

The Financial Performance and Corporate Governance Disclosure: A Study in the Annual Reports of Listed Companies of Bangladesh

Md. Abdur Rouf

Assistant Professor, Department of Business Administration, City University, Bangladesh
E-mail:roufbogra@yahoo.com; roufnakua@gmail.com

Abstract

This research aims to test empirically the relationship between the Financial Performances (Profitability) and the level of Corporate Governance Disclosure (CGD) by the listed non-financial companies in Bangladesh. Data are taken from annual reports of the listed companies in the 2007. This paper is based on a sample of 94 listed companies and Used OLS as a method of estimation. The extent of corporate governance disclosure level is measured using 40 items of information and financial performance (profitability) is measured by return on assets (ROA). Using an unweighted approach for measuring corporate governance disclosure, this approach is most appropriate when no importance is given to any specific user-groups. After establishing the disclosure index, a scoring sheet was developed to assess the extent of corporate governance disclosures. The result shows that the level of Corporate Governance Disclosure (CGD) is positively correlated with the Financial Performances (Profitability). The study provides empirical evidence to policy makers and regulators in South Asia.

Keywords: Profitability, Corporate Governance Disclosure, Return on Assets.

1. Introduction

Corporate disclosure has expected an enormous agreement of attention from many researchers (for example, see Dulacha, et al.2006; Eng and Mak, 2003; Haniffa and Cooke, 2002; Karim, 1996). A firm's profitability is positively associated with its corporate governance disclosure level. El-Gazzar and Fornaro, et al. (2003) argue that higher profitability positive association with the voluntary disclosure. Why corporations should and do disclose information is expressed in various theories namely stakeholder theory, agency theory, legitimacy theory and political economy theory. While different theoretical perspectives make different arguments, they all agree that companies release information mostly for traditional user groups such as shareholders, creditors, financial analysis and security consultants who find this information useful when making investment decisions (Haniffa and Cooke, 2002).The agency theory implies that companies increase disclosure in order to mitigate conflicts between shareholders and managers. In addition, companies wishing to enhance their firm value may do so by increased disclosure (Lobo and Zhou, 2001).

Kusumawati (2006) finds that profitability affects good corporate governance voluntary disclosure level negatively. It implies that when companies are facing decline in profitability, they will tend to give more disclosure about corporate governance practices. No significant association is found between corporate profitability with aggregate disclosure level (Ahmed and John, 1999).

(Watson et al., 2002; Wallace et al., 1994; Ho and Wong, 2001; Hossain et al.2006) suggested the underlying reasons why larger firms disclose more information. The reasons proposed are that managers of larger companies are more likely to realize the possible benefits of better disclosure and small companies are more likely to feel that full disclosure of information could endanger their competitive position. The objectives of the proposed study are: (i) To measure the level of Corporate Governance Disclosure information made by the listed companies in Bangladesh. (ii) To examine the association between Financial Performance (Profitability) and Corporate Governances Disclosure levels of listed companies in Bangladesh.

2. Agency Theory and Corporate Governance Disclosure

Agency theory models the relationship between principal (owner) and agent (manager). Dulacha, et al. (2006) Corporate governance disclosure presents an excellent opportunity to apply agency theory, in the sense that managers who have better access to a firm's private information can make credible and reliable communication to the market to optimize the value of the firm. In the real business world where the market is not perfectly-efficient, they believed that managers use financial disclosure policy to balance the decisions they make and communicate to the outside shareholders. This illustrates that information irregularity problems influence the corporate governance disclosure policy of the company. McKinnon and Dalimunthe (1993) found favorable support that Australian diversified firms are more likely to voluntarily (CG) disclose segment information if they have minority interests in their subsidiary companies. This result indicates that disclosure of segment information provides incentives to align the interests between managers and minority interests and is therefore likely to reduce information irregularity problems.

Therefore, as suggested by agency theory, corporate governance disclosure could serve as one of the monitoring mechanisms.

