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Information about the Company and its capital

ONE COUNTRY / ONE ACTION

Switzerland
Ken Shin Kai karate school

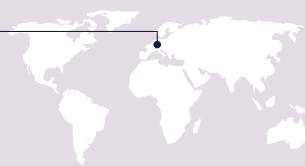
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One country...

SWITZERLAND



Inclusion of people with disabilities through sport



Zernez
National Park,
Switzerland

... one action

KEN SHIN KAI KARATE SCHOOL

Adapted karate lessons were first offered by Selma Grimaldi four years ago in her Ken Shin Kai karate school in La Sarraz. Founded in 2010 and supported by Vitogaz Switzerland, the school is a member of the non-profit Karate4all, which aims to teach Karate to people with disabilities. Through targeted training for karate instructors, accessible training for people with disabilities can be offered throughout Switzerland.

The Ken Shin Kai school offers courses for children aged over 10, and for adults with disabilities. This group called Kiseki – "miracle" in Japanese – brings together participants who come to share expression and control of the body, memorization and coordination of gestures, respect for others and expression of emotions and their sensitivity. Despite their disabilities, they all manage to overcome their differences.

50

KARATEKAS MEMBERS
OF THE KEN SHIN KAI
SCHOOL

320

HOURS OF CLASSES
PER YEAR



Rubis in Switzerland

141

EMPLOYEES



No. 1

IN THE MARKET

47,700

TONNES OF LPG DISTRIBUTED
IN 2020 OF WHICH

2006

DATE GROUP
OPERATIONS BEGAN

786

TONNES OF
LPG FUEL

6.1

Information about the Company

Rubis is a Partnership Limited by Shares (*Société en Commandite par Actions*) under French law, governed by Articles L. 226-1 to L. 226-14 and L. 22-10-74 to L. 22-10-78 of the French Commercial Code and, insofar as they are compatible with the aforementioned Articles, by the provisions relating to ordinary Limited Partnerships and public limited companies (*sociétés anonymes*). Within this legal framework, the Company is also governed by its by-laws.

This corporate form includes two categories of partners:

- General Partners, who have the status of merchant and are indefinitely and severally liable for corporate debts;

- Limited Partners (or shareholders), non-merchants, whose liability is limited to the amount of their contribution.

The law and Rubis' by-laws make the Partnership Limited by Shares a modern structure, adapted to the principles of good corporate governance, as reflected in:

- the clear separation of powers between the General Management, which governs corporate affairs, and the Supervisory Board, whose members are appointed by the shareholders, tasked with overseeing the Company's management, giving its opinion on the compensation of the General Management, and determining the components of the compensation to

be awarded and paid *ex-post* to corporate officers;

- the unlimited personal liability of the General Partner, proving the appropriate match between commitment of assets, authority and responsibility;
- the awarding to the Supervisory Board of the same powers and rights of communication and investigation as those granted to the Statutory Auditors;
- the shareholders' right to oppose the appointment of a candidate for General Management when he or she is not a General Partner.

6.1.1 General Partners

Rubis' General Partners are:

- Gilles Gobin;
- Sorgema, a limited liability company whose Managing Partner is Gilles Gobin

and whose partners are the members of the Gobin family group;

- GR Partenaires, a Limited Partnership whose General Partners are Gobin family group companies and Jacques Riou. The

Limited Partners of GR Partenaires are Agena and the members of the Riou family group.

6.1.2 Limited Partners (or shareholders)

The main Limited Partners (or shareholders) are listed in the table in section 6.2.2 of this chapter.

6.1.3 Organization chart



6.1.4 Main-by-law provisions

The complete by-laws are available on the Company's website (<https://rubis.fr/en/corporate-governance/rubis-by-laws>).

CORPORATE PURPOSE (ARTICLE 2 OF THE BY-LAWS)

The Company's purpose, both in France and elsewhere, is:

Acquiring interests in any civil or commercial companies, by creating new companies, contributing, subscribing for or purchasing securities, corporate rights or convertible or non-convertible bonds, mergers, joint arrangements or otherwise.

This may be done directly or indirectly, by creating new companies and business combinations, contributing Limited Partnerships, subscribing for or purchasing securities or corporate rights, mergers, joint arrangements, combinations, joint-venture companies, or by obtaining any property or other rights under a lease or management of a lease.

And in general, any industrial, commercial, financial or civil operation or transaction in movable or immovable property that might be associated directly or indirectly with one of the purposes listed above or any similar or connected purpose.

DATE OF INCORPORATION, DURATION AND FISCAL YEAR (ARTICLES 5 AND 53 OF THE BY-LAWS)

The Company was formed on July 21, 1900. Its current form was created from the merger, on June 30, 1992, of Rubis Investment & Cie and Compagnie de Penhoët. The Company's duration extends

until May 30, 2089, except in the event of early dissolution or further extension.

Each fiscal year lasts 12 months, beginning on January 1 and ending on December 31.

SHARE CAPITAL – RIGHTS AND OBLIGATIONS ATTACHED TO THE SHARES (ARTICLES 8, 14 AND 14 BIS OF THE BY-LAWS)

SHARE CAPITAL

The share capital amounts to one hundred twenty-nine million, five hundred thirty-eight thousand, three hundred forty-six euros and twenty-five eurocents (129,538,346.25) as of December 31, 2020.

It is divided into 103,625,489 ordinary shares, 3,108 Class B preferred shares, 1,706 Class C preferred shares and 374 Class D preferred shares, each with a par value of €1.25, fully paid up.

The share capital may be increased or reduced in accordance with the provisions of the law and these by-laws.

Preferred shares issued pursuant to Articles L. 228-11 *et seq.* of the French Commercial Code may be created under the legal and regulatory conditions, the specific rights of which are defined in these by-laws in Articles 14 bis, 33, 48 and 57.

Several classes of preferred shares with different characteristics may be created, in particular with respect to (i) their issue date and (ii) their conversion period. Consequently, the corporate body deciding the preferred share issue shall amend this Article accordingly, so as to specify the

designation and characteristics of such issued class, including those referred to in (i) and (ii) above.

The 2,884 Class A preferred shares of the plan of September 2, 2015 were canceled following their conversion into 288,400 ordinary shares.

3,722 Class B preferred shares were issued on July 11, 2019. Ninety-two Class A preferred shares were also issued on July 13, 2020 following the decision by certain beneficiaries whose compensation is taxable outside France to opt for an additional one-year deferred vesting period. The 3,814 Class B preferred shares may be converted starting on July 13, 2020 and for a period of 18 months, into a maximum of 381,400 ordinary shares. As of December 31, 2020, 706 Class B preferred shares were canceled following their conversion into 70,600 ordinary shares.

1,706 Class C preferred shares were issued on March 13, 2020. They may be converted for a period of 18 months from March 13, 2021 into a maximum number of 170,600 ordinary shares, depending on the level of achievement of the target Average Annual Overall Rate of Return (AAORR), set at 10% by decision of the Management Board on March 13, 2017.

374 Class D preferred shares were issued on July 20, 2020. They may be converted for a period of 18 months from July 19, 2021 into a maximum number of 37,400 ordinary shares, depending on the level of achievement of the target AAORR, set at 10% by decision of the Management Board on July 19, 2017.

RIGHTS AND OBLIGATIONS ATTACHED TO THE SHARES

Each share of the same class entitles the holder to a share, proportional to the fraction of the share capital it represents, of the corporate assets, the liquidation surplus and the profits. All shares of the same class have the same par value and are fully fungible with each other, with the sole exception of the starting point of their dividend rights.

A Limited Partner is liable for corporate liabilities up to the amount of the par value of the shares he or she owns.

Ownership of a share automatically implies acceptance of these by-laws and the resolutions regularly adopted by the Shareholders' Meeting.

MANAGEMENT BOARD (ARTICLES 7 AND 20 TO 22 OF THE BY-LAWS)

The Company is managed and run by one or more Managing Partners, either individuals or corporations, irrespective of whether they are General Partners or not.

If the Managing Partner is a corporate entity, its Senior Managers are subject to the same conditions and obligations and incur the same civil and criminal liability as if they were Managing Partners in their own right, without prejudice to the joint and several liability of the corporation they manage.

APPOINTMENT – RE-ELECTION

During the Company's existence, the General Partners are responsible for appointing any new Managing Partner and re-electing him or her by unanimous vote. However, if the said Managing Partner candidate is not a General Partner, his or her appointment may only take place with the approval of the Ordinary Shareholders' Meeting of Limited Partners.

