

Bluestar Adisseo Company

The Tenth Meeting of the 8th 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 tenth meeting of the 8th session of the board was held on 26th April 2023, in the method of communication voting. The notice and materials for the meeting were circulated by email on 21st April 2023. 8 directors shall be present and 8 were present. 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. HAO Zhigang, Chairman of the Company, hosted the meeting.

Directors present deliberated and passed the following proposals:

1. Deliberated and passed the proposal on 2023 Q1 Report

The 2023 Q1 Report is on Shanghai Stock Exchange's website: www.sse.com.cn.

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

2. Deliberated and passed the proposal on Appointing Mr. HAO Zhigang as General Manager (CEO)

It is agreed to appoint Mr. HAO Zhigang as General Manager (CEO) of the Company, whose term is from the 1st July 2023 to 22nd September 2024 which is the expiry date of the 8th board of directors. Announcement on Resignation and Nomination of Director and General Manager(CEO) is on Shanghai Stock Exchange's website: www.sse.com.cn.

Independent Directors have issued their opinion and consent to this proposal.

Connected director Zhigang HAO withdraws from voting.

This proposal was passed with 7 votes in favor, 0 objection, and 0 abstention

3. Deliberated and passed the proposal on Nominating Mr. ZHU Xiaolei as Director Candidate

Announcement on Resignation and Nomination of Director and General Manager(CEO) is on Shanghai Stock Exchange's website: www.sse.com.cn.

Independent Directors have issued their opinion and consent to this proposal.

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

This proposal is to be submitted to 2022 annual shareholders' general assembly for deliberation.

4. Deliberated and passed the proposal on Nominating Executive Management

Nominated by Nomination Committee,

- Mr. Frederic JACQUIN is appointed to be the Deputy General Manager and Chief Operating Officer of the Company;
- Ms. Virginie CAYATTE is appointed to be the Chief Financial Officer of the Company;
- Mr. Fabien SIGUIER is appointed to be the Deputy General Manager of the Company;
- Mr. Frank CHMITELIN is appointed to be the Deputy General Manager of the Company;
- Mr. Jean-François ROUS is appointed to be the Deputy General Manager of the Company.

The term of the above senior management personnel (the resume is attached in appendix) is the same as that of the 8th board of directors.

Announcement on Resignation and Appointment of Chief Financial Officer is on Shanghai Stock Exchange's website: www.sse.com.cn.

Independent Directors have issued their opinion and consent to this proposal.

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

It is hereby announced.

Board of Directors

26th April 2023

Appendix: CV of Candidates

Name	Professional background and main work experience
Frederic JACQUIN	Born in 1967, French, Master of Marketing and Communication from La Sorbonne French University (Celsa) and Executive MBA from the ESSEC French Business School. Mr. Frédéric Jacquin has a long experience with specialty chemicals and has thereby acquired a broad and international experience in specialty chemicals business development and industrial marketing. He was working for Elkem Silicones International for 11 years. He joined Adisseo in November 2022 responsible for Specilty Business Department and appointed as Deputy General Manager in December 2022.
Virginie CAYATTE	Born in 1970, French, graduated from the Paris Polytechnic and the Paris Institute of Mining. She served as the Director of Financial Market Regulation at the French Ministry of Finance from 2002 to 2006, the Secretary of the Finance and Innovation Government Cluster from 2006 to 2007, the Financial Director of AXA IM from 2010 to 2015, and the Chief Financial Officer (CFO) of SOLOCAL (a French communication and local digital advertising company) from 2015 to 2018. Since 2018, she joined Adisseo Group as Vice President Executive Finance.
Fabien SIGUIER	Born in 1974, French, graduated from IAE Lyon, Sciences Po Paris, and Diplomatic institute CHEID. He served as the Organizational Manager of Sodiaal from 1997 to 2001, the Director of Human Resources at BEL Group from 2001 to 2006, the Director of Human Resources Restructuring at the French Ground Weapon Industry Group from 2006 to 2009, and the Director of Human Resources, Director of Human Resources Change, and Vice President of Human Resources and Compliance at Valeo from 2009 to 2018. Since 2018, he has joined Adisseo Group as the Executive Vice President.
Frank CHMITELIN	Born in 1962, French. Frank is graduated from the National Vetinary School in Lyon and from AgroPariTech (1989) and earned an MBA from ESSEC in 2000. He began his carrier in 1989 at Sanders and then Alltech, before joining Adisseo in 1994, holding various positions in marketing and international sales management. In 2010, he became Vice President WorldWide Sales and was Secretary General of the FEFANA from 2009 to 2012. Since 2022, he took the position of Executive Vice President

	Strategy, Sustainable Development and Safety.
Jean-François ROUS	Born in 1967, French. He served as the Business Development Manager for Unilever (UK) from 1992 to 2000, R&D Director for Rodier Group (France) from 2000 to 2005, worked at the Industrial Innovation Agency of the French Ministry of Innovation from 2007 to 2008, and served as the Vice President of Innovation for Sofoprotéol (a financial institution in the vegetable oil and protein industry, now renamed Groupe AVRIL) from 2008 to 2017, From 2017 to 2018, he served as the Chief Innovation Officer of Elephant Vert in France. Since 2019, he has joined Adisseo as the Executive Vice President of Innovation.