

5.4.4 Components of compensation paid during or awarded to corporate officers in respect of financial year 2021

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 2021 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 allocated 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 paragraphs 6 and 7 of Article L.22-10-9(I) 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 with 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 a broader scope, allowing the compensation of the Management Board and of the Chairman of the Supervisory Board to be compared with 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 as well as their exclusively controlled French subsidiaries, and then, from 2020, Rubis Énergie and its exclusively controlled French subsidiaries).

To be able to provide information on a broader 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.

COMPANY PERFORMANCE

Criteria	2017	2018	2019	2020	2021
Consolidated Group EBITDA (in thousands of euros)	496,061	500,349	523,996	505,587	532,297
Change compared with the previous year	+20.6%	+0.9%	+4.7%	-3.5%	+5.3%
Net income, Group share (in thousands of euros)	265,583	254,070	307,227	280,333	292,569
Change compared with the previous year	+28%	-4%	+21%	-9%	+4.4%

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 compensation policy does not provide for any multi-year variable compensation. On the contrary, 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 decrease in the average and median compensations of the employees of the Company and of the subsidiaries included in the expanded scope can be explained by the much more limited grants of performance shares and stock options to employees in respect of financial year 2021 as compared to those made in respect of financial years 2019 and 2020.

In addition, the Company believes that net income, Group share and consolidated Group EBITDA reflect the Group's performance. The evolution in the compensation of Sorgema and Mr. Gilles Gobin, on the one hand, and Agena and Mr. Jacques Riou, on the other hand, between financial years 2020 and 2021 is lower than the evolution of these two financial criteria.

The amendment of the policy applicable to the compensation of the Chairman of the Supervisory Board commencing financial year 2021 (as approved by the 2021 Shareholders' Meeting) explains the increase in the Chairman's compensation between financial years 2020 and 2021.

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

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 Company'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.

MANAGEMENT BOARD EQUITY RATIOS

Sorgema and Gilles Gobin (Managing Partners)	2017	2018	2019	2020	2021
Change in the compensation of Sorgema and Gilles Gobin	-1.7%	+5.2%	-31.4%	+1%	+0.9%
Information on the scope of the listed company					
Change in the average compensation of employees	+4.8%	+16.4%	+78.3%	+6.6%	-63.1%
Ratio compared to average employee compensation	11.5	10.4	4	3.8	10.3
Change in the ratio compared with the previous financial year	-6%	-10%	-62%	-5%	+171%
Change in the median compensation of employees	-16.4%	+23.1%	+43.5%	-26.4%	+5.4%
Ratio compared to median employee compensation	26	22.3	10.6	14.6	14
Change in the ratio compared with the previous financial year	+18%	-14%	-52%	+38%	-4.11%
Additional information on the expanded scope					
Change in the average compensation of employees	+2.3%	-2.7%	+15.5%	+13%	-17.9%
Ratio compared to average employee compensation	32.4	35.1	20.8	18.6	22.9
Change in the ratio compared with the previous financial year	-4%	+9%	-41%	-10%	+23%
Change in the median compensation of employees	+5.3%	+0.2%	+1.7%	+16%	-6.8%
Ratio compared to median employee compensation	39.5	41.5	28	24.4	26.4
Change in the ratio compared with the previous financial year	-6.6%	+5%	-33%	-13%	+8.2%

Agena (Managing Partner) and its Chairman (Jacques Riou)	2017	2018	2019	2020	2021
Change in the compensation of Agena and its Chair (Jacques Riou)	-0.9%	+4.2%	-24.1%	-1.1%	+3.2%
Information on the scope of the listed company					
Change in the average compensation of employees	+4.8%	+16.4%	+78.3%	+6.6%	-63.1%
Ratio compared to average employee compensation	6.4	5.7	2.4	2.3	6.3
Change in the ratio compared with the previous financial year	-6%	-10%	-58%	-4%	+173.91%
Change in the median compensation of employees	-16.4%	+23.1%	+43.5%	-26.4%	+5.4%
Ratio compared to median employee compensation	14.5	12.3	6.5	8.7	8.6
Change in the ratio compared with the previous financial year	+18%	-15%	-47%	+34%	-1.15%
Additional information on the expanded scope					
Change in the average compensation of employees	+2.3%	-2.7%	+15.5%	+13%	-17.9%
Ratio compared to average employee compensation	18.1	19.4	12.7	11.2	14
Change in the ratio compared with the previous financial year	-3%	+7%	-35%	-12%	+25%
Change in the median compensation of employees	+5.3%	+0.2%	+1.7%	+16%	-6.8%
Ratio compared to median employee compensation	22.1	23	17.1	14.6	16.2
Change in the ratio compared with the previous financial year	-6%	+4%	-26%	-15%	+11%

