

### 5.4.4 Components of compensation paid during or awarded in respect of financial year 2022 to corporate officers

This section (i) presents the equity ratios and the annual progression of the Company's compensation and performance and (ii) describes the components of compensation paid during or awarded in respect of financial year 2022 to each corporate officer, namely:

- the Managing Partners: Gilles Gobin, Sorgema, Agena (represented by Jacques Riou), and GR Partenaires. Fixed compensation and annual variable compensation are

freely awarded among the Managing Partners. Thus, Gilles Gobin and Sorgema receive 70% of the annual fixed and variable compensation, while Agena (represented by Jacques Riou) receives the remaining 30%. GR Partenaires receives no compensation;

- the Chairman of the Supervisory Board;
- the other members of the Supervisory Board.

#### Equity ratio

In accordance with the provisions of Article L. 22-10-9, I, paragraphs 6 and 7 of the French Commercial Code, the Company presents equity ratios allowing the compensation of the Management Board and of the Chairman of the Supervisory Board to be compared to the average and median compensation of the Company's employees on a full-time equivalent basis (excluding the Management Board and the Chairman of the Supervisory Board).

In addition, in accordance with recommendation 26.2 of the Afep-Medef Code and the guidelines published by Afep in February 2021, the Company presents additional equity ratios over an expanded scope, allowing the compensation of the Management Board and of the Chairman of the Supervisory Board to be compared to the average and median compensation of the Company's employees in France on a full-time equivalent basis (excluding the Management Board and the Chairman of the Supervisory Board) and those of the French subsidiaries over which it has exclusive control within the meaning of Article L. 233-16(II) of the French Commercial Code (i.e., until 2019, Rubis Terminal and Rubis Énergie, then, from financial year 2020, Rubis Énergie and its exclusively-controlled French subsidiaries, and then, from financial year 2022, Rubis Énergie and Rubis Photosol and their exclusively controlled French subsidiaries).

To be able to provide information on an expanded scope, the Company has chosen to establish these ratios on the basis of compensation and benefits of all kinds paid during or awarded in respect of the year in question.

The elements taken into consideration for the Management Board and the Chairman of the Supervisory Board are set

by the Afep guidelines (and, for financial years 2020 and 2021, are presented hereafter) and established on a gross basis. The elements taken into consideration for employees are also set by the Afep guidelines and established on a gross basis. They do not include any termination, non-compete or supplementary pension scheme benefits. The Management Board's compensation policy does not provide for any multi-year variable compensation. Conversely, the employees of the Company and of the subsidiaries that are included in the expanded scope may benefit from such multi-year variable compensation. Thus, the increase in the average compensation of the Company's employees and, to a lesser extent, that of the employees of the subsidiaries included in the expanded scope, is explained by the allocation of a higher number of performance shares to employees during financial year 2022 than the allocations of performance shares and stock options made during financial year 2021.

No table concerning GR Partenaires is presented as it does not receive any compensation in respect of its office as Managing Partner.

In addition, the Company believes that net income, Group share and consolidated Group EBITDA reflect the Group's performance.

These ratios, as well as the annual change in such ratios, in the compensation of each Managing Partner and of the Chairman of the Supervisory Board, in the Group's performance and in the average and median full-time equivalent compensation of employees are shown in the tables below. In preparing these tables, the Company referred to the Afep guidelines updated in February 2021.

