

**X20 JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

No: 869 /CTCP-TCKT

Thanh Xuan, July 28, 2025

**REPORT**

**Company governance**

**(In 6 first months of 2025 )**

*(Issued with Circular No. 96/2020/TT-BTC dated November 16, 2020 by the Ministry of Finance guiding information disclosure on the stock market )*

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Listed company name: X20 Joint Stock Company
- Head office address: 35 Phan Dinh Giot, Phuong Liet ward, Hanoi city
- Phone number: 0243.8645077 Fax: 0243.8641208 Email: gatexco20@vnn.vn
- Charter capital: 172,500,000,000 VND
- Stock code: X20
- Company governance form: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director.
- Regarding the implementation of internal audit function:

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS**

No	Resolution/Decision Number	Date	Content
1	01/2025/NQ- ĐHĐCĐ	27/06/2025	Resolution of the 2025 Annual General Meeting of Shareholders passed: - Business plan report for 2025;

			<ul style="list-style-type: none"> <li>- Audited financial statements for 2024</li> <li>- Report of the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors in 2024</li> <li>- Report of the Supervisory Board on the Company's business results, the Board of Directors' performance, the Director or General Director's performance in 2024</li> <li>- Self-assessment report on the performance of the Supervisory Board</li> <li>- Board of Directors' proposal on 2024 profit distribution plan</li> <li>- Proposal on labor usage plan, plan to determine salary fund, remuneration, bonus for the Company</li> <li>- Proposal on the selection of an independent auditor</li> <li>- Proposal on amendment and supplement of the Charter</li> <li>- Proposal on additional business lines</li> <li>- Proposal on dismissal of members of the Board of Directors for the 2024-2029 term</li> </ul>
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## II. BOARD OF DIRECTORS

### 1. Information on the Board of Directors (BODs) members

No	Members	Position	Date of starting/ceasing to be a member of the BODs	Number of BODs' meetings attended	Meeting attendance rate	Reason for not attending the meeting

1	Mr. <b>Chu Van De</b>	Chairman Of BODs	Appointed from 01/7/2023	02	100%	
2	Mr. <b>Hoang Sy Tam</b>	Vice Chairman of BODs	Appointed in 2015, reappointed on 25/4/2019	02	100%	
2	Mr. <b>Ha Chi Khoa</b>	Member- BODs	Appointed in 2015, dismissed on 27/6/2025	02	100%	
3	Mr. <b>Pham Van Dong</b>	Member- BODs	Appointed on 16/6/2022	02	100%	
5	Mr. <b>Le Van Nghia</b>	Member- BODs	Appointed on 02/08/2024	02	100%	
6	Mr. <b>Nguyen Huu Tam</b>	Independent Member- BODs	Appointed on 02/08/2024	02	100%	
7	Mr. <b>Do Hoang Son</b>	Independent Member- BODs	Appointed on 02/08/2024	02	100%	

2. Supervisory activities of the BODs over the Board of General Directors

The BODs has closely monitored all operations of the Board of General Directors in accordance with the provisions of current laws and the Company's Charter.

3. Activities of subcommittees under the Board of Directors: *None*

4. Resolutions/Decisions of the Board of Directors

No	Resolution/Decision Number	Date	Content
1	01/2025/NQ-HĐQT	26/02/2025	Approval of the 2025 Annual General Meeting of Shareholders Plan

2	02/2025/NQ-HĐQT	26/02/2025	On appointment of position
3	03/2025/NQ-HĐQT	26/02/2025	On dismissal from office
4	04/2025/NQ-HĐQT	26/02/2025	On appointment of position
5	05/2025/NQ-HĐQT	24/03/2025	On dismissal from office
6	06/2025/NQ-HĐQT	24/03/2025	On dismissal and appointment of personnel
7	07/2025/NQ-HĐQT	24/03/2025	On dismissal and appointment of personnel
8	08/2025/NQ-HĐQT	24/03/2025	On dismissal and appointment of personnel
9	09/2025/NQ-HĐQT	24/03/2025	On the staffing, functions and tasks of affiliated agencies
10	10/2025/NQ-HĐQT	24/03/2025	On handling backlog after inventory on 01/01/2025
11	11/2025/NQ-HĐQT	24/03/2025	On the 2025 mission targets of the affiliated LLCs
12	12/2025/NQ-HĐQT	24/03/2025	On investment policy
13	14/2025/NQ-HĐQT	24/03/2025	On investment policy
14	15/2025/NQ-HĐQT	04/04/2025	On the policy of leasing assets
15	16/2025/NQ-HĐQT	04/04/2025	On approval of contractor selection plan
16	17/2025/NQ-HĐQT	04/04/2025	On approval of contractor selection plan
17	18/2025/NQ-HĐQT	11/04/2025	On approval of contractor selection results
18	19/2025/NQ-HĐQT	11/04/2025	On human resources plan
19	20/2025/NQ-HĐQT	11/04/2025	On credit guarantee limit
20	21/2025/NQ-HĐQT	05/28/2025	On convening the 2025 Annual General Meeting of Shareholders
21	22/2025/NQ-HĐQT	05/28/2025	On customer care mechanism
22	23/2025/NQ-HĐQT	02/06/2025	On site planning
23	24/2025/NQ-HĐQT	02/06/2025	On cooperation in asset exploitation
24	25/2025/NQ-HĐQT	02/06/2025	On asset management and exploitation

