DIVIDEND POLICY

Last revised February 2025

Seeka Limited

Seeka's policy is to pay dividends when the Board considers appropriate.

In considering whether to pay a dividend, and the quantum of a dividend, the Board will consider the items as appropriate to the year including:

- The earnings of the Company,
- The debt position, cashflow, working capital requirements, capital expenditure profile and solvency of the Company, and
- The trading outlook of the Company.

If the Board determines a dividend to be appropriate, it would normally be in the range of 50% to 75% of underlying net profit after tax attributable to shareholders (and excluding unrealised gains and losses arising from a revaluation of property or treasury instruments and any extraordinary or abnormal items and other one-off items).

In such circumstances dividends would normally be paid in October (interim) and April (final), but the Board may vary these dates.

Seeka's policy on imputation is to fully impute both the interim and final dividend with New Zealand tax credits each year (or to the maximum extent possible).

Seeka can give no assurance about the level of dividends, if any, or the level of tax credits attached to dividends.

The Directors reserve the right to amend the dividend policy at any time.

Review of the Policy

This Policy will be reviewed biennially by the Board.

Adopted: August 2017
Last revised: February 2025
Next review due: December 2026

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