#### COMPANY PERFORMANCE

Criteria	2022	2021	2020	2019	2018
Consolidated Group EBITDA (in thousands of euros)	669,494	532,297	505,587	523,996	500,349
Change compared to the previous financial year	+25.8%	+5.3%	-3.5%	+4.7%	+0.9%
Net income, Group share (in thousands of euros)	262,896	292,569	280,333	307,227	254,070
Change compared to the previous year	-10.1%	+4.4%	-9%	+21%	-4%

## EQUITY RATIOS - MANAGEMENT BOARD

<b>Sorgema and Gilles Gobin (Managing Partners)</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
Change in the compensation of Sorgema and Gilles Gobin	0.0%	+0.9%	+1.0%	-31.4%	+5.2%
<b>Information on the scope of the listed company</b>					
Change in the average compensation of employees	+159.5%	-63.1%	+6.6%	+78.3%	+16.4%
<b>Ratio compared to average employee compensation</b>	<b>4.0</b>	<b>10.3</b>	<b>3.8</b>	<b>4.0</b>	<b>10.4</b>
Change in the ratio compared to the previous financial year	-61%	+171%	-5%	-62%	-10%
Change in the median compensation of employees	+13.2%	+5.4%	-26.4%	+43.5%	+23.1%
<b>Ratio compared to median employee compensation</b>	<b>12.3</b>	<b>14.0</b>	<b>14.6</b>	<b>10.6</b>	<b>22.3</b>
Change in the ratio compared to the previous financial year	-12%	-4%	+38%	-52%	-14%
<b>Additional information on the expanded scope</b>					
Change in the average compensation of employees	+42.7%	-17.9%	+13.0%	+15.5%	-2.7%
<b>Ratio compared to average employee compensation</b>	<b>16.0</b>	<b>22.9</b>	<b>18.6</b>	<b>20.8</b>	<b>35.1</b>
Change in the ratio compared to the previous financial year	-30%	+23%	-10%	-41%	+9%
Change in the median compensation of employees	+8.6%	-6.8%	+16.0%	+1.7%	+0.2%
<b>Ratio compared to median employee compensation</b>	<b>24.3</b>	<b>26.4</b>	<b>24.4</b>	<b>28.0</b>	<b>41.5</b>
Change in the ratio compared to the previous financial year	-8%	+8%	-13%	-33%	+5%

<b>Agena (Managing Partner) and its Chairman (Jacques Riou)</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
Change in the compensation of Agena and its Chairman (Jacques Riou)	+4.2%	+3.2%	-1.1%	-24.1%	+4.2%
<b>Information on the scope of the listed company</b>					
Change in the average compensation of employees	+159.5%	-63.1%	+6.6%	+78.3%	+16.4%
<b>Ratio compared to average employee compensation</b>	<b>2.5</b>	<b>6.3</b>	<b>2.3</b>	<b>2.4</b>	<b>5.7</b>
Change in the ratio compared to the previous financial year	-60%	+174%	-4%	-58%	-10%
Change in the median compensation of employees	+13.2%	+5.4%	-26.4%	+43.5%	+23.1%
<b>Ratio compared to median employee compensation</b>	<b>7.9</b>	<b>8.6</b>	<b>8.7</b>	<b>6.5</b>	<b>12.3</b>
Change in the ratio compared to the previous financial year	+8%	-1%	+34%	-47%	-15%
<b>Additional information on the expanded scope</b>					
Change in the average compensation of employees	+42.7%	-17.9%	+13.0%	+15.5%	-2.7%
<b>Ratio compared to average employee compensation</b>	<b>10.2</b>	<b>14.0</b>	<b>11.2</b>	<b>12.7</b>	<b>19.4</b>
Change in the ratio compared to the previous financial year	-27%	+25%	-12%	-35%	+7%
Change in the median compensation of employees	+8.6%	-6.8%	+16.0%	+1.7%	+0.2%
<b>Ratio compared to median employee compensation</b>	<b>15.5</b>	<b>16.2</b>	<b>14.6</b>	<b>17.1</b>	<b>23.0</b>
Change in the ratio compared to the previous financial year	+4%	+11%	-15%	-26%	+4%

