

SAKAE HOLDINGS LTD.
Company Registration Number 199604816E
(the "Company")
(Incorporated in Singapore)

Minutes of the Annual General Meeting of the Company held by way of electronic means on Friday, 29 October 2021 at 3:00 p.m.

PRESENT

Directors : Mr Douglas Foo Peow Yong (Executive Chairman)
: Ms Foo Lilian (Chief Executive Officer & Executive Director)
: Mr Loh Chee Peng (Independent Director)
: Mr Ngoh York Chao Nicholas (Independent Director)
: Mr David Pang Kam Wei (Independent Director)

Chief Financial Officer : Mr Shu Kwan Chyuan

BY LIVE WEBCAST

Company Secretary : Ms Chan Lai Yin

Audit Partner from : Mr Khor Boon Hong
Messrs Deloitte &
Touche LLP

Shareholders : Attendance by live webcast

WELCOME BY CHAIRMAN

The Chairman, Mr Douglas Foo Peow Yong welcomed shareholders or members to the Annual General Meeting ("AGM") of the Company held via live webcast in accordance with the relevant provisions of the COVID-19 (Temporary Measures) (Alternative Arrangements for Meetings for Companies, Variable Capital Companies, Business Trusts, Unit Trusts and Debenture Holders) Order 2020, and, additional guidance on the conduct of general meetings for SGX listed companies.

The Chairman introduced the Directors and Chief Financial Officer, all of whom were seated with him at the meeting room, in adherence to the provisions of the COVID-19 (Temporary Measures) (Control Order) Regulations 2020 (Regulations). The Chairman informed that the Company Secretary and Audit Partner from Messrs Baker Tilly TFW LLP also attended the meeting via live webcast.

The Chairman thanked shareholders or members who had pre-registered for the live webcast or audio dial-in only for observation of the AGM proceedings that was conducted by electronic means.

The Chairman acknowledged the shareholders or members were present at the AGM by electronic means.

QUORUM

As the quorum was present, the Chairman declared the AGM open.

NOTICE

With the consent of the Meeting, the Notice of AGM dated 14 October 2021 was taken as read.

VOTING BY POLL

The Chairman exercised his right as Chairman of the meeting and demanded for all resolutions tabled at the meeting be voted by way of poll.

With reference to the SGX announcement released earlier, shareholders could not vote through live webcast but they could exercise their voting rights by appointing the Chairman as proxy. As shareholders have appointed the Chairman as proxy, he has voted in accordance with the respective instructions of shareholders to vote for or against or abstain from voting on all resolutions tabled at the AGM.

The Chairman informed that the Company had appointed Boardroom Corporate & Advisory Services Pte. Ltd. and In.Corp Business Advisory Pte. Ltd. as Polling Agent and Scrutineer respectively. He further informed that the Polling Agent and Scrutineer also attended the meeting via live webcast. Votes of valid proxy forms received by the Company as at 3.00 pm on 27 October 2021 have been counted by the Polling Agent and verified by the Scrutineer.

QUESTIONS BY SHAREHOLDERS

On behalf of the Board, the Chairman thanked shareholders who had submitted questions in advance of the AGM by 27 October 2021. The Company had on 28 October 2021 published on the SGXNET the Company's response to questions submitted in advance by shareholders. There was no further question submitted by shareholders until this AGM.

The Chairman informed that he would propose all resolutions tabled at the AGM.

ORDINARY BUSINESS

1. DIRECTORS' STATEMENT AND AUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2021

The Chairman proposed the motion for Resolution 1:

"That the Directors' Statement and Audited Financial Statements for the financial year ended 30 June 2021 together with the Auditors' Reports be hereby received and adopted."

The Chairman read the results of the votes for Resolution 1 as follow:

	FOR	AGAINST
Number of votes	97,789,440	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 1 carried.

2. RE-ELECTION OF RETIRING DIRECTOR BY ROTATION

The Chairman informed the meeting that Resolution 2 was on his re-election as a Director in accordance with Article 91 of the Constitution of the Company.