3. Literature Review

3.1 Profitability

Managers are motivated to disclosure more detailed information to support the continuance of their positions and remuneration and to signal institutional confidence. El-Gazzar and Fornaro (2003) argue that higher profitability motivates management to provide greater information because it increases investors' confidence, which in turn, increases management compensation. It is also argued (Wallace and Naser, 1995; Meek, et al., 1995) that well performed companies are expected to disclose more information about their performance. Bujaki and McConomy (2002) show that firm facing a slowdown in revenues tends to increase their disclosure of corporate governance practices. Moreover, firms suffering serious corporate governance failures tend to provide extensive disclosure of governance guideline implemented in the period after such failures. Haniffa and Cooke (2002) find a positive and significant association between the firm's profitability and the extent of voluntary disclosure, which is consistent with the

earlier (Ahmed and John, 1999; Kusumawati, 2006) find that profitability affects Good Corporate Governance voluntary disclosure level negatively. It implies that when companies are facing decline in profitability, they will tend to give more disclosure about corporate governance practices. Since the studies supporting positive relationship between profitability and disclosure are conducted in financial disclosure field, the hypothesis of this study will be in the form of positive relationship. In this study, profitability is measured by return on assets (EOA); that is, net income divided by total assets.

3.2 Ownership Structure

Ownership structure is another mechanism that aligns the interest of shareholders and managers (Eng and Mak, 2003; Haniffa and Cooke, 2002; Chau and Gray, 2002; Hossain et al., 1994). The agency theory suggests that where there is a separation of ownership and control of a firm, the potential for agency costs arises because of conflicts of interest between contracting parties. It is believed that agency problems will be higher in the widely held companies because of the diverse interests between contracting parties (Mohd, et al. 2006). By utilizing disclosure, managers provide more information to signal that they work in the best interests of shareholders.

McKinnon and Dalimunthe (1993) show that companies with a single ownership structure disclose more voluntary information. Hossain et al. (1994) suggested a negative association between management ownership structure and the level of voluntary disclosure by Malaysian listed firms. In addition, Lakhali (2005) propose that share management ownership is statistically and negatively associated to voluntary earnings disclosures. Oliveira et al. (2006) also reported that firms with a lower shareholder management voluntarily disclose more information. The significant role of management ownership in influencing voluntary disclosures practices of firms from the prior researcher. So it is expected that ownership structure will influence the corporate governance disclosure information.

3.3 Board Audit Committee

Ho and Wong (2001) provide that a positive association between the presence of an audit committee and corporate disclosure practices. Similarly, McMullen (1996) reported that the presence of an audit committee is associated with reliable financial reporting, such as, reduced incidence of errors, irregularities, and other indicators of unreliable reporting. In addition, Bradbury (1990) argued that: "audit committees are commonly viewed as monitoring mechanisms that enhance the audit attestation function of external financial reporting". The board usually delegates responsibility for the oversight of financial reporting to the audit committee to enhance the breadth of relevance and reliability of annual report (Wallace et al., 1995). Thus, audit committees can be a monitoring mechanism that improves the quality of information flow between firm owners (shareholders and potential shareholders) and managers, especially in the financial reporting environment where the two have disparate information levels. Given the influence of audit committees on the context and content of corporate annual reports, the following hypothesis is tested.

3.4 Firm Size

Most of these studies found that size of firm does affect the level of disclosure of companies. Barako et al. (2006); Brammer and Pavelin (2006) investigated that the larger the firm, the more likely they will make voluntary disclosures. Based on the study done worldwide, for example- Watson et al. (2002); Wallace et al. (1994); Ho and Wong (2001); Hossain et al. (2006) suggested the underlying reasons why larger firms disclose more information. The reasons proposed are that managers of larger companies are more likely to realize the possible benefits of better disclosure and small companies are more likely to feel that full disclosure of information could endanger their competitive position. Thus, the impact of firm size is expected to be positively associated with the extent of social responsibility disclosures. In this study, sales turnover and total assets will be used as the measures of company size.

4. Hypotheses

The following specific hypotheses have been tested regarding of the firm:

H₁: The level of Corporate Governance disclosures is positively associated with the higher profitability of the firm.

H₂: The level of corporate governance disclosures is negatively associated with a higher management.

H₃: The level of corporate governance disclosure is associated positively for firms that have an audit committee.

H₄: The level of corporate governance disclosures is positively associated with the total assets of the firm.

H₅: The level of corporate governance disclosures is positively associated with the sales turnover of the firm.