## EQUITY RATIOS – CHAIRMANSHIP OF THE SUPERVISORY BOARD

	2022	2021	2020	2019	2018
Change in the compensation of the Chairman of the Supervisory Board (Olivier Heckenroth)	0.0%	+16.9%	0.0%	+27.2%	+12.4%
<b>Information on the scope of the listed company</b>					
Change in the average compensation of employees	+159.5%	-63.1%	+6.6%	+78.3%	+16.4%
<b>Ratio compared to average employee compensation</b>	<b>0.1</b>	<b>0.3</b>	<b>0.1</b>	<b>0.1</b>	<b>0.1</b>
Change in the ratio compared to the previous financial year	-67%	+200%	0%	0%	0%
Change in the median compensation of employees	+13.2%	+5.4%	-26.4%	+43.5%	+23.1%
<b>Ratio compared to median employee compensation</b>	<b>0.3</b>	<b>0.4</b>	<b>0.3</b>	<b>0.2</b>	<b>0.3</b>
Change in the ratio compared to the previous financial year	-25%	+33%	+50%	-33%	0%
<b>Additional information on the expanded scope</b>					
Change in the average compensation of employees	+42.7%	-17.9%	+13.0%	+15.5%	-2.7%
<b>Ratio compared to average employee compensation</b>	<b>0.4</b>	<b>0.6</b>	<b>0.4</b>	<b>0.5</b>	<b>0.4</b>
Change in the ratio compared to the previous financial year	-33%	+50%	-20%	+25%	0%
Change in the median compensation of employees	+8.6%	-6.8%	+16.0%	+1.7%	+0.2%
<b>Ratio compared to median employee compensation</b>	<b>0.6</b>	<b>0.7</b>	<b>0.6</b>	<b>0.6</b>	<b>0.5</b>
Change in the ratio compared to the previous financial year	-14%	+17%	0%	+20%	0%

## Compensation paid during or awarded in respect of financial year 2022 to the Management 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 Management Board in accordance with the compensation policy approved by the Shareholders' Meeting of 9 June 2022 and the rules set in the by-laws, and provided a report on its work to the Supervisory Board meeting of 16 March 2023. The Supervisory Board confirmed that these components comply with the Management Board's compensation policy approved by the Shareholders' Meeting of 9 June 2022.

To assess the achievement rate of the criteria attached to the annual variable compensation, the Compensation and Appointments Committee meeting of 15 March 2023 was able to benefit from the report provided by one of its members on the meeting of the Accounts and Risk Monitoring Committee held on 14 March 2023, which he chairs. The documents made available to the Accounts and Risk Monitoring Committee (including the 2022 consolidated and separate financial statements and the risk maps) and this report enabled the Compensation and Appointments Committee to determine the achievement rate of the criteria.

### DETERMINATION OF FIXED COMPENSATION IN RESPECT OF FINANCIAL YEAR 2022

As the reference index for the fourth quarter of financial year 2022 was only published at the end of March 2023, the fixed compensation in respect of financial year 2022 was provisionally set by the Supervisory Board at the final amount paid in respect of financial year 2021, i.e., €2,391,465 (compared to €2,375,196 and €2,349,204 in respect of financial years 2020 and 2019, respectively). Following the

publication of the index at the end of March 2023, this provisional compensation was automatically readjusted by the rate of change during the financial year 2022 of the Insee index of hourly wage rates for workers in the electricity, gas, steam and air conditioning production and distribution industry (rate of 1.0194).

The amount of the final fixed compensation awarded to the Management Board in respect of financial year 2022 was therefore set at €2,437,946 and immediately disclosed to the members of the Compensation and Appointments Committee. It will be included on the agenda of the next Supervisory Board meeting scheduled in June 2023.

### DETERMINATION OF VARIABLE COMPENSATION IN RESPECT OF FINANCIAL YEAR 2022

At its meeting of 16 March 2023, the Supervisory Board noted that the net income, Group share for 2022 had not increased by at least 5% compared to 2021. As a result, since the triggering condition was not met (as was the case in respect of financial year 2021), the Supervisory Board concluded that no variable compensation was due in respect of financial year 2022.