CHAIRMAN OF THE SUPERVISORY BOARD EQUITY RATIOS

	2017	2018	2019	2020	2021
Change in the compensation of the Chairman of the Supervisory Board (Olivier Heckenroth)	0%	+12.4%	+27.2%	0%	+16.9%
Information on the scope of the listed company					
Change in the average compensation of employees	+4.8%	+16.4%	+78.3%	+6.6%	-63.1%
Ratio compared to average employee compensation	0.1	0.1	0.1	0.1	0.3
Change in the ratio compared with the previous financial year	0%	0%	0%	0%	+200%
Change in the median compensation of employees	-16.4%	+23.1%	+43.5%	-26.4%	+5.4%
Ratio compared to median employee compensation	0.3	0.3	0.2	0.3	0.4
Change in the ratio compared with the previous financial year	0%	0%	-33.33%	+50%	+33.33%
Additional information on the expanded scope					
Change in the average compensation of employees	+2.3%	-2.7%	+15.5%	+13%	-17.9%
Ratio compared to average employee compensation	0.4	0.4	0.5	0.4	0.6
Change in the ratio compared with the previous financial year	0%	0%	+25%	-20%	+50%
Change in the median compensation of employees	+5.3%	+0.2%	+1.7%	+16%	-6.8%
Ratio compared to median employee compensation	0.5	0.5	0.6	0.6	0.7
Change in the ratio compared with the previous financial year	0%	0%	+20%	0%	+16.67%

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

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 Management Board in accordance with the compensation policy approved by the Shareholders' Meeting of 10 June 2021 and the rules set in the by-laws, and provided a report on its work to the Supervisory Board meeting of 10 March 2022. The Supervisory Board confirmed that these components comply with the Management Board's compensation policy approved by the Shareholders' Meeting of 10 June 2021.

To assess the rate of achievement of the objectives attached to annual variable compensation, the Compensation and Appointments Committee meeting of 8 March 2022 was able to benefit from the report provided by its Chair on the meeting of the Accounts and Risk Monitoring Committee, which she also chairs and which was held on 7 March 2022. The documents made available to the Accounts and Risk Monitoring Committee (including the 2021 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 objectives.

DETERMINATION OF FIXED COMPENSATION IN RESPECT OF FINANCIAL YEAR 2021

As the reference index for the fourth quarter of financial year 2021 was only published at the end of March 2022, the fixed compensation in respect of financial year 2021 was provisionally set by the Supervisory Board at the final amount paid in respect of financial year 2020, i.e. €2,375,196 (compared with €2,349,204 and €2,319,670.27 in respect of financial years 2019 and 2018, respectively). Following the publication of the reference index at the end of March 2022, this provisional fixed compensation

was automatically readjusted by the rate of change in the Insee index of the hourly wage rates for workers in the electricity, gas, steam and air conditioning production and distribution industry in financial year 2021 (rate of 1,0068) applicable to the assistance agreement under which Rubis Énergie pays fees to Rubis SCA.

The amount of the final fixed compensation awarded to the Management Board in respect of financial year 2021 was therefore set at €2,391,465 and immediately communicated 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 2022.

DETERMINATION OF VARIABLE COMPENSATION IN RESPECT OF FINANCIAL YEAR 2021

At its meeting of 10 March 2022, the Supervisory Board noted that the net income, Group share for 2021 had not increased by at least 5% compared to 2020. As a result, since the triggering condition was not met (as was the case in respect of financial year 2020), the Supervisory Board concluded that no variable compensation was due in respect of financial year 2021.

