

ADAMA Ltd.

Announcement on the Election of the Employee Representative Director

The Company and all members of its board of directors hereby confirm that all information disclosed herein is true, accurate and complete with no false or misleading statement or material omission.

According to the relevant provisions of the Company's Articles of Association, ADAMA Ltd. (“the Company”) convened the Meeting of the Employees’ Representative Congress to elect the employee representative director of the Board. Mr. Niu Limin (see attached profile) was elected as the employee representative director on the 10th session of the Board of Directors.

Mr. Niu Limin, together with the three non-independent directors and three independent directors elected by the Company's previous shareholders meetings, shall constitute the Company's 10th session of the Board of Directors. His term of office shall be effective from the date the “Proposal to Amend the Articles of Association of the Company and its appendices” is approved by the Company's 2nd Interim Shareholders Meeting in 2025 until the expiration of the 10th session of the Board.

The total number of directors serving concurrently as senior management and those appointed as employee representatives on the Company's Board of Directors does not exceed 1/2 of the total number of directors, thereby complying with relevant laws, regulations, and normative documents.

It is hereby announced.

Board of Directors of ADAMA Ltd.

November 15, 2025

Appendix - Profile of Mr. Niu Limin

Mr. Niu Limin, born in 1967, is now the general manager of ADAMA Jingzhou Site. Before joining the Company, he worked for FMC (Zhangjiagang) Specialty Chemicals Co. Ltd. and Chemtura Advanced Materials (Nantong) Co., Ltd., and also held different positions in Axalta Coating Systems (Shanghai) Ltd. and Nippon Paint Investment Co., Ltd.

As a Chinese, Mr. Niu graduated from Jilin Institute of Chemical Technology, majoring in organic chemistry. Starting his career life in the 1990s, he is now a senior engineer.

He has not previously worked for any of the controlling shareholders or the actual controllers of the Company.

As of the date of this Announcement, Mr. Niu Limin does not directly or indirectly hold any of the Company's shares. Mr. Niu Limin has no relationship with any shareholders holding more than 5% of the Company's shares, the actual controllers, or other directors, supervisors and senior executives of the Company.

Mr. Niu Limin has not been subject to any punishment imposed by the CSRC and the SZSE and does not fall under any of the circumstances stipulated in Article 3.2.2 of the Guidelines of Shenzhen Stock Exchange on Self-discipline Supervision of Listed Companies No.1: Standardized Operation of Main Board Listed Companies. Mr. Niu Limin is not a judgement debtor subject to enforcement and meets all the qualifications set under the applicable laws and regulations.