

Document Number: HR 09

Corporate Governance

Sealmatic's corporate governance is the combination of rules, processes and laws by which business of our company is operated, regulated or controlled. The term encompasses the internal and external factors that affect the interests of our company's stakeholders, including shareholders, customers, suppliers, government regulators and management. Our board of directors are responsible for creating the framework for corporate governance that best aligns business conduct with objectives.

The best purposes of our corporate governance include action plans, performance measurement, disclosure practices, executive compensation decisions, dividend policies, procedures for reconciling conflicts of interest and explicit or implicit contracts between the company and stakeholders.

Our company makes sure that governance is well-defined and enforced that works for the benefit of everyone concerned by ensuring that our company adheres to accepted ethical standards, best practices and formal laws.

Our corporate governance helps us to build trust with investors and the community. As a result, corporate governance helps promote financial viability by creating a long-term investment opportunity and sustainable growth. Our company strives to have a high level of corporate governance for our stakeholders, it is not enough that our company merely be profitable; it also needs to demonstrate good corporate citizenship through environmental awareness, ethical behavior, and sound corporate governance practices. Our corporate governance creates a transparent set of rules and controls in which shareholders, directors, and officers have aligned commitment.

Sealmatic's Principles Of Corporate Governance

- All shareholders are treated equally and fairly and making sure shareholders are aware of their rights and how to exercise them.
- Legal, contractual and social obligations to non-shareholder stakeholders are upheld in a transparent manner, by communicating pertinent information to employees, investors, vendors and the government from time to time.
- The board of directors have a commitment to ensure accountability, fairness, diversity and transparency within corporate governance.
- Company has a strict code of conduct for board members and executives, only appointing new individuals if they meet the highest standard of ethical code of conduct.
- Our company's corporate governance implements a checks and balances system that minimizes conflicts of interest.



Sealmatic's Objectives Of Corporate Governance

- Ensures that the management of our company considers the best interests of everyone;
- Helps our company deliver long-term corporate success and economic growth;
- Ensures control over management and information systems (such as security or risk management)
- Gives guidance to the shareholders and managers about what are the goals strategy of our company;
- Minimizes wastages, corruption, risks, and mismanagement;
- Helps to create a strong brand reputation;
- Most importantly – it makes our company more resilient.