In order to maintain a high disclosure and to minor 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 2021. Thus, it was established that the overall rate of achievement of the quantitative and qualitative criteria reached 20% in respect of financial year 2021 (compared with 45% and 17.5% in respect of financial years 2020 and 2019, respectively). As in respect of financial year 2020, no compensation was however paid since the triggering condition was not met.

ACHIEVEMENT OF THE TRIGGERING CONDITION AND CRITERIA ATTACHED TO THE ANNUAL VARIABLE COMPENSATION OF THE MANAGEMENT BOARD IN RESPECT OF FINANCIAL YEAR 2021

Triggering condition for annual variable compensation: increase in net income, Group share in 2021 compared to 2020 ≥ 5%

Objectives	2021	2020	Change	Achievement/ non-achievement
If net income, Group share in 2021 < 105% of net income, Group share in 2020 → No trigger	292,569 k€	280,333 k€	+4.36%	Condition not met → No trigger
If net income, Group share in 2021 ≥ 105% of net income, Group share in 2020 → Trigger				→ No annual variable compensation due

Performance criteria

Quantitative criteria (75%)	Weighting	Objectives	2021 Rubis performance	2021 reference performance	2021 achievement rate	2021 amount due
Global performance of Rubis share compared to its reference index (SBF 120) ⁽¹⁾	25%	<ul style="list-style-type: none"> Superior to +2 percentage points = 100% Between -2 and +2 percentage points = 50% Inferior to -2 percentage points = 0% 	-2770%	2909%	0%	Not applicable as triggering condition not met
Gross operating profit (EBITDA) performance compared with the analysts' consensus ⁽²⁾	25%	<ul style="list-style-type: none"> Superior to +2% = 100% Between -2% and +2% = 50% Lower than -2% = 0% 	€532.3m	€534.4m	0%	
Earnings per share (EPS) performance compared with the analysts' consensus ⁽²⁾	25%	<ul style="list-style-type: none"> Superior to +2% = 100% Between -2% and +2% = 50% Inferior to -2% = 0% 	€2.86	€2.91	0%	
Qualitative criteria (25%)	Weighting	Objectives	2021 Rubis performance		2021 achievement rate	2021 amount due
Balance sheet quality: ratio of net financial debt to EBITDA	5%	Ratio ≤ 2 = 100% 2 < Ratio ≤ 3 = 50% Ratio > 3 = 0%	0.82		100%	
Health, Safety and Environment (HSE):						
<ul style="list-style-type: none"> Workplace safety: frequency rate of occupational accidents with sick leave (including commuting accidents) in 2021 at Rubis SCA, Rubis Patrimoine and Rubis Énergie stable or lower than in 2020; in the event of the death of an employee, the criterion is considered not met 	5%	2021 rate ≤ 2020 rate = 100% 2021 rate > 2020 rate or employee death = 0%	2021 rate (4) < 2020 rate (4.9) ⁽³⁾ but 1 death ⁽⁴⁾		0%	Not applicable as triggering condition not met
<ul style="list-style-type: none"> Climate: CO₂ emissions in 2021 (scopes 1 and 2) down compared to 2020 at Rubis Énergie⁽⁵⁾ 	5%	2021 ratio < 2020 ratio = 100% 2021 ratio = 2020 ratio = 50% 2021 ratio > 2020 ratio = 0%	2021 emission volumes (4.67) < 2020 emission volumes (5.35)		100%	
CSR Policy:						
<ul style="list-style-type: none"> Definition of a CSR Roadmap by Rubis SCA that includes climate, diversity and compliance challenges 	5%	Definition = 100% No definition = 0%	CSR Roadmap defined and subsequently published by Rubis SCA on 6 September 2021		100%	
<ul style="list-style-type: none"> Implementation of the CSR Roadmap by Rubis Énergie and its subsidiaries (the "Scope") 	5%	Implementation in at least 50% of the Scope = 100% Implementation in less than 30% of the Scope = 50% Implementation in less than 30% of the Scope = 0%	Implementation in over 50% of the Scope		100%	
Overall rate of achievement of performance criteria					20%	

Variable compensation of the Management Board in respect of financial year 2021

€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 2020 financial year, the analysts' consensus taken into account is that published during the month following the publication of the 2019 results (on 12 March 2020).

