



No: 124/BC-CTCP

Thanh Xuan, date 26th January, 2026**REPORT****Corporate Governance Status****(Year 2025)**

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

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Listed company name: X20 Joint Stock Company
- Head office address: 35 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City
- Phone: 0243.8645077 Fax: 0243.8641208 Email: gatexco20@vnn.vn
- Charter capital: 172,500,000,000 VND
- Stock code: X20
- Company governance model: General Shareholders' Meeting, Board of Directors, Supervisory Board, and General Director.
- Regarding the performance of internal audit functions:

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

No.	Resolution/Decision Number	Date	Contents
1	01/2025/NQ-DHDCD	27/6/2025	<p>Resolutions of the 2025 Annual General Meeting of Shareholders approved:</p> <ul style="list-style-type: none">- Report on the 2025 business plan;- Audited financial statements for 2024;- Report of the Board of Directors on governance and performance of the Board of Directors and each member of the Board of Directors in 2024;- Report of the Supervisory Board on the Company's business results, the performance of the Board of Directors in 2024, and the Director or General Director;- Self-assessment report of the Supervisory Board's performance;- Proposal of the Board of Directors on the profit distribution plan for 2024;- Proposal on the labor utilization plan, method for determining the salary, remuneration, and bonus fund for the Company;- Proposal on the selection of an independent auditing firm.- Proposal for amendment and supplementation of the Charter- Proposal for addition of business lines- Proposal for dismissal of a member of the Board of Directors for the 2024-2029 term

II. BOARD OF DIRECTORS

1. Information about the members of the Board of Directors (BOD)

No.	Board Members:	Position	Date of commencement/cessation of membership on the Board of Directors	Number of Board of Directors meetings attended	Meeting attendance rate	Reasons for not attending the meeting.
1	Mr. Chu Van De	Chairman of the Board of Directors	Appointment effective 01/07/ 2023	04	100%	
2	Mr. Hoang Sy Tam	Vice Chairman of the Board of Directors	Appointment in 2015, reappointment 25/04/2019	04	100%	
2	Mr. Ha Chi Khoa	Board Member	Appointment in 2015, dismissal 27/06/2025	02	100%	
3	Mr. Pham Van Dong	Board Member	Appointment 16/06/2022	04	100%	
5	Mr. Le Van Nghia	Board Member	Appointment 02/08/2024	04	100%	
6	Mr. Nguyen Huu Tam	Independent Board Member	Appointment 02/08/2024	04	100%	
7	Mr. Do Hoang Son	Independent Board Member	Appointment 02/08/2024	04	100%	

2. Board of Directors' oversight of the General Management Board

The Board of Directors has closely monitored all operational activities of the General Management Board in accordance with current laws and regulations and the Company's Charter.

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

4. Resolutions/Decisions of the Board of Directors

No.	Resolution/Decision Number	date	Contents
1	01/2025/NQ-HDQT	26/02/2025	Approval of the Annual General Meeting Plan for 2025
2	02/2025/NQ- HDQT	26/02/2025	Regarding appointments to positions
3	03/2025/NQ- HDQT	26/02/2025	Regarding dismissals from positions
4	04/2025/NQ- HDQT	26/02/2025	Regarding appointments to positions
5	05/2025/NQ- HDQT	24/03/2025	Regarding dismissals from positions
6	06/2025/NQ- HDQT	24/03/2025	Regarding personnel dismissal and appointment
7	07/2025/NQ- HDQT	24/03/2025	Regarding personnel dismissal and appointment
8	08/2025/NQ- HDQT	24/03/2025	Regarding personnel dismissal and appointment
9	09/2025/NQ- HDQT	24/03/2025	Regarding staffing, functions, and duties of subordinate agencies
10	10/2025/NQ- HDQT	24/03/2025	Regarding handling outstanding issues after inventory 01/01/2025
11	11/2025/NQ- HDQT	24/03/2025	Regarding the 2025 targets and tasks of the subordinate Limited Liability Companies

