

Bluestar Adisseo Company

Announcement on Election of Employee Representative Directors

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.

Bluestar Adisseo Company (hereinafter referred to as "the Company") convened the 4th Interim Meeting of Shareholders for FY2025 on 25th September 2025, during which the proposal on Abolishing the Board of Supervisors, Supervisors and Amending the Articles of Association was reviewed and approved. Pursuant to the amended Articles of Association, the Company's Board of Directors shall consist of 11 directors, including one employee representative director. In accordance with relevant provisions of the Company Law, the employee representative director shall be democratically elected by company employees through the employee congress, general staff meeting, or other prescribed forms.

On 1st December 2025, the Company convened an employee congress where participating employee representatives deliberated and approved the election of Mr. Pan Yong (CV attached) as the employee representative director for the ninth session of the Board of Directors. The term shall commence upon approval by the employee congress and expires at the conclusion of the Ninth Board's tenure.

Following Mr. Pan Yong's assumption of office, the total number of directors concurrently serving as senior management personnel plus employee representative directors shall not exceed half of the total board composition. This arrangement complies with applicable laws, regulations, normative documents, and the Company's Articles of Association.

It is hereby announced.

Board of Directors of Bluestar Adisseo Company
1st December 2025

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

Appendix: CV of the Employee Representative Director

Name	Professional background and main work experience
Yong PAN	Mr. Pan was born in 1978, Chinese, major in applied chemistry, bachelor's degree. Mr. Pan used to work as Shift Supervisor in DSM Oriental Nanjing chemical co. LTD, Operation Supervisor in Bayer Polyurethane Shanghai co., LTD., Assistant Plant Manager in Wacker Chemical Nanjing co., LTD. He joined Bluestar Adisseo Nanjing co., LTD. and worked as Intermediate Section Manager since June 2014. From July 2018 to August 2020 worked as Process and Project department Manager. From September 2020 to November 2022 transferred back to Intermediate Section as Production Manager. From December 2022 to September 2023 worked as Intermediate Section Operation Director. Since September 2023 transferred to Quanzhou Powder Methionine Project as Deputy Project Director. From October 2018 to September 2025, Mr. Pan was the Employee Representative Supervisor. As of the disclosure date of this announcement, Mr. Pan Yong 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. Mr. Pan Yong has not been punished by CSRC, stock exchange, or other relevant departments. His job qualifications comply with the provisions of laws and regulations such as the Company Law and the <i>Shanghai Stock Exchange Listing Rules</i>.