

NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that the Annual General Meeting (the “**AGM**” or the “**Meeting**”) of Baker Technology Limited (the “**Company**”) will be held at Republic of Singapore Yacht Club, Nautical Room, 52 West Coast Ferry Road, Singapore 126887 on Monday, 28 April 2025 at 10.00 a.m. to transact the following business:

ORDINARY BUSINESS:

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| 1 | To receive and adopt the Directors’ Statement and Audited Financial Statements for the financial year ended 31 December 2024 and the Auditors’ Report thereon. | (Resolution 1) |
| 2 | To declare a tax exempt (1-tier) final dividend of 2.0 cents per ordinary share for the financial year ended 31 December 2024. | (Resolution 2) |
| 3 | To approve Directors’ fees of up to \$297,000 for the financial year ending 31 December 2025, to be paid quarterly in arrears. | (Resolution 3) |
| 4 | To re-elect Mr Ajay Kumar Jain, being a Director who retires by rotation pursuant to Article 110 of the Constitution of the Company. | (Resolution 4) |
| 5 | To re-elect Mr Tan Yang Guan, being a Director who retires by rotation pursuant to Article 110 of the Constitution of the Company. | (Resolution 5) |
| 6 | To re-elect Dr Benety Chang, being a Director who retires by rotation pursuant to Article 110 of the Constitution of the Company. | (Resolution 6) |
| 7 | To re-appoint Ernst & Young LLP as Auditor of the Company and to authorise the Directors to fix their remuneration. | (Resolution 7) |
| 8 | To transact any other business that may be transacted at an AGM. | |

SPECIAL BUSINESS:

To consider and, if thought fit, to pass the following resolutions as Ordinary Resolutions, with or without modifications:

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| 9 | “Share Issue Mandate | (Resolution 8) |
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That pursuant to the Company’s Constitution and Rule 806 of the Listing Manual of the Singapore Exchange Securities Trading Limited, authority be given to the Directors of the Company to issue shares (“**Shares**”) whether by way of rights, bonus or otherwise, and/or 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 to such persons as the Directors may, in their absolute discretion, deem fit provided that:

- (a) the aggregate number of Shares (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 total number of issued shares (excluding treasury shares and subsidiary holdings) in the capital of the Company at the time of the passing of this Resolution, of which the aggregate number of Shares and convertible securities to be issued other than on a pro-rata basis to all shareholders of the Company shall not exceed twenty per cent (20%) of the total number of issued shares (excluding treasury shares and subsidiary holdings) in the share capital of the Company;

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- (b) for the purpose of determining the aggregate number of Shares that may be issued under sub-paragraph (a) above, the total number of issued shares (excluding treasury shares and subsidiary holdings) shall be based on the total number of issued shares (excluding treasury shares and subsidiary holdings) of the Company as at the date of the passing of this Resolution, after adjusting for:

- (i) new shares arising from the conversion or exercise of convertible securities;
- (ii) new shares arising from exercising share options or vesting of Share awards, provided the options or awards were granted in compliance with Part VIII of Chapter 8; and
- (iii) any subsequent bonus issue, consolidation or subdivision of shares;

Adjustments in accordance with (b)(i) and (b)(ii) 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 passing of this Resolution.

- (c) And that such authority shall, unless revoked or varied by the Company in general meeting, continue in force (i) until the conclusion of the Company's next AGM or the date by which the next AGM of the Company is required by law to be held, whichever is earlier or (ii) in the case of shares to be issued in accordance with the terms of convertible securities issued, made or granted pursuant to this Resolution, until the issuance of such shares in accordance with the terms of such convertible securities."

