

PRESS RELEASE

Antony, July 1st, 2023

Adisseo announces the appointment of Dr HAO Zhigang as Chief Executive Officer to succeed to Jean-Marc Dublanc.

Dr HAO Zhigang, Chairman of Adisseo's Board of Directors for more than 5 years, starts to undertake the role of Chief Executive Officer since 1st July following the leaving of Jean-Marc DUBLANC from his operational duties in Adisseo.

This succession, well anticipated and prepared, ensures a smooth transition to maintain and strengthen Adisseo's strategy and organization.

Dr. HAO Zhigang has been with Sinochem/Bluestar for around two decades in a variety of executive, operational and managerial positions. Having involved in Adisseo business since 2010, he has intensive cross-cultural communication and management experience.

Adisseo is organized, from July 1, 2023, as follows:

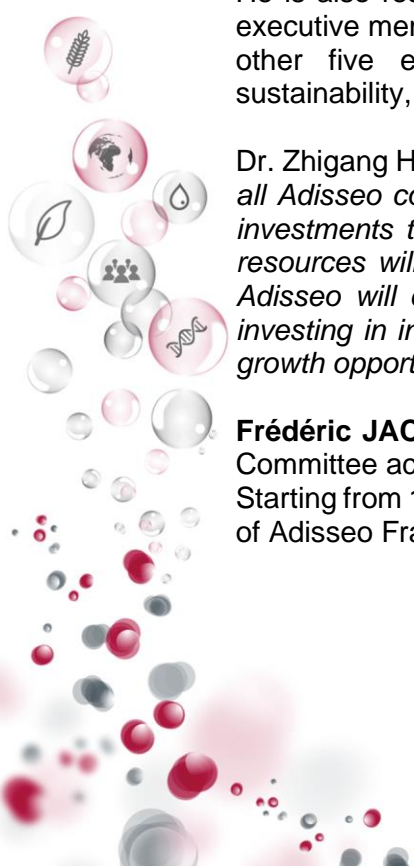
Dr HAO Zhigang, as Chief Executive Officer of Adisseo, and in addition to his current Chairman role both at Adisseo and at Bluestar, manages the coordination and relations with Adisseo's shareholders, enabling a decision-making process with faster speed and higher efficiency, which is critical under current macro-environment with great uncertainties and volatilities.

He is also responsible for Adisseo Group strategy and directly supervises Adisseo executive members including Frédéric JACQUIN, Chief Operating Officer, as well as other five executive vice presidents responsible for finance, strategy and sustainability, Research & Innovation, HR and China operations respectively.

Dr. Zhigang Hao said: *"I feel so exciting to embark on this new wonderful journey with all Adisseo colleagues. The "2-pillar" strategy will remain unchanged with strategic investments to be pursued, and its internationalizational DNA be sustained. The resources will be allocated globally to ensure its well-balanced industrial footprint. Adisseo will continue to consolidate its leading position in the market and keep investing in innovation, in people, in CAPEX, in digitalization as well as in external growth opportunities."*

Frédéric JACQUIN is directly managing global operations and leads the Executive Committee according to the delegation from the CEO.

Starting from 1st July 2023, Frédéric will also replace Jean-Marc Dublanc as president of Adisseo France SAS.



The complementary roles and profiles of HAO Zhigang and Frédéric JACQUIN will enable Adisseo to drive its sustainable growth strategy, leveraging fully all its global capabilities.

Jean-Marc DUBLANC becomes a non-Executive Board Member of Bluestar Adisseo Company. In this role, he will support Adisseo's management and strategy, and will act as strategic advisor to the Adisseo Group.

The rest of the organization remains unchanged.

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HAO Zhigang, already Chairman of Bluestar Adisseo company for 5 years, a holding company listed on the Shanghai stock exchange, is also Chairman of China National Bluestar Group, Adisseo's main shareholder.

He holds a PhD in Chemical Process Engineering from the Chinese Academy of Sciences and an MBA from the Open University of Hong Kong. He has over 20 years' experience in various management positions, both in China and abroad.

Frédéric Jacquin joined Adisseo in November 2022. He has 31 years' experience in the chemical industry, including 17 years with Elkem, an international subsidiary of Bluestar.

The delegation of global operations to a single international executive and Chief Operating Officer, will enable Adisseo to maintain long-term strategic focus, while adapting rapidly to a fast changing environment in the different regions of the world.

About Adisseo

Adisseo is one of the world's leading experts in feed additives. The group relies on its 8 research centers and its production sites based in Europe, USA, China and Thailand to design, produce and market nutritional solutions for sustainable animal feed.

With more than 2,650 employees, it serves around 4,200 customers in over 110 different countries through its global distribution network. In 2022 Adisseo achieved a turnover of 2.04 billion euros.

Adisseo is one of the main subsidiaries of China National BlueStar, leader in the Chinese chemical industry with nearly 12,370 employees and a turnover of 7.4 billion euros. Adisseo is listed on the Shanghai Stock Exchange.

Corporate website: www.adisseo.com

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