ORG3 Dividends

Policy Statement

1. P4 Movement is committed to managing profits in a prudent and transparent manner that supports financial sustainability, ongoing growth, and fair returns to shareholders.

2. Dividend decisions balance reinvestment in the business with distributions to shareholders and are made in accordance with this policy, the Company's Constitution, and applicable legislation, including the Corporations Act 2001 (Cth).

3. Dividends are only declared where the Company remains solvent and financially stable after any distribution.

Procedures

1. Retention of Earnings

    a. P4 Movement may retain a portion of annual profits to support operations, growth, and financial sustainability.

    b. P4 Movement will retain no more than forty percent (40%) of retained earnings in any financial year.

    c. The remaining available profits may be applied to shareholder loan repayments or dividend distributions in accordance with this policy.

2. Repayment of Shareholder Loans

    a. Where shareholders have provided loans to P4 Movement, surplus funds available for distribution are applied in the first instance to the repayment of shareholder loans.

    b. Repayment of shareholder loans occurs in proportion to each shareholder organisation's original loan contribution.

    c. Dividend payments will only commence once all shareholder loans have been fully repaid, unless otherwise determined by the Board.

3. Declaration and Distribution of Dividends

    a. Following the full repayment of shareholder loans, dividends may be declared by the Board from available profits.

b. Dividends are paid to shareholders in proportion to their share ownership.

c. Dividends are only declared where doing so does not compromise P4 Movement's financial stability or legal obligations.

4. Board Discretion

a. A Special Majority of the Board determines whether dividends are declared in any financial year.

b. In making this determination, the Board considers:

i. The financial performance of P4 Movement
ii. Cash flow and liquidity requirements
iii. Future investment or capital needs
iv. Compliance with solvency requirements under the Corporations Act 2001 (Cth).

Related Business Procedures

1. Shareholder Loan Agreement

2. Org1.1 - Governance

Responsible Persons

1. Board of Directors

2. Company Secretary, where appointed.

3. Finance lead or external accountant, where engaged.

Definitions

1. **Board:** The Board of Directors of the Company.

2. **Company:** P4 Movement Pty Ltd.

3. **Dividend:** A distribution of profits to shareholders in accordance with the Corporations Act 2001 (Cth).

4. **Retained Earnings:** Profits retained by the Company for reinvestment or future use.

5. **Shareholder: I**ndividual or organisation holding shares in the Company.

6. **Special Majority:** Voting threshold defined in the Company’s Constitution.

References

1. Corporations Act 2001 (Cth).

2. P4 Movement Pty Ltd Constitution

Version Control

Version 1	1 April 2026	New policy creation