(3) In 2020, the frequency rate of occupational accidents with sick leave of more than one day (including commuting accidents) per million hours worked stood at 4.9 excluding the Rubis Terminal JV and 5.5 including the Rubis Terminal JV.

(4) A deadly accident unfortunately occurred in Nigeria (driver was the subject of the attempted theft of his truck).

(5) 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.). Ratio calculation: volume of scope 1 and scope 2 emissions/volume of products sold converted into MWh.

BENEFITS IN KIND

At 31 December 2021, the benefit in kind related to Gilles Gobin's company car was valued at €17,681.

Compensation paid or awarded in respect of the 2021 financial year to Sorgema (of which Gilles Gobin is Chairman)

Components of compensation paid during or awarded in respect of the financial year ended	Amounts awarded in respect of financial year 2021	Amounts paid during financial year 2021	Presentation
Fixed compensation	€1,674,025	€1,680,832	<p>Application of the remuneration policy adopted by the 10 June 2021 Shareholders' Meeting.</p> <p>Following the publication of the Insee index for financial year 2021 at the end of March 2022, the Management Board's total fixed compensation was set at €2,391,465 for the period, reflecting an increase of 0.68% compared to financial year 2020 (€2,375,196).</p> <p>The difference between the amount awarded in respect of financial year 2021 and that paid during the same financial year is due to the adjustment of the fixed compensation in respect of financial year 2020 that was carried out following the publication at the end of March 2021 of the Insee reference indexes for financial year 2020, which resulted in a payment during financial year 2021.</p> <p>This lag, which is specifically caused by the publication of the Insee indexes for year Y in March of year Y+1, will occur every year.</p> <p>Sorgema received 70% of this total fixed compensation.</p> <p>For more information, please refer to the above section on determination of the Management Board's fixed compensation in respect of financial year 2021.</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 is not met because the change in 2021 net income, Group share (€292,569K) compared to 2020 net income, Group share (€280,333K) < 105%.</p> <p>Therefore, no annual variable compensation is due in respect of financial year 2021.</p> <p>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 2021.</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 granting 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 undertaking	Not applicable	Not applicable	The policy does not include a non-compete undertaking.
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 2021 to Gilles Gobin

Gilles Gobin has a company car, a benefit estimated at €17,681 at 31 December 2021 (€17,741 at 31 December 2020). As in previous financial years, no other compensation of any kind was paid during or awarded in respect of financial year 2021 to Gilles Gobin. 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 2021 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 2021	Amounts paid during financial year 2021	Presentation
Fixed compensation	€717,439	€720,357	<p>Application of the remuneration policy adopted by the 10 June 2021 Shareholders' Meeting.</p> <p>Following the publication of the Insee index for financial year 2021 at the end of March 2022, the Management Board's total fixed compensation was set at €2,391,465 for the period, reflecting an increase of 0.68% compared to financial year 2020 (€2,375,196).</p> <p>The difference between the amount awarded with respect to financial year 2021 and that paid during the same financial year is due to the adjustment to the fixed compensation in respect of financial year 2020 that was carried out following the publication at the end of March 2021 of the Insee reference indexes for financial year 2020, which resulted in a payment during financial year 2021.</p> <p>This lag, which is specifically caused by the publication of the Insee indexes 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>For more information, please refer to the above section on determination of the Management Board's fixed compensation in respect of financial year 2021.</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 is not met because the change in 2021 net income, Group share (€292,569K) compared to 2020 net income, Group share (€280,333K) < 105%.</p> <p>Therefore, no annual variable compensation is due in respect of financial year 2021.</p> <p>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 2021.</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 granting 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	€320,122	€320,122	Compensation or benefits paid or awarded in a personal capacity to Jacques Riou (Chair of Agena) by companies included in the scope of consolidation in respect of the offices he held in such companies in 2021 (Chairman of Rubis Énergie SAS and Managing Partner of Rubis Patrimoine).
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 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 undertaking.
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 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)*
Olivier Heckenroth		
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
TOTAL	45,000	0

* 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.

