

Bluestar Adisseo Company

Announcement on Adjustment of Executive Management

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.

I. Basic Information of Resignation

1. Basic Information

Bluestar Adisseo Company (hereinafter referred to as “the Company”) convened the sixteenth meeting of the 9th Session of the Board on 18th June, 2026 at which the Proposal on Adjustment of Executive Management was deliberated and approved. Ms. Virginie CAYATTE will no longer hold the position of Chief Financial Officer of the Company, and Mr. Fabien SIGUIER will no longer hold the position of Deputy General Manager of the Company. The details are as follows:

Name	Position Resigned From	Date of Resignation	Original Term Expiry Date	Reason	Whether to Continue Working for the Company and Its Subsidiaries	Specific Position (if applicable)	Are There Any Outstanding Public Commitments?
Virginie CAYATTE	Chief Financial Officer	30 th Jun., 2026	18 th Sep., 2027	Work adjustment	No	Not Applicable	Yes, but does not constitute commitment to increase shareholdings
Fabien SIGUIER	Deputy General Manager	21 st Jun., 2026	18 th Sep., 2027	Work adjustment	No	Not Applicable	Yes, but does not constitute commitment to increase shareholdings

2. Impact of Resignation on the Company

Ms. Virginie CAYATTE and Mr. Fabien SIGUIER will complete all work handover procedures in compliance with relevant laws, regulations, and company policies. Their resignations will not affect the normal operation or management of the Company. As of the date of this announcement, Ms. Virginie CAYATTE and Mr. Fabien SIGUIER do not hold any shares of the Company, and the outstanding public commitments they made during the Company's refinancing in 2024 shall continue to be performed.

Ms. Virginie CAYATTE and Mr. Fabien SIGUIER have performed their duties with the utmost dedication and diligence throughout their tenure. The Company and the Board of Directors would like to express their sincere gratitude for the contributions they have made to the Company's development and standard operation during their time as Chief Financial Officer and Deputy General Manager.

II. Basic Information of Appointment of Executive Management

To improve the corporate governance structure and ensure standard operation of the Company, in accordance with the provisions of *the Company Law, the Articles of Association ("AOA")* and relevant laws and regulations, the Nomination Committee of the Board of the Company has reviewed the qualifications of executive management candidates Mr. WANG Yan, Mr. ZENG Fei and Ms. CHENG Yajuan (Julia) and issued opinion as below: having reviewed the personal profiles (CVs attached) and supporting documents of Mr. WANG Yan, Mr. ZENG Fei and Ms. CHENG Yajuan it is confirmed that they possess the necessary qualifications and competence to serve as executive management of the Company, and that there are no circumstances under *the Companies Law or the Articles of Association* that would preclude them from holding such positions. Therefore, it was resolved that the proposal on Adjustment of Executive Management shall be submitted to the Board for deliberation. Meanwhile, the Audit, Risk and Compliance Committee of the Board has reviewed the qualification of Ms. CHENG Yajuan and approved the nomination of her appointment as Chief Financial Officer of the Company.

The sixteenth meeting of the 9th Session of the Board of the Company held on 18th June, 2026 deliberated and approved the proposal on Adjustment of Executive Management. It was resolved to appoint Mr. WANG Yan as Deputy General Manager of the Company and Mr. ZENG Fei as Deputy General Manager of the Company, with their terms of office commencing on the date of approval by the Board of Directors and ending on the

date of expiry of the term of office of the Ninth Board of Directors; it was resolved to appoint Ms. CHENG Yajuan as Chief Financial Officer of the Company, with her term of office commencing on 1st July, 2026 (the day following the resignation of Ms. Virginie CAYATTE) and ending on the date of expiry of the term of office of the Ninth Board of Directors.

It is hereby announced.

