Stock Code: 600299 Stock Name: Adisseo No: 2025-019

Bluestar Adisseo Company

The Fifth Meeting of the 9^{th} 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 fifth meeting of the 9^{th} session of the board was held on 31^{st} March 2025, in the method of communication voting. The notice and materials for the meeting were circulated by email on 26^{th} March 2025. 9 directors shall vote and 9 voted. Director Wei YAO and director Yanfeng SUN could not attend the meeting in person due to agenda conflicts, and appointed director Dachuan DONG as his proxy to attend and vote for him respectively. 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*. Mr. Zhigang HAO, Chairman of the Company, convened and presided the meeting. Certain executives of the Company observed the meeting.

Directors present deliberated and passed the following proposals:

1. Deliberated and passed the proposal on Annual Appraisal & Remuneration of Certain Senior Management for FY2024

The Remuneration and Appraisal Committee has reviewed the assessment of the individual targets achievement results for year 2024 of certain senior management based on the Company's management incentive plan and the Implementation Rules for the Remuneration and Evaluation Committee. It is believed that the assessment reflects the actual business situation of the Company and the performance of the executives, complies with relevant regulations such as the Bluestar Adisseo Company Management Measures for Compensation & Performance of Senior Management Team, reflects the incentive and constraint effects on the senior management team, and is conducive to the long-term development of the Company. There is no situation that harms the interests of the Company or small and medium-sized shareholders, and we agree to submit it to the board of directors for review.

This proposal was passed with 9 votes in favor, 0 objection, and 0 abstention.

2. **Deliberated and passed the proposal on Annual Remuneration Plan of Senior Management for 2025**

   The Remuneration and Appraisal Committee has reviewed the final proposal on Annual Remuneration Plan of Senior Management for 2025 and believes that it conforms to the actual business situation of the Company, complies with relevant regulations, fulfills the incentive 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.

   Connected director Zhigang HAO withdraws from voting.

   This proposal was passed with 8 votes in favor, 0 objection, and 0 abstention.

3. **Deliberated and passed the proposal on Collective Targets in 2025-2027 for Mid-term Incentive Plan**

   The Remuneration and Appraisal Committee have deliberated and agreed to this proposal.

   Connected director Zhigang HAO withdraws from voting.

   This proposal was passed with 8 votes in favor, 0 objection, and 0 abstention.

4. **Deliberated and passed the proposal on Adjustment of the Nomination Committee Members**

   The members of the Nomination Committee were adjusted from Hengchang ZANG (chairman of the committee), Zhigang HAO and Xin LIU to Hengchang ZANG (chairman of the committee), Zhigang HAO, Dachuan DONG, Xin LIU and Benny LAM.

   This proposal was passed with 9 votes in favor, 0 objection, and 0 abstention.

It is hereby announced.

Board of Directors of Bluestar Adisseo Company
31st March 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.)