12	12/2025/NQ- HDQT	24/03/2025	Regarding investment policy
13	14/2025/NQ- HDQT	24/03/2025	Regarding investment policy
14	15/2025/NQ- HDQT	04/04/2025	Regarding asset leasing policy
15	16/2025/NQ- HDQT	04/04/2025	Regarding approval of contractor selection plan
16	17/2025/NQ- HDQT	04/04/2025	Regarding approval of contractor selection plan
17	18/2025/NQ- HDQT	11/04/2025	Regarding approval of contractor selection results
18	19/2025/NQ- HDQT	11/04/2025	Regarding personnel matters
19	20/2025/NQ- HDQT	11/04/2025	Regarding credit guarantee limits
20	21/2025/NQ- HDQT	28/05/2025	Regarding the convening of the 2025 Annual General Meeting of Shareholders
21	22/2025/NQ- HDQT	28/05/2025	Regarding customer care mechanisms
22	23/2025/NQ- HDQT	02/06/2025	Regarding site planning
23	24/2025/NQ- HDQT	02/06/2025	Regarding cooperation in asset exploitation
24	25/2025/NQ- HDQT	02/06/2025	Regarding asset management and exploitation
25	26/2025/NQ- HDQT	02/06/2025	Regarding asset management and exploitation
26	27/2025/NQ- HDQT	02/06/2025	Regarding the policy on renovation and repair of facilities
27	28/2025/NQ- HDQT	02/06/2025	Regarding the policy on investment in machinery and equipment
28	29/2025/NQ- HDQT	02/06/2025	Regarding position allowances
29	30/2025/NQ- HDQT	02/06/2025	Regarding severance pay
30	31/2025/NQ- HDQT	06/06/2025	Regarding changes to the Information Officer
31	32/2025/NQ- HDQT	27/06/2025	Regarding appointment and dismissal of positions
32	33/2025/NQ- HDQT	27/06/2025	Regarding the management of production and business regulations
33	34/2025/NQ- HDQT	17/07/2025	Regarding the approval of the bidding results
34	35/2025/NQ- HDQT	08/08/2025	Regarding asset exploitation
35	36/2025/NQ- HDQT	08/08/2025	Regarding the production layout plan
36	37/2025/NQ- HDQT	08/08/2025	Regarding personnel matters
37	38/2025/NQ- HDQT	08/08/2025	Regarding the business and sales plan
38	39/2025/NQ- HDQT	08/08/2025	Regarding the approval of corporate culture documents
39	40/2025/NQ- HDQT	08/08/2025	Regarding the approval of R&D budget plans
40	41/2025/NQ- HDQT	08/08/2025	Regarding the handling of outstanding issues after inventory count 01/07/2025
41	42/2025/NQ- HDQT	08/08/2025	Regarding the approval of the brand identity
42	43/2025/NQ- HDQT	08/08/2025	Regarding the approval of asset liquidation
43	44/2025/NQ- HDQT	08/08/2025	Regarding credit guarantee limits
44	45/2025/NQ- HDQT	08/08/2025	Regarding the decision on the timing of dividend payment for 2024
45	46/2025/NQ- HDQT	08/09/2025	Regarding the decision on the record date for dividend payment in 2024
46	47/2025/NQ-HDQT	24/09/2025	Regarding the approval of the results of the bidding process
47	48/2025/NQ-HDQT	24/09/2025	Regarding the issuance of internal staffing plans
48	49/2025/NQ-HDQT	24/09/2025	Regarding the production restructuring plan
49	50/2025/NQ-HDQT	24/09/2025	Regarding the restructuring plan for the Kindergarten