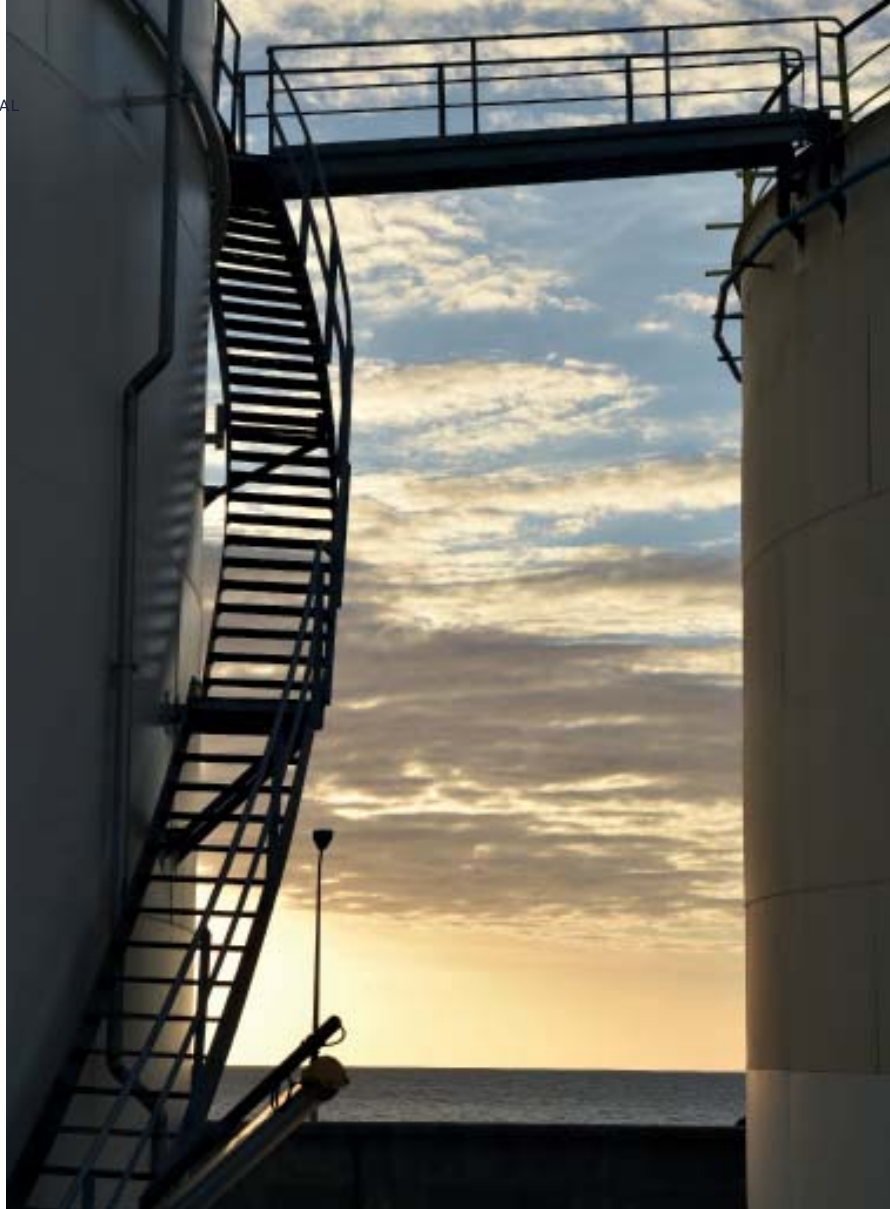
POWERS

Each Managing Partner has extensive powers to act in any circumstance in the Company's name, within the limits of the corporate purpose and subject to those expressly granted by law or the by-laws to the Shareholders' Meetings and to the Supervisory Board.

In the event of multiple Managing Partners, the unanimous approval from the Management Board is required for any decision involving expenses greater than €152,449.

STATUTORY MANAGER

Gilles Gobin has been appointed Statutory Manager.



SUPERVISORY BOARD (ARTICLES 27 TO 29 OF THE BY-LAWS)

CONSTITUTION

The Company has a Supervisory Board whose members are chosen from among the shareholders not holding the position of General Partner or Managing Partner.

The members are appointed and revoked by the Ordinary Shareholders' Meeting, although General Partners may not vote in resolutions pertaining to this.

They have a maximum three-year term of office, expiring at the end of the Shareholders' Meeting ruling on the financial statements for the previous fiscal year and held in the year during which their term of office expires. Members are re-eligible for office.

The number of Board members over 70 years of age may not exceed one-third of the members in office. In the event that this proportion is exceeded, the oldest member is

deemed to have resigned from office at the end of the next Shareholders' Meeting.

DELIBERATIONS

The Supervisory Board meets whenever it may be in the Company's interests, at the request of its Chairman or the General Management, and at least once every six months.

POWERS

The Supervisory Board assumes permanent control over the management of the Company as provided by law. Each year, for the Ordinary Shareholders' Meeting, it prepares a report which is made available to shareholders at the same time as the General Management report and the financial statements for the fiscal year. Its Chairman also prepares a report on the functioning of the management and control bodies, as well as on the internal control procedures implemented within the Group.

GENERAL PARTNERS

(ARTICLES 19 AND 24 OF THE BY-LAWS)

APPROVAL OF NEW GENERAL PARTNERS

The corporate rights attached to the position of General Partner may only be surrendered with the unanimous agreement of all the other General Partners. In cases when the assignee is not already a General Partner, approval of the Extraordinary Shareholders' Meeting of Limited Partners, as defined for extraordinary decisions, must be obtained.

POWERS AND DECISIONS

General Partners may exercise all of the powers pertaining to their position as provided by law and the by-laws. The General Partners' decisions may be sought, either during the Shareholders' Meetings, or by written request.

All of the General Partners' decisions (Article 24.4) are carried by unanimous vote, except for those concerning the revocation of a Managing Partner without the status of General Partner, which is decided by majority vote (Article 20.2).

LIMITED PARTNER SHAREHOLDERS' MEETINGS

(ARTICLES 34 TO 38 AND 40 OF THE BY-LAWS)

CONVOCACTION METHODS

Limited Partner Shareholders' Meetings are convened by the General Management or the Supervisory Board, or by any other person who is so entitled by law, in accordance with the statutory procedures and time frames.

The Management Board sends or makes available to shareholders, in accordance with the legislative provisions, documents allowing shareholders to make informed decisions.

CONDITIONS OF ADMISSION

The right to participate in Shareholders' Meetings is dependent upon the registration of securities in the shareholder's name at least two business days prior to the Shareholders' Meeting, at 00:00, Paris time, either in the registered securities list held by the Company, or in the bearer security accounts held by authorized intermediaries. The listing or registration of securities in the bearer securities accounts held by authorized intermediaries is recorded by a shareholder certificate issued by the latter.

Any transfer taking place after the aforementioned registration date shall have no influence on the functioning of the Shareholders' Meeting: the transferor may vote for the entire amount of his or her previous interest.

VOTING CONDITIONS

Each shareholder has as many votes as the number of voting shares he or she possesses or represents. Each ordinary share entitles the holder to one vote, it being specified that the ratio of one vote per share shall prevail over any non-mandatory statutory or regulatory provisions to the contrary.

Preferred shares do not confer voting rights at Limited Partner Shareholders' Meetings (Article 14 bis of the by-laws).

If a shareholder cannot attend the Shareholders' Meeting in person, the shareholder may issue a proxy to another shareholder or to his or her spouse, or any other individual or corporation of his or her choice. He or she may also issue a proxy without naming a representative, which means that the Chairman of the Shareholders' Meeting will vote in favor of those draft resolutions presented or approved by the General Management and against all other draft resolutions. Shareholders may also vote by post.

PLACE FOR CONSULTING LEGAL DOCUMENTS

Documents pertaining to the Company, and in particular the by-laws, the minutes of Shareholders' Meetings, and the reports presented at Shareholders' Meetings by the Management Board, the Supervisory Board or the Statutory Auditors, can be consulted at the Company's registered office as well as on the Company's website (www.rubis.fr).

STATUTORY ALLOCATION OF PROFITS

(ARTICLES 55 TO 57 OF THE BY-LAWS)

PARTICIPATION IN RESULTS

A 5% levy is deducted from net, less any previous losses where applicable, in order to form the legal reserve. This levy is no longer mandatory once said reserve is equivalent to one-tenth of the share capital. The legal reserve, formed to consolidate the share capital paid in by Limited Partners, shall remain the property of the Limited Partners. Under no circumstances may it be distributed to General Partners, even through a capital increase. This reserve, calculated on all of the profits made by the Company, will be the sole responsibility of Limited Partners.

The balance of said profits, less any previous losses and plus retained earnings, make up the distributable profits.

DIVIDEND PER BY-LAWS TO GENERAL PARTNERS

The General Partners shall receive a dividend for a fiscal year (the "Relevant Fiscal Year") equal to 3% of the total shareholder return (the "TSR"), if positive, of Rubis' shares, determined as indicated below. This dividend may in no case exceed 10% of net income, Group share for the Relevant Fiscal Year, nor the distributable profit as defined in Article 55.

The TSR is the change in market capitalization, plus dividends paid and rights detached from shares.

The change in market capitalization is equal to the difference between (i) the average of the opening prices of the last 20 trading days of the Relevant Fiscal Year and (ii) the highest among the averages of the opening prices of the last 20 trading days of the three fiscal years preceding the Relevant Fiscal Year (the "Reference Price"), multiplied by the number of outstanding shares at the close of the Relevant Fiscal Year less the number of shares held by the Company for cancellation at the close of the Relevant Fiscal Year. New shares created as a result of any capital increase since the close of the fiscal year of the Reference Price will not be taken into account, with the exception of shares freely granted as part of a capital increase through capitalization of reserves, profits or issue premiums and as part of a stock split or reverse stock split.

To the positive or negative amount corresponding to the change in market capitalization are added the amount(s) of any cumulative dividends and interim dividends paid by Rubis to its Limited Partners between the fiscal year during which the Reference Price was determined and the close of the Relevant Fiscal Year, as well as the sums corresponding to the value of rights detached from shares and to the value of any securities, other than Company shares, freely granted to shareholders during this same period.

When they are listed, the value of the rights detached from the shares and the value of any securities freely granted to shareholders correspond to the average opening price on the first days of listing, within the limit of 10 days.

The amount of the statutory dividend is recorded by the Ordinary Shareholders' Meeting of General Partners and of Limited Partners. Half of it is reinvested in Company shares, blocked for three years (Agreement between General Partners dated June 19, 1997 supplementing the by-law provisions pertaining to their consideration).

DIVIDEND PAID TO LIMITED PARTNERS (OR SHAREHOLDERS)

The portion distributed to Limited Partners requires the approval of the Ordinary Shareholders' Meetings of General Partners and of Limited Partners.

The option of receiving payment of the dividend or interim dividend in cash or in shares may be granted to each General Partner and Limited Partner holding ordinary shares, for all or part of the dividend or interim dividend paid.

Under no circumstances may this option be granted to General Partners without it being open to Limited Partners holding ordinary shares under the same conditions.

Shareholders holding preferred shares shall not be entitled to opt for the dividend to be paid in shares.

APPROPRIATION OF THE NON-DISTRIBUTED PORTION

The Shareholders' Meeting appropriates the non-distributed portion of the distributable profit from the fiscal year in the proportions that it determines, either to one or more general or special reserve funds, which remain at its disposal, or to the "Retained earnings" account.

