

Compensation paid during or awarded in respect of financial year 2022 to GR Partenaires

As in previous years, no compensation of any kind was paid during or awarded in respect of financial year 2022 to GR Partenaires for its role as Managing Partner of Rubis SCA. Accordingly, the Company has decided not to reproduce the entire table required by the Afep-Medef Code handbook, or to submit a resolution concerning the compensation paid during or awarded in respect of financial year 2022 to GR Partenaires to the 2023 Shareholders' Meeting.

Compensation paid during or awarded in respect of financial year 2022 to the Supervisory Board

COMPENSATION PAID DURING OR AWARDED IN RESPECT OF FINANCIAL YEAR 2022 TO THE CHAIRMAN OF THE SUPERVISORY BOARD

At its meeting of 15 March 2023, the Compensation and Appointments Committee determined the components of compensation to be paid or awarded in respect of financial year 2022 to the Chairman of the Supervisory Board in accordance with the compensation policy approved by the Shareholders' Meeting of 9 June 2022. The Committee reported to the Supervisory Board on its work on 16 March 2023. The Supervisory Board confirmed that the components relating to the Chairman of the Supervisory Board complied with the compensation policy approved by the Shareholders' Meeting of 9 June 2022.

The compensation paid during or awarded in respect of financial year 2022 to Olivier Heckenroth, Chairman of the Supervisory Board, is presented in the table below. This compensation is related to his term of office as member of the Supervisory Board, his Chairmanship of the Supervisory Board and his participation in its Committees. No other compensation of any kind was paid during or awarded in respect of financial year 2022 to Olivier Heckenroth.

As a reminder, Olivier Heckenroth's attendance rate at Supervisory Board and Committee meetings was 100% in 2022 (as in 2021 and 2020).

	Amounts awarded in respect of financial year 2022 (in euros)	Amounts paid during financial year 2022 (in euros)
Olivier Heckenroth Chairman of the Supervisory Board		
• <i>portion as Chairmanship of the Supervisory Board</i>	18,000	18,000
• <i>fixed portion (40%)</i>	4,800	4,800
• <i>variable portion based on attendance (60%)</i>	7,200	7,200
Member of the Accounts and Risk Monitoring Committee		
• <i>fixed portion (40%)</i>	3,600	3,600
• <i>variable portion based on attendance (60%)</i>	5,400	5,400
Member of the Compensation and Appointments Committee		
• <i>fixed portion (40%)</i>	2,400	2,400
• <i>variable portion based on attendance (60%)</i>	3,600	3,600
TOTAL	45,000	45,000

COMPENSATION PAID DURING OR AWARDED IN RESPECT OF FINANCIAL YEAR 2022 TO THE SUPERVISORY BOARD MEMBERS

At its meeting of 16 March 2023, the Supervisory Board, upon the favourable opinion of the Compensation and Appointments Committee and in accordance with the remuneration policy approved by the 9 June 2022 Shareholders' Meeting, awarded the amount to be paid to its members in respect of financial year 2022.

The compensation awarded to the members of the Supervisory Board in respect of financial year 2022 is shown in the table below. For each member, the compensation is linked to his/her corporate office and attendance as well as whether he/she chairs a Committee, and his/her Committee membership. No other compensation of any kind was paid during or awarded in respect of financial year 2022 to the members of the Supervisory Board.

TABLE 3 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – TABLE OF COMPENSATION PAID TO NON-EXECUTIVE CORPORATE OFFICERS

	Financial year 2022		Financial year 2021	
	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros)	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros) ⁽¹⁾
Olivier Heckenroth				
Chairman of the Supervisory Board				
• portion as Chairmanship of the Supervisory Board	18,000	18,000	18,000	0
• fixed portion (40%)	4,800	4,800	4,800	0
• variable portion based on attendance (60%)	7,200	7,200	7,200	0
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	3,600	3,600	3,600	0
• variable portion based on attendance (60%)	5,400	5,400	5,400	0
Member of the Compensation and Appointments Committee				
• fixed portion (40%)	2,400	2,400	2,400	0
• variable portion based on attendance (60%)	3,600	3,600	3,600	0
Hervé Claquin⁽²⁾				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
• variable portion based on attendance (60%)	7,200	7,200	7,200	0
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	-	1,800	1,800	0
• variable portion based on attendance (60%)	-	2,700	2,700	0
Nils Christian Bergene⁽³⁾				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	2,400	2,400	0
• variable portion based on attendance (60%)	7,200	3,600	3,600	0
Chairman of the Accounts and Risk Monitoring Committee				
• Chairman of the Accounts and Risk Monitoring Committee	3,000	0	-	-
• fixed portion (40%)	3,600	1,800	1,800	0
• variable portion based on attendance (60%)	5,400	2,700	2,700	0
Member of the Compensation and Appointments Committee				
• fixed portion (40%)	1,200	0	-	-
• variable portion based on attendance (60%)	1,800	0	-	-
Marie-Hélène Dessailly⁽⁴⁾				
Member of the Supervisory Board				
• fixed portion (40%)	2,400	4,800	4,800	0
• variable portion based on attendance (60%)	2,400	7,200	7,200	0
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	1,800	3,600	3,600	0
• variable portion based on attendance (60%)	3,600	5,400	5,400	0
Carole Fiquemont⁽⁵⁾				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
• variable portion based on attendance (60%)	7,200	7,200	7,200	0
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	1,800	0	-	-
• variable portion based on attendance (60%)	1,800	0	-	-
Aurélien Goulart-Lechevalier⁽⁶⁾				
Member of the Supervisory Board				
• fixed portion (40%)	2,400	4,800	4,800	0
• variable portion based on attendance (60%)	2,400	7,200	7,200	0