50	51/2025/NQ-HĐQT	24/09/2025	Regarding the plan for transferring assets to the Branch
51	52/2025/NQ-HĐQT	15/10/2025	Regarding the approval of flood relief funds
52	53/2025/NQ-HĐQT	31/10/2025	Regarding the approval of employee welfare benefits
53	54/2025/NQ-HĐQT	31/10/2025	Regarding the approval of functions and responsibilities of
54	55/2025/NQ-HĐQT	31/10/2025	Regarding the establishment of project management boards
55	56/2025/NQ-HĐQT	12/11/2025	Regarding the approval of funding for software upgrades
56	57/2025/NQ-HĐQT	12/11/2025	Regarding the approval of voting authorization for the Capital Representative
57	58/2025/NQ-HĐQT	12/11/2025	Regarding customer care policy
58	59/2025/NQ-HĐQT	05/12/2025	Regarding the approval of reward results and bonus levels for 2025
59	60/2025/NQ-HĐQT	05/12/2025	Regarding the approval of regulations on salary distribution
60	61/2025/NQ-HĐQT	05/12/2025	Regarding personnel matters
61	62/2025/NQ-HĐQT	05/12/2025	Regarding appointments to positions
62	63/2025/NQ-HĐQT	05/12/2025	Regarding investment in machinery and equipment
63	64/2025/NQ-HĐQT	05/12/2025	Regarding approval of asset lease costs
64	65/2025/NQ-HĐQT	16/12/2025	Regarding approval of investment policies
65	66/2025/NQ-HĐQT	16/12/2025	Regarding personnel matters
66	67/2025/NQ-HĐQT	25/12/2025	Regarding staffing of subordinate agencies
67	68/2025/NQ-HĐQT	30/12/2025	Regarding appointments to positions
68	69/2025/NQ-HĐQT	30/12/2025	Regarding the policy on terminating asset lease contracts
69	70/2025/NQ-HĐQT	30/12/2025	Regarding the policy on asset leasing
70	71/2025/NQ-HĐQT	30/12/2025	Regarding the adjustment of agency functions and tasks
71	72/2025/NQ-HĐQT	30/12/2025	Regarding the approval of business plans for idle factory buildings
72	73/2025/NQ-HĐQT	30/12/2025	Regarding the policy on investing in machinery and equipment
73	74/2025/NQ-HĐQT	30/12/2025	Regarding the 2026-2030 Development Strategy
74	75/2025/NQ-HĐQT	30/12/2025	Regarding the approval of the policy for renovation and construction of projects
75	76/2025/NQ-HĐQT	31/12/2025	Regarding the awarding of commendations for outstanding achievements in the emulation movement

III. SUPERVISORY BOARD

1. Information about the members of the Supervisory Board (SB)

No.	Members of the Supervisory Board:	Position	Date of commencement/cession of membership in the Supervisory Board	Number of Supervisory Board meetings attended	Meeting attendance rate	Reasons for not attending the meeting.
1	Mr. Nguyen Duc Tuan	Head of Supervisory Board	Appointment date: 02/08/2024	03	100%	
2	Mrs. Phan Thi Thuy	Member of Supervisory Board	Appointment date: 18/06/2021	03	100%	
3	Mr. Nguyen Van Vinh	Member of Supervisory Board	Appointment date: 18/06/2021	03	100%	

2. Supervisory activities of the Supervisory Board over the Board of Directors, the General Director, and shareholders: The Supervisory Board always monitors 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 General Director's management work in accordance with his functions and duties, in compliance with the law and the Company's charter, and regularly gathers information from shareholders to provide feedback to the Board of Directors.

3. The coordination of activities between the Supervisory Board and the Board of Directors, the General Director, and other management officers 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 attend meetings of the Board of Directors and other Company meetings, and is provided with complete documentation.

IV. EXECUTIVE BOARD

No.	Members of the Executive Board:	Date of birth	Qualifications	Date of appointment/dismissal of Executive Board members
1	Mr. Hoang Sy Tam	04/09/1970	University	04/2014
2	Mr. Ha Chi Khoa	05/08/1967	University	Appointment 02/2015; Dismissal 27/06/2025
3	Mr. Pham Van Dong	15/06/1971	Master's Degree	01/2017
4	Mr. Le Van Nghia	20/11/1983	Master's Degree	02/08/2024

V. CHIEF ACCOUNTANT/HEAD OF ACCOUNTING

Full name:	Date of birth	Professional qualifications	Appointment/Dismissal Date
Mrs. Ngo Thi Hoa	01/02/1972	University	Appointment date: 02/08/2024