STATUTORY THRESHOLDS (ARTICLE 14.7 OF THE BY-LAWS)

In addition to the legal threshold crossing declaration as defined in Article L. 233-7 of

the French Commercial Code, a shareholder must inform the General Management within five trading days of any change subsequent to the first legal threshold (5%), of greater than 1% of the share capital or voting rights.

In the event of non-compliance with the above-mentioned reporting obligations, shares exceeding the fraction that should have been reported are deprived of voting rights at any Shareholders' Meeting for a period of two years following the notification. Unless one of the thresholds defined in I of Article L. 233-7 of the French Commercial Code is crossed, the suspension of voting rights will only take place at the request, recorded in the minutes of the Shareholders' Meeting, of one or more shareholders holding at least 5% of the Company's share capital or voting rights.

6.1.5 Additional information concerning the General Partners

ABSENCE OF CONFLICTS OF INTEREST, IMPEDIMENTS OR CONVICTIONS

- There are no family ties between the General Partners and members of the Supervisory Board.
- No General Partner has any conflict of interest between his/her duties with respect to Rubis and his/her private interests and/or other duties held.
- No General Partner has ever been convicted of fraud, filed for bankruptcy or been placed in receivership or liquidation.
- No General Partner has ever been the subject of criminal prosecution or official public sanction by the statutory or regulatory authorities.

- No General Partner has ever been disqualified by a court from acting as a member of an administrative, management or supervisory body of an issuer or from managing or directing the affairs of an issuer in the last five years at least.

ABSENCE OF ANY AGREEMENTS BINDING A GENERAL PARTNER TO RUBIS OR ONE OF ITS SUBSIDIARIES

- There are no service contracts binding the General Partners to Rubis or any of the Rubis subsidiaries.

- No loans or guarantees were granted or arranged on behalf of the General Partners.

RESTRICTIONS ON THE DISPOSAL BY THE GENERAL PARTNERS OF THEIR INTERESTS IN RUBIS' SHARE CAPITAL

To the best of Rubis' knowledge, no restrictions have been agreed by the General Partners with respect to the disposal of their shares in the Company, with the exception of the commitment made by the General Partners to invest half of the dividend received in Rubis shares, for a period of three years.



6.2

Information on share capital and share ownership

6.2.1 Share capital as of December 31, 2020

The amount of the share capital as of December 31, 2020 was €129,538,346.25, divided into 103,630,677 shares (103,625,489 ordinary shares and 5,188 preferred shares) with a par value of €1.25 each, following the transactions carried out during the 2020 fiscal year, as set out in the table in section 6.2.3.

As of the same date, the number of exercisable voting rights was 103,567,402. As double voting rights are excluded by Article 40 of the by-laws, each ordinary share carries one voting right. However, preferred shares, which constitute long-term share-based compensation for Group employees and whose conversion into

ordinary shares is notably subject to the fulfillment of performance conditions, do not have voting rights.

6.2.2 Breakdown of the capital over the last three fiscal years

	12/31/2020				12/31/2019				12/31/2018			
	Number of shares ⁽¹⁾	% of share capital	Number of voting rights ⁽¹⁾	% of voting rights	Number of shares ⁽¹⁾	% of share capital	Number of voting rights ⁽¹⁾	% of voting rights	Number of shares ⁽¹⁾	% of share capital	Number of voting rights ⁽¹⁾	% of voting rights
Main shareholders												
Orfim	-	-	-	-	-	-	-	-	5,093,047	5.26%	5,093,047	5.26%
Groupe Industriel Marcel Dassault ⁽²⁾	5,645,381	5.45%	5,645,381	5.45%	5,392,839	5.38%	5,392,839	5.39%	5,163,594	5.33%	5,163,594	5.34%
Wellington Management Group LLP	5,264,686	5.08%	5,264,686	5.08%	-	-	-	-	-	-	-	-
Management and Supervisory bodies												
General Partners and Managing Partners	2,293,997	2.21%	2,293,997	2.22%	2,360,485	2.36%	2,360,485	2.36%	2,384,156	2.46%	2,384,156	2.46%
Supervisory Board	136,460	0.13%	136,460	0.13%	83,430	0.08%	83,430	0.08%	83,071	0.09%	83,071	0.09%
Rubis Avenir mutual fund ⁽³⁾	1,369,245	1.32%	1,369,245	1.32%	1,268,007	1.27%	1,268,007	1.27%	1,184,170	1.22%	1,184,170	1.22%
Treasury shares ⁽⁴⁾	58,087	0.06%	0	0%	21,238	0.02%	0	0%	36,128	0.04%	0	0%
Free float	88,857,633	85.74%	88,857,633	85.80%	91,045,625	90.88%	91,045,625	90.91%	82,866,838	85.60%	82,866,838	85.60%
Total ordinary shares⁽⁵⁾	103,625,489	99.995%	103,567,402	100%	100,171,624	99.994%	100,150,386	100%	96,811,004	99.997%	96,774,876	100%
Total preferred shares	5,188	0.005%	0	0%	5,808	0.006%	0	0%	2,740	0.003%	0	0%
TOTAL	103,630,677	100%	103,567,402	100%	100,177,432	100%	100,150,386	100%	96,813,744	100%	96,774,876	100%

(1) To the Company's knowledge.

(2) Groupe Industriel Marcel Dassault is an asset holding company wholly owned by the Dassault family.

(3) Shares held by Group employees and former employees through the FCP Rubis Avenir mutual fund.

(4) In accordance with the provisions of the French Commercial Code, treasury shares are deprived of voting rights.

(5) The slight difference in the sum of the percentages is due to rounding.

To the Company's knowledge, no other shareholder held 5% or more of the share capital or voting rights as of December 31, 2020.

CROSSINGS OF THRESHOLDS REPORTED DURING FISCAL YEAR 2020

During fiscal year 2020, Wellington Management Group LLP, acting on behalf of funds and clients, reported that it had crossed the threshold of 5% of the share capital or voting rights:

- upwards on April 6, 2020, and as of that date held 5,025,899 Rubis shares, or 5.01% of the share capital and voting rights;
- downwards on April 9, 2020, and as of that date held 4,981,181 Rubis shares, or 4.96% of the share capital and voting rights;

- upwards on August 27, 2020, and as of that date held 5,185,468 Rubis shares, or 5.01% of the share capital and voting rights;
- downwards on August 31, 2020, and as of that date held 5,177,094 Rubis shares, or 4.99% of the share capital and voting rights;
- upwards on September 1, 2020, and as of that date held 5,193,650 Rubis shares, or 5.02% of the share capital and voting rights;
- downwards on September 2, 2020, and as of that date held 5,139,383 Rubis shares, or 4.96% of the share capital and voting rights;

- upwards on September 18, 2020, and as of that date held 5,264,686 Rubis shares, or 5.08% of the share capital and voting rights.

CROSSINGS OF THRESHOLDS REPORTED SINCE THE END OF FISCAL YEAR 2020

Between the end of fiscal year 2020 and the filing date of this Universal Registration Document, Wellington Management Group LLP, acting on behalf of funds and clients, declared that it had crossed the threshold of 5% of the share capital or voting rights:

- downwards on January 26, 2021, and as of that date held 5,124,040 Rubis shares, i.e. 4.94% of the share capital and voting rights.

6.2.3 Change in share capital during fiscal year 2020

	Number of ordinary shares	Number of preferred shares	Share capital and successive capital increases at par (in euros)
SHARE CAPITAL AS OF DECEMBER 31, 2019	100,171,624	5,808	125,221,790
Transactions between January 1 and December 31, 2020			
Capital increase reserved for employees through the intermediary of the Rubis Avenir mutual fund	102,837	-	128,546.25
Payment of the dividend in shares	3,071,828	-	3,839,785.00
Vesting of preferred shares	-	2,172	2,715.00
Conversion of preferred shares into ordinary shares	279,200	(2,792)	349,000.00
SHARE CAPITAL AS OF DECEMBER 31, 2020	103,625,489	5,188	129,538,346.25

6.2.4 Share capital authorized by Shareholders' Meetings as of December 31, 2020

In 2020, the Management Board held the following delegations of powers and financial authorizations granted by the Combined Shareholders' Meetings of the General Partners and of the Limited Partners of June 8, 2017 and June 11, 2019, as described below:

COMBINED SHAREHOLDERS' MEETINGS OF THE GENERAL PARTNERS AND OF THE LIMITED PARTNERS OF JUNE 8, 2017

Resolution	Amount authorized	Use	Balance available as of 12/31/2020	Expiration of the authorization
Preferred share awards (20 th resolution)	2,740 preferred shares ⁽¹⁾	374 preferred shares ⁽²⁾ (July 19, 2017) 345 preferred shares (March 2, 2018) 1,157 preferred shares (March 5, 2018) 140 preferred shares (October 19, 2018) 62 preferred shares (January 7, 2019) 662 preferred shares (December 17, 2019)	None	August 8, 2020

(1) 0.003% of the number of ordinary shares comprising the share capital on the day of the Shareholders' Meeting, corresponding to 1,370 preferred shares, i.e. 2,740 preferred shares following the two-for-one split of Rubis shares of July 28, 2017, giving rise to a maximum number of 274,000 ordinary shares assuming a conversion rate of 100%.

(2) The initial quantity was doubled following the two-for-one Rubis share split of July 28, 2017.

