# Universal Health Algorithm – Shareholder Earnings & Governance Policy (Draft)

## 1. Shareholder Earnings Policy

UHA Holdings Pty Ltd is committed to rewarding shareholders through transparent, structured, and ethical distribution of company profits. The earnings model will prioritize both short-term dividend payouts and long-term enterprise growth.

* Dividend Structure:
* • Dividends will be reviewed and declared \*\*quarterly\*\*, based on audited net profits.
* • Initial reinvestment phase may delay early dividends to prioritize infrastructure, education, and delivery scale.
* • Once sustainable operating profit is achieved, dividend payout ratio will begin at \*\*25% of net profit\*\* and may increase over time.
* • Shareholders will receive dividends \*\*proportional to their shareholding\*\*.
* • Shareholders may opt into a \*\*Dividend Reinvestment Plan (DRP)\*\* to increase their equity stake instead of receiving cash.

## 2. Shareholder Voting & Governance

As part of UHA's governance commitment, shareholders will be granted voting rights as defined in the company constitution. Voting powers may differ based on share class (e.g., common vs preferred), but majority holders will retain strategic oversight.

* Voting Rights Summary:
* • Shareholders with voting shares are entitled to one vote per share held.
* • Voting rights apply to major business decisions, board appointments, mergers/acquisitions, and profit distribution changes.
* • The Founder (Aaron Roussos) retains \*\*majority shareholder status\*\* and \*\*executive decision authority\*\* for key mission-aligned actions.
* • An Advisory Board will be established for independent oversight and expertise.

## 3. Future Financial Pathways

As the business grows and stabilizes globally, options such as public offering (IPO), partial exit, or buyback programs will be considered. These mechanisms may offer significant returns for early investors while maintaining control over the mission and ethical delivery.