

**X20 JOINT STOCK COMPANY THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No.37/BC-CTCP

Thanh Xuan, January 21, 2024

**REPORT ON CORPORATE GOVERNANCE**  
**2024**

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

To:

- The State Securities Commission;
- Ha Noi Stock Exchange.

- Organization name: X20 JOINT STOCK COMPANY
- Address: No. 35 Phan Dinh Giot, Phuong Liet Ward, Thanh Xuan, Hanoi.
- Telephone: 0243.8645077
- Fax: 0243.8641208
- Email: gatexco20@vnn.vn
- Charter capital: 172.500.000.000 VND
- Ticker: X20
- Governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS), Chief Executive Officer (CEO).
- The implementation of internal audit:

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

No.	Resolution/ Decision No.	Date	Content
1	01/2024/NQ- ĐHĐCĐ	25/4/2024	Extraordinary General Meeting of Shareholders Resolution: - Approval of the addition of business activities; - Amendment and supplementation of the Charter related to the content of the addition of business activities.
2	02/2024/NQ- ĐHĐCĐ	02/8/2024	The Resolution of the Annual General Meeting of Shareholders in 2024 approves the following issues: - Approve the Report evaluating the Statement of Income in 2023 and the Business plan for 2024; - Approve the Report on the activities of the Supervisory Board; - Approve the Financial Statements audited in 2023; - Approve the Profit Distribution in 2023 based upon the reports and submissions of the BOD; - Approve the list of auditing companies as the BOD's

No.	Resolution/ Decision No.	Date	Content
			submission of the BOD;  - Approve the Report on remuneration for the BOD and Supervisory Board for 2023 and plan for 2024; - Approve the Report on the addition of business activities; - Approve the election results for members of the BOD and Supervisory Board for the 2024-2029 term.

## II. THE BOARD OF DIRECTORS (The BOD)

### 1. Information about the members of the BOD

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	Number of meetings attended by BOD	Attendance rate	Reasons for absence
1	Mr. <b>Chu Van De</b>	Chairman of the BOD	Appointed from 01/7/2023	05	100%	
2	Mr. <b>Hoang Sy Tam</b>	Vice-chairman of the BOD	Appointed from 2015, reappointed from 25/4/2019	05	100%	
3	Mr. <b>Ha Chi Khoa</b>	BOD member	Appointed from 2015, reappointed from 25/4/2019.	05	100%	
4	Mr. <b>Pham Van Dong</b>	BOD member	Appointed from 16/6/2022	05	100%	
5	Mr. <b>Hoang Van Linh</b>	Independent BOD member	Appointed from 18/6/2021 Dismissal from 02/08/2024	02	100%	
6	Mrs. <b>Nguyen Thi Lan Phuong</b>	Independent BOD member	Appointed from 25/4/2019 Dismissal from 02/08/2024	02	100%	
7	Mr. <b>Le Van Nghia</b>	BOD member	Appointed from 02/08/2024	03	100%	
8	Mr. <b>Nguyen Huu Tam</b>	Independent BOD member	Appointed from 02/08/2024	03	100%	
9	Mr. <b>Do Hoang Son</b>	Independent BOD member	Appointed from 02/08/2024	03	100%	

### 2. Supervising the Board of Management ("BOM") by the BOD

The Board of Directors implemented all operations of the Board of Directors in accordance with the provisions of current law and the Company's Charter.