In order to maintain a high disclosure and to monitor the achievement of the performance criteria attached to the annual variable compensation over several years, the Supervisory Board nevertheless examined their achievement in financial year 2022. Thus, it was established that the overall achievement rate of the quantitative and qualitative criteria reached 67.5% in respect of financial year 2022 (compared to 20% and 45% in respect of financial years 2021 and 2020, respectively). As in respect of financial years 2021 and 2020, no compensation was however paid since the triggering condition was not met.

## ACHIEVEMENT RATE OF THE TRIGGERING CONDITION AND CRITERIA ATTACHED TO THE MANAGEMENT BOARD'S ANNUAL VARIABLE COMPENSATION IN RESPECT OF FINANCIAL YEAR 2022

**Triggering condition for annual variable compensation: increase in net income, Group share in 2022 compared to 2021  $\geq$  5%**

Objectives	2022	2021	Change	Achievement/ non-achievement
If net income, Group share in 2022 < 105% of net income, Group share in 2021 → No trigger	€262,896k	€292,569k	-10.14%	Condition not met → No trigger
If net income, Group share in 2022 $\geq$ 105% of net income, Group share in 2021 → Trigger				→ No annual variable compensation due

### Performance criteria

Quantitative criteria (75%)	Weighting	Objectives	2022 Rubis performance	2022 reference performance	2022 achievement rate	2022 amount due
<b>Global performance of Rubis share</b> compared to its reference index (SBF 120) <sup>(1)</sup>	25%	<ul style="list-style-type: none"> <li>Superior to +2 percentage points = 100%</li> <li>Between -2 percentage points and +2 percentage points = 50%</li> <li>Inferior to -2 percentage points = 0%</li> </ul>	-2.69%	-8.53%	100%	Not applicable as triggering condition not met
<b>EBITDA performance</b> compared to the analysts' consensus <sup>(2)</sup>	25%	<ul style="list-style-type: none"> <li>Superior to +2% = 100%</li> <li>Between -2% and +2% = 50%</li> <li>Lower than -2% = 0%</li> </ul>	€669m	€563.9m	100%	
<b>Earnings per share (EPS) performance</b> compared to the analysts' consensus <sup>(2)</sup>	25%	<ul style="list-style-type: none"> <li>Superior to +2% = 100%</li> <li>Between -2% and +2% = 50%</li> <li>Lower than -2% = 0%</li> </ul>	€2.55	€2.84	0%	
Qualitative criteria (25%)	Weighting	Objectives	2022 Rubis performance		2022 achievement rate	2022 amount due
<b>Balance sheet quality:</b> ratio of net financial debt to EBITDA	5%	Ratio $\leq 2$ = 100% 2 < Ratio $\leq 3$ = 50% Ratio > 3 = 0%	2		100%	Not applicable as triggering condition not met
<b>Workplace safety:</b> frequency rate of occupational accidents with lost time > 1 day (excluding commuting accidents) per million hours worked in 2022 at Rubis SCA, Rubis Patrimoine and Rubis Énergie $\leq$ 2021 rate and no employee fatalities	7.5%	2022 rate $\leq$ 2021 rate = 100% 2022 rate > 2021 rate or employee fatalities = 0%	2022 rate (4.7) > 2021 rate (3.4) <sup>(3)</sup> and absence of employee fatalities		0%	
<b>Climate:</b> CO <sub>2</sub> emissions in 2022 (scopes 1 and 2) lower than in 2021 at Rubis Énergie <sup>(4)</sup>	7.5%	2022 ratio < 2021 ratio = 100% 2022 ratio = 2021 ratio = 50% 2022 ratio > 2021 ratio = 0%	2022 emission volumes (0.360) < 2021 emission volumes (0.375) <sup>(5)</sup>		100%	
<b>CSR Policy:</b> Definition of an internal carbon price at Rubis Énergie	5%	Definition = 100% No definition = 0%	Internal carbon price set at Rubis Énergie		100%	
<b>Overall achievement rate of performance criteria</b>					<b>67.5%</b>	

### VARIABLE COMPENSATION OF THE THE MANAGEMENT BOARD IN RESPECT OF FINANCIAL YEAR 2022

€0

(1) The relative global performance corresponds to the annual change in share price plus the dividend and detached rights.