Mr Douglas Foo Peow Yong passed the Chair of the meeting to Mr Loh Chee Peng in respect of the motion for his re-election as a director. Mr Loh Chee Peng took over as Chairman of the meeting for Resolution 2.

Mr Loh Chee Peng informed the meeting that Mr Douglas Foo Peow Yong had consented to stand for re-election.

Mr Loh Chee Peng proposed the motion for Resolution 2:

"That Mr Douglas Foo Peow Yong be re-elected as a Director of the Company."

Mr Loh Chee Peng read the results of the votes for Resolution 2 as follow:

	FOR	AGAINST
Number of votes	5,762,700	100,000
Percentage	98.29%	1.71%

Based on the results of the poll, Mr Loh Chee Peng declared Ordinary Resolution 2 carried.

Mr Loh Chee Peng passed the Chair of the meeting back to Mr Douglas Foo Peow Yong as Chairman of the meeting. Mr Douglas Foo Peow Yong took over as Chairman of the meeting.

3. RE-ELECTION OF RETIRING DIRECTOR BY ROTATION

The Chairman informed the meeting that Resolution 3 was on the re-election of Mr Loh Chee Peng as a Director in accordance with Article 91 of the Constitution of the Company.

The Chairman informed the meeting that Mr Loh Chee Peng had consented to stand for re-election. Mr Loh Chee Peng, upon his re-election, would be Chairman of the Audit Committee and member of the Remuneration Committee.

The Chairman proposed the motion for Resolution 3:

“That Mr Loh Chee Peng be re-elected as a Director of the Company.”

The Chairman read the results of the votes for Resolution 3 as follow:

	FOR	AGAINST
Number of votes	97,789,440	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 3 carried.

4. FINAL DIVIDEND

The Chairman informed that the proposed final dividend, if approved at the AGM, would be paid on 18 November 2021, to members registered in the Register of Members by 5.00 p.m. on 9 November 2021.

The Chairman proposed the motion for Resolution 4:

“That a final tax exempt (one-tier) dividend of 1.20 cents per ordinary share for the financial year ended 30 June 2021 be approved.”

The Chairman read the results of the votes for Resolution 4 as follow:

	FOR	AGAINST
Number of votes	97,789,440	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 4 carried.

5. DIRECTORS' FEES

The Directors had recommended the payment of S\$85,000 as Directors' fees for the financial year ended 30 June 2021.

The Chairman proposed the motion for Resolution 5:

"That the Directors' fees of S\$85,000 for the financial year ended 30 June 2021 be approved."

The Chairman read the result of the votes for Resolution 5 as follows:

	FOR	AGAINST
Number of votes	97,789,440	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 5 carried.

6. APPOINTMENT OF AUDITORS

The Chairman informed the members that Messrs Baker Tilly TFW LLP had expressed their willingness to accept re-appointment as Auditors of the Company.

The Chairman proposed the motion for Resolution 6:

"That Messrs Baker Tilly TFW LLP be re-appointed as the Auditors of the Company until the next Annual General Meeting, at a remuneration to be fixed by the Board of Directors."

The Chairman read the result of the votes for Resolution 6 as follows:

	FOR	AGAINST
Number of votes	97,789,440	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 6 carried.

SPECIAL BUSINESS

7. AUTHORITY TO ALLOT AND ISSUE SHARES

The Chairman informed the meeting that Resolution 7 was to renew the share issue mandate pursuant to Section 161 of the Companies Act, Chapter 50 and Rule 806(2) of the Listing Manual of the Singapore Exchange Securities Trading Ltd.

