HUAXIN BUILDING MATERIALS GROUP CO., LTD.

Announcement on Granting A-share Restricted Shares to Incentive Participants

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I. Granting of the Company's 2025 A-Share Restricted Share Incentive Scheme (hereinafter referred to as "this Incentive Scheme")

(II) Differences between the equity incentive scheme implemented this time and the equity incentive scheme approved by the shareholders' meeting

(III) Explanation by the Board on the Achievement of Conditions and the Clear Opinions Issued by the Remuneration and Assessment Committee

[redacted]



II. Verification of the List of Incentive Participants by the Board of Directors' Remuneration and Assessment Committee

VK

Year	2025	2026	2027	2028	2029
	61.86	1,026.37	1,026.37	991.02	413.36

V. Conclusive opinions of the Legal Opinion Letter

