



Paris, June 12, 2020 – 5:35 pm

**APPROVAL BY THE ORDINARY SHAREHOLDERS MEETING OF JUNE 11, 2020  
OF THE COMPENSATION POLICIES FOR RUBIS MANAGEMENT  
AND SUPERVISORY BOARD MEMBERS OF RUBIS**

*(in accordance with the article R. 226.1.1.V of the French Commercial Code)*

Rubis' Ordinary Shareholders Meeting of June 11, 2020, held behind closed doors, approved as follows, without modification, the compensation policies for Rubis Management and for Supervisory Board members of Rubis as presented in the Universal Registration Document (chapter 5, sections 5.5.1.1. and 5.5.1.2) and in the notice of meeting:

<b>Resolutions</b>	<b>Voting results</b>
Approval of the compensation policy for Rubis Management ( <i>ex-ante vote</i> ) (13 <sup>th</sup> resolution)	Approved at 97,268%
Approval of the compensation policy for the members of the Supervisory Board members of Rubis ( <i>ex-ante vote</i> ) (14 <sup>th</sup> resolution)	Approved at 99,961%

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