The full text of the motion is set out in the Notice of AGM dated 14 October 2021, details as follow:

"That, pursuant to Section 161 of the Companies Act, Cap. 50 and Rule 806(2) of the Listing Manual of the Singapore Exchange Securities Trading Limited ("SGX-ST"), authority be and is hereby given to the Directors of the Company to:

- (a) (i) issue shares in the capital of the Company ("shares") whether by way of rights, bonus or otherwise; and/or
- (ii) make or grant offers, agreements or options (collectively, "Instruments") that might or would require shares to be issued, including but not limited to the creation and issue of (as well as adjustments to) warrants, debentures or other instruments convertible into shares,

at any time and upon such terms and conditions and for such purposes and to such persons as the Directors may in their absolute discretion deem fit; and

- (b) (notwithstanding the authority conferred by this Resolution may have ceased to be in force) issue shares in pursuance of any Instrument made or granted by the Directors while this Resolution was in force,

provided that:

- (1) the aggregate number of shares to be issued pursuant to this Resolution (including shares to be issued in pursuance of Instruments made or granted pursuant to this Resolution) does not exceed fifty per cent (50%) of the Company's total number of issued shares excluding treasury shares and subsidiary holdings (as calculated in accordance with sub-paragraph (2) below), of which the aggregate number of shares to be issued other than on a pro-rata basis to existing shareholders of the Company (including shares to be issued in pursuance of Instruments made or granted pursuant to this Resolution) does not exceed twenty per cent (20%) of the Company's total number of issued shares excluding treasury shares and subsidiary holdings (as calculated in accordance with sub-paragraph (2) below).

- (2) (subject to such manner of calculation as may be prescribed by the SGX-ST) for the purpose of determining the aggregate number of shares that may be issued under sub-paragraph (1) above, the total number of issued shares (excluding treasury shares and subsidiary holdings) is based on the Company's total number of issued shares (excluding treasury shares and subsidiary holdings) at the time this Resolution is passed, after adjusting for:

- (i) new shares arising from the conversion or exercise of any convertible securities or share options or vesting of share awards; and
- (ii) any subsequent bonus issue, consolidation or subdivision of shares;

Adjustments in accordance with (i) and (ii) above are only to be made in respect of new shares arising from convertible securities, share options or share awards which were issued and outstanding or subsisting at the time of the passing of this Resolution.

- (3) in exercising the authority conferred by this Resolution, the Company shall comply with the provisions of the Listing Manual of the SGX-ST for the time being in force (unless such compliance has been waived by the SGX-ST) and the Constitution for the time being of the Company; and
- (4) (unless revoked or varied by the Company in general meeting) the authority conferred by this Resolution shall continue in force until the conclusion of the next Annual General Meeting of the Company or the date by which the next Annual General Meeting of the Company is required by law to be held, whichever is the earlier."

The Chairman proposed the motion for Resolution 7 relating to authority for Directors to allot and issue shares in the Company.

The Chairman read the result of the votes for Resolution 7 as follows:

	FOR	AGAINST
Number of votes	97,789,440	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 7 carried.

8. PROPOSED ADOPTION OF THE 2021 SAKAE PERFORMANCE SHARE SCHEME

The Chairman informed the meeting that Resolution 8 was to seek approval for the Proposed Adoption of the 2021 Sakae Performance Share Scheme.

The full text of the motion is set out in the Appendix to the Notice of AGM dated 14 October 2021, details as follow:

“That:

- (a) the employee performance share scheme to be known as “2021 Sakae Performance Share Scheme” (“**2021 PSS**”) particulars of which are set out in the Appendix, under which awards (“**Awards**”) of fully paid-up shares in the capital of the Company (“**Shares**”) will be granted, free of charge, to Directors and Employees of the Company and its Subsidiaries be and is hereby approved;
- (b) the Directors of the Company be and are hereby authorised:
 - (i) to establish and administer the 2021 PSS; and
 - (ii) to modify and/or alter the 2021 PSS at any time and from time to time, provided that such modification and/or alteration is effected in accordance with the provisions of the 2021 PSS, and to do all such acts and to enter into all such transactions and arrangements as may be necessary or expedient in order to give full effect to the 2021 PSS.”

The Chairman proposed the motion for Resolution 8 relating to the proposed adoption of the 2021 Sakae Performance Share Scheme.

