

SYSGRATION LTD.
NOTICE OF ANNUAL SHAREHOLDERS' MEETING 2026
(Translation)

I .Notice is hereby given that the 2026 Annual General Meeting of Shareholders will be held at 9:00 a.m. on Tuesday, April 28, 2026 (shareholder registration will be processed 30 minutes prior to the meeting), at 6F., No. 1, Sec. 1, Tiding Blvd., Neihu Dist., Taipei City.

Main agenda of the meeting:

A. Report Items

1. 2025 Business Report.
2. Audit Committee's Review Report on the 2025 Financial Statements.
3. 2025 Status Report of Endorsements/Guarantees for Others.
4. 2025 Status Report of Fund-lending to Others.
5. 2025 Status Report of Financial Derivative Product Transaction.
6. 2025 Report on Remunerations of Directors.
7. Report on the Allocation of Employee and Director Remuneration for 2025.
8. Report on the Distribution of Cash Dividends Derived from Earnings and Capital Surplus for 2025.
9. Report on the Issuance and Capital Raising of Corporate Bonds in 2025.
10. Report on the Execution of the Share Repurchase Program (Treasury Shares) for 2025.
11. Report on the Implementation Status of the Company's Private Placement of Common Stock.

B. Ratification Items

1. The 2025 Business Report and Financial Statements.
2. The 2025 Profit Appropriation Proposal.

C. Discussion Items

1. Amendments to Articles of Incorporation.
2. Proposal to issue restricted employee shares.

D. Election Item

Election of Directors

E. Other Proposal

Proposal for releasing the non-compete restriction on Directors.

F. Extemporaneous Motions

II . The Board of Directors has resolved to distribute dividends as follows: a cash

dividend from earnings of NT\$0.2 per share and a cash distribution from capital surplus of NT\$0.3 per share, for a total distribution of NT\$0.5 per share.

III. Proposal for the issuance of new restricted employee shares by the Company:

The details of the Company's 2026 issuance of new restricted employee shares are as follows:

1. Proposed issue price: NT\$0 per share.
2. Total number of shares to be issued (shares): 3,000,000 common shares.
3. Vesting conditions: Must simultaneously meet the requirements for both the Company's overall performance and the individual employee's performance.

Company overall performance:

The most recent and the preceding fiscal year financial reports show no accumulated losses and positive shareholders' equity, and meet at least one of the following conditions:

- (1) The basic earnings per share (EPS) of the most recent fiscal year, as audited and certified by the accountant in the consolidated financial statements, reaches NT\$1 or above; or
- (2) After deducting the relevant expenses related to the restricted employee shares, the company's pre-tax net profit for the most recent two fiscal years still reaches at least 3% of the Company's paid-in capital.

The "basic earnings per share (EPS)" and "pre-tax net profit" referred to in the preceding paragraph mean the basic EPS and pre-tax net profit disclosed in the consolidated income statement of the consolidated financial statements, as audited and certified by the accountant.

Individual employee performance:

- (1) After being allocated restricted employee shares, the employee must remain employed for one year and achieve a performance rating of B or above in the first year. Provided that during the first year the employee has not violated any laws, the Company's service agreement, the Integrity and Confidentiality Commitment, the Company's work rules, or the Code of Business Conduct, 30% of the shares will vest.
- (2) After being allocated restricted employee shares, the employee must remain employed for two years and achieve a performance rating of B or above in the second year. Provided that during the second year the employee has not violated any laws, the Company's service agreement, the Integrity and

Confidentiality Commitment, the Company's work rules, or the Code of Business Conduct, 30% of the shares will vest.

(3) After being allocated restricted employee shares, the employee must remain employed for three years and achieve a performance rating of B or above in the third year. Provided that during the third year the employee has not violated any laws, the Company's service agreement, the Integrity and Confidentiality Commitment, the Company's work rules, or the Code of Business Conduct, 40% of the shares will vest.

4. Handling of cases where employees do not meet the vesting conditions or in the event of inheritance:

(1) If the Company's overall performance for the period does not meet the vesting conditions, all shares whose vesting period has expired will be repurchased by the Company at the issue price and canceled. If an individual employee's performance does not meet the vesting conditions, all of their shares will be repurchased by the Company at the issue price and canceled.

(2) In exceptional circumstances (including but not limited to inheritance), the handling shall follow the procedures set forth in the Rules for the Issuance of Restricted Employee Shares.