(2) The Compensation and Appointments Committee refers to the analysts' consensus published by FactSet. For the current financial year (Y), this is the consensus known in the month following the publication of the annual financial statements for year Y-1. Therefore, for the variable compensation for the financial year 2022, the analysts' consensus taken into account is that published during the month following the publication of the 2021 results (on 10 March 2022).

(3) The rate of 3.55 communicated as a reference in the 2021 Universal Registration Document was a provisional rate.

(4) Scope 1 corresponds to the direct emissions from our activities and scope 2 corresponds to the indirect emissions from the energy used by our activities. Scope 3 emissions are not included. They consist of all other indirect emissions (suppliers, use of sold finished products, etc.). Calculation of the ratio: volume of scope 1 and 2 emissions over EBITDA.

(5) The rate of 0.39 communicated as a reference in the 2021 Universal Registration Document was a provisional rate.

## BENEFITS IN KIND

As of 31 December 2022, the benefit in kind related to Gilles Gobin's company car was valued at €13,679.

## Compensation paid during or awarded in respect of financial year 2022 to Sorgema (of which Gilles Gobin is Manager)

Components of compensation paid during or awarded in respect of the financial year ended	Amounts awarded in respect of financial year 2022	Amounts paid during financial year 2022	Presentation
Fixed compensation	€1,706,562	€1,685,413	<p>Following the publication of the Insee index for financial year 2022 at the end of March 2023, the Management Board's total fixed compensation was set by the Supervisory Board at €2,437,946 for the period, reflecting an increase of 1.94% compared to financial year 2021 (€2,391,465). The difference between the amount awarded in respect of financial year 2022 and that paid during the same financial year is due to the adjustment of the fixed compensation in respect of financial year 2021 that was carried out following the publication at the end of March 2022 of the Insee reference index for financial year 2021, which resulted in a payment during financial year 2022. This lag, which is specifically caused by the publication of the Insee index for year Y in March of year Y+1, will occur every year.</p> <p>Sorgema received 70% of this total fixed compensation. <b>For more information, please refer to the above section on Determination of fixed compensation in respect of financial year 2022.</b></p>
Annual variable compensation	€0	€0	<p>Capped at 50% of the annual fixed compensation and fully subject to performance criteria. The triggering condition was not met because the change in 2022 net income, Group share (€262,896k) compared to 2021 net income, Group share (€292,569k) &lt; 105%. Therefore, no annual variable compensation is due in respect of financial year 2022.</p> <p><b>For more information, please refer to the above table presenting the achievement level of the triggering condition and the performance criteria attached to the Management Board's annual variable compensation in respect of financial year 2022.</b></p>
Multi-year variable compensation	Not applicable	Not applicable	The policy does not provide for multi-year variable compensation.
Exceptional compensation	Not applicable	Not applicable	The policy does not provide for exceptional compensation.
Stock options, performance shares or any other long-term compensation	Not applicable	Not applicable	The policy does not provide for the allocation of stock options, performance shares or any other long-term compensation.
Benefits in kind	€0	€0	No benefits in kind were awarded.
Compensation, allowances or benefits related to taking on a corporate office	Not applicable	Not applicable	The policy does not provide for compensation, allowances or benefits related to taking on a corporate office.
Severance payments	Not applicable	Not applicable	The policy does not provide for severance payments.
Consideration for a non-compete agreement	Not applicable	Not applicable	The policy does not include a non-compete agreement.
Supplementary pension schemes	Not applicable	Not applicable	The policy does not provide for a supplementary pension scheme.