The Chairman read the result of the votes for Resolution 8 as follows:

	FOR	AGAINST
Number of votes	5,092,600	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 8 carried.

9. AUTHORITY TO GRANT AWARDS AND TO ALLOT AND ISSUE SHARES UNDER THE 2021 PSS

The Chairman informed the meeting that Resolution 9 was to seek approval for the Authority to Grant Awards and to allot and issue shares under the 2021 PSS.

The full text of the motion is set out in the Appendix to the Notice of AGM dated 14 October 2021, details as follow:

“That the Directors of the Company be and are hereby authorised:

- (a) to grant Awards in accordance with the provisions of the 2021 PSS;

- (b) pursuant to Section 161 of the Companies Act, to allot and issue from time to time such number of new Shares in the share capital of the Company as may be required to be issued pursuant to the vesting of awards under the 2021 PSS, provided always that the aggregate number of additional new Shares to be allotted and issued pursuant to the 2021 PSS (and any other share scheme(s) to be implemented by the Company (if any)) shall not exceed 15% of the total number of issued Shares (excluding treasury shares and subsidiary holdings) of the Company from time to time, and that such authority shall, unless revoked by the Company in a general meeting, continue in force until conclusion of the next Annual General Meeting of the Company or the date by which the next Annual General Meeting of the Company is required by law to be held, whichever is the earlier;
- (c) subject to the same being allowed by law, to apply any share purchased or acquired under any share purchase mandate and to deliver such existing shares (including any shares held as treasury shares) towards the satisfaction of the Awards granted under the 2021 PSS; and
- (d) to complete and do all such acts and things (including executing such documents as may be required) as they may consider necessary, expedient, incidental or in the interests of the Company to give effect to the transactions contemplated and authorised by this resolution.”

The Chairman proposed the motion for Resolution 9 relating to authority to grant awards and to allot and issue shares under the 2021 PSS.

The Chairman read the result of the votes for Resolution 9 as follows:

	FOR	AGAINST
Number of votes	5,092,600	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 9 carried.

The Chairman noted Ordinary Resolutions 10 to 13 tabled at the AGM were to seek shareholders' approval relating to the proposed participation of Mr Douglas Foo Peow Yong, a Controlling Shareholder, and Ms Foo Lilian, Mr Foo Kia Hee, and Ms Foo Lena, Associates of Mr Douglas Foo Peow Yong in the 2021 PSS.

The Chairman notified that Mr Douglas Foo Peow Yong and his Associates, and Ms Foo Lilian, Mr Foo Kia Hee, and Ms Foo Lena have abstained from voting on Resolutions 10 to 13 of the Notice of AGM dated 14 October 2021.

10. PROPOSED PARTICIPATION OF MR DOUGLAS FOO PEOW YONG, A CONTROLLING SHAREHOLDER, IN THE 2021 PSS

The Chairman informed the meeting that Resolution 10 was to seek approval for the proposed participation by him, who is a Controlling Shareholder, in the 2021 PSS

Mr Douglas Foo Peow Yong passed the Chair of the meeting to Mr Loh Chee Peng. Mr Loh Chee Peng took over as Chairman of the meeting for Resolution 10.

Mr Loh Chee Peng informed the members that the full text of the motion is set out in the Appendix to the Notice of AGM dated 14 October 2021, details as follow:

“That, subject to and contingent upon the passing of Resolution 8 and Resolution 9, the participation of Mr Douglas Foo Peow Yong, who is a Controlling Shareholder of the Company, in the 2021 PSS, be and is hereby approved.”

Mr Loh Chee Peng proposed the motion for Resolution 10 relating to the proposed participation of Mr Douglas Foo Peow Yong, a controlling shareholder in the 2021 PSS.

Mr Loh Chee Peng read the result of the votes for Resolution 10 as follows:

	FOR	AGAINST
Number of votes	4,992,600	100,000
Percentage	98.04%	1.96%

Based on the results of the poll, Mr Loh Chee Peng declared Ordinary Resolution 10 carried.

