Note: in case of any discrepancies or inconsistencies between the Chinese version and the English version, the Chinese version shall prevail.

Bluestar Adisseo Company Compensation Plan of Directors for 2026

According to *the Company Law of the People's Republic of China*, *the Code of Corporate Governance for Listed Companies*, and other laws and regulations, as well as *the Articles of Association* of Bluestar Adisseo Company (hereinafter referred to as “Adisseo” or “the Company”) and *the Management Measures for Compensation & Performance of Directors and Senior Management Team*, and based on the company's actual situation, the compensation package of Directors for 2026 has been formulated as follows:

I. Scope of application

Board Directors serving in 2026.

II. Time frame

From January 1, 2026 to December 31, 2026.

III. Compensation Plan

(1) External Directors (including Independent Directors)

1. External Directors who do not receive allowances from the Company

shall be governed by the compensation management measures of their respective employers.

2. For External Directors who receive allowances from the Company, a fixed allowance system shall apply. The allowance standard shall be determined by the Company with reference to industry benchmarks, taking factors into account such as the Company’s operating performance, the Director’s performance of duties, and the risks assumed, and shall be paid periodically after being reviewed and approved by the shareholders’ meeting.

3. Reasonable expenses incurred by External Directors in the performance of their duties (e.g., travel expenses) shall be borne by the Company.

(2) Internal Directors

1. Internal Directors shall not receive additional Director allowances or compensation.

2. Where an Internal Director concurrently serves as a senior management personnel, their compensation shall be governed by the senior management compensation standards and plans approved by the Board of Directors.

3. Where an Internal Director does not concurrently serve as a senior management personnel, their compensation shall be governed by the Company’s corresponding compensation measures applicable to their position.

IV. Notes

1. If a Board Director leaves due to expiration of office terms, termination of office terms, resignation during the term, transfer, or other reasons, the pay will be calculated and issued based on the actual term and performance of the Board Director concerned.

2. The compensation of Board Directors are pre-tax amounts. After the company withholds and pays the personal income tax and other fees that should be borne by the individual in accordance with the law, it pays out the after-tax amount.

3. Matters regarding the payment, suspension or clawback of Board Director compensation will be executed in accordance with relevant laws and regulations, departmental rules, normative documents, and the company's compensation management policies.

4. If this plan conflicts with the laws, regulations, departmental rules, and normative documents issued in the future, or with the Management Measures for Compensation & Performance of Directors and Senior Management Team of the company, the relevant laws, regulations, rules, normative documents, and company policies shall prevail.

Bluestar Adisseo Company

August 26, 2026