


Gunkul Engineering Public Co., Ltd. and GUNKUL's Group

	Dividend Payment Policy	Document No.	POL-BOD_64-019
		Effective date	1 MAR 2021
	Approved by the resolution of the Board of Directors No. 1/2021 dated 24 February 2021	No.	3.0
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## 1. Introduction


Policy on dividend payment of the Company is a policy that takes into account the operating results, long-term shareholder returns, increasing the value of investment of shareholders and encourage shareholders to hold investment in the Company in the long term. The dividend payment is at the discretion of the Board of Directors and the payment rate will depend on the actual operating profit by considering the cash flow, financial position, liquidity and investment plans in each period including the agreement to repay the debt in the next year.

## 2. Objectives

1. To understand the process of determining policy on dividend payment and dividend payment methods.
2. To maximize the benefits of all stakeholders equally and fairly.
3. To require regular review of this policy and practice on an annual basis.

## 3. Basic Principles of the Dividend Payment


1. Do not pay dividends from other types of money other than profit, including not paying dividends in the event that the Company still has accumulated losses.
2. Dividend payment shall be divided according to the number of shares in equal shares, unless it has otherwise specified for preference shares.
3. The Company has to allocate a portion of its annual net profit as a reserve fund of not less than 5 percent of the annual net profit, deducted by the accumulated loss brought forward (if any) until this reserve is not less than 10 percent of the registered capital.
4. The Company has a policy to pay dividends of not less than 40 percent of net profit according to the Company financial statements after deduct corporate income tax, legal reserve and all other reserves. However, the Company may specify that the dividend payment rate is less than the rate specified above, depending on the need for working capital in the operation, business expansion and other factors that related to the management of the Company.

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5. The subsidiaries of the Company have a policy to pay dividends of not less than 40 percent of net profit according to the financial statements of the subsidiaries after deduct corporate income tax deduction, legal reserves and all other reserves, by considering the cash flow, financial position, liquidity and investment plans in each period.
6. The resolution of the Board of Directors that approved for dividend payment must be presented for approval from the shareholders' meeting. Except for interim dividend payment, the Board of Directors has the authority to approve the interim dividend payment to shareholders from time to time. In the event that the Company has sufficient profits to do so and also paid dividends, it has to report to the shareholders at the next meeting.
7. Payment of dividends shall be made within 1 month from the date of the resolution of the shareholders' meeting or the Board of Directors, as the case may be. This must be notified in writing to shareholders and advertise the notice of the dividend payment in the newspaper.

#### 4. Policy Review

The Dividend Payment Policy need to be reviewed and submitted to the Board of Directors for approval every year.

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#### 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	Rewritten	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	-