	Financial year 2022		Financial year 2021	
	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros)	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros) ⁽¹⁾
Laure Grimonpret-Tahon⁽⁷⁾ Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
• variable portion based on attendance (60%)	7,200	7,200	7,200	0
Chairwoman of the Compensation and Appointments Committee				
• portion as Chairmanship of the Compensation and Appointments Committee	2,250	0	-	-
• fixed portion (40%)	2,400	2,400	2,400	0
• variable portion based on attendance (60%)	3,600	3,600	3,600	0
Marc-Olivier Laurent⁽⁸⁾ Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
• variable portion based on attendance (60%)	4,800	7,200	7,200	300
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	1,800	3,600	3,600	0
• variable portion based on attendance (60%)	3,600	5,400	5,400	0
Cécile Maisonneuve⁽⁹⁾ Member of the Supervisory Board				
• fixed portion (40%)	2,400	0	-	-
• variable portion based on attendance (60%)	4,800	0	-	-
Chantal Mazzacurati⁽¹⁰⁾ Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
• variable portion based on attendance (60%)	7,200	6,200	5,200	0
Chairwoman of the Accounts and Risk Monitoring Committee				
• Chairmanship of the Accounts and Risk Monitoring Committee	6,000	9,000	9,000	0
• fixed portion (40%)	3,600	3,600	3,600	0
• variable portion based on attendance (60%)	5,400	5,400	5,400	0
Chairwoman of the Compensation and Appointments Committee				
• Chairmanship of the Compensation and Appointments Committee	2,250	4,500	4,500	0
• fixed portion (40%)	1,200	2,400	2,400	0
• variable portion based on attendance (60%)	1,800	3,600	3,600	0
Erik Pointillart Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
• variable portion based on attendance (60%)	7,200	7,200	7,200	0
Member of the Compensation and Appointments Committee				
• fixed portion (40%)	2,400	2,400	2,400	0
• variable portion based on attendance (60%)	3,600	3,600	3,600	0
Alberto Pedrosa⁽⁵⁾⁽⁹⁾ Member of the Supervisory Board				
• fixed portion (40%)	2,400	0	-	-
• variable portion based on attendance (60%)	4,800	0	-	-
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	1,800	0	-	-
• variable portion based on attendance (60%)	1,800	0	-	-

	Financial year 2022		Financial year 2021	
	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros)	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros) ⁽¹⁾
Carine Vinardi⁽⁹⁾ Member of the Supervisory Board				
• fixed portion (40%)	2,400	0	-	-
• variable portion based on attendance (60%)	4,800	0	-	-
TOTAL AMOUNT	225,300	214,500	214,500	300

- (1) No amount was paid in financial year 2021 (with the exception of a balancing payment made to Marc-Olivier Laurent in March 2021), as, from that financial year, the amounts awarded in respect of a financial year are paid in the following financial year.
- (2) Member of the Accounts and Risk Monitoring Committee until the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this appointment was paid in 2022 in respect of financial year 2021.
- (3) Appointed as member of the Supervisory Board by the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this appointment was paid in 2022 in respect of financial year 2021. Member of the Accounts and Risk Monitoring Committee from the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this appointment was paid in 2022 in respect of financial year 2021. Chair of the Accounts and Risk Monitoring Committee from the 9 June 2022 Shareholders' Meeting, 1/3 of the compensation related to this Chairmanship was awarded in respect of financial year 2022. Member of the Compensation and Appointments Committee from the 9 June 2022 Shareholders' Meeting, 50% of the compensation related to this appointment was awarded to him in respect of financial year 2022.
- (4) Member of the Supervisory Board until the 9 June 2022 Shareholders' Meeting, 50% of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022. Member of the Accounts and Risk Monitoring Committee until the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (5) Member of the Accounts and Risk Monitoring Committee from the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (6) Member of the Supervisory Board until the 9 June 2022 Shareholders' Meeting, 50% of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (7) Chairwoman of the Compensation and Appointments Committee from the 9 June 2022 Shareholders' Meeting, 50% of the amount of the compensation related to this Chairmanship was awarded in respect of financial year 2022.
- (8) Absent from one of the meetings of the Supervisory Board held in 2022. Member of the Accounts and Risk Monitoring Committee until the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (9) Appointed as member of the Supervisory Board by the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the variable compensation related to this office were awarded in respect of financial year 2022.
- (10) Chairwoman of the Accounts and Risk Monitoring Committee until the 9 June 2022 Shareholders' Meeting, 2/3 of the amount of the compensation related to this Chairmanship was awarded in respect of financial year 2022. Member and Chairwoman of the Compensation and Appointments Committee until the 9 June 2022 Shareholders' Meeting, 50% of the amount of the compensation related to this appointment and to this Chairmanship were awarded in respect of financial year 2022.