Mr Loh Chee Peng passed the Chair of the meeting back to Mr Douglas Foo Peow Yong as Chairman of the meeting. Mr Douglas Foo Peow Yong took over as Chairman of the meeting.

11. PROPOSED PARTICIPATION OF MS FOO LILIAN, AN ASSOCIATE OF MR DOUGLAS FOO PEOW YONG, A CONTROLLING SHAREHOLDER, IN THE 2021 PSS

The Chairman informed the meeting that Resolution 11 was to seek approval for the proposed participation of Ms Foo Lilian, an Associate of Mr Douglas Foo Peow Yong, a Controlling Shareholder, in the 2021 PSS.

The full text of the motion is set out in the Appendix to the Notice of AGM dated 14 October 2021, details as follow:

“That, subject to and contingent upon the passing of Resolution 8 and Resolution 9, the participation of Ms Foo Lilian, who is an Associate of Mr Douglas Foo Peow Yong, a Controlling Shareholder of the Company, in the 2021 PSS, be and is hereby approved.”

The Chairman proposed the motion for Resolution 11 relating to the proposed participation of Ms Foo Lilian, an Associate of Mr Douglas Foo Peow Yong, a controlling shareholder in the 2021 PSS.

The Chairman read the result of the votes for Resolution 11 as follows:

	FOR	AGAINST
Number of votes	4,992,600	100,000
Percentage	98.04%	1.96%

Based on the results of the poll, The Chairman declared Ordinary Resolution 11 carried.

12. PROPOSED PARTICIPATION OF MR FOO KIA HEE, AN ASSOCIATE OF MR DOUGLAS FOO PEOW YONG, A CONTROLLING SHAREHOLDER, IN THE 2021 PSS

The Chairman informed the meeting that Resolution 12 was to seek approval for the proposed participation of Mr Foo Kia Hee, an Associate of Mr Douglas Foo Peow Yong, a Controlling Shareholder, in the 2021 PSS.

The full text of the motion is set out in the Appendix to the Notice of AGM dated 14 October 2021, details as follow:

“That, subject to and contingent upon the passing of Resolution 8 and Resolution 9, the participation of Mr Foo Kia Hee, who is an Associate of Mr Douglas Foo Peow Yong, a Controlling Shareholder of the Company, in the 2021 PSS, be and is hereby approved.”

The Chairman proposed the motion for Resolution 12 relating to proposed participation of Mr Foo Kia Hee, an Associate of Mr Douglas Foo Peow Yong, a controlling shareholder in the 2021 PSS.

The Chairman read the result of the votes for Resolution 12 as follows:

	FOR	AGAINST
Number of votes	4,992,600	100,000
Percentage	98.04%	1.96%

Based on the results of the poll, The Chairman declared Ordinary Resolution 12 carried.

13. PROPOSED PARTICIPATION OF MS FOO LENA, AN ASSOCIATE OF MR DOUGLAS FOO PEOW YONG, A CONTROLLING SHAREHOLDER, IN THE 2021 PSS

The Chairman informed the meeting that Resolution 13 was to seek approval for the proposed participation of Ms Foo Lena, an Associate of Mr Douglas Foo Peow Yong, a Controlling Shareholder, in the 2021 PSS.

The full text of the motion is set out in the Appendix to the Notice of AGM dated 14 October 2021, details as follow:

“That, subject to and contingent upon the passing of Resolution 8 and Resolution 9, the participation of Ms Foo Lena, who is an Associate of Mr Douglas Foo Peow Yong, a Controlling Shareholder of the Company, in the 2021 PSS, be and is hereby approved.”

The Chairman proposed the motion for Resolution 13 relating to the proposed participation of Ms Foo Lena, an Associate of Mr Douglas Foo Peow Yong, a controlling shareholder in the 2021 PSS.

The Chairman read the result of the votes for Resolution 13 as follows:

	FOR	AGAINST
Number of votes	4,992,600	100,000
Percentage	98.04%	1.96%

Based on the results of the poll, The Chairman declared Ordinary Resolution 13 carried.