10 **"Proposed Adoption of the Baker Technology Limited Employee Performance Share Plan** **(Resolution 9)**

That:

- (i) The employees' performance share plan to be known as the "Baker Technology Limited Employee Performance Share Plan" ("**BTL EPSP**"), the rules and details of which have been set out in Appendix B ("**Appendix B**") to the Annual Report, be and is hereby approved and adopted; and
- (ii) The Directors be and are hereby authorised:
 - (a) to establish and administer the BTL EPSP;
 - (b) to modify and/or alter the BTL EPSP at any time and from time to time, provided that such modification and/or alteration is effected in accordance with the rules of the BTL EPSP;
 - (c) in accordance with section 161 of the Companies Act 1967, to grant awards ("**Awards**") in accordance with the rules of the BTL EPSP, and to allot and issue from time to time such number of new Shares in the capital of the Company as may be required pursuant to the vesting of such Awards, provided that the aggregate number of Shares which may be issued and/or transferred pursuant to the vesting of Awards on any date, when aggregated with the total number of Shares issued and/or transferred in respect of all Awards granted, and all options and awards granted under any other share-based incentive scheme(s) implemented by the Company and for the time being in force, shall not exceed 15% of the total number of Shares (excluding treasury shares and subsidiary holdings) from time to time;

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- (d) subject to the same being allowed by law, to apply any shares purchased or acquired under any share purchase mandate and to deliver such existing Shares (including any Shares held in treasury) towards the satisfaction of Awards granted under the BTL EPSP; and
- (e) to complete and to do all such acts and things (including executing all such documents as may be required and to approve any amendments or modifications to any such documents) as they and/or he/she may consider necessary, desirable or expedient to give effect to this resolution."

11 **"Proposed Participation by Dr Benety Chang, a Controlling Shareholder, in the BTL EPSP" (Resolution 10)**

That subject to and contingent upon the passing of Ordinary Resolution 9, the participation by Dr Benety Chang, a Controlling Shareholder, in the BTL EPSP be and is hereby approved."

12 **"Proposed Participation by Ms Jeanette Chang, an Associate of a Controlling Shareholder, in the BTL EPSP" (Resolution 11)**

That subject to and contingent upon the passing of Ordinary Resolution 9, the participation by Ms Jeanette Chang, an Associate of a Controlling Shareholder in the BTL EPSP, be and is hereby approved."

14 **"Proposed Renewal of the Share Buyback Mandate" (Resolution 12)**

That for the purposes of Sections 76C and 76E of the Companies Act 1967, the Directors of the Company be and are hereby authorised to make purchases or otherwise acquire issued and fully paid-up ordinary shares from time to time (whether by way of market purchases or off-market purchases on an equal access scheme) of up to 10% of the total number of issued ordinary shares (excluding treasury shares and subsidiary holdings) in the capital of the Company (as ascertained as at the date of the AGM of the Company) at the price of up to but not exceeding the Maximum Price as defined in the Appendix A dated 11 April 2025 ("**Appendix A**"), in accordance with the terms of the Share Buyback Mandate set out in the Appendix A, and this mandate shall, unless revoked or varied by the Company in general meeting, continue in force until (i) the date of the next AGM of the Company or the date by which the next AGM of the Company is required by law or the Constitution of the Company to be held; (ii) the date on which the share purchases are carried out to the full extent mandated; or (iii) the time when the authority conferred by this mandate is revoked or varied by Shareholders in general meeting, whichever is the earliest."

By Order of the Board

Lim Mee Fun
Company Secretary
Singapore
11 April 2025

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EXPLANATORY NOTES:

- Resolution 3** The Ordinary Resolution 3, if passed, will authorise the Directors of the Company to pay Directors' fees to Independent Directors and Non-Executive Non-Independent Director for the year ending 31 December 2025 quarterly in arrears.
- Resolutions 4-6** Detailed information pursuant to Rule 720(6) of the Listing Manual of SGX-ST on Mr Ajay Kumar Jain, Mr Tan Yang Guan and Dr Benety Chang can be found in the section titled "Directors Standing for Re-Election at the AGM" of the Annual Report.
- Resolution 8** The Ordinary Resolution 8, if passed, will authorise the Directors of the Company from the date of the above AGM until the conclusion of the next AGM, to allot and issue Shares and convertible securities in the Company up to an amount not exceeding fifty per cent (50%) of the total number of issued shares (excluding treasury shares and subsidiary holdings) in the capital of the Company, of which up to twenty per cent (20%) may be issued other than on a pro-rata basis.
- Resolution 9** The Ordinary Resolution 9, if passed, will authorise the Directors of the Company to grant Awards and to allot and issue or deliver Shares in the capital of the Company pursuant to the vesting of Awards in accordance with the rules of the BTL EPSP as set out in the Appendix B as well as the provisions set forth in the Companies Act 1967 and the Listing Rules of SGX-ST. The information relating to the adoption of the BTL EPSP is set out in Appendix B enclosed together with the Annual Report.
- Resolutions 10-11** Please refer to the Appendix B to the Annual Report for details on the rationale and justification for the participation of Dr Benety Chang and Ms Jeanette Chang in the BTL EPSP.
- Resolution 12** The Ordinary Resolution 12, if passed, will authorise the Directors of the Company from the date of this AGM until the next AGM or the latest date it must be held by law, the completion of the full share repurchase mandate, or the revocation or amendment of this mandate by shareholders in a general meeting to repurchase ordinary shares of the Company by way of market purchases or off-market purchases of up to 10% of the total number of issued ordinary shares (excluding treasury shares and subsidiary holdings) in the capital of the Company at the price of up to but not exceeding the Maximum Price as defined in the Appendix A.

The rationale for the authority and limits on the sources of funds to be used for the purchase or acquisition of shares, including the amount of financing and the financial effects of the purchase or acquisition of ordinary shares by the Company pursuant to the Share Buyback Mandate on the audited financial statements of the Group for the financial year ended 31 December 2024, are set out in greater detail in the Appendix A.

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NOTES:

1. The AGM will be held, in a wholly physical format, at Republic of Singapore Yacht Club, Nautical Room, 52 West Coast Ferry Road, Singapore 126887 on Monday, 28 April 2025 at 10.00 a.m. **There will be no option for shareholders to participate virtually.**

- 2(a). The Annual Report, Appendices dated 11 April 2025 (in relation to the proposed renewal of the share buyback mandate and adoption of the BTL EPSP), Notice of AGM and Proxy Form have been published on the SGX website at the URL <https://www.sgx.com/securities/company-announcements>. These documents can also be accessed at the Company's website as follows:

<https://www.bakertech.com.sg/investor-relations/2025-2>

<https://www.bakertech.com.sg/investor-relations/annual-report>

<https://www.bakertech.com.sg/investor-relations/circulars>

Printed copies of the Annual Report and Appendices will **not** be sent to shareholders by post.

- 2(b). The Request Form for shareholders to request for a printed copy of the Annual Report and/or the Appendices will be despatched to shareholders together with the Notice of AGM and Proxy Form. Requests for a printed copy of the Annual Report and/or the Appendices should be made by submitting the Request Form to the Company in the following manner:

- (i) if submitted by post, be sent to the office of the Company at 10 Jalan Samulun Singapore 629124; or
- (ii) if submitted electronically, be submitted via email to the Company at **investor_relations@bakertech.com.sg**.

3. (a) A member who is not a Relevant Intermediary is entitled to appoint not more than two proxies to attend, speak and vote at the AGM. Where such member's proxy form appoints more than one proxy, the proportion of the shareholding concerned to be represented by each proxy shall be specified in the proxy form.
- (b) A member who is a Relevant Intermediary is entitled to appoint more than two proxies to attend, speak and vote at the AGM, but each proxy must be appointed to exercise the rights attached to a different share or shares held by such member. Where such member's proxy form appoints more than two proxies, the number and class of shares in relation to which each proxy has been appointed shall be specified in the proxy form.

