

IN-
FOR-
MAT-
ION

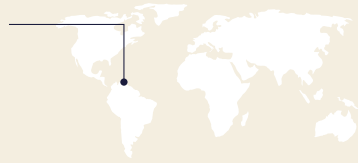


Additional information

-
- ONE COUNTRY / ONE ACTION** **288**
- French Antilles and French Guiana*
- Énergies Nouvelles Antilles Guyane (ENAG)*
- 8.1 Declaration of responsible officers 290
- Persons responsible for the Universal Registration Document 290
- Declaration of the persons responsible for the Universal Registration Document 290
- Information concerning the principal Statutory Auditors and Alternate Auditors 291
- 8.2 Incorporation by reference 292
- 8.3 Cross-reference table for the Universal Registration Document 294
- 8.4 Cross-reference tables for the Annual Financial Report and the management report 296
- 8.4.1 Cross-reference table for the Annual Financial Report 296
- 8.4.2 Cross-reference table for the management report and the report on corporate governance attached to the management report 297

One country...

FRENCH ANTILLES AND FRENCH GUIANA



A commitment to the training and entrepreneurship of young people



The Soufrière,
National Park,
Guadeloupe

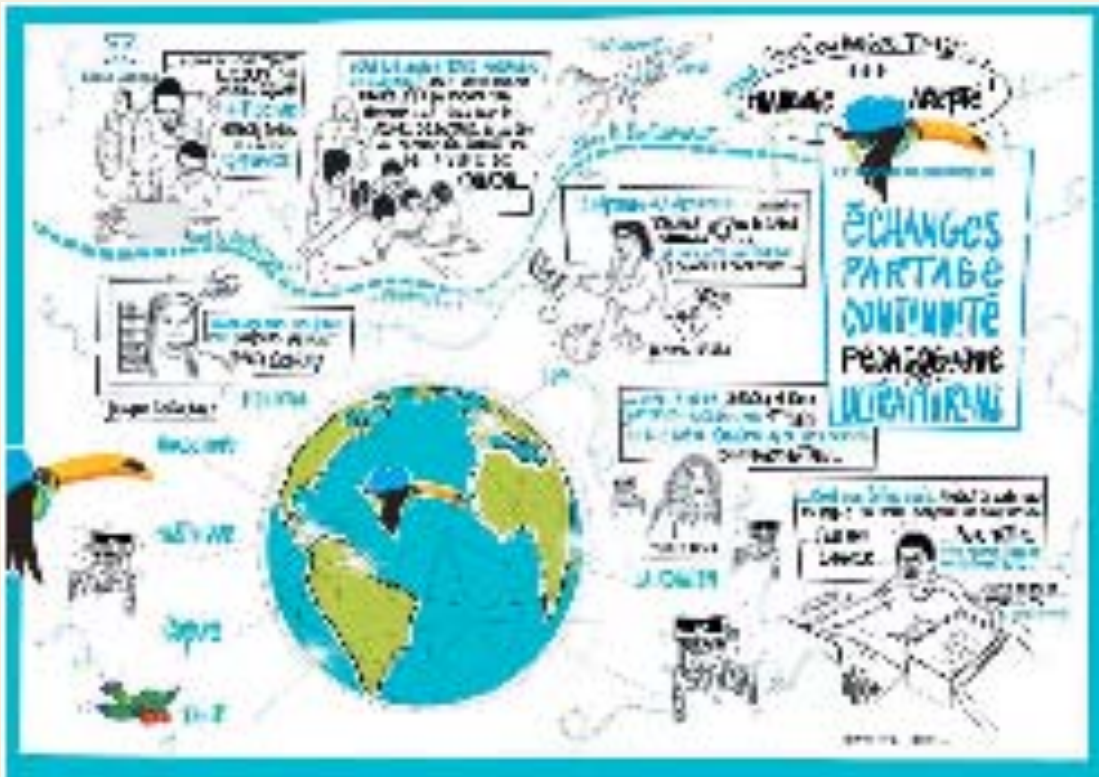


The Saut-du-
Gendarme waterfall,
Martinique



The Amazon,
French Guiana

... one action



ÉNERGIES NOUVELLES ANTILLES GUYANE (ENAG)