14. PROPOSED RENEWAL OF THE SHARE BUYBACK MANDATE

The Chairman informed the meeting that Resolution 14 was to seek approval for the proposed renewal of the share buyback mandate.

The full text of the motion is set out in the Appendix to the Notice of AGM dated 14 October 2021, details as follow:

“That:

- (a) for the purposes of Section 76C and 76E of the Companies Act, Chapter 50 (the “Companies Act”) approval be and is hereby given for the renewal of the Share Buyback Mandate (as hereinafter defined) the exercise by the Directors of the Company of all the powers of the Company to purchase or otherwise acquire

Shares not exceeding in aggregate the Maximum Percentage (as hereafter defined), at such price or prices as may be determined by the Directors from time to time up to the Maximum Price (as hereafter defined), whether by way of:

- (i) on-market purchase(s) on the SGX-ST; and/or
- (ii) off-market purchase(s) is effected otherwise than on the SGX-ST in accordance with any equal access scheme(s) as may be determined or formulated by the Directors of the Company as they consider fit, which scheme(s) shall satisfy all the conditions prescribed by the Companies Act,

and otherwise in accordance with all other laws and regulations and rules of the SGX-ST as may for the time being be applicable, be and is hereby authorised and approved generally and unconditionally (the "Share Buyback Mandate");

- (b) unless varied or revoked by the Company in general meeting, the authority conferred on the Directors of the Company pursuant to the Share Buyback Mandate may be exercised by the Directors at any time and from time to time during the period commencing from the date of the passing of this Resolution and expiring on the earliest of:

- (i) the date on which the next AGM of the Company is held or required by law to be held;
- (ii) the date on which the purchases or acquisitions of Shares by the Company pursuant to the Share Buyback Mandate are carried out to the full extent mandated;
- (iii) the date on which the authority conferred by the Share Buyback Mandate is varied or revoked by Shareholders in general meeting;

- (c) in this Resolution:

"Maximum Percentage" means the number of issued Shares representing 10% of the total number of issued Shares as at the date of the passing of this Resolution (excluding any Shares which are held as treasury shares as at that date);

"Maximum Price" in relation to a Share to be purchased or acquired, means the purchase price (excluding brokerage, commission, applicable goods and services tax and other related expenses) which shall not exceed:

- (i) in the case of a market purchase of a Share, 105% of the Average Closing Price of the Shares; and
- (ii) in the case of an off-market purchase of a Share, 110% of the Average Closing Price of the Shares;

"Average Closing Price" means the average of the closing market prices of a Share over the last five (5) Market Days on which the Shares are transacted on the SGX-ST or, as the case may be, such securities exchange on which the Shares are listed or quoted, immediately preceding the date of the market purchase by the Company or, as the case may be, the date of the making of the offer pursuant to the off-market purchase, and deemed to be adjusted, in accordance with the rules of the SGX-ST, for any corporate action that occurs after the relevant five-day period; and

"Date of the making of the offer" means the date on which the Company makes an offer for the purchase or acquisition of Shares from holder of Shares, stating

therein the relevant terms of the equal access scheme for effecting the off-market purchase;

- (d) the Directors of the Company and/or any of them be and are hereby authorised to complete and do all such acts and things (including executing such documents as may be required) as they and/or he may consider expedient or necessary to give effect to the transactions contemplated and/or authorised by this Resolution.”

The Chairman proposed the motion for Resolution 14:

“That the Proposed Renewal of the Share Buyback Mandate be approved.”

The Chairman read the result of the votes for Resolution 14 as follows:

	FOR	AGAINST
Number of votes	97,789,440	0
Percentage	100%	0%

Based on the results of the poll, the Chairman declared Ordinary Resolution 14 carried.

CONCLUSION

There being no other business, the Chairman thanked the members for their attendance and declared the Meeting closed at 3.19 p.m.

Confirmed as a true record of the proceedings

Douglas Foo Peow Yong
Chairman of Meeting