**3. Activities of the BOD' subcommittees: None**

**4. Resolutions of the BOD**

No.	Resolution/ Decision No.	Date	Content
1	01/2024/NQ-HĐQT	10/01/2024	On appointment of position
2	02/2024/NQ-HĐQT	19/01/2024	On profit distribution of affiliated LLCs
3	03/2024/NQ-HĐQT	08/03/2024	On approving the plan to celebrate the 50th anniversary of the establishment of the affiliated LLC
4	04/2024/NQ-HĐQT	13/03/2024	On convening an extraordinary general meeting of shareholders
5	05/2024/NQ-HĐQT	21/03/2024	Approve the plan for handling backlog after inventory
6	06/2024/NQ-HĐQT	21/03/2024	Approval of accounting mechanism and staffing model of X20 Kindergarten
7	07/2024/NQ-HĐQT	21/03/2024	Approve the 2024 production and business plan of the affiliated units
8	08/2024/NQ-HĐQT	21/03/2024	Approval of investment policy in machinery and equipment
9	09/2024/NQ-HĐQT	21/03/2024	Approval of the policy to renovate some construction items
10	10/2024/NQ-HĐQT	21/03/2024	Approval of the policy of exploiting idle factories
11	11/2024/NQ-HĐQT	21/03/2024	About the establishment of Central Branch - X20 JOINT STOCK COMPANY
12	12/2024/NQ-HĐQT	11/04/2024	Approval of the plan to organize the 2024 Annual General Meeting of Shareholders
13	13/2024/NQ-HĐQT	12/04/2024	Approval of Contractor Selection Plan
14	14/2024/NQ-HĐQT	03/05/2024	On appointment of position
15	15/2024/NQ-HĐQT	03/05/2024	Approval of the policy of exploiting idle factories
16	16/2024/NQ-HĐQT	03/05/2024	Approval of policy to extend contract for exploitation of idle factory
17	17/2024/NQ-HĐQT	03/05/2024	Approval of policy to purchase additional means of transport
18	18/2024/NQ-HĐQT	31/05/2024	Approve credit limit policy
19	19/2024/NQ-HĐQT	31/05/2024	Regarding the change of time and venue of the 2024 Annual General Meeting of Shareholders
20	20/2024/NQ-HĐQT	12/06/2024	Approval of additional investment policy for machinery and equipment

No.	Resolution/ Decision No.	Date	Content
21	21/2024/NQ-HĐQT	25/06/2024	On dismissal and appointment to positions
22	22/2024/NQ-HĐQT	25/06/2024	On dismissal and appointment to positions
23	23/2024/NQ-HĐQT	28/06/2024	Issuing the system of regulations on production and business activities of X20 JOINT STOCK COMPANY
24	24/2024/NQ-HĐQT	28/06/2024	Issuing the Regulations on Management of Capital Representative of X20 JOINT STOCK COMPANY
25	25/2024/NQ-HĐQT	28/06/2024	Issuing the Operating Regulations of the Board of Supervisors at the affiliated LLC
26	26/2024/NQ-HĐQT	28/06/2024	Approve customer care mechanism
27	27/2024/NQ-HĐQT	28/06/2024	Approval of property lease policy
28	28/2024/NQ-HĐQT	22/07/2024	On convening the 2024 General Meeting of Shareholders
29	29/2024/NQ-HĐQT	02/08/2024	On the election of Chairman and Vice Chairman of the Board of Directors for the 2024-2029 term
30	30/2024/NQ-HĐQT	02/08/2024	Regarding reappointed from General Director
31	31/2024/NQ-HĐQT	02/08/2024	Regarding the appointment of accounting staff
32	32/2024/NQ-HĐQT	02/08/2024	About credit limit adjustment
33	33/2024/NQ-HĐQT	19/09/2024	Regarding Dividend Payment in 2023
34	34/2024/NQ-HĐQT	19/09/2024	Approval of additional investment policy for machinery and equipment
35	35/2024/NQ-HĐQT	19/09/2024	On handling backlog after inventory
36	36/2024/NQ-HĐQT	19/09/2024	Approval of the policy to renovate some construction items
37	37/2024/NQ-HĐQT	19/09/2024	Issue regulations on organizational models of affiliated units
38	38/2024/NQ-HĐQT	19/09/2024	On the accounting mechanism of the Branch
39	39/2024/NQ-HĐQT	19/09/2024	On the Functions and Duties of the Branch
40	40/2024/NQ-HĐQT	15/10/2024	Issue regulations on division of tasks of the Board of Directors and the Executive Board.
41	41/2024/NQ-HĐQT	24/10/2024	Approval of investment policy for additional machinery and equipment
42	42/2024/NQ-HĐQT	24/10/2024	On investing in software for production and business
43	43/2024/NQ-HĐQT	24/10/2024	Regarding the addition of staff to the Company's staffing
44	44/2024/NQ-HĐQT	24/10/2024	About human resources
45	45/2024/NQ-HĐQT	24/10/2024	About human resources
46	46/2024/NQ-HĐQT	13/11/2024	Approval of the policy of exploiting idle factories