A member can appoint the Chairman of the Meeting as his/her/its proxy, but this is not mandatory. Where a member (whether individual or corporate) appoints the Chairman of the Meeting as his/her/its proxy, he/she/it must give specific instructions as to voting, or abstentions from voting, in respect of a resolution in the proxy form, failing which the appointment of the Chairman of the Meeting as proxy for that resolution will be treated as invalid.

CPF or SRS investors who wish to vote should approach their respective CPF Agent Banks or SRS Operators to submit their votes by 15 April 2025 in order to allow sufficient time for their respective CPF Agent Banks or SRS Operators to in turn submit a proxy form to appoint the Chairman of the Meeting to vote on their behalf by the cut-off date.

4. A proxy need not be a member of the Company.
5. The completed & signed proxy form must be submitted to the Company in the following manner:
 - (a) if submitted by post, be lodged at the office of the Company at 10 Jalan Samulun Singapore 629124; or
 - (b) if submitted electronically, be submitted via email to the Company at **investor_relations@bakertech.com.sg**

in either case not less than 72 hours before the time appointed for the AGM.

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6. Submission of questions in advance of the AGM

Shareholders may submit questions related to the proposed resolutions to be tabled for approval at the AGM in the following manner:

- (a) by email via **investor_relations@bakertech.com.sg**; or
- (b) in hard copy by sending by post to the Company's registered office at 10 Jalan Samulun Singapore 629124.

All questions submitted must be accompanied with the following information:

- (a) the shareholder's full name;
- (b) the shareholder's identification/UEN/registration number;
- (c) the manner in which the shareholder holds shares in the Company (e.g. via CDP, CPF, SRS and/or Scrip); and
- (d) contact number & email address

for verification purposes, failing which, the submission will be treated as invalid.

Deadline for submitting questions: All questions must be submitted by 10.00 a.m. on 18 April 2025. ("**Submission Deadline**").

The Company will respond to substantial and relevant questions by 8.30 a.m. on 23 April 2025, and post them on the Company's website at **<https://www.bakertech.com.sg/investor-relations/2025-2>** as well as on the SGX website at <https://www.sgx.com/securities/company-announcements>. Substantially similar questions received will be consolidated and consequently, not all questions may be individually addressed. Questions submitted by shareholders after Submission Deadline will be addressed at the AGM.

7. Minutes of AGM

The minutes of the AGM will be published on the SGXNET and the Company's website within one month after the date of the AGM.

"**Relevant Intermediary**" means:

- (a) a banking corporation licensed under the Banking Act 1970 of Singapore or a wholly-owned subsidiary of such a banking corporation, whose business includes the provision of nominee services and who holds shares in that capacity;
- (b) a person holding a capital markets services licence to provide custodial services for securities under the Securities and Futures Act 2001 of Singapore and who holds shares in that capacity; or
- (c) the Central Provident Fund Board ("**CPF Board**") established by the Central Provident Fund Act 1953 of Singapore, in respect of shares purchased under the subsidiary legislation made under that Act providing for the making of investments from the contributions and interest standing to the credit of members of the Central Provident Fund, if the CPF Board holds those shares in the capacity of an intermediary pursuant to or in accordance with that subsidiary legislation.

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PERSONAL DATA PRIVACY:

By submitting an instrument appointing the Chairman of the Meeting as proxy to attend, speak and vote at the AGM and/or any adjournment thereof, a member of the Company consents to the collection, use and disclosure of the member's personal data by the Company (or its agents or service providers) for the purpose of the processing, administration and analysis by the Company (or its agents or service providers) of the appointment of the Chairman of the Meeting as proxy for the AGM (including any adjournment thereof) and the preparation and compilation of the attendance lists, minutes and other documents relating to the AGM (including any adjournment thereof), and in order for the Company (or its agents or service providers) to comply with any applicable laws, listing rules, take-over rules, regulations and/or guidelines.