

# **Leadtrend Technology Corporation**

## **2026 Annual Shareholders' Meeting Notice**

### **(Summary Translation)**

**2026 Annual Shareholders' Meeting (the "Meeting") of Leadtrend Technology Corporation will be convened at 9:00 AM on Thursday, May 28, 2026, in the banquet hall on the 2nd floor at No. 3, Taiyuan 1st Street, Zhubei City, Hsinchu County, Taiwan.**

#### **1. The agenda for the meeting is as follows**

##### **(1) Report Items**

- (A) 2025 Business Report
- (B) 2025 Audit Committee's Review Report
- (C) Report on the Distribution of Remuneration for Employees and Directors in 2025
- (D) Report on the Cash Distribution from Retained Earnings and Capital Surplus in 2025

##### **(2) Ratification Items**

- (A) Adoption of the 2025 Business Report and Financial Statements
- (B) Adoption of the Proposal for the Distribution of 2025 Earnings

##### **(3) Discussion Items**

- (A) Amendment to the Company's "Procedures for Acquisition or Disposal of Assets"
- (B) Amendment to the Company's "Procedures for Financial Derivatives Transactions"
- (C) The Company Will Issue the Restricted Stocks for Employees in 2026

##### **(4) Extemporaneous Motions**

**2. If the Company decides to hold a meeting pursuant to Article 172-2 of the Company Act, the electronic files will be posted to the Market Observation Post System at <https://mops.twse.com.tw>. Please select "Shareholders' Meetings" under the "Electronic Books" tab, enter the relevant year, and click "GO" to locate the meeting files corresponding to the Company code.**

### **3. The Board of Directors has approved the following dividends**

- (1) The Board of Directors has proposed cash dividends totaling NT\$0.50 per share.
  - (i) The distribution consists of NT\$0.30 per share from retained earnings and NT\$0.20 per share from capital surplus.
  - (ii) The cash dividend amount for each shareholder shall be rounded down to the nearest integer (New Taiwan Dollar). Fractional amounts less than NT\$ 1 shall be aggregated and recognized as other income of the Company.
  - (iii) The Chairman is authorized to determine the record date, payment date, and other relevant matters regarding this distribution.

### **4. The primary details regarding the proposed issuance of restricted stocks for employees in 2026**

The total amount and the conditions related to the restricted stocks for employees to be issued at this time are outlined in the following section.

#### **(1) Total Amount for This Issue**

The total amount to be issued is NT\$4,200,000, with a total of 420,000 shares issued, each having a par value of NT\$10. The Board of Directors is authorized to issue these shares either in one or multiple times, in accordance with the relevant laws, within one year from the date of the resolution passed at the shareholders' meeting.

#### **(2) Conditions Related to the Issue**

##### **(i) Anticipated Issue Price**

The issuance price is set at NT\$0 per share.

##### **(ii) Conditions for Granting**

After the restricted stocks for employees are allocated to an employee, the employee must achieve an assessment grade of "Compliance" or higher (i.e., a scale score of  $\geq 5.8$ ) in their most recent individual performance evaluation prior to the granting date. Additionally, the employee must still be remaining employed at Leadtrend when any of the following granting periods expire. The employee will then receive the restricted stocks for employees based on the ratio of the granted portion for the relevant granting period.

<u>Vesting Schedule</u>	<u>Vesting Ratio</u>
From the grant date until October 11 of the first year following the grant date.	1/6
From the grant date until April 11 of the second year following the grant date.	1/6
From the grant date until October 11 of the second year following the grant date.	1/6
From the grant date until April 11 of the third year following the grant date.	1/6
From the grant date until October 11 of the third year following the grant date.	1/6
From the grant date until April 11 of the fourth year following the grant date.	1/6

(iii) The restricted stocks for employees issued to employees this time consist of common shares.

(iv) Measures to be implemented when an employee does not meet the granting conditions or in the cases of inheritance

When an employee fails to meet the granting conditions, we will revoke and cancel the restricted stocks for employees, without any compensation, in accordance with the law. In the event of occurrence of inheritance, the inheritance will be managed in accordance with the regulations governing the issuance of the restricted stocks for employees.

(3) Employees' Qualifications, Conditions, and Number of Shares Allocated or Subscribed

- (i) Full-time employees of Leadtrend and its subsidiary companies who have reported for duty already as of the date on which the restricted stocks for employees are granted are eligible. The subsidiary companies referenced herein are defined in Article 369-2 of the Company Act.
- (ii) The employees who are granted restricted stocks for employees, along with the quantity of shares allocated, will be determined based on factors such as years of service, rank, work performance, overall contributions, special achievements, and other criteria deemed relevant by management. These awards must be approval by the Chairman and subsequently be reported to the Board of Directors for their consent. However, if any of the employees also serve as a director and/or manager, approval from the Remuneration Committee must be obtained first. If any of the employees also do not serve as a director and/or manager, approval from the Audit Committee must be obtained first.

(4) Justifiable Reasons for Issuance of Restricted Stocks for Employees

To attract, retain, and motivate talent while enhancing employees' commitment to consistently and steadily develop Leadtrend's business, thereby maximizing benefits for Leadtrend and its shareholders.

(5) Potential Expenses Amount, Dilution of Leadtrend's Earnings per Share, and Other Impacts on Shareholders' Equity.

(i) The Company shall measure the fair value of the shares on the grant date and recognize the related expenses annually during the granting period.

Under the circumstances in which all the granting conditions have been met, the total estimated expense, based on the closing price of the Company's common stock at NT\$47.55 on March 4, 2026, amounts to NT\$19,971 thousand. The estimated expenses for the years 2026 to 2030 respectively are as follows: NT\$2,207 thousand, NT\$9,901 thousand, NT\$5,363 thousand, NT\$2,222 thousand and NT\$278 thousand, respectively.

(ii) Dilution of Leadtrend's earnings per share and other impacts on shareholders' equity:

The impact of the granting conditions and the annual amortization of the temporarily estimated expense on earnings per share are as follows: the earnings per share for the years 2026 to 2030 are projected to decrease by NT\$0.025, NT\$0.112, NT\$0.060, NT\$0.025 and NT\$0.003, respectively. (These figures are calculated based on 62,014,182 shares issued on March 4, 2026, plus restricted stocks for employees.) The total dilution of the Company's EPS is estimated at NT\$0.225, which has no significant impact on shareholders' equity.

**5. Pursuant to Article 165 of the Company Act, the Company hereby announces the closure of the share transfer registration from March 30, 2026, to May 28, 2026.**

**6. Please find enclosed the "Notice of Attendance" and the "Proxy Statement." If you plan to attend the meeting in person, please sign or affix your seal in the "Registration Card" section. Shareholders may sign or place their seal in the "Proxy Statement" section to appoint a proxy to attend on their behalf and execute the proxy in writing. Please complete the "Proxy Statement" and submit it to the Company's stock agency, Capital Securities Corporation, Transfer Agent, by May 22, 2026, which is five days prior to the meeting date.**

**7. The Company will compile a summary of proxy solicitation information and disclose it on the SFI website (<https://free.sfi.org.tw>) by April 27, 2026.**

**8. The Transfer Agency Department of Capital Securities Corporation acts as the proxy tallying and verification institution for this annual meeting.**

**9. Shareholders may exercise their voting rights through electronic transmission from April 28 to May 25, 2026. Please log in to the “e-Vote Pass” platform of the Taiwan Depository & Clearing Corporation (TDCC) to cast your vote. (<https://stockservices.tdcc.com.tw>)**

Sincerely,

Board of Directors

Leadtrend Technology Corporation