No.	Resolution/ Decision No.	Date	Content
47	47/2024/NQ-HĐQT	13/11/2024	Regarding the adjustment of 2024 business plan targets of affiliated units
48	48/2024/NQ-HĐQT	13/11/2024	About consulting contract to build R&D department
49	49/2024/NQ-HĐQT	26/11/2024	About human resources
50	50/2024/NQ-HĐQT	26/11/2024	About human resources
51	51/2024/NQ-HĐQT	25/12/2024	Approval of 2024 reward results
52	52/2024/NQ-HĐQT	25/12/2024	Approve customer care mechanism
53	53/2024/NQ-HĐQT	25/12/2024	Approval of policy for using legal consulting services
54	54/2024/NQ-HĐQT	25/12/2024	Approval of policy to handle some backlog
55	55/2024/NQ-HĐQT	25/12/2024	Approval of the policy to renovate some construction items
56	56/2024/NQ-HĐQT	25/12/2024	Approval of the policy of exploiting idle factories
57	57/2024/NQ-HĐQT	25/12/2024	Approval of the policy to renovate some construction items
58	58/2024/NQ-HĐQT	25/12/2024	Approval of merger of affiliated units of the Company
59	59/2024/NQ-HĐQT	25/12/2024	Approval of the policy for building the Strategy
60	60/2024/NQ-HĐQT	25/12/2024	Approval of the policy of exploiting idle factories
61	61/2024/NQ-HĐQT	31/12/2024	Issue a system of production and business regulations

### III. BOARD OF SUPERVISORS (The BOS)

#### 1. Information about the members of the BOS

No.	Board of Supervisors' members	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Number of meetings attended by BOS	Attendance rate	Reasons for absence
1	Mrs. Ngo Thi Hoa	Head of the supervisory board	Appointed from 2017, reappointed from 25/4/2019	2	100	
3	Mr. Nguyen Duc Tuan	Head of the supervisory board	Appointed from 02/08/2024	2	100	
3	Mrs. Phan Thi Thuy	BOS member	Appointed from 18/6/2021, reappointed from 02/8/2024	4	100	

4	Mr. Nguyen Van Vinh	BOS member	Appointed from 18/6/2021, - reappointed from 02/8/2024	4	100	
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2. Supervisory activities of the Board of Supervisors over the Board of Directors, General Director and shareholders: The Board of Supervisors always supervises all activities of the Board of Directors in implementing the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors; 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 Board of Directors..

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

#### IV. BOARD OF MANAGEMENT (The BOM)

NO.	Members of BOM	Date of birth	Qualification	The date becoming/ceasing to be the member of the BOM
1	Mr. Hoang Sy Tam	04/09/1970	Bachelor	04/2014
2	Mr. Ha Chi Khoa	05/08/1967	Bachelor	02/2015
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

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mrs. Ngo Thi Hoa	01/02/1972	Bachelor	Appointed from 02/08/2024

#### VI. TRAINING COURSES ON CORPORATE GOVERNANCE:

None

#### VII. THE LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY AND TRANSACTIONS OF THE AFFILIATED PERSONS OF THE COMPANY