5. Research Design and Methodology

5.1 Disclosure Index Construction and Application

In the initial stage of this research, comprehensive list of items that may be corporate governance disclosed (CGD) by companies in their annual reports was identified. The list of disclosure items included both financial and non-financial items that may be relevant to investment decision-making, and that listed companies may be disclosed. Since the focus of this research is corporate governance disclosures (CGD), the preliminary list of 60 items was subjected to a through selection to eliminate those that are mandated. This list was sent to various experts (professor, Professional Chartered accounted and Cost and Management accounted etc.) for selection and as a result of their feedback, the initial list of 60 items was reduced to 40 items. The disclosure items are classified into seven categories: shareholders, board of commissionaires, board of directors, audit systems, corporate secretary, stakeholders, and disclosure information. (a list of the final 40 items is included in Appendix -1)I employed an unweighted approach for the study. This approach is most appropriate when no importance is given to any specific user-groups (Kusumawati, 2006). After establishing the disclosure index, a scoring sheet was developed to assess the extent of corporate governance disclosures. If a company disclosed an item of information included in the index, it received a score of 1, and 0 if it is not disclosed.

5.2 Sample Selection and Data Sources

The sample data have been collected from the Dhaka stock exchanges seminar library for the period 2006-7. Ninety four listed non-financial companies from stock exchange have been selected on an available basis covering all sectors. The data in the current study about the financial performance (profitability) and corporate governance variables. The independent variables are profitability, ownership structure, board audit committee and firm size. The method of analysis is that of multiple regressions and the method of estimation is Ordinary Least Squares (OLS).

5.3 Regression Model and Test of Hypothesis

The statistic method being used is multiple regression analysis. The regression equation developed empirically tests the relationship between the dependent variables of Corporate Governance disclosure (CGD) and independent variables of financial performance (Profitability). In addition to the financial performance, a number of control variables are also included in the model to test the hypotheses. The regression technique used to test H₁ is as follows:

$$TVDE_{i,j,t} = \sum_{t-1}^{N_{ij}} X_{ij}$$

Where,

TCGD = Total corporate governance disclosure score for jth firm at the time t,

N_{ij} = ith item for jth firm

t = year

$$TCGD = a + \beta_1 PROA + \beta_2 PEOI + \beta_3 BAC + \beta_4 TA + \beta_5 TSE + \varepsilon$$

The variables that will be used in the analysis are as follows:-

Dependent Variables

TCGD = Total corporate governance disclosure score received from each company

Independent Variables

PROA = Percentage of Return on assets as net profit to total Assets.

PEOI = Percentage of equity owned by the insiders to all equity of the firm.

BAC = Board Audit Committee, 1 for yes or 0 for No

TA = Total assets of the firm.

TSE = Total Sales of the firm.

a = total constant, and

ε = the error term

6. Results and Discussion

6.1 Results of Descriptive Statistics

Table-1 presents descriptive statistics for the sample firms. The results from the disclosure index indicate (TCGD) the highest score achieved by a firm is 85% and the lowest score is 22.5 % with a standard deviation of 16%. So the firms are widely distributed with regard to voluntary disclosure. The mean of the Percentage Return on

equity as net profit to total assets is 3.98% with standard deviation is 13.38%. The mean of the percentage of equity owned by the insiders to all equity of the firm is 21.93 with standard deviation is 19.77. The average board audit committee (BAC) is 0.60; standard deviation is .49% with minimum and maximum sizes of 0 and 1 respectively.

6.2 Results of Correlation Analysis

Table-3 shows the Pearson correlation among the variables. The result indicates that corporate governance disclosure (CGD) is positively correlated with return on equity at the 1% level of significant. Similar results appear for the board audit committee. On the other hand CGD has a negative relationship with ownership structure and significant level is 1%. However, RCGD has a positive relationship with total assets and total sales but not significant.

6.3 Results of Multiple Regression Analysis

Table-4 shows the results of the multiple regression analysis in my study. Regression has been used in much previous research e.g. Akhtaruddin et al., 2009; Hongxia and Ainian Qi, 2008; Ibrahim et al, 2000; Ho and Wong, 2001; Chau and Gray, 2002; Haniffa and Cooke, 2002; Eng and Mark, 2003. The table shows the relationship between the Financial Performances (Profitability) and the level of Corporate Governance Disclosure (CGD). The coefficient of determination R-square, F ratio, beta coefficients and t-statistics for the regression model and summarized results of the dependent variable on the explanatory variables can be seen in the table-7. The results indicate an R-square of 0.615, and an F value of 28.171, which is significant at the 0.000 levels. Both of these values suggest that a significant percentage of the variation in corporate governance disclosure (CGD) can be explained by the variations in the whole set of independent variables.