5. Other issuance conditions: As stipulated in the Rules for the Issuance of Restricted Employee Shares.

6. Eligibility criteria for employees: Only full-time employees officially on the Company's staff roster as of the grant date of the restricted employee shares are eligible. The actual employees entitled to subscribe and the number of shares they may subscribe for will be determined by considering factors such as length of service, job level, work performance, overall contribution, special achievements, or other management requirements, and approved by the Chairman for submission to the Board of Directors for approval. If the allocated employee is a manager, approval from the Compensation Committee is required; if the allocated employee is a non-manager, approval from the Audit Committee is required.

7. Reason for implementing this issuance of restricted employee shares: The Company aims to attract and retain the professional talent necessary for its operations, and to enhance employees' commitment and sense of belonging, thereby jointly creating value for the Company and its shareholders.

8. Estimated expense amount: The Company shall measure the fair value of the shares on the grant date (issuance date) and recognize the related expenses over the vesting period on an annual basis. For the 115th fiscal year, the maximum number of restricted employee shares proposed for issuance at the shareholders' meeting is 3,000,000 shares, to be issued at NT\$0 per share. The estimated potential expense is approximately NT\$183,900 thousand (based on a notional calculation using the Company's common stock closing price of NT\$61.3 on the day before the Board of Directors meeting on March 17, 115). According to the vesting conditions, the estimated annual expense for fiscal years 116–118 is approximately NT\$55,170 thousand, NT\$55,170 thousand, and NT\$73,560 thousand, respectively (actual expenses will still be calculated based on the fair value on the grant date and the actual vesting conditions).
 9. Potential dilution of the Company's earnings per share (EPS): Based on the Company's currently issued shares of 229,471,063, the estimated reduction in EPS after recognizing the expenses for fiscal years 116–118 is approximately NT\$0.24, NT\$0.24, and NT\$0.32 per share, respectively.
 10. Other matters affecting shareholders' equity: Overall, the potential dilution of the Company's earnings per share is considered limited; therefore, there is no significant impact on shareholders' equity.
- IV. At this shareholders' meeting, seven directors (including three independent directors) will be elected under the candidate nomination system. The list of director candidates is: Lee, I- Ren, Hsieh, Tung-Fu, Lee, Cheng- Han, and the representative of Pegatron Corporation: Cheng, Kuang-Chih. The list of independent director candidates is: Chiu, Tai-San, Chen, Ling-Shuan, and Su, Yen-Hsueh. For their educational and professional backgrounds and other relevant information, please visit the Market Observation Post System (<https://mops.twse.com.tw>), click "Summary Reports," then "Shareholders' Meeting/Dividends," and select "Announcements Related to the Election of Directors by Candidate Nomination System," and enter the search criteria to view the details.
- V. If there are matters at this shareholders' meeting convened under the provisions of Article 172 of the Company Act, for the main content, please visit the Market Observation Post System (<https://mops.twse.com.tw>), click "Individual Company," then "Electronic Document Download," and select "Annual Reports and

Shareholders' Meeting Related Materials.” Enter the company code (or abbreviation) and year, then click “Meeting Handbook and Supplementary Materials” or “Reference Materials for Shareholders' Meeting Proposals” to view the information.

- VI. In accordance with Article 165 of the Company Act, the transfer of shares will be suspended from February 28, 2026, to April 28, 2026.
- VII. In addition to being announced on the Market Observation Post System, this notice is hereby sent to you, together with one shareholder meeting attendance card and one proxy form. You are respectfully requested to attend. If you attend in person, please complete the third copy of the attendance card (no need to return it) and bring it with you to the meeting for registration. If you appoint a proxy to attend, please complete the fourth copy of the proxy form, fold all copies, and return them. The completed proxy form must be delivered to the Company's shareholder agent, Fubon Securities Co., Ltd., Shareholder Services Department, at least five days before the meeting. After the information is verified, an attendance card will be issued and sent to the appointed proxy as proof of entitlement to attend the shareholders' meeting. If the proxy has not received the attendance card by the day before the meeting, please bring identification documents to the meeting for registration.
- VIII. If there are solicitors of proxy forms for this shareholders' meeting, the Company plans, in accordance with regulations, to upload the collected written solicitation materials to the Securities and Futures Institute, R.O.C. (SFI) by March 27, 2026 (SFI website: <https://free.sfi.org.tw>). Investors can visit the website and use the “Free Inquiry of Proxy Announcement Materials” section to enter the stock code and view the relevant information.
- IX. Shareholders may exercise their voting rights electronically for this shareholders' meeting. The voting period is from March 28, 2026, to April 25, 2026. Please log in to Taiwan Depository & Clearing Corporation's “Shareholders e-Services” (<https://stockservices.tdcc.com.tw>), click on “Electronic Voting,” and follow the instructions to cast your vote.
- X. The institution responsible for verifying proxy statistics for this shareholders' meeting is the Shareholder Services Department of Fubon Securities Co., Ltd.