### 1. The list of affiliated persons of the public company

NO.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Reasons	Relationship with the Company
1	Mr. Chu Van De		Chairman of Board, Legal Representative			Appointed from 01/07/2023		Internal person
2	Mr. Hoang Sy Tam		Vice - chairman of the BOD/CEO			Appointed from 2015, reappointed from 25/4/2019		Internal person
3	Mr. Ha Chi Khoa		BOD MEMBER/ Deputy CEO			Appointed from 2015, reappointed from 25/4/2019		Internal person
4	Mr. Pham Van Dong		BOD member/ Deputy CEO			Appointed from 16/6/2022		Internal person
5	Mr. Le Van Nghia		BOD member/ Deputy CEO			Appointed from 02/8/2024		Internal person
6	Mrs. Ngo Thi Hoa		Chief Accountant			Appointed from 02/8/2024		Internal person
7	Mrs. Nguyen Thi Lan Phuong		Independent BOD member			Dismissal from 02/8/2024		Internal person
8	Mr. Hoang Van Linh		Independent BOD member			Dismissal from 02/8/2024		Internal person
9	Mr. Do Hoang Son		Independent BOD member			Appointed from 02/8/2024		Internal person
10	Mr. Nguyen Huu Tam		Independent BOD member			Appointed from 02/8/2024		Internal person
11	Mr Nguyen Duc Tuan		Head of the supervisory board			Appointed from 02/8/2024		Internal person
12	Mrs. Phan Thi Thuy		BOS member			Appointed from 18/6/2021		Internal person

NO.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Reasons	Relationship with the Company
13	Mr. Nguyen Van Vinh		BOS member			Appointed from 18/6/2021		Internal person
14	Mr. Le Thanh Ha		Secretary, Person in charge of corporate governance			Appointed from 01/7/2020		Internal person
15	Mrs. Tran Thi Thuy Hang		Authorized person to disclose information			Appointed from 01/01/2021		Internal person

2. Transactions of the affiliated persons of the company: None

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

#### 4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that its members of BOM, CEO have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of BOD, Audit Committee, CEO and other managers as a member of Board of Directors, Director (General Director or CEO): None

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of the BOD, members of the Board of Supervisors, Director (General Director) and other managers: None

### VIII. SHARE TRANSACTIONS OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS:

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

2. Transactions of internal persons and affiliated persons with shares of the company: None



**IX. OTHER SIGNIFICANTS ISSUES: None** *J & H*

***Receiving place:***

- As above;
- Save: VT, TCKT. H04

**CHAIRMAN OF THE BOD**



**Chu Van De**



**THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS**  
(Attached Report on corporate governance 2024 no. 37/BC-CTCP of X20 Joint Stock Company 21/1/2025)

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the	Percentage of share ownership at the end of the	Note
1	<b>Mr Chu Van De</b>		<b>Chairman of the BOD (Appointed from 01/7/2023)</b>	<b>ID card: 033079005368; 27/07/2023</b>		<b>5.700</b>	<b>0,03%</b>	
	Chu Van Hoi							Father
	Pham Thi Nguyet							Mother
	Trinh Van Giang							Father in law
	Bui Thi Kim Ngu							Mother in law
	Trinh Thi Minh							Wife
	Chu Thi Ha My							Daughter
	Chu Van Khuong							Son
	Chu Van Huynh							Brother
	Pham Thi Gam							Sister in law
	Chu Thi Hue							Younger sister
	Nguyen Van Tu							Younger brother in law
2	<b>Mr Hoang Sy Tam</b>		<b>Vice-chairman of the BOD</b>	<b>ID card: 038070000094; 06/07/2015</b>		<b>2.300</b>	<b>0,01%</b>	
	Hoang Van Hao							Father (Dead)
	Phung Thi Tuoi							Mother
	Ngo Thi Hoai Thu					1.800	0,01%	Wife
	Hoang Anh Duc							Son
	Hoang Duc Chung							Son
3	<b>Mr Ha Chi Khoa</b>		<b>BOD member</b>	<b>ID card: 025067000044; 16/04/2015</b>		<b>2.200</b>	<b>0,01%</b>	
	Ha Van Khoat							Father
	Ha Thi Chinh							Mother
	Nguyen Khanh Le							Wife
	Ha Phuong Linh							Daughter
	Ha Lam Quynh							Daughter
	Ha Chi Manh							Son
4	<b>Mr Pham Van Dong</b>		<b>BOD member</b>	<b>ID card: 019071000027; 17/12/2014</b>		<b>6.300</b>	<b>0,04%</b>	



