

HUAXIN BUILDING MATERIALS GROUP CO., LTD.

Remuneration and Assessment Committee's Review Opinions Regarding the List of Incentive Participants for the Company's 2025 A-Share Restricted Share Incentive Scheme (on the grant date)

According to the Company Law of People's Republic of China (hereinafter referred to as the Company Law), Securities Law of People's Republic of China (hereinafter referred to as the Securities Law), the Rules Governing the Listing of Stocks on Shanghai Stock Exchange, the Measures for the Administration of Equity Incentives of Listed Companies (hereinafter referred to as the Measures), and other laws, regulations, normative documents, as well as the Articles of Association of Huaxin Building Materials Group Co., Ltd. (hereinafter referred to as the Articles of Association), the Remuneration and Assessment Committee of Huaxin Building Materials Group Co., Ltd. (hereinafter referred to as the Company) has reviewed the list of incentive participants (on the grant date) for the Company's 2025 A-share Restricted Share Incentive Scheme (hereinafter referred to as the Incentive Scheme) and issued the following verification opinions:

1. The list of incentive participants of the company's 2025 A-share Restricted Share Incentive Scheme is consistent with the incentive participants stipulated in the Company's 2025 A-share Restricted Share Incentive Scheme (hereinafter referred to as the Incentive Scheme) approved by the company's 4th extraordinary shareholders' meeting in 2025.
2. The personnel in the list of incentive participants of the Incentive Scheme possess the qualifications for appointment and the conditions for incentive participants as stipulated by the Company Law, the Securities Law, the Measures, and other relevant laws, regulations, departmental rules, and normative documents.
3. The Incentive Participants have not been involved in any of the circumstances that prohibit them from becoming incentive participants as stipulated in the Article 8 of the Measures:
 - (1) In the past 12 months, having been deemed unsuitable by the stock exchange;
 - (2) In the past 12 months, having been deemed unsuitable by the China Securities Regulatory Commission and its local offices;
 - (3) In the past 12 months, having been subject to administrative penalties or market entry bans imposed by the China Securities Regulatory Commission and its local offices due to significant violations of laws and regulations;
 - (4) Having circumstances stipulated by the Company Law that prohibit serving as a company director or senior management personnel;
 - (5) Where laws and regulations prohibit participation in equity incentives of listed companies;
 - (6) Other circumstances as determined by the China Securities Regulatory Commission.
4. The incentive participants of this incentive scheme are incumbent executive directors and senior management, excluding independent directors, supervisors, shareholders or de facto controllers holding 5% or more of the company's shares individually or in aggregate, or their spouses, parents, and children, and are in line with the scope of incentive participants determined by the Incentive Scheme.
5. Neither the company has encountered nor the incentive participants of this incentive scheme have been involved in any circumstances that prevent the grant or

disqualify them from receipt of restricted shares, and the conditions for the grant of this incentive scheme have been met.

The Remuneration and Assessment Committee believes that the incentive participants granted under this incentive scheme meet the conditions stipulated by relevant laws, regulations, and normative documents, and are within the scope of incentive participants determined by this incentive scheme. They are legally and effectively qualified as incentive participants. Furthermore, the conditions for the grant have been met, and the Remuneration and Assessment Committee agrees to grant 2,578,000 restricted shares to the 11 incentive participants on December 9, 2025 (as the grant date for the restricted shares), with a grant price of 8.90 yuan per share.

Huaxin Building Materials Group Co., Ltd.
Remuneration and Assessment Committee of the Board of Directors
9 December 2025