COMBINED SHAREHOLDERS' MEETINGS OF THE GENERAL PARTNERS AND OF THE LIMITED PARTNERS OF JUNE 11, 2019

Resolution	Maximum authorized amount	Use	Balance available as of 12/31/2020	Expiration of the authorization
Overall ceiling for issues of shares and/or securities giving access to the share capital pursuant to the delegations of authority provided for in the 18 th , 19 th and 21 st to 24 th resolutions ⁽¹⁾ (17 th resolution)	€32,000,000 (including €12,169,724 for the 21 st to 24 th resolutions)	None	Full	August 11, 2021
Capital increase by way of public offering with preferential subscription rights ⁽¹⁾ (18 th resolution)	€24,000,000	None	Full	August 11, 2021
Capital increase with preferential subscription rights related to the 18 th resolution (greenshoe provision) ⁽¹⁾ (19 th resolution)	15% of the initial issue resulting from (and deducted from) the 18 th resolution	None	Full	August 11, 2021
Capital increase by incorporation profits, reserves and/or premiums (20 th resolution) ⁽¹⁾	€9,700,000	None	Full	August 11, 2021
Capital increase in consideration for contributions in kind of equity securities or securities giving access to the share capital ⁽¹⁾ (21 st resolution)	€8,000,000	None	Full	August 11, 2021
Performance share awards (22 nd resolution)	1,216,972 performance shares ⁽²⁾	385,759 performance shares (December 17, 2019) 787,697 performance shares (November 6, 2020)	43,516 performance shares	August 11, 2022
Stock option awards (23 rd resolution)	243,394 stock options ⁽³⁾	150,276 stock options (December 17, 2019) 87,502 stock options (November 6, 2020)	5,616 stock options	August 11, 2022
Capital increase reserved for members of a company savings plan (24 th resolution)	€700,000	€128,546.25 (January 6, 2020)	€574,453.75	August 11, 2021

(1) May only be used outside the period of a public offer.

(2) 1.25% of the number of shares comprising the Company's share capital on the day of the Shareholders' Meeting, totaling 1,216,972 performance shares.

(3) 0.25% of the number of shares comprising the Company's share capital on the day of the Shareholders' Meeting, totaling 243,394 stock options.

6.2.5 Share buyback program

LIQUIDITY CONTRACT

To regulate the market for Rubis shares, the Company has implemented a liquidity contract (entrusted to Exane BNP Paribas) that complies with the Amafi Code of Ethics. Under it, the following resources were included in the liquidity contract as of December 31, 2020: 58,087 Rubis securities and €835,184.

DESCRIPTION OF THE SHARE BUYBACK PROGRAM

The description of the share buyback program was prepared in accordance with the provisions of Articles 241-1 and 241-2 of the General Regulation of the French financial market authority (Autorité des Marchés Financiers – AMF) and was effectively and fully circulated by the Company on December 23, 2020. Its purpose is to communicate the objectives and terms of the Company's share buyback program, as authorized on December 9, 2020 by the Combined Shareholders' Meeting.

Its objectives are: (i) to reduce the capital by canceling all or part of the shares thus purchased, in particular pursuant to the

authorization given by the Combined Shareholders' Meeting of December 9, 2020 (2nd resolution) (objective provided for in Article 5 of the European Market Abuse Regulation known as "MAR"); (ii) to ensure the existence of a secondary market or the liquidity of the share by an investment services provider acting in complete independence under a liquidity contract in accordance with a Code of Ethics recognized by the French financial market authority (Autorité des Marchés Financiers – AMF) and in accordance with the AMF decision 2018-01 of July 2, 2018 or any subsequent other AMF decision (objective provided for in Article 13 of the MAR and in application of the sole market practice admitted by the French financial market authority).

The shares may be purchased, except during the period of a public offer for the Company's shares, at such times as the Management Board may determine, in accordance with applicable regulations, either directly or indirectly through an investment services provider.

The shares may be purchased by any means, and in particular in whole or in part by trading on regulated markets, multilateral

trading facilities, with systematic internalizers, by public offering or by the use of option mechanisms or derivatives (in compliance with the legal and regulatory provisions then applicable), with the exception of the sale of put options.

The maximum amount of funds allocated to the share buyback program is two hundred and eighty (280) million euros (excluding fees and commissions) within the following limits: (i) a maximum amount of two hundred and fifty (250) million euros (excluding fees and commissions) to buy back shares with a view to reducing the capital by canceling shares that have been bought back, and (ii) the maximum amount of funds allocated to the implementation of the share buyback program under the liquidity contract is thirty (30) million euros (excluding fees and commissions), in compliance with applicable regulations.

The maximum purchase price is fifty-five (55) euros (excluding fees and commissions) per share. In the case of a capital increase through incorporation of issue premiums, reserves, profits or otherwise by granting free shares, as well as in the case of a stock split or reverse stock split, or a capital repayment

or reduction, or in the event of a change in the par value of the share, the Management Board shall have the power to adjust, where necessary, the aforementioned maximum unit price to account for the effect of these transactions on the share value.

The number of shares that may be acquired shall not exceed 10% of the number of shares comprising the share capital of the Company, including a maximum percentage of 1% of the number of shares comprising the share capital repurchased under the liquidity contract. These percentages apply to share capital adjusted for transactions that may affect it subsequent to the Combined Shareholders' Meeting of December 9, 2020. The number of shares taken into account for the calculation of the 1% limit corresponds to the number of shares purchased, less the number of shares sold during the term of the authorization granted by the Combined Shareholders' Meeting of December 9, 2020 when those shares were

purchased to promote liquidity under the conditions defined by the General Regulation of the French financial market authority (Autorité des Marchés Financiers – AMF). At no time may the number of shares held by the Company, directly or indirectly, exceed 10% of the shares making up its capital as of the date in question.

The authorization granted by the Combined Shareholders' Meeting of December 9, 2020 canceled, for the remaining term and up to the unused portion, the authorization granted by the Ordinary Shareholders' Meeting of June 11, 2020, the sole purpose of which was to ensure a secondary market or the liquidity of the share by an investment services provider acting independently under a liquidity contract.

The program covered by this description is valid for a period of 18 months from the date of its authorization by the Combined Shareholders' Meeting of December 9, 2020, i.e. until June 8, 2022.

Other than the shares acquired under the liquidity contract, the Company did not acquire any shares during the 2020 fiscal year.

Within the framework of this description, the Management Board decided on January 5, 2021 to launch a share buyback program with a view to reducing the share capital, involving a maximum number of 6,600,000 shares and ending no later than May 31, 2022. This program was implemented from January 6, 2021. On April 8, 2021 (after market close), the Management Board announced the temporary suspension of this program. At that date, the Company had bought back more than 2,600,000 shares, for an amount of more than €103,500,000. All information relating to this program is available on the Company's website (<https://rubis.fr/fr/programme-rachat-actions>).

6.2.6 Potential share capital as of December 31, 2020

The securities that may give access to the share capital are as follows:

- preferred shares whose vesting period, retention period or conversion period is ongoing;
- performance shares for which the vesting period is ongoing;
- stock options not yet exercised.

There are no other securities that may grant access to share capital as of December 31, 2020.

The securities that may give access to the share capital break down as follows:

- 3,108 preferred shares (July 11, 2016 plan) for which the conversion period was ongoing and which are convertible into a maximum of 310,800 ordinary shares;
- 1,706 preferred shares (March 13, 2017 plan), vested and created on March 13, 2020, for which the retention period is ongoing and which are convertible into a maximum of 170,600 ordinary shares;
- 226 preferred shares (March 13, 2017 plan), for which beneficiaries, whose income is taxable outside France, opted for deferred vesting (one additional year) and which are convertible into a maximum of 22,600 ordinary shares;

- 374 preferred shares (July 19, 2017 plan), vested and created on July 20, 2020, for which the retention period is ongoing and which are convertible into a maximum of 37,400 ordinary shares;
- 345 preferred shares (March 2, 2018 plan) for which the vesting period is ongoing and which are convertible to a maximum of 34,500 ordinary shares;
- 1,157 preferred shares (March 5, 2018 plan) for which the vesting period is ongoing and which are convertible to a maximum of 115,700 ordinary shares;
- 140 preferred shares (October 19, 2018 plan) for which the vesting period is ongoing and which are convertible into a maximum of 14,000 ordinary shares;
- 62 preferred shares (January 7, 2019 plan) for which the vesting period is ongoing and which are convertible into a maximum of 6,200 ordinary shares;
- 662 preferred shares (December 17, 2019 plan) for which the vesting period is ongoing and which are convertible into a maximum of 66,200 ordinary shares;
- 385,759 performance shares (December 17, 2019 plan) for which the vesting period is ongoing;

- 150,276 stock options (December 17, 2019 plan) that could be exercised in 2023 subject to the fulfillment of performance conditions;
- 787,697 performance shares (November 6, 2020 plan) for which the vesting period is ongoing;
- 87,502 stock options (November 6, 2020 plan) that could be exercised in 2024 subject to the fulfillment of performance conditions.

If all these securities giving access to the share capital were to be issued, the number of ordinary shares of the Company, as of December 31, 2020, would be increased by a maximum number of 2,189,234 shares, representing approximately 2.11% of the share capital.

As a result, a shareholder owning 1% of non-diluted share capital as of December 31, 2020, would own 0.98% of the share capital on a diluted basis.

A comprehensive statement of current stock options, performance share and preferred share plans is provided in section 6.5.6 of this chapter.