25	26/2025/NQ-HĐQT	02/06/2025	On asset management and exploitation
26	27/2025/NQ-HĐQT	02/06/2025	On the policy of renovation and repair of works
27	28/2025/NQ-HĐQT	02/06/2025	On investment policy of machinery and equipment
28	29/2025/NQ-HĐQT	02/06/2025	On position allowance
29	30/2025/NQ-HĐQT	02/06/2025	On severance pay
30	31/2025/NQ-HĐQT	06/06/2025	On changing the informer
31	32/2025/NQ-HĐQT	27/06/2025	On appointment and dismissal from office
32	33/2025/NQ-HĐQT	27/06/2025	On the implementation of production and business regulations

### III. SUPERVISORY BOARD

#### 1. Information on the members of the Supervisory Board (SB)

No	Members	Position	Date of starting/ceasing to be a member of the SB	Number of SB's meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	<b>Mr. Nguyen Duc Tuan</b>	Head of SB	Appointed on 02/8/2024	02	100%	
2	<b>Mrs. Phan Thi Thuy</b>	Member	Appointed on 18/6/2021	02	100%	
3	<b>Mr. Nguyen Van Vinh</b>	Member	Appointed on 18/6/2021	02	100%	

2. Supervisory activities of the Supervisory Board over the BODs, General Director and shareholders: The Supervisory Board always supervises all activities of the BODs in implementing the Resolutions of the General Meeting of Shareholders and the Resolutions of the BODs; closely monitors the management of the General Director in accordance with the functions and duties, in accordance with the provisions of the Law and the Company's Charter, regularly grasps information of shareholders to give opinions to the BODs.

3. The coordination between the Supervisory Board and the BODs, the General Director and other managers in the Company is always carried out regularly, closely and effectively. The Supervisory Board is provided with full information on the Resolutions and Decisions of the Board of Directors, is invited to and attends the meetings of the Board of Directors and other meetings of the Company and is provided with full documents.

#### IV. EXECUTIVE BOARD

No	Members	Date of birth	Professional qualifications	Date of appointment/dismissal of members of the Executive Board
1	Mr. Hoang Sy Tam	04/09/1970	Bachelor	04/2014
2	Mr. Ha Chi Khoa	05/08/1967	Bachelor	Appointed 02/2015; Dismissed 27/06/2025
3	Mr. Pham Van Dong	15/06/1971	Master	01/2017
4	Mr. Le Van Nghia	20/11/1983	Master	02/08/2024

#### V. CHIEF ACCOUNTANT/ ACCOUNTING OFFICER

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Mrs. Ngo Thi Hoa	01/02/1972	Bachelor	Appointed on 02/08/2024

#### VI. CORPORATE MANAGEMENT TRAINING: None.

#### VII. LIST OF RELATED PERSONS OF THE PUBLIC COMPANY AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF

##### 1. List of related persons of the company

No	Name of organization/ individual	Securities trading account (if any)	Position in the company (if any)	Owner Certificate Number*, date of issue, place of issue	Head office address/ Contact address	Date of commencement/ cessation of involvement	Reason	Relationship with company
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1	Mr. Chu Van De		Chairman of BODs/Legal representative			Appointed from 01/7/2023		Insider
2	Mr. Hoang Sy Tam		Vice Chairman of BODs/General Director			Appointed in 2015, reappointed on 25/4/2019		Insider
3	Mr. Ha Chi Khoa		Member-BODs/Deputy General Director			Appointed 02/2015; dismissed on 27/06/2025		Insider
4	Mr. Pham Van Dong		Member-BODs/Deputy General Director			Appointed to the BODs from 16/6/2022		Insider
5	Mr. Le Van Nghia		Deputy General Director			Appointed on 02/8/2024		Insider
8	Mr. Nguyen Huu Tam		Independent Member-BODs			Appointed 02/8/2024		Insider
9	Mr. Do Hoang Son		Independent Member-BODs			Appointed 02/8/2024		Insider
10	Mrs. Ngo Thi Hoa		Independent Member-BODs			Appointed 02/8/2024		Insider
11	Mr. Nguyen Duc Tuan		Head of SB			Appointed 02/8/2024		Insider
12	Mrs. Phan Thi Thuy		Member-SB			Appointed on 18/6/2021		Insider
13	Mr. Nguyen Van Vinh		Member-SB			Appointed on 18/6/2021		Insider
14	Mr. Le Thanh Ha		Person in charge of governance cum company secretary			Appointed on 01/7/2020		Insider
15	Mrs. Nguyen Ba Thang		Informer			Authorized on 06/06/2025		Insider

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2. Transactions between the company and related persons; or between the company and major shareholders, insiders, and related persons of insiders: none.

