

Meeting Notice for Annual Shareholders' Meeting (Summary Translation)

(This English translation is prepared in accordance with the Chinese version and is for reference purposes only. If there are any inconsistency between the Chinese original and this translation, the Chinese version shall prevail.)

The 2024 Annual Shareholders' Meeting (the "Meeting") of Skytech Inc. (the "Company") will be convened at 9:30 a.m., May 31, 2024 (Friday) at the Sheraton Hsinchu Hotel, Junior Ballroom West Wing 4F (located at 4F, No.265, Dong Sec. 1, Guangming 6th Rd., Zhubei City, Hsinchu County 30264, Taiwan).

1. The agenda of the Meeting is as follows:

I. Report Items:

1. Company's Business Report for fiscal year 2023.
2. Audit Committee's Review Report of the Financial Statements for fiscal year 2023.
3. Report of the status of distributable compensation for employees and directors for fiscal year 2023.
4. Status of distribution for cash dividend of 2023 earnings.
5. Formulate the Sustainable Development Best Practice Principles.
6. Amendments to the Rules of Procedure for Board of Directors Meetings.

II. Matters for Ratification:

1. Adoption of 2023 business report and financial statements.
2. Adoption of the earnings distribution plan for fiscal year 2023.

III. Matters for Discussion:

Issuance of restricted stock units.

IV. Extemporaneous Motions

2. The Board of Directors has approved the proposal for distribution of earnings of fiscal year 2023 to provide the cash dividends of NT\$2 per share to shareholders.
3. The relevant information regarding the discussion matter "Issuance of restricted stocks" could be referred to the attachment 1.
4. According to the Article 172 of the Company Act, the main matters should be listed in the cause of convening. Please refer to MOPS. (<http://mops.twse.com.tw>)
5. Attached please find the sign-in card and the proxy form. If you wish to attend the meeting in person, please sign or seal the sign-in card and present it at the registration desk at the meeting venue on the

day of the meeting; if you wish to attend the meeting by proxy, please specify the name and address of the proxy, sign or seal the proxy form, and mail or deliver it to the Company's shareholder services agent five days before the shareholders' meeting: Yuanta Securities Registrar and Transfer Agency Department (B1, No. 210, Section 3, Chengde Road, Taipei 103432, Taiwan), so that a sign-in card can be mailed out to the proxy.

6. The Company has appointed Yuanta Securities Registrar and Transfer Agency Department to process the collection and verification of proxy forms.
7. The Company will compile a summary statement of the relevant information solicited by shareholders through solicitation for the proxy and disclose the content on the website of the Securities & Futures Institute (SFI) on April 30, 2024. Investors can visit SFI's website: <http://free.sfib.org.tw> and search for details.
8. For this meeting, shareholders can vote online: from May 1, 2024 to May 28, 2024 on the Taiwan Depository & Clearing Corporation (TDCC) Stockvote e-voting platform according to its instructions. [Website: <https://www.stockvote.com.tw>]

Attachment 1

1. The Purpose of Issuance

In order to attract and retain the talents needed by the company, to encourage employees and enhance the centripetal force of the employees, and to create the interests of the company and shareholders, the company plans to issue restricted stocks in accordance with the relevant provisions of Article 267 of Company Act and the “Regulations Governing the Offering and Issuance of Securities by Securities Issuers”.

2. Issuance period:

The declaration shall be processed once or many times within one year from the date of the resolution of the shareholders' meeting. The shares could be issued once or many times within two years from the arrival of the approval notice of from the Financial Supervision and Administration Commission (hereinafter referred to as the competent authority). The actual date of issue is determined by the chairman.

3. Qualification requirements for employees and a grant amount:

- (1) Restrictions on employee rights: The new shares are limited to full time employees of the companies controlled or subordinated who have joined the Company on the date of issuance, in accordance with the standards of the Financial Supervisory Commission's (Taiwan) No. 1070121068 dated December 27,2018.
- (2) The actual numbers of new shares that can be granted to employees are based on the consideration of overall contribution, special merit or other factors, and the company's operational needs and business development strategy, proposed by chairman and approved by the board of directors. Shares granted to executives and directors with employee capacity are required to be approved by the salary and compensation committee and the board of directors. For individuals who are not executive managers, approval from the Audit Committee is required before issuance.
- (3) The upper limit to issue to a single employee should follow the rules defined in Regulations Governing the Offering and Issuance of Securities by Securities Issuers. Once the rules or regulations are updated, the upper limit shall follow thereafter.

