Stock Codes: 600801 Stock Abbreviation: HUAXIN BLDG MAT Ref: 2025-051

HUAXIN BUILDING MATERIALS GROUP CO., LTD.

Remuneration and Assessment Committee's Review and Public Announcement Regarding the List of Incentive Subjects for the Company's 2025 A-share Restricted Share Incentive Scheme

To the best of our knowledge, the Board of Directors of the Company and its members confirm that there is no material false or misleading statement or material omission in this announcement and shall be severally and jointly liable for the truthfulness, accuracy and completeness of its content.

Huaxin Building Materials Group Co., Ltd. (hereinafter referred to as the "Company") held its eighteenth meeting of the eleventh Board of Directors on October 3, 2025, at which the Proposal on 2025 A-share Restricted Share Incentive Scheme (Draft) and its Summary (hereinafter referred to as the Incentive Scheme (Draft)) and other proposals were reviewed and approved. These proposals have been reviewed and approved by the Remuneration and Assessment Committee. The Company disclosed relevant announcements on the website of the Shanghai Stock Exchange (www.sse.com.cn) on October 9, 2025.

According to the requirements of the Articles of Association of Huaxin Building Materials Group Co., Ltd. (hereinafter referred to as the Articles of Association) and the Administrative Measures for Equity Incentives of Listed Companies (hereinafter referred to as the Administrative Measures) and other laws, regulations, and normative documents, the Company has publicly announced the names and positions of the incentive subjects for the 2025 restricted share incentive scheme (hereinafter referred to as the Incentive Scheme) within the Company. The Company's Remuneration and Assessment Committee to the Board has reviewed the incentive subjects with the public announcement. The relevant public announcement and review are as follows:

I. Public Announcement and Review Method

(I) Public Announcement by the Company

On October 9, 2025, the Company announced the 2025 A-share Restricted Share Incentive Scheme (Draft), 2025 A-share Restricted Share Incentive Scheme (Draft) Summary, 2025 A-share Restricted Share Incentive Scheme Implementation Assessment Administrative Measures, and 2025 A-share Restricted Share Incentive Scheme List of Incentive Subjects in the Company's specified disclosure media, China Securities Journal and the website of the Shanghai Stock Exchange (www.sse.com.cn).

On October 21, 2025, the Company publicly announced the 2025 A-share Restricted Share Incentive Scheme List of Incentive Subjects through the Company's internal website, disclosing the names and positions of the above incentive subjects. The public announcement period was from October 21, 2025, to October 30, 2025, for a total of 10 days. As of the end of the public announcement period, the Company had not received any objections regarding the incentive subjects of this Incentive scheme.

(II) Review Method of the Company's Remuneration and Assessment Committee for the Proposed Incentive subjects

The Remuneration and Assessment Committee reviewed the list of proposed incentive subjects, their identification documents, labor contracts signed between the proposed incentive subjects and the Company or its subsidiaries, and the positions held by the proposed incentive subjects in the Company.

II. Review Opinions of the Remuneration and Assessment Committee

According to the provisions of the Company Law, Securities Law, Administrative Measures, Shanghai Stock Exchange Listed Companies Self-discipline Supervision Guidelines No. 1 - Standardized Operation (hereinafter referred to as the Self-discipline Supervision Guidelines) and other relevant laws, regulations, and the Articles of Association, the Company has formulated and announced the Incentive scheme (Draft) and publicly announced the list of incentive subjects for this Incentive scheme within the Company. As of the end of the 10-day public announcement period, the Remuneration and Assessment Committee had not received any objections or feedback records. The Remuneration and Assessment Committee, with the public announcement, reviewed the list of incentive subjects for the Company's this Incentive scheme and expressed the following review opinions:

First, the personnel listed in the incentive subject list for this Incentive scheme meet the qualifications for the positions as required by the Company Law, Securities Law, Administrative Measures, and other laws, regulations, normative documents, and the Articles of Association.

Second, the incentive subjects do not have any of the circumstances that prohibit them from becoming incentive subjects as stipulated in the Administrative Measures:

(1) Being recognized as unsuitable by the stock exchange within the last 12 months;

(2) Being recognized as unsuitable by the China Securities Regulatory Commission and its dispatched agencies within the last 12 months;

(3) Being administratively penalized or subject to market access restrictions by the China Securities Regulatory Commission and its dispatched agencies due to significant violations of laws and regulations within the last 12 months;

(4) Having circumstances that prohibit serving as a director or senior management personnel of the company as stipulated in the Company Law;

(5) Being prohibited from participating in equity incentives of listed companies as stipulated by laws and regulations;

(6) Other circumstances recognized by the China Securities Regulatory Commission.

Third, the personnel listed in the incentive subject list for this Incentive scheme meet the conditions for incentive subjects as stipulated in the Administrative Measures, Self-discipline Supervision Guidelines, and other documents, and meet the conditions for incentive subjects as stipulated in the Incentive scheme (Draft). The total number of incentive subjects for this Incentive scheme does not exceed 11 people, who are the executive directors and senior management personnel of the Company at the time of the announcement of this scheme. All the incentive subjects meet the conditions for incentive subjects as stipulated in the Administrative Measures and the scope of incentive subjects as stipulated in the Company's Incentive scheme (Draft). Their qualifications as incentive subjects for the Company's restricted share incentive scheme are legal and effective.

In conclusion, the Company's Remuneration and Assessment Committee believes that the personnel listed in the incentive subject list for this Incentive scheme meet the conditions stipulated in relevant laws, regulations, and normative documents, and meet the conditions for incentive subjects as stipulated in the Incentive scheme (Draft). Their inclusion as incentive subjects for this restricted share incentive scheme is legal and effective.

It is herewith announced.

Board of Directors of Huaxin Building Materials Group Co., Ltd.
5 November 2025