If the independent variable PROA is one unit increased then this situation the dependent variable is increased 0.278 with SE = 0.084, Beta t value = 3.969 and significance at the 0.000. The result suggests that firms have a higher percentage of profit ability is positively associates with corporate governance disclosure. This result is similar to that of El-Gazzar and Fornaro (2003); Wallace and Naser (1995); Meek et al.(1995); Haniffa and Cooke (2002).

With regard to control variables, my study suggests that are ownership structure of the firm in respect to percentage of equity owned by the insiders to all equity of the firm (P value<0.01) tend to have negatively corporate governance disclosures with the coefficient of -0.236 significant at the 0.002 level. This is similarly with McKinnon and Dalimunthe (1993); Hossain et al.(1994) ; Lakhali (2005); Oliveira et al. (2006).

The board audit committee is positively associated with corporate governance disclosure practices. It is the important hypothesis of the extent of CGD, with the coefficient of 0.559 significant at the 0.000 level. This result is similar to that of Ho and Wong (2001).

With regard to control variables, this study suggests that firms that are larger in size in respect to total sales (P value<0.1) tend to have positively voluntary disclosures. This result similar with Watson et al., 2002; Wallace et al., 1994; Ho and Wong, 2001; Hossain, et al.2006. The regression results for firm size by total assets are insignificant. The result is consistent with Haniffa and Cooke (2002).

Financial Performance and Corporate Governance Disclosure

Table 1: Descriptive Statistics for all Variables

Variables	Mean	Median	Minimum	Maximum	Std. Deviation
TCGD	48.88	47.50	22.50	85.00	16.09
PROA	3.98	2.64	-74.01	72.11	13.38
PEOI	21.935	19.58	.001	65.92	19.77
BAC	0.60	1.00	0	1.00	.49
TA	26831.55	5026.30	56.95	378056.50	66041.84
TSE	18228.78	4840.22	0	441016.71	58455.81

Table 2: Corporate Governance Disclosure Score

Disclosure Score (%)	No. of Companies (N=94)
<=30	12 (12.8%)
31-40	25 (26.5%)
41-50	17 (18%)
51-60	23 (24.7%)
61-70	11 (11.7%)
71-80	5 (5.2%)
81-90	1 (1.1%)
>90	0 (0%)

The table shows the number and percentages of companies whose disclosure score is within the specified range.

Table 3: Pearson Correlation analysis results (N=94)

Variables	TCGD	PROE	PEOI	BAC	TA	TSE
TCGD	1.00					
PROA	0.480(**)	1.00				
PEOI	-0.0396(**)	-0.124	1.00			
BAC	0.691(**)	0.287(**)	-0.286(**)	1.00		
TA	0.148	0.026	-0.283(**)	0.202	1.00	
TSE	0.144	0.109	-0.007	0.066	0.580(**)	1.00

** Correlation is significant at the 0.01 level (2-tailed).

TCGD = Total corporate governance disclosure score received from each company; PROE =Percentage of Return on assets as net profit to total Assets; PEOI =Percentage of equity owned by the insiders to all equity of the firm; BAC = Board Audit Committee, 1 for yes or 0 for No; TA = Total assets of the firm; TSE = Total Sales of the firm.

Table 4: Multiple Regression Analysis (N=94)

Variables	Beta Coefficient	Standard Error	Beta t Values	Significance
PROA	.278	.084	3.969	.000***
PEOI	-.236	.059	-3.245	.002***
BAC	.559	2.361	7.720	.000***
TA	-.123	.000	-1.408	.163
TSE	.147	.000	1.750	.084*

* P<0.1, two tailed, *** P<0.01, two-tailed
TCGD = Total corporate governance disclosure score received from each company;
PROA =Percentage of Return on assets as net profit to total Assets; PEOI =Percentage of equity owned by the insiders to all equity of the firm; BAC = Board Audit Committee, 1 for yes or 0 for No; TA = Total assets of the firm; TSE = Total Sales of the firm.

