

Bluestar Adisseo Company

The Sixteenth Meeting of the 9th Session of Board Announcement of Resolutions

The Board of Directors and all directors guarantee that this announcement does not contain any false statement, misleading statement or material omission, and assume legal liability for the authenticity, accuracy and integrity of this announcement.

The sixteenth meeting of the 9th session of the Board was held on 18th June, 2026 in the method of written resolution. The notice and materials for the meeting were circulated by email on 16th June, 2026. All the Directors of the Board are aware of the necessary information related to the items under review, as well as the waiver notice. 11 directors shall vote and 11 voted. The holding of this meeting complied with the *Company Law of the People's Republic of China*, and *the Articles of Association of Bluestar Adisseo Company*.

Directors present deliberated and passed the following proposals:

1. Deliberated and passed the proposal on Adisseo 5Y Strategy Update

The proposal on Adisseo 5Y Strategy Update has been deliberated and passed by the Strategic and ESG Committee.

This proposal was passed with 11 votes in favor, 0 objection, and 0 abstention.

2. Deliberated and passed the proposal on Total Salary Management Mechanism for Adisseo

The proposal on Total Salary Management Mechanism for Adisseo has been deliberated and passed by the Remuneration and Appraisal Committee.

This proposal was passed with 10 votes in favor, 0 objection, and 1 abstention.

3. Deliberated and passed the proposal on Compensation Package of Management Team for 2026

Announcement on Compensation Package of Management Team for 2026 is available on the website of Shanghai Stock Exchange at www.sse.com.cn.

The Remuneration and Appraisal Committee has reviewed the proposal on the Compensation Package of Management Team for 2026 and believes that it conforms to the actual business situation of the Company, complies with the Company's policy of *Management Measures for Compensation & Performance of Directors and Senior Management Team* and relevant regulations, fulfills the incentive and restraint effect on senior management, is conducive to the long-term development of the Company, and does not harm the interests of the Company or small and medium-sized shareholders. It is agreed to submit it to the Board of Directors for deliberation.

Affiliated Director Zhigang HAO withdraws from voting.

This proposal was passed with 10 votes in favor, 0 objection, and 0 abstention.

4. Deliberated and passed the proposal on Adjustment of Executive Management

Announcement on Adjustment of Executive Management is available on the website of Shanghai Stock Exchange at www.sse.com.cn.

Following deliberation and approval by the Nomination Committee, with the nominated appointment of the Company's Chief Financial Officer having also been deliberated and approved by the Audit, Risk and Compliance Committee, the Board of Directors has resolved as below:

- To appoint Mr. WANG Yan as Deputy General Manager of the Company;
- To appoint Mr. ZENG Fei as Deputy General Manager of the Company;
- To appoint Ms. CHENG Yajuan (Julia) as Chief Financial Officer of the Company;
- Ms. Virginie CAYATTE will no longer hold the position of Chief Financial Officer of the Company;
- Mr. Fabien SIGUIER will no longer hold the position of Deputy General Manager of the Company.

This proposal was passed with 11 votes in favor, 0 objection, and 0 abstention.

It is hereby announced.

Board of Directors
18th June, 2026

(In case of discrepancies between the English version and the Chinese version of this announcement, the Chinese version, officially published and disclosed, shall prevail.)