheritance, the following shall be followed: (I) If an employee resigns, is laid off, or is laid off due to reasons, or is unable to resume his/her
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Contents of the
issuance regulations

- duties, the Group will recover the RSA which have not yet been acquired or buy back the shares at the original issue price and write off the same from the effective date of resignation.
- (II) In the event of physical disability or death due to occupational hazards or general death, the unacquired RSA shall be handled in the following manner:
1. If an employee is unable to continue to work due to physical disability caused by an occupational accident, all the unvested employee restricted shares will be deemed to have been acquired from the effective date of the employee's resignation.
 2. In case of death of an employee due to occupational hazard, all the new unvested employee restricted shares will be deemed to have been acquired on the day of the employee's death, and the heirs may apply to receive the shares they are entitled to inherit after completing the necessary legal procedures and providing relevant supporting documents.
 3. In case of death of an employee due to reasons other than occupational hazards, all the new unvested employee restricted shares will be deemed to have been acquired on the day of the employee's death, and the heirs may apply to receive the shares they are entitled to inherit after completing the necessary legal procedures and providing relevant supporting documents.
- (III) Employees who wish to retire must submit a "Retirement Application" and, after approval by the chairman, all unvested RSA will be fully vested upon retirement.
- (IV) If, due to the operational needs of the Group, the employees are required to transfer to affiliated enterprises upon the request and approval of the Group, the RSA that they have not yet acquired shall still be acquired in accordance with the time schedule ratio of the acquired conditions under these Regulations and shall not be affected by the transfer.
- (V) For RSA that have been obtained after the vesting conditions have been met, the employees or their heirs shall receive them in accordance with the trust agreement of these measures. If the Group needs to require the employee or his/her heir to cooperate in the stock collection process, the employee or his/her heir shall cooperate in the relevant stock collection procedures within one year from the date the Group notifies the employee of the stock collection in accordance with these measures. Failure to cooperate in the processing within the time limit will be deemed as the employee or his/her heir refusing to accept the shares, and the Group has the right to recover their shares free of charge or purchase them at the original issue price and cancel them.
- IV. If an employee violates the Group's labor contract, employment agreement, employee handbook, employee discipline principles and non-competition restriction, the Group may, depending on the severity of the violation, have the right to recover from the employee free of charge or purchase the unvested shares at the original issue price and cancel the shares.
- V. If an employee terminates or cancels the Company's authorization to handle the trust custody for the issuance of RSA, the Group will recover the RSA free of charge or purchase the shares at the original issue price and cancel them in accordance with the law if the conditions for acquisition have not been met.
- VI. The Group will cancel the RSA that are redeemed free of charge or purchased at the original issue price.
- VII. Mergers and acquisitions
Unvested shares shall be subject to changes stipulated in the merger-related contract or plan.

Article 6: The restricted rights of employees after receiving new shares but before meeting the vested conditions are as follows:

- I. The RSA allocated to the Group's employees in accordance with the Regulations shall be delivered to the trust or safekeeping institution designated by the Company before the vesting conditions are met, and all procedures and relevant documents shall be cooperated with. Before the vesting conditions are met, the employees shall not request the trustee or custodian bank to return the employee restricted shares for any reason or in any way.
- II. In addition to the restrictions on the custody agreement in the preceding paragraph, employees of the Group who are allocated employee restricted shares in accordance with these Regulations shall not sell, mortgage, transfer, donate, pledge, or otherwise dispose of shares that have not yet met the vesting conditions, except in the event of succession under these Regulations.

Contents of the issuance regulations	III. Employees who are allocated RSA in accordance with the Regulations can still participate in rights issue, dividend distribution, and cash capital increase subscription before the vesting conditions are met, and their rights are the same as those of the common shares issued by the Group. IV. Before the employee meets the vested conditions, his/her attendance, proposal, speech, voting rights and other matters related to shareholder rights at the Group shareholders' meeting shall be exercised by the trust custodian institution or custodian bank on his/her behalf. V. If the Group refunds cash due to a cash capital reduction during the vesting period, the capital reduction refund that was allocated but not vested must be paid into a trust and delivered to the employees without interest together with the vested shares when the vesting conditions and deadline are met; however, if the vesting conditions are not met by the expiration date, the Group will recover the cash. Article 7: Trust and custody of shares I. Restrictions on employee rights during the period of trust or custody of new shares, the Group shall be the sole agent for employees (including but not limited) to negotiate, sign, revise, extend, cancel, and terminate the trust or custody agreement and instruct the delivery, use, and disposal of the trust or custody property with the stock trust institution or custodian bank. II. Before the conditions for redemption are met, RSA issued by the Group in accordance with these Regulations shall be kept in trust by employees of the Republic of China; and for managers of mainland China, the shares shall be kept in a custodian bank. Article 8: Contract and Confidentiality I. After the total number of units of RSA to be issued, the subscription price, the distribution principles and the list of recipients are determined, the organizing unit shall notify the employees to sign the "Restricted Stock Awards Agreement". Failure to sign in accordance with the Regulations shall be deemed as a waiver of the employee restricted shares. II. Employees who are allocated RSA shall abide by confidentiality regulations and shall not disclose the number of shares allocated and all related details unless required by laws or competent authorities. If an employee violates the Regulations and the Group deems the violation to be serious, the employee will immediately lose the qualification for the employee restricted shares that have not yet met the vested conditions, and the Group has the right to recover the shares free of charge or purchase the shares at the original issue price and cancel them. Article 9: Taxation The related taxes of RSA allotted to the employees in accordance with the Regulations shall be governed by the laws and regulations of the Republic of China. Article 10: Implementation and revision I. The Regulations shall become effective after a meeting of the Board of Directors is attended by more than two-thirds of the directors and approved by more than half of the directors present, and after being approved by the competent authority. The same shall apply to any amendments made before issuance. If during the submission and review process, amendments are required due to the requirements of the competent authority, the chairman is authorized to amend the Regulations, which can only be issued after being submitted to the Board of Directors for ratification. II. Any matters not covered in the Regulations shall be handled in accordance with relevant laws and regulations.
Remarks	None