R square =.615 ; Adjusted R square = .594 ;F Value =28.171 ;F significance =.000
Durbin Watson test =1.634

Table 5: Summary of the Regression results

Variables Labels	Expected Sign	Results
TCGD	Index	Index
β_1 PROA	(+)	Supported
β_2 PEOI	(-)	Supported
β_3 BAC	(+)	Supported
β_4 TA	(-)	Not Supported
β_5 TSE	(+)	Supported

7. Conclusions and Implication for Further Study

This research is an extension of previous research where a set of financial performance (profitability) variables is considered to examine their association with the level of corporate governance disclosure (CGD). The objective of this study was to examine financial performance (profitability influence on corporate governance disclosure. In this study used the disclosure index to measure corporate governance disclosure on a sample of 94 listed companies of Bangladesh. The first hypothesis of the study was a higher profitability of the firm is positively correlated to the level of corporate governance disclosure (CGD). Also finding my result is positively related to profitability of the firm. This result is similar to that of El-Gazzar and Fornaro (2003); Wallace and Naser (1995); Meek et al. (1995); Haniffa and Cooke (2002).

There are number of limitations of this study as well. First limitation of the study is used only non-financial companies as a sample. So, the results may not extend across all companies in Bangladesh. Second, the researchers' constructed disclosure index which has been used in the study. The index is very sensitive and can affect the results if the selected items of information improperly. Third, the study considers only one year of data. The results may differ across different years if multiple years are considered for analysis. Finally, the study investigates the extent of corporate governance disclosure leaving the other facet of disclosure i.e., mandatory disclosure. The results of the study should be interpreted with these limitations in mind.

Future research on corporate governance disclosure should seek to take into account all listed companies under non-financial group. Additionally, studying the same research issues found here but in a different industry sector would be an interesting extension of this study. This may disclose interesting results in terms of variations within the industrial sectors.

REFERENCES

- Ahmed, K. and Courtis, J.K. (1999). Associations between Corporate Characteristics and Disclosure Levels in Annual Reports: A Meta-Analysis. *British Accounting Review*, 31, 35–61.
- Aktaruddin, M., Hossain, M. A., Hossain, M. and Yao Lee (2009). Corporate Governance and Voluntary Disclosure in Corporate Annual Reports of Malaysian Listed Firms. *The Journal of Applied Management Accounting Research*, 7(1), 1-19.
- Barako, D.G., Hancock, P. and Izan, H. Y. (2006). Factors influencing voluntary corporate disclosure by Kenyan companies. *Corporate Governance, An International Review*, 14(2), 107-125.
- Bradbury, M.E. (1990). The incentives for voluntary audit committee formation. *Journal of Accounting and Public Policy*, 9, 19-36.
- Bujaki, M. and McConomy, B.J. (2002). Corporate governance: Factors Influencing Voluntary Disclosure by Publicly Traded Canadian Firms. *Canadian Accounting Perspectives*, 1, 105-139.
- Chau, G.K. and Gray, S.J. (2002). Ownership structure and corporate voluntary disclosure in Hong Kong and Singapore. *The International Journal of Accounting*, 37(2), 247-264.
- Dulacha, G.B., Phil, H. and Izan, H.Y. (2006). Relationship between Corporate Governance attributes and Voluntary Disclosure in Annual Reports: The Kenyan Experience. *Financial Reporting, Regulation and Governance*, 5(1).
- El-Gazzar, S.M. and Fornaro J.M. (2003). An Empirical Investigation of Corporate Voluntary Disclosure of Management's Responsibilities for Financial Reporting. Lubin School of Business Faculty [Working Papers], Pace University.
- Eng, L.L. and Mak, Y.T. (2003). Corporate governance and voluntary disclosure. *Journal of accounting and Public Policy*, 22(4), 325-345.
- Ghazali, M.N.A. and Weetman, P. (2006). Perpetuating traditional influences: Voluntary disclosure in Malaysia following the economics crisis. *Journal of International Accounting, Auditing and Taxation*, 15(2), 226-248.
- Haniffa, R.M. and Cooke, T.E. (2002). Culture, corporate governance and disclosure in Malaysian corporations, *ABACUS*, 38(3), 317-350.
- Ho, S.S.M. and Wong, K.S. (2001). A study of corporate disclosure practices and effectiveness in Hong Kong. *Journal of International Financial Management and Accounting*, 12(1), 75-101.

