

## Compensation paid during or awarded in respect of financial year 2021 to GR Partenaires

As in previous years, no compensation of any kind was paid during or awarded in respect of financial year 2021 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 2021 to GR Partenaires to the 2022 Shareholders' Meeting.

## Compensation paid during or awarded in respect of financial year 2021 to the Supervisory Board

### COMPENSATION PAID DURING OR AWARDED IN RESPECT OF FINANCIAL YEAR 2021 TO THE CHAIRMAN OF THE SUPERVISORY BOARD

At its meeting on 8 March 2022, the Compensation and Appointments Committee determined the components of compensation to be paid or awarded in respect of financial year 2021 to the Chairman of the Supervisory Board in accordance with the compensation policy approved by the Shareholders' Meeting of 10 June 2021. The Committee reported to the Supervisory Board on its work on 10 March 2022. 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 10 June 2021.

The compensation paid during or awarded in respect of financial year 2021 to Olivier Heckenroth, Chairman of the Supervisory Board, is shown in the table below. This compensation is related to his term of office as a 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 2021 to Olivier Heckenroth.

As a reminder, Olivier Heckenroth's attendance rate at Supervisory Board and Committee meetings was 100% in 2021 (as in 2020 and 2019).

	Amounts awarded in respect of financial year 2021 (in euros)	Amounts paid in financial year 2021 (in euros)*
<b>Olivier Heckenroth</b>		
Chairman of the Supervisory Board		
• additional share	18,000	0
• fixed portion (40%)	4,800	0
• variable portion based on attendance (60%)	7,200	0
Member of the Accounts and Risk Monitoring Committee		
• fixed portion (40%)	3,600	0
• variable portion based on attendance (60%)	5,400	0
Member of the Compensation and Appointments Committee		
• fixed portion (40%)	2,400	0
• variable portion based on attendance (60%)	3,600	0
<b>TOTAL</b>	<b>45,000</b>	<b>0</b>

\* No amount was paid in financial year 2021 as, commencing with financial year 2021, the amounts allocated in respect of a financial year are paid in the following financial year.

### COMPENSATION PAID DURING OR AWARDED IN RESPECT OF FINANCIAL YEAR 2021 TO THE MEMBERS OF THE SUPERVISORY BOARD

At its meeting on 10 March 2022, the Supervisory Board, upon the favourable opinion of the Compensation and Appointments Committee and in accordance with the remuneration policy approved by the 10 June 2021 Shareholders' Meeting, allocated the amount to be paid to its members in respect of financial year 2021.

The compensation allocated to the members of the Supervisory Board in respect of financial year 2021 is shown in the table below. For each member, the compensation is linked to his/her corporate term of 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 2021 to the members of the Supervisory Board.

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

	2021 financial year		2020 financial year	
	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros) <sup>(2)</sup>	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros)
<b>Olivier Heckenroth</b>				
<b>Chairman of the Supervisory Board</b>				
• additional share	18,000	0	18,000	18,000
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	0	6,000	6,000
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	3,600	0	2,800	2,800
• variable portion based on attendance (60%)	5,400	0	4,200	4,200
Member of the Compensation and Appointments Committee				
• fixed portion (40%)	2,400	0	1,400	1,400
• variable portion based on attendance (60%)	3,600	0	2,100	2,100
<b>Chantal Mazzacurati</b>				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	0	6,000	6,000
Chair of the Accounts and Risk Monitoring Committee				
• additional share	9,000	0	9,000	9,000
• fixed portion (40%)	3,600	0	2,800	2,800
• variable portion based on attendance (60%)	5,400	0	4,200	4,200
Chairwoman of the Compensation and Appointments Committee				
• additional share	4,500	0	3,500	3,500
• fixed portion (40%)	2,400	0	1,400	1,400
• variable portion based on attendance (60%)	3,600	0	2,100	2,100
<b>Hervé Claquin<sup>(2)</sup></b>				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	0	6,000	6,000
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	1,800	0	2,800	2,800
• variable portion based on attendance (60%)	2,700	0	4,200	4,200
<b>Nils Christian Bergene<sup>(3)</sup></b>				
Member of the Supervisory Board				
• fixed portion (40%)	2,400	0	-	-
• variable portion based on attendance (60%)	3,600	0	-	-
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	1,800	0	-	-
• variable portion based on attendance (60%)	2,700	0	-	-

	2021 financial year		2020 financial year	
	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros) <sup>(2)</sup>	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros)
<b>Marie-Hélène Dessailly</b>				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	0	6,000	6,000
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	3,600	0	2,800	2,800
• variable portion based on attendance (60%)	5,400	0	4,200	4,200
<b>Carole Fiquemont</b>				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	0	6,000	6,000
<b>Aurélie Goulart-Lechevalier</b>				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	0	6,000	6,000
<b>Laure Grimonpret-Tahon</b>				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	0	6,000	6,000
Member of the Compensation and Appointments Committee				
• fixed portion (40%)	2,400	0	1,400	1,400
• variable portion based on attendance (60%)	3,600	0	2,100	2,100
<b>Christian Moretti<sup>(4)</sup></b>				
Member of the Supervisory Board				
• fixed portion (40%)	-	-	2,000	2,000
• variable portion based on attendance (60%)	-	-	0	0
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	-	-	-	-
• variable portion based on attendance (60%)	-	-	-	-
<b>Marc-Olivier Laurent</b>				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	300 <sup>(5)</sup>	4,000 <sup>(5)</sup>	3,000 <sup>(5)</sup>
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	3,600	0	2,800	2,800
• variable portion based on attendance (60%)	5,400	0	1,400 <sup>(5)</sup>	2,100 <sup>(5)</sup>
<b>Alexandre Picciotto<sup>(4)</sup></b>				
Member of the Supervisory Board				
• fixed portion (40%)	-	-	2,000	2,000
• variable portion based on attendance (60%)	-	-	0	0

	2021 financial year		2020 financial year	
	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros) <sup>(1)</sup>	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros)
<b>Erik Pointillart</b>				
Member of the Supervisory Board				
• fixed portion (40%)	4,800	0	4,000	4,000
• variable portion based on attendance (60%)	7,200	0	6,000	6,000
Member of the Compensation and Appointments Committee				
• fixed portion (40%)	2,400	0	1,400	1,400
• variable portion based on attendance (60%)	3,600	0	2,100	2,100
<b>TOTAL AMOUNT</b>	<b>214,500</b>	<b>300</b>	<b>168,700</b>	<b>168,400</b>

(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, as from financial year 2021, 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 close of the 10 June 2021 Shareholders' Meeting, 50% of the compensation tied to this appointment was awarded 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 tied to this appointment was awarded in respect of financial year 2021. Member of the Accounts and Risk Monitoring Committee as from the 10 June 2021 Shareholders' Meeting, 50% of the compensation tied to this appointment was awarded in respect of financial year 2021.

(4) Members of the Supervisory Board until the close of the 11 June 2020 Shareholders' Meeting, they were paid 50% of the compensation tied to their appointments in respect of financial year 2020.

(5) In accordance with the information disclosed in the 2020 Universal Registration Document, the variable amounts relating to financial year 2020 were readjusted as a result of the additional meetings of the Supervisory Board and the Accounts and Risk Monitoring Committee held in financial year 2020. A 300 € balancing payment was paid in March 2021.