6.2.7 Statement of changes in share capital over the last five years

Date	Transaction	Amount of capital increase	Number of securities created	Share capital after the transaction	Equity comprising share capital
2016					
05/24	Employee savings	€161,610	64,644	€108,203,990	43,281,596 ⁽²⁾
05/24	Exercise of stock options	€199,922.50	79,969	€108,403,912.50	43,361,565 ⁽²⁾
07/08	DPS ⁽¹⁾	€4,111,812.50	1,644,725	€112,515,725	45,006,290 ⁽²⁾
07/08	Exercise of stock options	€124,930	49,972	€112,640,655	45,056,262 ⁽²⁾
07/11	Performance shares	€28,487.50	11,395	€112,669,142.50	45,067,657 ⁽²⁾
07/11	Exercise of stock options	€37,787.50	15,115	€112,706,930	45,082,772 ⁽²⁾
08/08	Equity Line	€255,000	102,000	€112,961,930	45,184,772 ⁽²⁾
08/08	Exercise of stock options	€72,867.50	29,147	€113,034,797.50	45,213,919 ⁽²⁾
09/15	Equity Line	€318,750	127,500	€113,353,547.50	45,341,419 ⁽²⁾
09/15	Exercise of stock options	€178,882.50	71,553	€113,532,430	45,412,972 ⁽²⁾
12/30	Exercise of stock options	€104,790	41,916	€113,637,220	45,454,888 ⁽²⁾
2017					
01/03	Performance shares	€12,751.50	5,101	€113,649,972.50	45,459,989 ⁽²⁾
04/03	Performance shares	€1,877.50	751	€113,651,850	45,460,740 ⁽²⁾
04/03	Exercise of stock options	€170,107.50	68,043	€113,821,957.50	45,528,783 ⁽²⁾
05/17	Employee savings	€222,432.50	88,973	€114,044,390	45,617,756 ⁽²⁾
05/17	Exercise of stock options	€28,902.50	11,561	€114,073,292.50	45,629,317 ⁽²⁾
07/06	Exercise of stock options	€244,602.50	97,841	€114,317,895	45,727,158 ⁽²⁾
07/06	DPS ⁽¹⁾	€2,855,322.50	1,142,129	€117,173,217.50	46,869,287 ⁽²⁾
07/10	Performance shares	€7,732.50	3,093	€117,180,950	46,872,380 ⁽²⁾
07/17	Exercise of stock options	€20,765	8,306	€117,201,715	46,880,686 ⁽²⁾
08/18	Performance shares	€130,460	104,368	€117,332,175	93,865,740
09/04	Preferred shares	€3,425	2,740	€117,335,600	93,865,740 ordinary shares 2,740 preferred shares
2018					
01/19	Equity Line	€500,000	400,000	€117,835,600	94,265,740 ordinary shares 2,740 preferred shares
02/19	Equity Line	€312,500	250,000	€118,148,100	94,515,740 ordinary shares 2,740 preferred shares
03/27	Equity Line	€375,000	300,000	€118,523,100	94,815,740 ordinary shares 2,740 preferred shares
04/17	Performance shares	€22,027.50	17,622	€118,545,127.50	94,833,362 ordinary shares 2,740 preferred shares
04/20	Equity Line	€312,500	250,000	€118,857,627.50	95,083,362 ordinary shares 2,740 preferred shares
05/24	Employee savings	€147,471.25	117,977	€119,005,098.75	95,201,339 ordinary shares 2,740 preferred shares
07/05	DPS ⁽¹⁾	€2,012,081.25	1,609,665	€121,017,180	96,811,004 ordinary shares 2,740 preferred shares
2019					
03/21	Equity Line	€500,000	400,000	€121,517,180	97,211,004 ordinary shares 2,740 preferred shares
05/22	Employee savings	€180,066.25	144,053	€121,697,246.25	97,355,057 ordinary shares 2,740 preferred shares
07/11	Preferred shares	€4,652.50	3,722	€121,701,898.75	97,355,057 ordinary shares 6,462 preferred shares
07/16	DPS ⁽¹⁾	€3,410,023.75	2,728,019	€125,111,922.50	100,083,076 ordinary shares 6,462 preferred shares
08/19	Performance shares	€10,935.00	8,748	€125,122,857.50	100,091,824 ordinary shares 6,462 preferred shares
09/02	Preferred shares	€180.00	144	€125,123,037.50	100,091,824 ordinary shares 6,606 preferred shares
12/31	Conversion of preferred shares into ordinary shares	€99,750	79,800		
	Delisting of preferred shares converted into ordinary shares	€(997.50)	(798)	€125,221,790	100,171,624 ordinary shares 5,808 preferred shares

Date	Transaction	Amount of capital increase	Number of securities created	Share capital after the transaction	Equity comprising share capital
2020					
03/02	Conversion of preferred shares into ordinary shares	€ 260,750	208,600		
	Delisting of preferred shares converted into ordinary shares	€(2,607.50)	(2,086)	€125,479,932.50	100,380,224 ordinary shares 3,722 preferred shares
03/13	Preferred shares	€2,132.50	1,706	€125,482,065.00	100,380,224 ordinary shares 5,428 preferred shares
05/20	Employee savings	€128,546.25	102,837	€125,610,611.25	100,483,061 ordinary shares 5,428 preferred shares
07/13	Preferred shares	€115	92	€125,610,726.25	100,483,061 ordinary shares 5,520 preferred shares
07/17	DPS ⁽¹⁾	€3,839,785	3,071,828	€129,450,511.25	103,554,889 ordinary shares 5,520 preferred shares
07/20	Preferred shares	€467.50	374	€129,450,978.75	103,554,889 ordinary shares 5,894 preferred shares
12/31	Conversion of preferred shares into ordinary shares	€88,250	70,600		
	Delisting of preferred shares converted into ordinary shares	€(882.50)	(706)	€129,538,346.25	103,625,489 ordinary shares 5,188 preferred shares
12/31	Statement of share capital			€129,538,346.25	103,625,489 ordinary shares 5,188 preferred shares

(1) DPS: dividend payment in shares.

(2) Before the two-for-one Rubis share split of July 28, 2017.

6.2.8 Additional information

- No agreement anticipating preferential conditions for the disposal or acquisition of shares is likely to be submitted to the French financial market authority.
- There is no pledge of shares of the issuer held as pure registered shares.
- No public offering of purchase or exchange and no price guarantee was carried out by third parties on Company shares, and Rubis has not made a public exchange offer for the shares of another company.



6.3

Dividends

6.3.1 Dividend paid to the Limited Partners (or shareholders)

The Company pursues a stable dividend policy, with a payout ratio of over 60% and medium- to long-term dividend growth in line with earnings per share.

Accordingly, the Company will propose to the 2021 Shareholders' Meeting a dividend of €1.80 per ordinary share and €0.90 per preferred share, an increase of 2.9% compared with the dividend paid in respect

of the 2019 fiscal year (€1.75 per ordinary share and €0.87 per preferred share).

Preferred shares are entitled to a dividend equal to 50% of that paid for each ordinary share (rounded down to the nearest euro cent).

DIVIDENDS PAID TO SHAREHOLDERS OVER THE LAST FIVE YEARS

Date of Shareholders' Meeting	Fiscal year concerned	Number of shares concerned	Net dividend distributed (in euros)	Total net amount paid out (in euros)
AGM 06/09/2016	2015	43,324,068 ordinary shares*	2.42*	104,844,245
AGM 06/08/2017	2016	45,605,599 ordinary shares*	2.68*	122,223,005
AGM 06/07/2018	2017	95,048,202 ordinary shares	1.50	142,572,303
		2,740 preferred shares	0.75	2,055
AGM 06/11/2019	2018	97,182,460 ordinary shares	1.59	154,520,111
		2,740 preferred shares	0.79	2,165
AGM 06/11/2020	2019	100,345,050 ordinary shares	1.75	175,603,837
		3,722 preferred shares	0.87	3,238

* Before the two-for-one share split of July 28, 2017.

Dividends not claimed within five years from the date of their payment are forfeited and paid to the French Treasury.

6.3.2 Dividend paid to the General Partners

Given that the status of General Partner implies unlimited joint and several liability, General Partners are entitled to a statutory dividend which is calculated according to the formula set out in Article 56 of the by-laws and amended by the Combined Shareholders' Meeting of December 9, 2020. This amendment came into effect for the 2020 fiscal year.

The total shareholder return is now calculated between year N (the "Relevant Fiscal Year") and the year delivering the highest Rubis share price of the three previous years N-1, N-2 and N-3 ("the Reference Price").

The calculation of the total shareholder return (TSR) remains unchanged in principle. It corresponds to the change in market capitalization, plus dividends paid and cumulative rights detached between the year of the Reference Price and year N.

The change in market capitalization is equal to the product of the difference between (i) the average of the opening prices of the

last 20 trading days of the Relevant Fiscal Year, and (ii) the highest among the averages of the opening prices of the last 20 trading days of each of the three fiscal years preceding the Relevant Fiscal Year (the "Reference Price"), by the number of shares outstanding at the close of the Relevant Fiscal Year. This number of shares is reduced by the number of shares held by the Company with a view to their cancellation and new shares created since the end of the Reference Price fiscal year (with the exception of shares freely granted as part of a capital increase through capitalization of reserves, profits or issue premiums giving rise to adjustments).

When the TSR is positive, the dividend paid to the General Partners is equal to 3% of that amount, within the limit of 10% of net income, Group share and the distributable profit.

Half of this dividend is invested by the General Partners in Rubis shares that must be held for a three-year period.

The General Partners split the dividend in accordance with the provisions of the 1997 Shareholders' Agreement.

For 2019, the dividend paid to the General Partners amounted to €22,356,940. However, in view of the global economic situation linked to the Covid-19 pandemic, which impacted the Rubis share price, the General Partners have deferred the payment of 50% of their dividend per by-laws to June 2022, or before that date if the Rubis share price reaches an average of €50 over 20 consecutive trading days (opening price).

For 2020, the application of the formula, as defined in Article 56 of the by-laws, results in the total shareholder return of the Rubis share being negative (-€1,530,684,324.76), conferring no dividend entitlement on the General Partners.

6.4 Employee shareholdings

As of December 31, 2020, employees of the Group owned 1.32% of Rubis' share capital and voting rights through the Rubis Avenir mutual fund. Since it was put in place in

2002, Rubis has launched a capital increase reserved for employees of eligible companies (companies with their registered office in France) every year. All of these operations

have seen a high level of participation by the Group's employees.

6.4.1 Capital increase reserved for Group employees: 2020 transaction

On January 6, 2020, upon the Combined Shareholders' Meeting's approval on June 11, 2019, the Management Board carried out a capital increase reserved for employees of eligible Group companies, by means of the Rubis Avenir mutual fund.

In accordance with Article L. 3332-19 of the French Labor Code, and with the delegation

granted by the shareholders, the subscription price for new shares was set at 70% of the average listing price during the 20 trading days preceding the meeting on January 6, 2020. This average was €53.53, giving a subscription price of €37.48.

