

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Dividend Payment Policy	Doc. No.	POL-BOD_68-037
		Effective date	13 NOV 2025
	Approved by the Resolution of the Board of Directors Meeting No. 7/2025, dated 13 November 2025	Issue No.	8.0
		Page	1 / 4

	<u>Page</u>
1. Introduction	2
2. Objectives	2
3. Basic Principles of Dividend Payment	2
4. Policy Review	3

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Dividend Payment Policy	Doc. No.	POL-BOD_68-037
		Effective date	13 NOV 2025
	Approved by the Resolution of the Board of Directors Meeting No. 7/2025, dated 13 November 2025	Issue No.	8.0
		Page	2 / 4

1. Introduction

The Company's dividend payment policy is a policy that takes into account the operating results of the business and is used to consider investment and shareholder returns in the long-term. The Board of Directors will consider the dividend payment by taking into account maximum benefits of the shareholders and that such action must not have a significant impact on business operations. In addition, dividend payment ratio is based on actual operating profits considered along with cash flow, financial position, liquidity, investment plans for each period, and future business expansion including the debt repayment agreement due next year. However, the dividend payment may be changed as the Board of Directors deems appropriate.

2. Objectives

1. To understand the process of determining policies regarding dividend payment and dividend payment methods.
2. To achieve maximum benefit to all stakeholders equally and fairly.
3. This policy and practice guideline are required to be reviewed regularly on an annual basis.

3. Basic Principles of Dividend Payment

1. Do not pay dividends from other types of money other than profits, including prohibiting the payment of dividends in the event that the Company still has accumulated losses.
2. Dividends shall be divided according to the number of shares, each share equally, unless otherwise specified in the regulations for preferred shares.
3. The Company must allocate part of the annual net profit as a reserve fund of not less than 5 percent of the annual net profit deducted by the amount of accumulated losses brought forward (if any) until this reserve fund is not less than 10 percent of the registered capital.
4. The Company has a policy to pay dividend at a rate not less than 40 percent of net profit according to the Company's separated financial statements, after the deduction of corporate income tax, legal reserve, and all other reserves (if any). However, the Company may pay dividend at a rate less than the rate specified above if necessary, depending on necessity for working capital in operation, investment plan, business expansion plan in the future, and other factors related to the management of the Company.
5. Subsidiaries of the Company has a policy to pay dividends at a rate of not less than 40 percent of the net profits according to the financial statements of the subsidiaries after deducting corporate income tax, legal reserve and other reserves (if any) by considering the appropriateness of business conditions, such as operating results, cash flow, financial position, liquidity, and investment plans of that subsidiary.

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Dividend Payment Policy	Doc. No.	POL-BOD_68-037
		Effective date	13 NOV 2025
	Approved by the Resolution of the Board of Directors Meeting No. 7/2025, dated 13 November 2025	Issue No.	8.0
		Page	3 / 4

6. The resolution of the Board of Directors approving the payment of dividends must be presented for approval at the shareholders' meeting unless it is an interim dividend payment. The Board of Directors has the authority to approve the payment of interim dividends to shareholders from time to time in the case that the Company is quite profitable to do so and when dividends have been paid, it shall be reported to the shareholders at the next meeting.
7. Dividend payment must be made within 1 month from the date the shareholders' meeting or the Board of Directors' meeting passed the resolution (as the case may be). This must be notified in writing to shareholders and advertise the notice of dividend payment in the newspaper.

4. Policy Review

This policy is required to be reviewed regularly on an annual basis.

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Dividend Payment Policy	Doc. No.	POL-BOD_68-037
		Effective date	13 NOV 2025
	Approved by the Resolution of the Board of Directors Meeting No. 7/2025, dated 13 November 2025	Issue No.	8.0
		Page	4 / 4

Revision Record

Document No.	Issue No. /Revision No.	Date	Revised Part	Reason of Revision	Date of Cancellation
OMD 2562/08	1.0	25 FEB 2019	Newly written	To comply with the principles of the supervising agency and the current operations	8 NOV 2019
OMD 2562/24	2.0	8 NOV 2019	Reviewed	To comply with the principles of the supervising agency and the current operations	1 MAR 2021
POL-BOD 64-019	3.0	1 MAR 2021	Reviewed	To comply with the principles of the supervising agency and the current operations	12 NOV 2021
POL-BOD 64-038	4.0	12 NOV 2021	Reviewed	To comply with the principles of the supervising agency and the current operations	27 FEB 2023
POL-BOD 66-009	5.0	27 FEB 2023	Reviewed	To comply with the principles of the supervising agency and the current operations	28 FEB 2024
POL-BOD 67-016	6.0	28 FEB 2024	Reviewed	To comply with the principles of the supervising agency and the current operations	13 NOV 2024
POL-BOD 67-039	7.0	13 NOV 2024	Reviewed	To comply with the principles of the supervising agency and the current operations	13 NOV 2025
POL-BOD 68-037	8.0	13 NOV 2025	Reviewed	To comply with the principles of the supervising agency and the current operations	