4. Total issuance amount: NTD2,000,000 at par value NTD10 per share. Total shares of issuance: 200,000 common shares.

5. Conditions of Restricted Stock Awards vested and restrictions of the rights to these shares:

- (1) Issue price: Grants will be made free of charge
- (2) Type: The shares issued and granted to employees are common stock of the company, and their rights and obligations are the same as those of other outstanding common stocks, except as otherwise specified in the issuance method.
- (3) Vesting conditions:
From the date when employees are granted restricted stock units, they have to fulfill the service code (annual performance rating of 3 or above), and should not violate the company's labor contract, etc. The proportions of shares that can be separated from the vested conditions are as follows:

- i. Maturity of one year: 20% of the allotted shares.
 - ii. Maturity of 2 years: 30% of the allotted shares.
 - iii. Maturity of 3 years: 50% of the allotted shares.
- (4) Treatment to shares could not meet the vesting conditions:
In the event that the acquired conditions are not met, the allocated shares will be reclaimed by the company without charge and cancelled.
- (5) Processes to employee resignation, retirement, disability due to occupational accidents, death or natural causes of death, job reassignment, and suspension of employment without pay:
 - i. Employees who voluntarily resign, leave without pay, retire, are terminated or lay off: If there are new shares with restricted employee rights that do not meet the vested conditions, the company will be reclaimed by the company without charge and cancelled on the date of occurrence of the fact.
 - ii. Persons with disabilities or deaths due to duty and job execution or natural causes of death:
 - (i) Persons with disabilities due to job execution who are unable to continue their duties, all the granted shares shall be deemed to have fulfilled all vested conditions.
 - (ii) Persons with deaths due to duty and job execution or natural causes of death, all the granted shares shall be deemed to have fulfilled all vested conditions. For the deceased, the heirs shall complete the statutory necessary procedures and provide relevant supporting documents to be able to apply for the shares they should inherit.
 - iii. Job reassignment :
For the purpose of the Company's operation, if an employee of the Company is required by the Company and approved to be transferred to an affiliate of the Company, the Chairman of the Board of Directors or his authorized executive may approve the proportion and time limit for the employee to meet the acquired conditions within the scope of the time schedule specified in Paragraph (3) of Article 5 of these Regulations.
- (6) Before the vested conditions are fulfilled, if the employee terminates or dissolves the company's agency authorization in violation of the provisions of Paragraph (8) of this article, the company will be reclaimed by the company without charge and cancelled.
- (7) Restrictions on shares before vesting conditions :
 - i. Except for inheritance, before the vested conditions stipulated in the preceding article are fulfilled, employees shall not be allowed to sell, pledge, transfer, gift to others, set, or dispose.
 - ii. Before the shares vested, have the right to participate in cash capital increase and the dividends in share or in cash could be allotted to employees, not subject to the restrictions of the vested period.
 - iii. The new shares issued before vested, the attendance, proposal, speech, voting and voting rights in the shareholders' meeting shall be entrusted to the trust institution/custodian to exercise.
 - iv. After the issuance of new shares with restricted employee rights, they shall be immediately delivered to trust/custody and employees shall not request the trustee to return the restricted employee rights new shares for any reason or by any means until the vested conditions have been met.
 - v. During the vesting period, where the Company decreases the capital due to any non-statutory capital decrease, such as the capital decrease in cash, the capital decrease for offsetting losses, the Restricted Stock Awards shall decrease proportionally based on the capital

decrease percentage. The cash refunded due to the capital decrease in cash shall be trusted, and refunded to employees without interest when the vesting conditions are met; provided, where the vesting conditions are not met, the Company will retrieve such cash.

(8) Other agreed matters :

New shares issued by the company that restrict the rights of employees are handled in the form of stock trust custody, and the company or a person designated by the company acts as an agent on behalf of all assigned employees trust affairs.

6. Confidentiality :

After being allocated new restricted shares in accordance with these measures, employees shall strictly follow company's confidentiality regulations, and shall not inquire about others or disclose the personal content and quantity of the granted shares. The company has the right to reclaim without charge and cancelled that have not yet achieved the vesting conditions when employees violate the confidentiality rules.

7. Other important matters :

- (1) The Procedures take effect reporting to the competent authority upon the approval of the board meeting and reported to the shareholders' meeting. Later on, where any amendment is required (It is mentioned before it does not affect the content of the resolution of the shareholders' meeting) due to any amendment to laws and regulations, requirements of the competent authority for reviewing, among other reasons, the chairman is authorized to amend the Procedures, and the issuance is only to be made after being submitted to the board of directors for ratification.
- (2) If there are any unresolved matters in these measures, unless otherwise provided by laws and regulations, the board of directors or its authorized persons shall be authorized to amend or implement them in accordance with relevant laws and regulations.
- (3) These regulations were established on February 23, 2023.