## Compensation paid during or awarded in respect of financial year 2022 to Gilles Gobin

Gilles Gobin has a company car, a benefit estimated at €13,679 as of 31 December 2022 (€17,681 as of 31 December 2021). As in previous financial years, no other compensation of any kind was paid during or awarded to him in respect of financial year 2022. Accordingly, the Company has decided not to reproduce the entire table required by the Afep-Medef Code handbook.

## Compensation paid during or awarded in respect of financial year 2022 to Agena (of which Jacques Riou is Chairman)

Components of compensation paid during or awarded in respect of the financial year ended	Amounts awarded in respect of financial year 2022	Amounts paid during financial year 2022	Presentation
Fixed compensation	€731,384	€722,320	<p>Following the publication of the Insee index for financial year 2022 at the end of March 2023, the Management Board's total fixed compensation was set by the Supervisory board at €2,437,946 for the period, reflecting an increase of 1.94% compared to financial year 2021 (€2,391,465).</p> <p>The difference between the amount awarded in respect of financial year 2022 and that paid during the same financial year is due to the adjustment of the fixed compensation in respect of financial year 2021 that was carried out following the publication at the end of March 2022 of the Insee reference index for financial year 2021, which resulted in a payment during financial year 2022. This lag, which is specifically caused by the publication of the Insee index for year Y in March of year Y+1, will occur every year.</p> <p>Agena received 30% of this total fixed compensation.</p> <p><b>For more information, please refer to the above section on Determination of fixed compensation in respect of financial year 2022.</b></p>
Annual variable compensation	€0	€0	<p>Capped at 50% of the annual fixed compensation and fully subject to performance criteria.</p> <p>The triggering condition was not met because the change in 2022 net income, Group share (€262,896k) compared to 2021 net income, Group share (€292,569k) &lt; 105%.</p> <p>Therefore, no annual variable compensation is due in respect of financial year 2022.</p> <p><b>For more information, please refer to the above table presenting the achievement level of the triggering condition and the performance criteria attached to the Management Board's annual variable compensation in respect of financial year 2022.</b></p>
Multi-year variable compensation	Not applicable	Not applicable	The policy does not provide for multi-year variable compensation.
Exceptional compensation	Not applicable	Not applicable	The policy does not provide for exceptional compensation.
Stock options, performance shares or any other long-term compensation	Not applicable	Not applicable	The policy does not provide for the allocation of stock options, performance shares or any other long-term compensation.
Benefits in kind	€0	€0	No benefits in kind were awarded.
Compensation or benefits paid or awarded by companies included in the scope of consolidation	€361,647	€361,647	Compensation or benefits paid or awarded in a personal capacity to Jacques Riou (Chairman of Agena), by companies included in the scope of consolidation for the offices he held in them in 2022 (Chairman of Rubis Énergie SAS and Managing Partner of Rubis Patrimoine SARL).
Compensation, allowances or benefits related to taking on a corporate office	Not applicable	Not applicable	The policy does not provide for compensation, allowances or benefits related to taking on a corporate office.
Severance payments	Not applicable	Not applicable	The policy does not provide for severance payments.
Consideration for a non-compete-undertaking	Not applicable	Not applicable	The policy does not include a non-compete agreement.
Supplementary pension schemes	Not applicable	Not applicable	The policy does not provide for a supplementary pension scheme.

## 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)
<b>Olivier Heckenroth</b> 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
<b>TOTAL</b>	<b>45,000</b>	<b>45,000</b>

### 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.



## Tables relating to the compensation of executive corporate officers

(based on the recommendations of the Afep-Medef Code and AMF position-recommendation – doc-2021-02)

The Managing Partners of the Company are Gilles Gobin, Sorgema (of which Gilles Gobin is Manager), Agena (of which Jacques Riou is Chairman) and GR Partenaires. GR Partenaires does not receive any compensation or benefits of any kind in its capacity as Managing Partner. Consequently, no table will be presented concerning GR Partenaires.

