

Benefits in kind

The Management Board's compensation policy provides that the only benefit in kind from which the Managing Partners may benefit is a company car.

Annual variable compensation

No multi-year variable compensation is provided for in the Management Board's compensation policy.

Exceptional compensation

No exceptional compensation is provided for in the Management Board's compensation policy.

Long-term variable compensation

No long-term variable compensation is provided for in the Management Board's compensation policy.

Components of compensation, allowances or benefits related to taking office

No compensation, allowances or benefits related to taking a corporate office are provided for in the Management Board's compensation policy.

Components of compensation, allowances or benefits upon the end of corporate office

No compensation, allowances or benefits upon the end of corporate office are provided for in the Management Board's compensation policy. As a result, the Managing Partners are not entitled to any severance payments or compensation for non-compete undertaking.

Supplementary pension schemes

The policy does not provide for any supplementary pension scheme benefits.

5.4.3 Supervisory Board compensation policy for financial year 2022

Supervisory Board member compensation consists exclusively of a fixed portion (40%) and a variable portion (60%) linked to the attendance rate at meetings. A share is also paid to the Chairs of the Supervisory Board and its Committees. No other component of compensation is paid or awarded to members of the Supervisory Board.

Any member newly appointed at the Shareholders' Meeting receives up to 50% of the annual maximum amount in respect of the year he/she is appointed.

In accordance with the Supervisory Board's internal regulations, each member must reinvest half of the compensation they receive in Rubis shares until they hold at least 250 shares. This does not apply to members who represent a company that is already a shareholder.

The maximum annual compensation budget for the members of the Supervisory Board is set by the Shareholders' Meeting. In accordance with the 17th resolution adopted by the Shareholders' Meeting of 10 June 2021, it currently amounts to €240,000.

Upon the proposal of the Compensation and Appointments Committee meeting of 8 March 2022, the compensation policy set on 10 March 2022 by the Supervisory Board for its members in respect of financial year 2022 is as follows:

- annual compensation for a member of the Supervisory Board: €12,000 (including a variable portion of 60%);
- annual compensation for a member of the Accounts and Risk Monitoring Committee: €9,000 (including a variable portion of 60%);
- annual compensation for a member of the Compensation and Appointments Committee: €6,000 (including a variable portion of 60%);
- Chair of the Supervisory Board – related portion: €18,000;
- Chair of the Accounts and Risk Monitoring Committee – related portion: €9,000;
- Chair of the Compensation and Appointments Committee – related portion: €4,500.

This policy is no different than the policy approved by the 2021 Shareholders' Meeting.