This transaction resulted in the subscription of 102,837 new shares in a total amount of

€3,854,330.76, representing the payment of par value in the amount of €128,546.25 and a share premium in the amount of €3,725,784.51. The subscription rate by the Group's employees was 52.82%.

The Management Board approved a further transaction on January 4, 2021. Subscription is ongoing as of the filing date of this document.

6.4.2 Summary table of capital increases reserved for employees

The table below provides the characteristics of the last three capital increases reserved for employees and implemented by the Company.

	2020	2019	2018
Number of eligible employees	975	941	916
Number of subscriptions	515	632	629
Subscription rate	52.82%	67.16%	68.67%
Subscription price (in euros)	37.48	37.43	47.19
Total number of shares subscribed	102,837	144,053	117,977



6.5

Stock options, performance shares and preferred shares

In accordance with the provisions of Articles L. 225-184 and L. 225-197-4 of the French Commercial Code, **this chapter constitutes the special report of the Management Board on stock options, performance shares and preferred shares.**

6.5.1 Award policy

The Company has set up stock option plans, performance share plans and preferred share plans to motivate and retain high-potential executives and Senior Managers of subsidiaries whom it wishes to keep in its workforce over the long term to ensure its future growth. These plans also enable the Company to ensure that the interests of beneficiaries are aligned with those of shareholders over the long term.

The Managing Partners and the General Partners of the Company are not eligible for any plans of this nature.

Pursuant to the recommendations of the Afep-Medef Code, all plans issued by the Company are subject to performance conditions and the beneficiaries' continued presence in the Group's workforce as of the day of the exercise of the option, the vesting

of performance and preferred shares or the conversion of preferred shares into ordinary shares. New shares are delivered in respect of all of these plans.

The main characteristics of the stock option, performance share and preferred share plans, and in particular the performance conditions to which they are fully subject, are set out in section 6.5.6 of this document.

6.5.2 Stock options

The Combined Shareholders' Meeting of June 11, 2019 (23rd resolution) authorized the Company to issue a maximum number of stock options equal to 0.25% of the number of shares making up the share capital as of the date of the same Meeting, *i.e.* 243,394 stock options.

In accordance with the provisions of this resolution, the options may only be exercised at the end of a minimum period of three years, provided that the beneficiary is in the Group's workforce as of the date of exercise of the option and subject to the fulfilment of the performance conditions set out below. In addition, the subscription price of the shares may not be less than the average listed price of the Rubis share during the 20 trading days (or any other number of trading sessions that may subsequently be provided for by law) prior to the date of the meeting of the Management Board during which the

subscription options will be granted. No discount may be applied.

In view of the 150,276 stock options granted on December 17, 2019, the Company had, as of January 1, 2020, a balance of 93,118 stock options to be granted.

PRESENCE CONDITION AND PERFORMANCE CONDITIONS

The exercise of stock options is subject to the beneficiary's presence in the Group's workforce as of the exercise date and to the fulfillment of the performance conditions described below, assessed over three years:

- **total shareholder return (TSR) of the Rubis share:** condition relating to 50% of the total number of options granted. TSR corresponds to the change in the share price of the Rubis share plus the dividends

distributed and detached rights over the period in question.

In order for all the options subject to this condition to be exercised, the cumulative TSR of the Rubis share, calculated over three years, must exceed the cumulative TSR of the SBF 120 over the same period. Otherwise, the condition will not be met and no options subject to this condition may be exercised;

- **net income, Group share:** condition relating to 25% of the total number of options granted.

In order for all the options subject to this condition to be exercised, the average annual growth in net income, Group share must reach at least 6% over three fiscal years, *i.e.* a total of 18% over the period in question.

Nevertheless, a linear exercise rate will be applied to the number of options initially allocated in the case of growth between 9% and 18%. If growth is less than or equal to 9%, the condition will not be met and no options subject to this condition may be exercised;

- **earnings per share ("EPS"):** condition relating to 25% of the total number of options granted.

In order for all the options subject to this condition to be exercised, the cumulative EPS growth of the Rubis share, calculated over three fiscal years, must exceed the cumulative FactSet consensus over the same period. Otherwise, the condition will not be met and no options subject to this condition may be exercised.

PLANS IN PROGRESS

PLAN SET UP IN 2020

On November 6, 2020, a stock option plan covering 87,502 options was set up. It benefited 36 employees.

The subscription price for new shares was set at €29.71, *i.e.* the average of the Rubis share

price during the 20 trading days preceding November 6, 2020. No discount was applied.

The exercise of the options is subject to:

- the fulfillment of the performance conditions set out above, which will be assessed as of the date of publication of the annual financial statements for the third full fiscal year following the grant of the options (*i.e.* on the date of publication of the 2023 financial statements);
- the presence of the beneficiaries in the Group's workforce at the time they are exercised.

The exercise period of the options will cover a period of 10 years.

No retention period has been set for the shares resulting from the exercise of the options.

PLAN SET UP PRIOR TO 2020

On December 17, 2019, a stock option plan covering 150,276 options was set up. It benefited 41 employees.

The subscription price for new shares was set at €52.04, *i.e.* the average of the Rubis share

price during the 20 trading days preceding December 17, 2019. No discount was applied.

The exercise of the options was subject to:

- the fulfillment of the performance conditions set out above, which will be assessed as of the date of publication of the annual financial statements for the third full fiscal year following the grant date of the options (*i.e.* on the date of publication of the 2022 financial statements);
- the presence of the beneficiaries in the Group's workforce at the time they are exercised.

The exercise period of the options will cover a period of 10 years.

No retention period has been set for the shares resulting from the exercise of the options.

STOCK OPTIONS REMAINING TO BE EXERCISED AS OF DECEMBER 31, 2020

There are 237,778 outstanding stock options resulting from the plans of December 17, 2019 and November 6, 2020.

6.5.3 Performance shares

The Combined Shareholders' Meeting of June 11, 2019 (22nd resolution) authorized the Company to grant a maximum number of free performance shares equal to 1.25% of the number of shares making up the share capital as of the date of the same Meeting, *i.e.* 1,216,972 performance shares.

In accordance with the provisions of this resolution, the performance shares will only vest after a minimum period of three years, provided that the beneficiary is in the Group's workforce as of the potential vesting date and subject to the fulfillment of the performance conditions set out below.

In view of the 385,759 performance shares granted on December 17, 2019, the Company had, on January 1, 2020, a balance of 831,213 performance shares to be granted.

PRESENCE CONDITION AND PERFORMANCE CONDITIONS

The vesting of performance shares is subject to the presence of the beneficiary in the Group's workforce as of the potential vesting date as well as the fulfillment of the performance conditions, assessed over three years, described below:

- **total shareholder return (TSR) of the Rubis share:** condition relating to 50% of the total number of options allocated. TSR corresponds to the change in the share price of the Rubis share plus the dividends distributed and detached rights over the period in question.

In order for all the performance shares subject to this condition to vest, the cumulative TSR of the Rubis share, calculated over three years, must exceed the cumulative TSR of the SBF 120 over the same period. Otherwise, the performance condition will not be met and no performance shares subject to this condition will vest;

- **net income, Group share:** condition relating to 25% of the total number of options allocated.

In order for all the performance shares subject to this condition to vest, the average annual growth in net income, Group share must reach at least 6% over three fiscal years, *i.e.* 18% in total over the period in question.

However, a straight-line exercise rate will be applied to the number of shares initially granted in the case of growth of between 9% and 18%. If growth is less

than or equal to 9%, the performance condition will not be met and no performance shares subject to this condition will vest;

- **earnings per share ("EPS"):** condition relating to 25% of the total number of options allocated.

In order for all the performance shares subject to this condition to vest, the cumulative growth in Rubis' EPS calculated over three fiscal years must exceed the cumulative FactSet consensus over the same period. Otherwise, this condition will not be met and no performance shares subject to this condition will vest.

PLANS IN PROGRESS

PLAN IMPLEMENTED IN 2020

On November 6, 2020, a free performance share plan was set up, covering 787,697 shares. It benefited 55 employees.

The vesting of the performance shares by the beneficiaries was subject to:

- the fulfillment of the performance conditions set out above, which will be assessed as of the date of publication of the annual financial statements for the

third full fiscal year following the grant of the options (*i.e.* on the date of publication of the 2023 financial statements);

- the presence of the beneficiaries in the Group's workforce at the date of the potential vesting.

No retention period has been set.

PLAN SET UP PRIOR TO 2020

On December 17, 2019, a performance share plan covering 385,759 shares was set up. It benefited 49 employees.

The vesting of the performance shares by the beneficiaries was subject to:

- the fulfillment of the performance conditions set out above, which will be assessed as of the date of publication of the annual financial statements for the third full fiscal year following the grant of the options (*i.e.* on the date of publication of the 2022 financial statements);

- the presence of the beneficiaries in the Group's workforce at the date of the potential vesting.

No retention period has been set.

PERFORMANCE SHARES IN THE PROCESS OF VESTING AS OF DECEMBER 31, 2020

There are 1,173,456 outstanding performance shares resulting from the plans of December 17, 2019 and November 6, 2020.

6.5.4 Preferred shares

Since 2015, the Company has implemented nine preferred share plans: one plan in 2015, one in 2016, two in 2017, three in 2018 and two in 2019.

Preferred shares have the same par value as ordinary shares, but have neither voting rights nor preferential subscription rights. They do, however, receive a dividend equal to 50% of that paid for an ordinary share, effective from their issue date, following the vesting period, with the stipulation that, taking into account the conversion coefficient used (0 to 100), 100 times fewer preferred shares are issued than ordinary shares. The dividend is paid in cash without the possibility of opting for payment in shares.

EMPLOYMENT CONDITIONS AND PERFORMANCE CRITERIA

Vesting of the preferred shares and their conversion into ordinary shares are subject to the beneficiary's continued employment within the Group.

