

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, the company Sorgema (of which Clarisse Gobin-Swiecznik (from 1 July 2023) and Gilles Gobin are Managing Partners), the company 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 AWARDED TO EACH MANAGING PARTNER

	Financial year 2023 (in euros)	Financial year 2022 (in euros)
Gilles Gobin, Managing Partner		
Compensation awarded in respect of the financial year (see table 2)	9,242	13,679
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	9,242	13,679

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

	Financial year 2023		Financial year 2022	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
Gilles Gobin, Managing Partner				
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)	9,242	9,242	13,679	13,679
TOTAL	9,242	9,242	13,679	13,679

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 AWARDED TO EACH MANAGING PARTNER**

Sorgema, Managing Partner	Financial year 2023 (in euros)	Financial year 2022 (in euros)
Compensation awarded in respect of the financial year (see table 2)	2,125,963	1,706,562
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	2,125,963	1,706,562

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

Sorgema, Managing Partner	Financial year 2023		Financial year 2022	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
Fixed compensation*	1,771,636	1,739,099	1,706,562	1,685,413
Annual variable compensation	354,327	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
TOTAL	2,125,963	1,739,099	1,706,562	1,685,413

* 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 AWARDED TO EACH MANAGING PARTNER**

Agema, Managing Partner	Financial year 2023 (in euros)	Financial year 2022 (in euros)
Compensation awarded in respect of the financial year (see table 2)	911,128	731,384
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	911,128	731,384

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

	Financial year 2023		Financial year 2022	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
Agena, Managing Partner				
Fixed compensation*	759,273	745,328	731,384	722,320
Annual variable compensation	151,855	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
TOTAL	911,128	745,328	731,384	722,320

* 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 CLARISSE GOBIN-SWIECZNIK IN RESPECT OF HER OFFICE IN A GROUP SUBSIDIARY

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

	Financial year 2023 (in euros)	Financial year 2022 (in euros)
Clarisse Gobin-Swiecznik (in respect of her office in a Group subsidiary*)		
Compensation awarded for the financial year and from 1 July 2023 (date she joined the Management Board of Sorgema) (see table 2)	60,000	NA
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	60,000	NA

* Chairwoman of Rubis Renouvelables SAS.

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

	Financial year 2023		Financial year 2022	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
Clarisse Gobin-Swiecznik (in respect of her office in a Group subsidiary*)				
Fixed compensation from 1 July 2023 (date she joined the Management Board of Sorgema)	60,000	60,000	NA	NA
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)	NA	NA	NA	NA
TOTAL	60,000	60,000	NA	NA

* Chairwoman of Rubis Renouvelables SAS.

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

Since 1 July 2023 (date she joined the Management Board of Sorgema), Clarisse Gobin-Swiczniak is no longer eligible to benefit from any new stock option plan, performance share plan, preferred shares and multi-year variable compensation in respect of her offices in Group subsidiaries. In addition, Clarisse Gobin-Swiczniak does not benefit from an employment contract, supplementary pension scheme, severance payment or compensation for a non-compete agreement.

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 AWARDED TO EACH MANAGING PARTNER**

Jacques Riou (in respect of his offices in Group subsidiaries*)	Financial year 2023 (in euros)	Financial year 2022 (in euros)
Compensation awarded in respect of the financial year (see table 2)	321,180	361,647
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	321,180	361,647

* Chairman of Rubis Énergie SAS and Managing Partner of Rubis Patrimoine SARL.

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 ⁽¹⁾)	Financial year 2023		Financial year 2022	
	Amounts awarded (in euros)	Amounts paid (in euros)	Amounts awarded (in euros)	Amounts paid (in euros)
Fixed compensation	321,180	321,180	330,051	330,051
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)	17,865	17,865	31,596 ⁽²⁾	31,596 ⁽²⁾
TOTAL	339,044⁽²⁾	339,044⁽²⁾	361,647	361,647

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

(2) The slight difference is due to rounding.

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.