### COMPENSATION OF GILLES GOBIN

**TABLE 1 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – SUMMARY TABLE OF COMPENSATION AND OPTIONS AND SHARES GRANTED TO EACH MANAGING PARTNER**

	Financial year 2022 (in euros)	Financial year 2021 (in euros)
<b>Gilles Gobin, Managing Partner</b>		
Compensation awarded in respect of the financial year (see table 2)	13,679	17,681
Valuation of options awarded during the financial year	NA	NA
Valuation of performance shares awarded during the financial year	NA	NA
Valuation of other long-term compensation plans	NA	NA
<b>TOTAL</b>	<b>13,679</b>	<b>17,681</b>

NA: not applicable.

**TABLE 2 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – SUMMARY TABLE OF THE COMPENSATION OF EACH MANAGING PARTNER**

	Financial year 2022		Financial year 2021	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
<b>Gilles Gobin, Managing Partner</b>				
Fixed compensation	0	0	0	0
Annual variable compensation	0	0	0	0
Exceptional compensation	NA	NA	NA	NA
Compensation awarded in respect of the office of Supervisory Board member	NA	NA	NA	NA
Benefits in kind (car)	13,679	13,679	17,681	17,681
<b>TOTAL</b>	<b>13,679</b>	<b>13,679</b>	<b>17,681</b>	<b>17,681</b>

NA: not applicable.

### TABLES 4 TO 11 (AFEP-MEDEF CODE AND AMF NOMENCLATURE)

Gilles Gobin does not benefit from any stock option plans, performance or preferred share plans or multi-year variable compensation. In addition, Gilles Gobin does not benefit from an employment contract, supplementary pension scheme, severance payment or compensation for a non-compete agreement.

## COMPENSATION OF SORGEMA

**TABLE 1 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – SUMMARY TABLE OF COMPENSATION AND OPTIONS AND SHARES GRANTED TO EACH MANAGING PARTNER**

	Financial year 2022 (in euros)	Financial year 2021 (in euros)
<b>Sorgema, Managing Partner</b>		
Compensation awarded in respect of the financial year (see table 2)	1,706,562	1,674,025
Valuation of options awarded during the financial year	NA	NA
Valuation of performance shares awarded during the financial year	NA	NA
Valuation of other long-term compensation plans	NA	NA
<b>TOTAL</b>	<b>1,706,562</b>	<b>1,674,025</b>

NA: not applicable.

**TABLE 2 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – SUMMARY TABLE OF THE COMPENSATION OF EACH MANAGING PARTNER**

	Financial year 2022		Financial year 2021	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
<b>Sorgema, Managing Partner</b>				
Fixed compensation*	1,706,562	1,685,413	1,674,025	1,680,832
Annual variable compensation	0	0	0	0
Exceptional compensation	NA	NA	NA	NA
Compensation awarded in respect of the office of Supervisory Board member	NA	NA	NA	NA
Benefits in kind	NA	NA	NA	NA
<b>TOTAL</b>	<b>1,706,562</b>	<b>1,685,413</b>	<b>1,674,025</b>	<b>1,680,832</b>

NA: not applicable.

\* The difference between the amounts of fixed compensation awarded in respect of year Y and those paid during year Y is explained by the fact that the fixed compensation awarded in respect of Y is definitively known in March of Y+1 (i.e., on the date Insee publishes its indexes for the fourth quarter of year Y), which consequently and automatically results in an adjustment in Y+1.

## TABLES 4 TO 11 (AFEP-MEDEF CODE AND AMF NOMENCLATURE)

Tables 4 to 11 do not apply to a Managing Partner that is a legal entity.