Board of Directors of Bluestar Adisseo Company

18th June, 2026

Appendix: CVs of Executive Management

Name	Professional background and main work experience
WANG Yan	<p>Mr. WANG Yan was born in 1969, Chinese, member of the Communist Party of China. He obtained a Bachelor's degree in Radiochemistry from the Department of Modern Physics at Lanzhou University. Mr. Wang used to serve as the General Manager of Tianshui Communication Equipment Plant; Assistant General Manager and Deputy General Manager of Bluestar (Tianjin) Chemicals Co., Ltd.; Deputy General Manager of Bluestar Silicones Tianjin Co., Ltd.; Deputy Director of Silicone BU of China National Bluestar (Group) Corporation; and Senior Deputy Director and Director of Production & Operations Department of China National Bluestar (Group) Co., Ltd.; and Director of Strategy Execution Department, Director of Production and Operations Department, Assistant General Manager of China National Bluestar (Group) Co., Ltd.</p> <p>As of the disclosure date of the announcement, Mr. WANG Yan has not held stocks of the Company. There are no other related relationships with the Company's directors, senior management, actual controllers, or shareholders holding more than 5% of the shares. There are no circumstances specified in <i>the Company Law</i> or <i>the Articles of Association</i> that would disqualify him from serving as an executive management member of the company; he has not been subject to administrative penalties by the China Securities Regulatory Commission (CSRC), nor has he or she received a public reprimand or official censure from a stock exchange; there are no ongoing criminal investigations by judicial authorities or CSRC investigations into suspected violations of laws or regulations; the individual is not a discredited person subject to enforcement proceedings; and his or her eligibility for the position complies with the provisions of <i>the Company Law</i>, <i>the Shanghai Stock Exchange Listing Rules</i> and other relevant laws and regulations.</p>
ZENG Fei	<p>Mr. ZENG Fei was born in 1978, Chinese, member of the Communist Party of China. He obtained a Master's degree from the School of International Relations at Peking University. Mr. Zeng used to serve as the Deputy Manager of President's Office at Sinochem Group; Director of General Office of China Jinmao Holdings Group Co., Ltd.; General Manager of Jinmao Hotel Company; executive management member of Jinmao Hotel Management Co., Ltd.; Deputy General Manager of Jinmao Property Services Development Co., Ltd.; and executive level of Bluestar Adisseo Company.</p> <p>As of the disclosure date of the announcement, Mr. ZENG Fei has not held stocks of the Company. There are no related relationships with the Company's directors, senior management, actual controllers, or shareholders holding more than 5% of the shares. There are no</p>

circumstances specified in *the Company Law* or *the Articles of Association* that would disqualify him from serving as the Company's executive management; he has not been subject to administrative penalties by the China Securities Regulatory Commission (CSRC), nor has he received a public reprimand or official censure from a stock exchange; there are no ongoing criminal investigations by judicial authorities or CSRC investigations into suspected violations of laws or regulations; he is not a discredited person subject to enforcement proceedings; and his eligibility for the position complies with the provisions of *the Company Law*, *the Shanghai Stock Exchange Listing Rules* and other relevant laws and regulations.

Ms. CHENG Yajuan (Julia) was born in 1978, Chinese, member of the Communist Party of China. She obtained a Bachelor's degree in International Economic Law from the School of Law at Shanghai University of Finance and Economics, and part-time MBA in Finance at China Europe International Business School (CEIBS). Fellow of ACCA (The Association of Chartered Certified Accountants). Ms. Cheng used to serve as the Assistant Judicial Accounting Expert of Shanghai Sigaoda Economic and Legal Consulting Firm; Managerial Account and Financial Accountant of Nexans Kanghua Cable Co., Ltd.; Financial Analyst, Manager of Finance Shared Service Center, Finance Manager, and Project Director of DuPont China Group Co., Ltd.; Greater China Finance Director of Corteva (China) Investment Co., Ltd; and Finance Director of Adisseo China Region.

**CHENG
Yajuan**

As of the disclosure date of the announcement, Ms. CHENG Yajuan has not held stocks of the Company. There are no related relationships with the Company's directors, senior management, actual controllers, or shareholders holding more than 5% of the shares. There are no circumstances specified in *the Company Law* or *the Articles of Association* that would disqualify her from serving as the Company's Chief Financial Officer; she has not been subject to administrative penalties by the China Securities Regulatory Commission (CSRC), nor has she received a public reprimand or official censure from a stock exchange; there are no ongoing criminal investigations by judicial authorities or CSRC investigations into suspected violations of laws or regulations; she is not a discredited person subject to enforcement proceedings; and her eligibility for the position complies with the provisions of *the Company Law*, *the Shanghai Stock Exchange Listing Rules* and other relevant laws and regulations.
