



## **SAY ON PAY**

### **ADDITIONAL INFORMATION RELATIVE TO THE COMPENSATION OF MR. JACQUES RIOU (AGENA'S MANAGER) IN THE GROUP'S SUBSIDIARIES**

In addition to information relative to the compensation of AGENA SAS (Rubis' co-manager) for 2018, as published page 29 of the Notice of meeting and chapter 6, section 6.5.3.3 of the 2018 Registration Document in accordance with article 26 of the Afep-Medef regulation, it is specified that Mr Jacques Riou (AGENA's Manager) receives the following compensation in his capacity as Chairman of some Rubis' subsidiaries:

<b>Jacques Riou (in his capacity as Chairman of Rubis Énergie and Chairman of the Board of Directors of Rubis Terminal)</b>	<b>For the 2018 fiscal year</b>		<b>For the 2017 fiscal year</b>	
	<b>Montants dus</b>	<b>Montants versés</b>	<b>Montants dus</b>	<b>Montants versés</b>
Fixed compensation	296,504	296,504	294,481	294,481
Annual variable compensation	NA	NA	NA	NA
Exceptional compensation	NA	NA	NA	NA
Attendance fees	NA	NA	NA	NA
Benefits in kind (car)	13,742	13 742	13,886	13,886
<b>TOTAL</b>	<b>310,246</b>	<b>310,246</b>	<b>308,367</b>	<b>308,367</b>

NA : not applicable.