## COMPENSATION OF AGENA

**TABLE 1 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – SUMMARY TABLE OF COMPENSATION AND OPTIONS AND SHARES GRANTED TO EACH MANAGING PARTNER**

Agena, Managing Partner	Financial year 2022 (in euros)	Financial year 2021 (in euros)
Compensation awarded in respect of the financial year (see table 2)	731,384	717,439
Valuation of options awarded during the financial year	NA	NA
Valuation of performance shares awarded during the financial year	NA	NA
Valuation of other long-term compensation plans	NA	NA
<b>TOTAL</b>	<b>731,384</b>	<b>717,439</b>

NA: not applicable.

**TABLE 2 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – SUMMARY TABLE OF THE COMPENSATION OF EACH MANAGING PARTNER**

Agena, Managing Partner	Financial year 2022		Financial year 2021	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
Fixed compensation*	731,384	722,320	717,439	720,357
Annual variable compensation	0	0	0	0
Exceptional compensation	NA	NA	NA	NA
Compensation awarded in respect of the office of Supervisory Board member	NA	NA	NA	NA
Benefits in kind	NA	NA	NA	NA
<b>TOTAL</b>	<b>731,384</b>	<b>722,320</b>	<b>717,439</b>	<b>720,357</b>

NA: not applicable.

\* The difference between the amounts of fixed compensation awarded in respect of year Y and those paid during year Y is explained by the fact that the fixed compensation awarded in respect of Y is definitively known in March of Y+1 (i.e., on the date Insee publishes its indexes for the fourth quarter of year Y), which consequently and automatically results in an adjustment in Y+1.

## TABLES 4 TO 11 (AFEP-MEDEF CODE AND AMF NOMENCLATURE)

Tables 4 to 11 do not apply to a Managing Partner that is a legal entity.

## COMPENSATION OF JACQUES RIOU IN RESPECT OF HIS OFFICES IN GROUP SUBSIDIARIES

**TABLE 1 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – SUMMARY TABLE OF COMPENSATION AND OPTIONS AND SHARES GRANTED TO EACH MANAGING PARTNER**

	Financial year 2022 (in euros)	Financial year 2021 (in euros)
<b>Jacques Riou (in respect of his offices in Group subsidiaries*)</b>		
Compensation awarded in respect of the financial year (see table 2)	361,647	320,122
Valuation of options awarded during the financial year	NA	NA
Valuation of performance shares awarded during the financial year	NA	NA
Valuation of other long-term compensation plans	NA	NA
<b>TOTAL</b>	<b>361,647</b>	<b>320,122</b>

\* Chairman of Rubis Énergie SAS and Manager of Rubis Patrimoine SARL.

NA: not applicable.

**TABLE 2 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – SUMMARY TABLE OF THE COMPENSATION OF EACH MANAGING PARTNER**

	Financial year 2022		Financial year 2021	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
<b>Jacques Riou (in respect of his offices in Group subsidiaries<sup>(1)</sup>)</b>				
Fixed compensation	330,051	330,051	314,855	314,855
Annual variable compensation	NA	NA	NA	NA
Exceptional compensation	NA	NA	NA	NA
Compensation awarded in respect of the office of Supervisory Board member	NA	NA	NA	NA
Benefits in kind (car)	31,596 <sup>(2)</sup>	31,596 <sup>(2)</sup>	5,267	5,267
<b>TOTAL</b>	<b>361,647</b>	<b>361,647</b>	<b>320,122</b>	<b>320,122</b>

(1) Chairman of Rubis Énergie SAS and Manager of Rubis Patrimoine SARL.

(2) New vehicle leased in 2022.

### TABLES 4 TO 11 (AFEP-MEDEF CODE AND AMF NOMENCLATURE)

Jacques Riou (Chairman of Agena) does not benefit from any stock option plans, performance or preferred share plans or multi-year variable compensation in respect of his offices in the Group's subsidiaries. In addition, Jacques Riou does not benefit from an employment contract, supplementary pension scheme, severance payment or compensation for a non-compete agreement.