3. Transactions between insiders of listed companies, related persons of insiders and subsidiaries, companies controlled by listed companies: none.

4. Transactions between the company and other entities:

4.1. Transactions between the company and companies in which members of the BODs, members of the Supervisory Board, Directors (General Director) and other managers have been and are founding members or members of the BODs, CEO (General Director) in the past three (03) years (as of the time of reporting): none.

4.2. Transactions between the company and companies in which related persons of members of the BODs, members of the Supervisory Board, Directors (General Director) and other managers are members of the BODs, CEO (General Director): none.

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the BODs, members of the Supervisory Board, Director (General Director) and other managers: none.

#### **VIII. SHARES TRADING BY INSIDERS AND RELATED PERSONS OF INSIDERS:**

1. The List of internal persons and their affiliated persons (attached list)

2. Transactions of insiders and related persons on company shares: None.

**IX. ISSUES TO NOTE:** None./.

#### ***Recipients:***

- As above;

- Filed: VT, TCKT.Th04.

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Chu Van De**

No	Full name	Securities trading account	Position in the company (if any)	Type of owner's paper (ID card, Citizen ID card, Passport, Business registration certificate)	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
<b>1</b>	<b>Mr. Chu Van De</b>		<b>Chairman of the Board of Directors/Legal Representative</b>			<b>5,700</b>	<b>0,0033%</b>	
1.1	Chu Van Hoi							Father
1.2	Pham Thi Nguyet							Mother
1.3	Trinh Van Giang							Father in law
1.4	Bui Thi Kim Ngu							Mother in law
1.5	Trinh Thi Ninh							Wife
1.6	Chu Thi Ha My							Son
1.7	Chu Van Khuong							Son
1.8	Chu Van Huynh							Older brother
1.9	Pham Thi Gam							Sister in law
1.10	Chu Thi Hue							Younger sister
1.11	Nguyen Van Tu							Brother in law
<b>2</b>	<b>Mr. Hoang Sy Tam</b>		<b>Vice Chairman of Board of Directors/General Director</b>			<b>2,300</b>	<b>0,0013%</b>	
2.1	Hoang Van Hao							Father
2.2	Phung Thi Tuoi							Mother
2.3	Ngo Thi Hoai Thu							Wife
2.4	Hoang Anh Duc							Son
2.5	Le Thi Nga							Daughter in law
2.6	Hoang Duc Chung							Son
<b>3</b>	<b>Mr. Pham Van Dong</b>		<b>Member-Board of Directors/ Deputy General Director</b>			<b>6,300</b>	<b>0,0037%</b>	
3.1	Pham Van Thoi							Father
3.2	Hoang Thi Sanh							Mother
3.3	Tran Nien							Father in law
3.4	Vu Thi Ly							Mother in law
3.5	Tran Thi Thu Ha							Wife
3.6	Pham Hong Van							Daughter
3.7	Pham Van Le							Daughter
3.8	Pham Dong Duong							Son
3.9	Pham Van Phuong							Younger brother
3.10	Nguyen Thi Thu Hien							Sister in law

No	Full name	Securities trading account	Position in the company (if any)	Type of owner's paper (ID card, Citizen ID card, Passport, Business registration certificate)	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
3.11	Pham Thi Thu Hong							Younger sister
3.12	Tran Van Thanh							Brother in law
3.13	Pham Thi Cham							Younger sister
3.14	Tran Quang Toan							Brother in law
4	<b>Mr. Le Van Nghia</b>		<b>Member-Board of Directors/ Deputy General Director</b>					
4.1	Le Van Dieu							Father
4.2	Le Thi Chon							Mother
4.3	La Xuan Sinh							Father in law
4.4	Nguyen Thi Toan							Mother in law
4.5	La Thi Xuan Thuy							Wife
4.6	Le Thuy Vy							Daughter
4.7	Le Quang Minh							Son
4.8	Le Thanh Binh							Younger brother
4.9	Nguyen Thi Thu Trang							Sister in law
5	<b>Mr. Nguyen Huu Tam</b>		<b>Independent Member - Board of Directors</b>					
5.1	Nguyen Huu Hiep							Father (Died)
5.2	Nguyen Thi Thach							Mother (Died)
5.3	Nguyen Tat Dat							Father-in-law (Died)
5.4	Nguyen Thi Kim Thoa							Mother-in-law (Died)
5.5	Nguyen Thi Hong Dung							Wife
5.6	Nguyen Thuy Ngan							Daughter
5.7	Nguyen Bao Hoang							Son
5.8	Nguyen Thi Minh Thu							Older sister
5.9	Nguyen Huu Dong							Older brother
5.10	Nguyen Huu Tuyen							Younger brother
6	<b>Mr. Do Hoang Son</b>		<b>Independent Member - Board of Directors</b>			3.100	0,0018%	
6.1	Do Duc Tuan							Father (Died)
6.2	Hoang Thi Doan Trang							Mother (Died)
6.3	Dang Van Trinh							Father-in-law (Died)
6.4	Dang Thi The							Mother-in-law (Died)
6.5	Dang Thi Hien							Wife (Divorced in 2019)
6.6	Do Hoang Hai Long							Son

