



Paris, 12 June 2025, 8:00 pm

MINUTES OF THE ANNUAL SHAREHOLDERS' MEETING

Approval of all resolutions proposed or endorsed by the Management Board on the recommendation of the Supervisory Board

Rubis held its annual Shareholders' Meeting on Thursday 12 June 2025, at 2:00 p.m., chaired by Mr Gilles Gobin, at Salle Pleyel, 252 rue du Faubourg Saint-Honoré, 75008 Paris - France.

Shareholders representing 63.41% of the share capital and voting rights approved all resolutions proposed or agreed by the Managing Partners.

Ms Clarisse Gobin-Swiecznik and Mr Jacques Riou presented the highlights of the 2024 financial year, the Group's performance and strategic ambitions. Following a review of the 2024 financial results by Mr Marc Jacquot, CFO, and Ms Sophie Pierson, Group Chief Sustainability, Compliance & Risk Officer, outlined Rubis' sustainability strategy and progress.

The Chairman of the Supervisory Board, Mr Marc-Olivier Laurent, then detailed the Group's governance and the work carried out by the Supervisory Board in 2024. The Statutory Auditors subsequently presented the key findings of their reports.

After a Q&A session with shareholders, the resolutions were put to a vote.

In accordance with applicable regulations, responses to questions submitted by two shareholders were published on the Company's website.

In closing the Shareholders' Meeting, the Management Board stated: *"Once again, Rubis' shareholders have reiterated their confidence in the strategic direction we are pursuing and the governance developments we are implementing. Our performance, in an increasingly demanding global environment, demonstrates the strength of our long-term strategy and the relevance of a singular model that constitutes a true competitive advantage. We are confident that Rubis is well-positioned to create long-term value for its shareholders."*

Strengthening of the Management Board

As part of the succession plan initiated several years ago, the appointments of Mr Jean-Christian Bergeron and Mr Marc Jacquot as Managing Partners, effective 1 October 2025, were approved. Their respective experience and complementary expertise will further strengthen the capabilities of the Management Board.

Ongoing evolution of the Supervisory Board – Confirmation of Mr Marc-Olivier Laurent as Chairman of the Supervisory Board

The mandates of Ms Cécile Maisonneuve, Ms Carine Vinardi, Mr Marc-Olivier Laurent, and Mr Alberto Pedrosa were renewed.

Three new members joined the Supervisory Board: Ms Suzana Nutu, Ms Anne Lauvergeon, and Mr Patrick Molis. Their terms will expire at the close of the Ordinary Shareholders' Meeting called to approve the financial statements for the fiscal year ending 31 December 2027, to be held in 2028.

In addition, the Shareholders' Meeting ratified the co-optation of Mr Antoine Sautenet as a member of the Supervisory Board, as decided by the Board on 21 May 2025, for the remainder of Mr Nils Christian Bergene's term, expiring at the close of the Ordinary Shareholders' Meeting called to approve the 2026 financial statements, to be held in 2027.

Following the Shareholders' Meeting which renewed Mr Marc-Olivier Laurent's term of office, the Supervisory Board confirmed his appointment as Chairman of the Supervisory Board.

The Supervisory Board now comprises 14 members, including six women (43%) and four foreign nationals.

These appointments bring the proportion of independent members to 93%. The Board's composition reflects the Group's commitment to diversity in terms of profiles, experience, skills, nationalities, and cultures, aligned with its strategic priorities.

Approval of the dividend policy

Shareholders approved the distribution of an increased dividend of €2.03 per ordinary share, up 2.5% from the previous year (€1.98 for fiscal year 2023).

The ordinary portion of the annual dividend will be detached on 17 June 2025, and paid in cash on 19 June 2025, based on positions as of 18 June 2025.

The detailed voting results will be published on the Company's website (www.rubis.fr/en) under the section "Shareholders – Shareholders' Meeting – Shareholders' Meeting 12 June 2025."

The Shareholders' Meeting was broadcast live on the Company's website (www.rubis.fr/en)

Contact

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