VI. TRAINING IN CORPORATE MANAGEMENT: None.

VII. LIST OF RELATED PARTIES OF A PUBLIC COMPANY AND TRANSACTIONS OF RELATED PARTIES WITH THE COMPANY ITSELF

1. List of related parties of the company

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH Certificate Number*, Date of Issue, Place of Issue	Head office address/Contact address	The point at which a person becomes involved/no longer is involved.	Reason	Relationship with the company
1	Mr. Chu Van De		Chairman of the Board of Directors/Legal Representative			Appointment effective 01/07/2023		Insider
2	Mr. Hoang Sy Tam		Vice Chairman of the Board of Directors/General Director			Appointment in 2015, reappointment 25/04/2019		Insider

3	Mr. Ha Chi Khoa		Board Member/ Deputy General Director			Appointment February 2015; Dismissal 27/06/ 2025		Insider
4	Mr. Pham Van Dong		Board Member/ Deputy General Director			Appointment to the Board of Directors effective		Insider
5	Mr. Le Van Nghia		Deputy General Director			Appointment 02/08/2024		Insider
8	Mr. Nguyen Huu Tam		Independent Board Member			Appointment 02/08/2024		Insider
9	Mr. Do Hoang Son		Independent Board Member			Appointment 02/08/2024		Insider
10	Mrs. Ngo Thi Hoa		Chief Accountant			Appointment 02/08/2024		Insider
11	Mr. Nguyen Duc Tuan		Head of Supervisory Board			Appointment 02/08/2024		Insider
12	Ms. Phan Thi Thuy		Supervisory Board Member			Appointment 18/06/2021		Insider
13	Mr. Nguyen Van Vinh		Supervisory Board Member			Appointment 18/06/2021		Insider
14	Mr. Le Thanh Ha		QT Manager and Company Secretary			Appointed on 01/07/2020		Insider
15	Mrs. Nguyen Thanh Thang		Information Discloser			Authorized on 06/06/2025		Insider

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

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

4. Transactions between the company and other parties:

4.1. Transactions between the company and companies where members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers have been founding members or members of the Board of Directors, Directors (General Directors) in the past three (03) years (calculated at the time of report preparation): none.

4.2. Transactions between the company and companies where related parties of Board of Directors members, Supervisory Board members, Directors (General Directors), and other managers are members of the Board of Directors or Directors (General Directors): None.

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to Board of Directors members, Supervisory Board members, Directors (General Directors), and other managers: None.

VIII. INSIDER AND RELATED PARTY STOCK TRANSACTIONS:

1. List of insiders and related parties (List attached)
2. Insider and related party transactions involving company shares: None.

IX. POINTS TO NOTE: None./.

Recipient:

- As above;
- File: VT, TCKT.Th04.

CHAIRMAN OF THE BOARD OF DIRECTORS

(signed)

Chu Van De



LIST OF INSIDERS AND PERSONS RELATED TO INSIDERS

(attached to report No.: /CTCP-TCKT dated 26th January, 2025)

Full name	Securities trading account (if any)	Position held at the company (if any)	Types of NSH documents (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
Mr. Chu Van De		Chairman of the Board of Directors/Legal Representative			5,700	0.0033%	
Chu Van Hoi							Father
Pham Thi Nguyet							Mother
Trinh Van Giang							Father-in-law
Bui Thi Kim Ngu							Mother-in-law
Trinh Thi Ninh							Wife
Chu Thi Ha My							Child
Chu Van Khuong							Child
Chu Van Huynh							Brother-in-law
Pham Thi Gam							Sister-in-law
Chu Thi Hue							Sister
Nguyen Van Tu							Brother-in-law
Mr. Hoang Sy Tam		Vice Chairman of the Board of Directors/General Director			2,300	0.0013%	
Hoang Sy Hao							Father
Phung Thi Choi							Mother
Ngo Thi Hoai Thu							Wife
Hoang Anh Duc							Son
Le Thi Nga							Daughter-in-law
Hoang Viet Cuong							Son
Mr. Pham Van Dong		Member - Board of Directors/Deputy General Director			6,300	0.0037%	
Pham Van Thoi							Father (deceased)
Hoang Thi Sanh							Mother
Tran Nien							Father-in-law
Vu Thi Ly							Mother-in-law
Tran Thi Thu Ha							Wife
Pham Hong Van							Daughter