The conversion of the preferred shares takes place on the basis of the average annual overall rate of return ("AAORR") of Rubis shares. The AAORR, which incorporates the stock-market performance of the share as well as dividends and rights for the period, must be equal to or greater than 10% over four full years (*i.e.* a minimum of 40% over four years). The conversion ratio is one preferred share for 100 ordinary shares for an AAORR higher than or equal to 10%. The conversion coefficient used for converting preferred shares into ordinary shares varies by the straight-line method between 0 and 100 depending on the actual AAORR on the conversion date.

This performance condition is assessed when the preferred shares are converted into ordinary shares. If the AAORR achievement rate is zero or less than 100% or if the beneficiary has left the Group, the preferred

shares that are not converted may be bought back by the Company at par value with a view to their cancellation.

VESTING AND HOLDING PERIODS

Except for the plan of September 2, 2015 – for which the Shareholders' Meeting had set a two-year vesting period followed by a two-year retention period – the plans below have a three-year vesting period followed by a minimum one-year retention period.

PLANS IN PROGRESS

PLAN SET UP IN 2020

No preferred share plan was set up in 2020. The Company is no longer authorized to issue preferred shares.

PLANS SET UP PRIOR TO 2020

September 2, 2015 plan

The September 2, 2015 plan relating to 2,884 preferred shares convertible into 288,400 ordinary shares, for which the performance condition was validated by the Management Board on September 2, 2019, saw its **conversion period** into ordinary shares expire on March 2, 2020.

On March 2, 2020, the Management Board recorded the conversion of 1,094 preferred shares into 109,400 ordinary shares since January 1, 2020 and automatically converted 992 preferred shares (*i.e.* 99,200 ordinary shares) that had not been converted by the beneficiaries.

July 11, 2016 plan

The July 11, 2016 plan saw its one-year retention period expire on July 11, 2020.

Of the 3,864 preferred shares granted under the plan, only 3,722 had been issued by July 11, 2019, 50 preferred shares having been canceled due to the departure of a beneficiary from the Group's workforce and

92 preferred shares having been subject to a deferred vesting period (of one year) for certain beneficiaries whose income is taxable outside France.

After noting the presence of the beneficiaries in the Group's workforce as of that date, the Management Board, at its meeting of July 13, 2020:

- decided to create 92 preferred shares that were subject to a deferred vesting period;
- noted that the performance condition described above had been fully met: the post-closing AAORR as of July 10, 2020 was 11.64% (*i.e.* 46.56% at the end of the four-year period), corresponding to a conversion coefficient of 100 ordinary shares per preferred share.

The 3,814 preferred shares are therefore convertible by the beneficiaries into 381,400 ordinary shares within 18 months following the Management Board meeting of July 13, 2020 (*i.e.* until close of business on January 12, 2022).

As of December 31, 2020, 706 performance shares had been converted into ordinary shares by the beneficiaries. At the end of the 18-month conversion period, *i.e.* January 13, 2022, the preferred shares not converted by the beneficiaries will be automatically converted by the Company.

March 13, 2017 plan

The March 13, 2017 plan for 1,932 preferred shares saw its three-year vesting period expire on July 13, 2020.

After noting the presence of the beneficiaries in the Group's workforce, the Management Board, at its meeting of March 13, 2020, approved the creation of 1,706 preferred shares out of the 1,932 that could be created, 226 preferred shares having been subject to a deferred vesting period (of one year) for certain beneficiaries whose income is taxable outside France.

July 19, 2017 plan

The July 19, 2017 plan for 374 preferred shares saw its three-year vesting period expire on July 19, 2020.

After noting the presence of the beneficiaries in the Group's workforce, the Management Board, at its meeting of July 20, 2020, approved the creation of 374 preferred shares.

March 2, 2018 Plan

The vesting period for the plan of March 2, 2018, relating to 345 preferred shares, was still in progress as of December 31, 2020.

March 5, 2018 plan

The vesting period for the plan of March 5, 2018, relating to 1,157 preferred shares, was still in progress as of December 31, 2020.

October 19, 2018 plan

The vesting period for the plan of October 19, 2018, relating to 140 preferred shares, was still in progress as of December 31, 2020.

January 7, 2019 plan

The vesting period for the plan of January 7, 2019, relating to 62 preferred shares, was still in progress as of December 31, 2020.

December 17, 2019 plan

The vesting period for the plan of December 17, 2019, relating to 662 preferred shares, was still in progress as of December 31, 2020.

PERFORMANCE SHARES IN THE PROCESS OF VESTING AS OF DECEMBER 31, 2020

These consist of the 2,366 preferred shares corresponding to the plans of March 2, March 5, and October 19, 2018 and January 7 and December 17, 2019, which were still vesting.



6.5.5 Number of ordinary shares that may be issued as of December 31, 2020 as a result of all current plans

As of December 31, 2020, the potential volume of ordinary shares that may be issued as a result of all stock option, performance share and preferred share plans in the process of vesting was

2,189,234 shares, *i.e.* 2.11% of the share capital, breaking down as follows:

- 237,778 shares in respect of stock option plans not yet exercised;
- 1,173,456 shares in respect of performance share plans for which the vesting period is ongoing;
- 778,000 shares in respect of preferred share plans that have not yet been converted into ordinary shares.



6.5.6 Monitoring of stock option, performance share and preferred share plans

The tables below show the characteristics of the stock option, performance share and preferred share plans outstanding as of December 31, 2020, as well as the history of completed plans.

STOCK OPTION PLANS OUTSTANDING AS OF DECEMBER 31, 2020

Stock option plans	2019 plan	2020 plan
Date of Shareholders' Meeting	06/11/2019	06/11/2019
Date of grant by the Management Board	12/17/2019	11/06/2020
Total number of shares available for subscription⁽¹⁾	150,276	87,502
Total number of beneficiaries	41	36
• of which corporate officers	0	0
Start date for exercising options	Date of publication of the 2022 annual financial statements	Date of publication of the 2023 annual financial statements
Expiration date for exercising options	Date of publication of the 2032 annual financial statements	Date of publication of the 2033 annual financial statements
Subscription price (in euros)	52.04	29.71
Performance conditions (assessed over three years):		
• total shareholder return (TSR) of the Rubis share	Relates to 50% of the award ⁽²⁾	Relates to 50% of the award ⁽⁵⁾
• net income, Group share	Relates to 25% of the award ⁽³⁾	Relates to 25% of the award ⁽⁶⁾
• earnings per share (EPS)	Relates to 25% of the award ⁽⁴⁾	Relates to 25% of the award ⁽⁷⁾
Total number of options exercised	0	0
Number of canceled/void options	0	0
Number of options outstanding as of 12/31/2020	150,276	87,502

(1) One option gives the right to subscribe for one share.

(2) Cumulative TSR of the Rubis share between the fiscal years 2020 and 2022 higher than the cumulative TSR of the SBF 120 over the same period.

(3) Average annual growth in net income, Group share of 6% between fiscal years 2020 and 2022 (i.e. a minimum of 18% in total, with straight-line depression between 18% and 9%).

(4) Cumulative EPS growth of the Rubis share between fiscal years 2020 and 2022 higher than the FactSet consensus over the same period.

(5) Cumulative TSR of the Rubis share between fiscal years 2021 and 2023 higher than the cumulative TSR of the SBF 120 over the same period.

(6) Average annual growth in net income, Group share of 6% between fiscal years 2021 and 2023 (i.e. a minimum of 18% in total, with straight-line depression between 18% and 9%).

(7) Cumulative EPS growth of the Rubis share between fiscal years 2021 and 2023 higher than the FactSet consensus over the same period.

OPTIONS GRANTED TO AND EXERCISED BY THE GROUP'S TOP 10 NON-CORPORATE OFFICER EMPLOYEES DURING THE 2020 FISCAL YEAR

	Number of options granted/exercised	Weighted average price (in euros)	Date of plans
Options granted by the issuer during the fiscal year to the top 10 Group employees receiving the largest number of grants	48,647	29.71	11/06/2020
Options exercised during the year by the 10 Group employees exercising the highest number of options	0	-	-

HISTORY OF EXPIRED STOCK OPTION PLANS

Date of plans	Number of options allocated ⁽¹⁾	Of which options canceled	Number of options exercised	Expiration date for exercising options
January 17, 2001	222,939 ⁽²⁾	0	222,939	July 16, 2011
December 13, 2002	12,349 ⁽²⁾	0	12,349	December 12, 2012
January 19, 2004	38,143	0	38,143	January 18, 2014
July 29, 2004	4,978	0	4,978	July 28, 2014
July 12, 2005	6,493	0	6,493	July 11, 2015
July 27, 2006	344,980	21,383	323,597	July 26, 2012
November 17, 2006	5,116	0	5,116	November 16, 2012
August 29, 2007	8,314	0	8,314	August 28, 2013
February 12, 2008	24,732	0	24,732	February 11, 2013
June 4, 2008	10,392	0	10,392	June 3, 2014
July 22, 2009	752,485	14,548	737,937	July 21, 2014
April 28, 2011	79,376	21,082	58,294	April 27, 2016
July 9, 2012	548,525	0	548,525	July 8, 2017

(1) Following readjustments due to various capital increases.

(2) Before the two-for-one Rubis share split of July 8, 2011.

PERFORMANCE SHARE PLANS OUTSTANDING AS OF DECEMBER 31, 2020

Performance share plan	2019 Plan	2020 Plan
Date of Shareholders' Meeting	06/11/2019	06/11/2019
Date of grant by the Management Board	12/17/2019	11/06/2020
Number of shares allocated	385,759	798,697
Total number of beneficiaries	49	55
• of which corporate officers ⁽¹⁾	0	1
• of which French residents	21	24
• of which non-French residents	28	31
Vesting date of shares:		
• French residents	Date of publication of the 2022 annual financial statements	Date of publication of the 2023 annual financial statements
• Non-French residents	Date of publication of the 2022 annual financial statements	Date of publication of the 2023 annual financial statements
Performance conditions (assessed over three years):		
• total shareholder return (TSR) of the Rubis share	Relates to 50% of the award ⁽²⁾	Relates to 50% of the award ⁽⁵⁾
• net income, Group share	Relates to 25% of the award ⁽³⁾	Relates to 25% of the award ⁽⁶⁾
• earnings per share (EPS)	Relates to 25% of the award ⁽⁴⁾	Relates to 25% of the award ⁽⁷⁾
Number of shares vested	0	0
Number of canceled/void stock options	0	0
Number of shares subject to deferred vesting	NA	NA
Number of performance shares outstanding as of 12/31/2020	385,759	787,697

(1) Exclusively Group subsidiaries.