- Hongxia Li and Ainian Qi (2008). Impact of Corporate Governance on Voluntary Disclosure in Chinese Listed Companies. *Corporate Ownership and Control*, 5(2), 360-366.
- Hossain, M., Islam, K. and Andrew, J. (2006). Corporate Social and environmental disclosure in developing countries: evidence from Bangladesh. The Asian Pacific conference on International Accounting Issues, Hawaii, October-2006.
- Hossain, M., Tan, L. M. and Adams, M. (1994). Voluntary disclosure in an emerging capital market: Some empirical evidence from companies listed on the Kuala Lumpur Stock Exchange. *International Journal of Accounting*, 29, 334-351.
- Ibrahim, D.N, Haron, H. and Ariffin (2000). Voluntary disclosure items: A note on Indonesia. *The Malaysian Accountant*, October, 12-19.
- Karim, A.K.M.W. (1996). The association between corporate attributes and the extent of corporate disclosure. *Journal of Business Studies, University of Dhaka*, 17(2), 89-124.
- Kusumawati, D.N. (2006). Profitability and Corporate Governance Disclosure: An Indonesian Study, Symposium Nasional Akuntansi 9 Padang, 23-26 Agustus, K-INT-14, pp-1-19.
- Lakhal, F. (2005). Voluntary earnings disclosures and corporate governance: Evidence from France. *Review of Accounting and Finance*, 4(3), 64-85.
- Lobo, G.J. and Zhou, J. (2001). Disclosure quantity and earning management. paper presented at the 2001 Asia Pacific Journal of accounting and economics Symposium in Hong Kong.
- McKinnon, J. L. and Dalimunthe, L. (1993). Voluntary disclosure of segment information by Australian diversified companies. *Accounting and Finance*, 33(1): 33-50.
- McMullen, D.A. (1996). Audit committee performance: An investigation of the consequences associated with audit committee. *Auditing: A Journal of Practice and Theory*, 15, 87-103.
- Meek, G., Roberts, C.B. and Gray, S.J. (1995). Factors influencing voluntary annual report disclosures by U.S., U.K. and continental European Multinational corporations. *Journal of International Business Studies*, (Third Quarter), 555-572.
- Oliveira, L., Rodrigues, L.L. and Craig, R. (2006). Firm-specific determinants of intangibles reporting: Evidence from the Portuguese stock market. *Journal of Human Resource Costing and Accounting*, 10(1), 11-33.
- Wallace, R.S.O. and Naser, K. (1995). Firm-specific determinants of the comprehensiveness of mandatory disclosure in the corporate annual reports of firms listed on the stock exchanges of Hong Kong. *Journal of Accounting and Public Policy*, 14(2), 311-368.
- Wallace, R.S.O., Naser, K. and Mora, A. (1994). The relationship between the comprehensiveness of corporate annual reports and firm specific characteristics in Spain. *Accounting and Business Research*, 25(97), 41-53.
- Watson, A., Shives, P. and Marston, C. (2002). Voluntary disclosure of accounting ratios in the UK. *British Accounting Review*, 34(4), 289-313.

Appendix: 1
Good Corporate Governance Disclosure Check List in Annual Reports of
Bangladesh

<p>A. Shareholders</p> <ul style="list-style-type: none">1. Shareholder Rights2. General Meetings of Shareholders3. Equitable Treatment of Shareholders4. Shareholders Accountability5. Appointment and Remuneration System of the Board <p>B. Board of Commissionaires</p> <ul style="list-style-type: none">6. Commissionaires Functions7. Commissionaires Composition8. Compliance to Articles of Association (AoA) and Law9. Meetings of Commissionaires10. Information for Commissionaires11. Other Business Relationship between Commissionaires or Directors and the company12. Forbidden of Taking Personal Gain13. Appointment, Remuneration and Performance Evaluation of non-Directors Executives14. Committee Established by Commissionaires <p>C. Board of Directors</p> <ul style="list-style-type: none">15. Directors Roles16. Directors Composition17. Compliance to AoA and Law18. Forbidden of Taking Personal Gain19. Directors Meeting20. Internal Controls21. Directors Roles in Accounting22. Registers <p>D. Audit Systems</p> <ul style="list-style-type: none">23. External auditor24. Audit Committee25. Information26. Confidentiality27. Audit Regulations <p>E. Corporate Secretary</p> <ul style="list-style-type: none">28. Corporate Secretary Functions29. Qualifications30. Accountability31. Corporate Secretary Role in Disclosure <p>F. Stakeholders</p> <ul style="list-style-type: none">32. Stakeholders Rights33. Stakeholders Participation in Management Monitoring <p>G. Disclosure</p> <ul style="list-style-type: none">34. Timely and Accurate Disclosure35. Matters of Material Importance to Decision Making36. Compliance Disclosure to the Codes37. Disclosure of Price Sensitive Information38. Donation39. Compliance to Health Protection, Working Safety and Environmental Law40. Equitable Working Opportunity