Full name	Securities trading account (if any)	Position held at the company (if any)	Types of NSH documents (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
Mr. Do Hoang Son		Independent Board Member			3,100	0.0018%	
Do Duc Tuan							Father (Deceased)
Hoang Thi Doan Trang							Mother (Deceased)
Dang Van Trinh							Father-in-law
Dang Thi The							Mother-in-law
Dang Thi Hien							Wife (Divorced in
Do Hoang Hai Long							Son
Do Hoang Hai Nam							Son
Mrs. Ngo Thi Hoa		Chief Accountant			1,300	0.0008%	
Ngo Van Viet							Father
Truong Thi Nu							Mother
Vu Huu Duyen							Husband
Vu Tien Hung							Son
Vu Hai Bang							Son
Ngo Thi Hien							Sister
Ngo Minh Tuan							Sister
Mr. Le Thanh Ha		The person in charge of administration and also the Chairman's secretary.			2,600	0.0015%	
Tran Thi Thu Hanh							Wife
Le Hanh Trang							Child
Le Bao Duy							Child
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							Older sister
Bui Huu Tuan							Brother-in-law
Mr. Nguyen Duc Tuan		Head of the Supervisory Board			900	0.0005%	
Nguyen Duc Kien							Father
Le Thi Xuan Thu							Mother

Full name	Securities trading account (if any)	Position held at the company (if any)	Types of NSH documents (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
Hoang Van Hung							Father-in-law
Nguyen Thi Nham							Mother-in-law
Hoang Thi Mai Phuong							Wife
Nguyen Hoang Tue Lam							Daughter
Nguyen Duc Quan							Son
Nguyen Duc Thanh							Older brother
Nguyen Thi Xuan Thuy							Younger sister
Mr. Nguyen Van Vinh		Member of the Supervisory Board (Appointed on 18/06/2021)			1,000	0.0006%	
Nguyen Van Ba							Father (Deceased)
Nguyen Thi Loan							Mother
Duong Van Bo							Father-in-law
Nguyen Thi Que							Mother-in-law
Duong Thi Le Chi							Wife
Nguyen Dang Khoa							Son
Nguyen Dang Khoi							Son
Nguyen Dang Khanh							Son
Nguyen Thi Le Ha							Sister
Nguyen Hong Quang							Brother-in-law
Nguyen Thanh An							Brother (deceased)
Le Thi Thanh							Sister-in-law
Mrs. Phan Thi Thuy		Member of the Supervisory Board					
Phan Viet Son							Father
Nguyen Thi Thom							Mother
Nguyen Dinh Do							Father-in-law
Nguyen Thi Ngu							Mother-in-law
Nguyen Dinh Manh							Husband
Nguyen Dinh Vinh							Son
Phan Viet Quan							Younger brother
Mr. Nguyen Thanh		Information disclosing agent					
Nguyen Dinh Thoan							Father
Nguyen Thi Huan							Mother
Nguyen Quoc An							Father-in-law

Full name	Securities trading account (if any)	Position held at the company (if any)	Types of NSH documents (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
Vu Thi Hoi							Mother-in-law
Nguyen Thi Ngoc Hai							Wife
Nguyen Minh Quan							Son
Nguyen Thi Hang Hai							Sister
Nguyen Hai Nam							Brother-in-law
Nguyen Thi Thuy Van							Sister
Tran Trung Sien							Brother-in-law

PREPARED BY

(signed)

Nguyen Thanh Thang

CHAIRMAN OF THE BOARD OF DIRECTORS

(signed)

Chu Van De

10.00.00.00