(2) Cumulative TSR of the Rubis share between the fiscal years 2020 and 2022 higher than the cumulative TSR of the SBF 120 over the same period.

(3) Average annual growth in net income, Group share of 6% between fiscal years 2020 and 2022 (i.e. a minimum of 18% in total, with straight-line depression between 18% and 9%).

(4) Cumulative EPS growth of the Rubis share between fiscal years 2020 and 2022 higher than the FactSet consensus over the same period.

(5) Cumulative TSR of the Rubis share between fiscal years 2021 and 2023 higher than the cumulative TSR of the SBF 120 over the same period.

(6) Average annual growth in net income, Group share of 6% between fiscal years 2021 and 2023 (i.e. a minimum of 18% in total, with straight-line depression between 18% and 9%).

(7) Cumulative EPS growth of the Rubis share between fiscal years 2021 and 2023 higher than the FactSet consensus over the same period.

PERFORMANCE SHARES GRANTED TO AND PERFORMANCE SHARES VESTED BY THE GROUP'S TOP 10 NON-CORPORATE OFFICER EMPLOYEES DURING THE 2020 FISCAL YEAR

	Number of performance shares granted/vested	Date of plans
Performance shares granted by the issuer during the fiscal year to the 10 Group employees with the highest number of shares thus granted	331,884	11/06/2020
Performance shares vested during the fiscal year by the 10 Group employees with the highest number of shares thus vested	0	-

HISTORY OF EXPIRED FREE PERFORMANCE SHARE PLANS

Date of plans	Number of performance shares granted	Of which canceled shares	Number of performance shares vested	Vesting date	End date of retention period
July 27, 2006	44,304 ⁽¹⁾	3,054	41,250	March 11, 2010	March 11, 2012
November 17, 2006	717 ⁽¹⁾	0	717	March 11, 2010	March 11, 2012
August 29, 2007	600 ⁽¹⁾	0	600	October 15, 2010	October 15, 2012
February 12, 2008	1,768 ⁽¹⁾	0	1,768	February 14, 2011	February 14, 2014
June 4, 2008	728 ⁽¹⁾	0	728	June 16, 2011	June 16, 2013
July 22, 2009	106,405	2,080	104,325	August 20, 2012	August 3, 2014
April 28, 2011	11,356	2,636	8,720	May 13, 2014	May 13, 2016
July 9, 2012	195,751	0	195,751	July 10, 2015	July 10, 2017
July 18, 2012	1,444	0	1,444	July 20, 2015	July 20, 2017
September 18, 2012	3,609	0	3,609	Canceled shares	-
July 9, 2013	11,395	0	11,395	July 11, 2016	July 11, 2018
January 3, 2014	5,101	0	5,101	January 3, 2017	January 3, 2019
March 31, 2014	751	0	751	April 3, 2017	April 3, 2017 ⁽²⁾
August 18, 2014	114,616	1,500	113,116	August 18, 2017	August 18, 2019
April 17, 2015	17,622	0	17,622	April 17, 2018	April 17, 2020

(1) Before the two-for-one Rubis share split of July 8, 2011.

(2) Standard retention period of two years from vesting not applicable to the sole beneficiary due to his invalidity corresponding to classification in the second category provided for in Article L. 341-4 of the French Social Security Code.

PREFERRED SHARE PLANS OUTSTANDING AS OF DECEMBER 31, 2020

Preferred share plans	2015 Plan	2016 Plan	2017 Plan	2017 Plan	2018 Plan	2018 Plan	2018 Plan	2019 Plan	2019 Plan
Date of Shareholders' Meeting	06/05/2015	06/09/2016	06/09/2016	06/08/2017	06/08/2017	06/08/2017	06/08/2017	06/08/2017	06/08/2017
Date of grant by the Management Board	09/2/2015	07/11/2016	03/13/2017	07/19/2017	03/02/2018	03/05/2018	10/19/2018	01/07/2019	12/17/2019
Number of preferred shares allocated	2,884⁽⁵⁾	3,864⁽⁵⁾	1,932⁽⁵⁾ as reported	374⁽⁵⁾	345	1,157	140	62	662
Total number of beneficiaries	44	51	19	6	1	10	1	1	1
• of which corporate officers ⁽¹⁾	2	2	2	0	1	1	1	0	0
• of which French residents	34	38	15	5	1	10	1	0	1
• of which non-French residents	10	13	4	1	0	0	0	1	1
Vesting date of preferred shares:									
• French residents	09/02/2017	07/11/2019	03/13/2020	07/20/2020	03/02/2021	03/05/2021	10/19/2021	01/07/2022	12/17/2022
• Non-French residents	09/02/2019	07/11/2020	03/13/2021	07/20/2020	03/02/2022	03/05/2022	10/19/2022	01/07/2023	12/17/2023
Date of convertibility of preferred shares into ordinary shares	09/02/2019	07/13/2020	03/13/2021	07/19/2021	03/02/2022	03/05/2022	10/19/2022	01/07/2023	12/17/2023
Expiry date of the conversion period into ordinary shares	03/02/2020	01/13/2022	09/13/2022	01/19/2023	09/01/2023	09/04/2023	04/18/2024	07/06/2024	06/16/2025
Number of preferred shares vested	2,884	3,814	1,706	374	-	-	-	-	-
Number of preferred shares canceled/void	0	50	0	0	-	-	-	-	-
Number of preferred shares subject to deferred vesting	-	-	226	0	0	0	0	0	0
Performance condition (assessed over four years):									
• Reference Price ⁽²⁾ (for the assessment of the AAORR ⁽³⁾) (in euros)	32.38	33.78	43.10	50.28	57.97	57.89	47.28	46.78	52.12
• AAORR ⁽³⁾ achieved	75.56%	46.56%	-	-	-	-	-	-	-
• conversion coefficient applied ⁽⁴⁾	100	100	-	-	-	-	-	-	-
Number of preferred shares converted into ordinary shares	2,884	706	-	-	-	-	-	-	-
Number of preferred shares outstanding as of 12/31/2020	0	3,108	1,932	374	345	1,157	140	62	662

(1) Exclusively Group subsidiaries.

(2) Average of the opening prices quoted for Rubis shares during the 20 trading days preceding the date of the allocation of the preferred shares.

(3) Average annual overall rate of return ("AAORR") for the Rubis share equal to a 10% minimum (i.e. a minimum AAORR of 40% over four years).

(4) The conversion coefficient varies between 0 and 100 ordinary shares for one preferred share, depending on the actual AAORR. Straight-line degression will be applied between the actual AAORR and the target AAORR (10%) giving the right to a maximum coefficient of 100.

(5) Following the two-for-one Rubis share split of July 28, 2017.

PREFERRED SHARES GRANTED TO AND PREFERRED SHARES VESTED BY THE TOP 10 NON-CORPORATE OFFICER EMPLOYEES OF THE GROUP DURING THE 2020 FISCAL YEAR

	Number of preferred shares granted/vested	Date of plans
Preferred shares granted by the issuer during the fiscal year to the 10 Group employees with the highest number of shares thus granted	0	-
Preferred shares vested during the fiscal year by the 10 Group employees with the highest number of shares thus vested	1,374	03/13/2017 07/19/2017

6.6

Relations with investors and financial analysts

The Group strives to maintain close relationships with financial analysts and all of its shareholders, whether individual or institutional, French or foreign. Rubis has also developed its relationships with French and international brokers, including Berenberg, CM-CIC, Exane, Gilbert Dupont, Kepler

Cheuvreux, Oddo, Portzamparc and Société Générale. Analyst and investor meetings and/or conference calls are held in conjunction with the release of the annual (in March) and half-yearly (in September) results or at the time of any other significant event. In addition, conference calls are organized with financial

analysts and institutional investors after the publication of quarterly revenue figures. At the same time, Group management speaks throughout the year at conferences and roadshows organized by specialized financial intermediaries. Investors can also contact the Head of Investor Relations at any time.

Documents accessible to the public

Documents and information relating to the Company (in particular its by-laws and other corporate documents), consolidated financial statements and separate financial statements for 2020 and previous years, may be consulted on the Company's website (www.rubis.fr/en) and at its registered office under the conditions provided for by law.

The Company's press releases, the 2019 and later Universal Registration Documents and the earlier Registration Documents filed with

the Autorité des Marchés Financiers (AMF), together with their updates, where applicable, are available on the Company's website.

Presentations made by the Group at the time of publication of its annual and half-yearly results, as well as quarterly financial information (revenue for the first, third and fourth quarters) and presentations relating to strategy and CSR issues can also be consulted online on the Company's website.

Regulated information is posted on the Company's website for at least five years and on the website of the French Legal and Administrative Information Directorate (www.info-financiere.fr).

Finally, declarations on the crossing of thresholds are published on the AMF's website (www.amf-france.org).

2021-2022 financial agenda

May 6, 2021	First-quarter 2021 sales revenue (after trading)
June 10, 2021	Shareholders' Meeting (2 p.m.)
September 9, 2021	2021 half-yearly results (after trading)
November 9, 2021	Third-quarter 2021 sales revenue (after trading)
February 10, 2022	Fourth-quarter 2021 sales revenue (after trading)

Identity

RCS: 784 393 530 RCS Paris
LEI: 969500MGFIKUGLTC9742
APE code: 6420Z
ISIN code: FR0013269123
Listing venue: Euronext Paris
Main indices: CAC MID 60 and SBF 120

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SHAREHOLDERS' MEETINGS

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