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 Chairman), 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

Gilles Gobin, Managing Partner	2021 financial year (in euros)	2020 financial year (in euros)
Compensation awarded in respect of the financial year (see table 2)	17,681	17,741
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
TOTAL	17,681	16,741

NA: not applicable.

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

Gilles Gobin, Managing Partner	2021 financial year		2020 financial year	
	Amount awarded (in euros)	Amount paid (in euros)	Amount awarded (in euros)	Amount paid (in euros)
Fixed compensation	0	0	0	0
Annual variable compensation	0	0	0	0
Exceptional compensation	NA	NA	NA	NA
Compensation allocated in respect of the office of Supervisory Board member	NA	NA	NA	NA
Benefits in kind (car)	17,681	17,681	17,741	17,741
TOTAL	17,681	17,681	17,741	17,741

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 shares plans or multi-year variable compensation. In addition, Gilles Gobin does not benefit from an employment contract, supplementary pension scheme, severance payment or consideration for a non-compete agreement.

SORGEMA'S COMPENSATION

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

Sorgema, Managing Partner	2021 financial year (in euros)	2020 financial year (in euros)
Compensation awarded in respect of the financial year (see table 2)	1,674,025	1,662,637
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
TOTAL	1,674,025	1,662,637

NA: not applicable.

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

Sorgema, Managing Partner	2021 financial year		2020 financial year	
	Amount awarded (in euros)	Amount paid (in euros)	Amount awarded (in euros)	Amount paid (in euros)
Fixed compensation*	1,674,025	1,680,832	1,662,637	1,665,116
Annual variable compensation	0	0	0	0
Exceptional compensation	NA	NA	NA	NA
Compensation allocated in respect of the office of Supervisory Board member	NA	NA	NA	NA
Benefits in kind (car)	NA	NA	NA	NA
TOTAL	1,674,025	1,680,832	1,662,637	1,665,116

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 Managing Partner that is a legal entity.

AGENA'S COMPENSATION

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

Agena, Managing Partner	2021 financial year (in euros)	2020 financial year (in euros)
Compensation awarded in respect of the financial year (see table 2)	717,439	712,559
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
TOTAL	717,439	712,559

NA: not applicable.

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

Agena, Managing Partner	2021 financial year		2020 financial year	
	Amount awarded (in euros)	Amount paid (in euros)	Amount awarded (in euros)	Amount paid (in euros)
Fixed compensation*	717,439	720,357	712,559	713,621
Annual variable compensation	0	0	0	0
Exceptional compensation	NA	NA	NA	NA
Compensation allocated in respect of the office of Supervisory Board member	NA	NA	NA	NA
Benefits in kind (car)	NA	NA	NA	NA
TOTAL	717,439	720,357	712,559	713,621

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 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

Jacques Riou (in respect of his offices in Group subsidiaries*)	2021 financial year (in euros)	2020 financial year (in euros)
Compensation awarded in respect of the financial year (see table 2)	320,122	294,292
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
TOTAL	320,122	294,292

* Chairman of Rubis Énergie SAS, Managing Partner of Rubis Patrimoine and, up until April 2020, Chairman of the Board of Directors of Rubis Terminal.
NA: not applicable.

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

Jacques Riou (in respect of his offices in Group subsidiaries*)	2021 financial year		2020 financial year	
	Amount awarded (in euros)	Amount paid (in euros)	Amount awarded (in euros)	Amount paid (in euros)
Fixed compensation	314,855	314,855	284,444	284,444
Annual variable compensation	NA	NA	NA	NA
Exceptional compensation	NA	NA	NA	NA
Compensation allocated in respect of the office of Supervisory Board member	NA	NA	NA	NA
Benefits in kind (car)	5,267	5,267	9,848	9,848
TOTAL	320,122	320,122	294,292	294,292

* Chairman of Rubis Énergie SAS, Managing Partner of Rubis Patrimoine and, up until April 2020, Chairman of the Board of Directors of Rubis Terminal.
NA: not applicable.

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 benefits or compensation for a non-compete agreement.