No	Full name	Securities trading account	Position in the company (if any)	Type of owner's paper (ID card, Citizen ID card, Passport, Business registration certificate)	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
6.7	Do Hoang Hai Nam							Son
7	Mrs. Ngo Thi Hoa		Chief Accountant			1,300	0,0008%	Father
7.1	Ngo Van Viet							Mother
7.2	Truong Thi Nu							Husband
7.3	Vu Huu Duyen							Son
7.4	Vu Tien Hung							Son
7.5	Vu Hai Bang							Son
7.6	Ngo Thi Hien							Younger brother
7.7	Ngo Minh Tuan							Younger brother
8	Mr. Nguyen Duc Tuan		Head of Supervisory Board			900	0,0005%	Father
8.1	Nguyen Duc Kien							Mother
8.2	Le Thi Xuan Thu							Father in law
8.3	Hoang Van Hung							Mother in law
8.4	Nguyen Thi Nham							Wife
8.5	Hoang Thi Mai Phuong							Daughter
8.6	Nguyen Hoang Tue Lam							Son
8.7	Nguyen Duc Quan							Older brother
8.8	Nguyen Duc Thanh							Younger sister
8.9	Nguyen Thi Xuan Thuy							
9	Mr. Nguyen Van Vinh		Member - Supervisory Board (Appointed on June 18, 2021)			1,000	0,0006%	Father
9.1	Nguyen Van Ba							Mother
9.2	Nguyen Thi Loan							Father in law
9.3	Duong Van Bo							Mother in law
9.4	Nguyen Thi Que							Wife
9.5	Duong Thi Le Chi							Son
9.6	Nguyen Dang Khoa							Son
9.7	Nguyen Dang Khoi							Son
9.8	Nguyen Dang Khanh							Older sister
9.9	Nguyen Thi Le Ha							Brother in law
9.10	Nguyen Hong Quang							Older brother
9.11	Nguyen Thanh An							Sister in law
9.12	Le Thi Thanh							

No	Full name	Securities trading account	Position in the company (if any)	Type of owner's paper (ID card, Citizen ID card, Passport, Business registration certificate)	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
10	Mrs. Phan Thi Thuy		Member - Supervisory Board (Appointed on June 18, 2021)					
10.1	Phan Viet Son							Father
10.2	Nguyen Thi Thom							Mother
10.3	Nguyen Dinh Do							Father in law
10.4	Nguyen Thi Ngu							Mother in law
10.5	Nguyen Dinh Manh							Husband
10.6	Nguyen Dinh Vinh							Son
10.7	Phan Viet Quan							Younger brother
11	Mr. Le Thanh Ha		Person in charge of governance cum Company Secretary			2.600	0,00151%	
11.1	Tran Thi Thu Hanh							Wife
11.2	Le Hanh Trang							Son
11.3	Le Bao Duy							Son
11.4	Le Manh Hung							Older brother
11.5	Pham Thi Thuy Van							Sister in law
11.6	Le Duy Hoan							Older brother
11.7	Nguyen Thi Phuong Mai							Sister in law
11.8	Le Thi Huyen							Sister
11.9	Bui Huu Tuan							Brother in law
11.10	Tran Phuong Han							Father in law
12	Mr. Nguyen Thanh Thang		Informers					
12.1	Nguyen Dinh Thoan							Father
12.2	Nguyen Thi Huan							Mother
12.3	Nguyen Quoc An							Father in law
12.4	Vu Thi Hoi							Mother in law
12.5	Nguyen Thi Ngoc Hai							Wife
12.6	Nguyen Minh Quan							Son
12.7	Nguyen Thi Hang Hai							Older sister
12.8	Nguyen Hai Nam							Brother in law
12.9	Nguyen Thi Thuy Van							Older sister
12.10	Tran Trung Sien							Brother in law