

HUAXIN BUILDING MATERIALS GROUP CO., LTD.
List of the Incentive Participants for the 2025 A-Share Restricted
Share Incentive Scheme (Grant Date)

I. Allocation of A-Share Restricted Shares Granted to the Incentive Participants

The allocation of A-share restricted shares granted under this Scheme among the Incentive Participants is shown in the following table:

| Name | Position | Number of restricted shares granted (in 10,000 shares) | Proportion of the total number of restricted shares granted under this Scheme | Proportion of the Company's total share capital as of the grant date |
|----------------|--|--|---|--|
| Li Yeqing # | Executive Director and CEO | 91.59 | 35.53% | 0.044% |
| Chen Qian | Chief Financial Officer and Vice President | 17.86 | 6.93% | 0.009% |
| Liu Fengshan # | Executive Director and Vice President | 16.77 | 6.51% | 0.008% |
| Du Ping | Vice President | 17.05 | 6.61% | 0.008% |
| Mei Xiangfu | Vice President | 17.05 | 6.61% | 0.008% |
| Yang Hongbing | Vice President | 16.50 | 6.40% | 0.008% |
| Xu Gang | Vice President | 17.86 | 6.93% | 0.009% |
| Wang Jiajun | Vice President | 16.77 | 6.51% | 0.008% |
| Ye Jiaying | Board Secretary and Vice President | 16.77 | 6.51% | 0.008% |
| Lu Guobing | Vice President | 14.07 | 5.46% | 0.007% |
| Tang Jun | Vice President | 15.51 | 6.02% | 0.007% |
| Total | | 257.80 | 100% | 0.1240% |

Notes:

1. # are the Company's executive directors, all of whom are involved in the

Company's daily operations. When the Board of Directors deliberates on this Incentive Scheme and related proposals, the director(s) concerned shall abstain from voting; during the implementation of this Incentive Scheme, the director(s) shall not participate in administration of the Scheme.

2. None of the Incentive Participants mentioned above has been granted company shares exceeding 1.00% of the Company's total share capital as at the grant date of this Incentive Scheme under all valid equity incentive Scheme. The total number of underlying shares involved in all valid incentive schemes of the Company shall not exceed 10.00% of the Company's total share capital as at the grant date of this Incentive Scheme.

3. Any mismatch between the total value in the above table and the sum of the individual values, if any, will be due to rounding.

HUAXIN BUILDING MATERIALS GROUP CO., LTD.

Board of Directors

9 December 2025