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the	Percentage of share ownership at the end of the	Note
	Le Thien Dan							Farther in law
	Trinh Thi Ngo							Mother in law
	Le Thi Thu Hien							Wife
	Hoang Quan							Con trai
	Hoang Khanh Huyen							Daughter
	Hoang Thi Anh							Sister
	Pham Anh Trung							Brother in law
	Hoang Thi Thuy							Sister
	Nguyen Van Hai							Brother in law
<b>8</b>	<b>Mr Nguyen Huu Tam</b>		<b>Independent BOD member (Appointed from 02/08/2024)</b>	<b>ID card: 001065023881</b>				
	Nguyen Huu Hiep							Father (Dead)
	Nguyen Thi Thach							Mother (Dead)
	Nguyen Tat Dat							Farther in law (Dead)
	Nguyen Thi Kim Thoa							Mother in law (Dead)
	Nguyen Thi Hong Dung							Wife
	Nguyen Thuy Ngan							Daughter
	Nguyen Bao Hoang							Son
	Nguyen Thi Minh Thu							Sister
	Nguyen Huu Dong							Brother
	Nguyen Huu Tuyen							Younger brother
<b>9</b>	<b>Mr Do Hoang Son</b>		<b>Independent BOD member (Appointed from 02/08/2024)</b>	<b>ID card: 001067015334</b>				
	Do Duc Tuan							Father (Dead)
	Hoang Thi Doan Trang							Mother (Dead)
	Dang Van Trinh							Farther in law (Dead)
	Dang Thi The							Mother in law (Dead)
	Dang Thi Hien							Wife (Divorced 2019)
	Do Hoang Hai Long							Son
	Do Hoang Hai Nam							Son
<b>10</b>	<b>Mrs Ngo Thi Hoa</b>		<b>Chief Accountant (Appointed from 02/08/2024)</b>	<b>ID card: 035172002319; 21/04/2021</b>		<b>1.300</b>	<b>0,01%</b>	
	Ngo Van Viet							Father
	Truong Thi Nu							Mother
	Vu Huu Duyen					6.200	0,04%	Husband



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the	Percentage of share ownership at the end of the	Note
	Nguyen Dinh Vinh							Son
	Phan Viet Quan							Younger brother
<b>14</b>	<b>Mr Le Thanh Ha</b>		<b>Secretary, Person in charge of corporate governance</b>	<b>ID card: 013417963; 09/06/2011</b>		<b>2.600</b>	<b>0%</b>	
	Tran Thi Thu Hanh							Wife
	Le Hanh Trang							Daughter
	Le Bao Duy							Son
	Le Manh Hung							Brother
	Pham Thi Thuy Van							Sister in law
	Le Duy Hoan							Brother
	Nguyen Thi Phuong Mai							Sister in law
	Le Thi Huyen							Sister
	Bui Huu Tuan							Brother in law
	Tran Phuong Han							Farther in law
<b>15</b>	<b>Mrs Tran Thi Thuy Hang</b>		<b>Authorized person to disclose information</b>	<b>ID card: 038192007055; 17/05/2018</b>		<b>0</b>	<b>0%</b>	
	Tran Thanh Hai							Father
	Le Thi Hai							Mother
	Vu Hoang Hai							Farther in law
	Le Thi Nhung							Mother in law
	Vu Hoang Dung							Husband
	Vu Hoang Phat							Son
	Vu Minh Anh							Daughter
	Tran Anh Dung							Younger brother