Énergies Nouvelles Antilles Guyane (ENAG) is a non-profit founded in 2018 by the Société Anonyme de la Raffinerie des Antilles (SARA), a subsidiary of the Rubis Group. Its aim is to promote, encourage and develop projects led by and for young people. The focus is on training, professional integration, education and cultural development in three areas: Martinique, Guadeloupe and French Guiana.

In 2020, ENAG supported the *Park Numérique* (Digital Park) project in French Guiana, which consists of giving socially vulnerable children access to digital tools and teaching them how to use them. Digital workshops are held every Wednesday for 12 children in the towns of Kourou and Saint-Laurent-du-Maroni.

3 PROJECTS RELATED TO TRAINING AND REINTEGRATION HAVE BEEN SUPPORTED SINCE 2018

3 SARA EMPLOYEES ARE INVOLVED IN THE ASSOCIATION'S ACTIVITIES

Rubis in the Antilles/French Guiana

<p>408 EMPLOYEES</p>		<p>86 GAS STATIONS UNDER THE VITO BRAND</p>
<p>2005 DATE GROUP OPERATIONS BEGAN</p>	<p>No. 2 IN THE MARKET</p>	<p>17,400 TONNES OF LPG DISTRIBUTED IN 2020</p>

8.1

Declaration of responsible officers

Persons responsible for the Universal Registration Document

Gilles Gobin: Managing Partner

Jacques Riou: Chairman of Agena, Co-Managing Partner of Rubis

Declaration of the persons responsible for the Universal Registration Document

We declare that, having taken all reasonable care to ensure that such is the case, the information contained in the Universal Registration Document is, to the best of our knowledge, in accordance with the facts and contains no omission likely to affect its import.

We declare that, to the best of our knowledge, the financial statements have been prepared in compliance with applicable accounting standards and give a true and fair view of the assets, liabilities, financial position and results of the Company and all companies included in its consolidated group, and that the management report of which the various headings are mentioned in

the cross-reference table in chapter 8, section 8.4.2 of this Universal Registration Document, on pages 297 and 298 gives a true and fair view of the performance of the business, results and financial position of the Company and the companies in its consolidated scope, as well as describing the main risks and uncertainties that it faces.

Signed in Meudon and Paris, April 29, 2021

Jacques Riou
Chairman of Agena, Co-Managing Partner of Rubis SCA

Gilles Gobin
Managing Partner

Information concerning the principal Statutory Auditors and Alternate Auditors

PRINCIPAL STATUTORY AUDITORS

	Date of appointment	Term expires
Monnot & Associés	SM June 9, 2016	Fiscal 2021-2022 SM
2 bis A, avenue Le Corbeiller		
92190 Meudon – France		
represented by Laurent Guibourt		
Mazars	SM June 9, 2016	Fiscal 2021-2022 SM
Tour Exaltis – 61, rue Henri Regnault		
92400 Courbevoie – France		
represented by Ariane Mignon		
PricewaterhouseCoopers Audit	SM June 11, 2020	Fiscal 2025-2026 SM
63, rue de Villiers		
92208 Neuilly-sur-Seine Cedex – France		
represented by Cédric Le Gal		

ALTERNATE AUDITORS

	Date of appointment	Term expires
Isabelle Arribé	SM June 9, 2016	Fiscal 2021-2022 SM
20, promenade du Millénaire		
92400 Courbevoie – France		
Manuela Baudoin-Revert	SM June 9, 2016	Fiscal 2021-2022 SM
Mazars		
Tour Exaltis – 61, rue Henri Regnault		
92400 Courbevoie – France		
Patrice Morot	SM June 11, 2020	Fiscal 2025-2026 SM
63, rue de Villiers		
92208 Neuilly sur Seine Cedex – France		

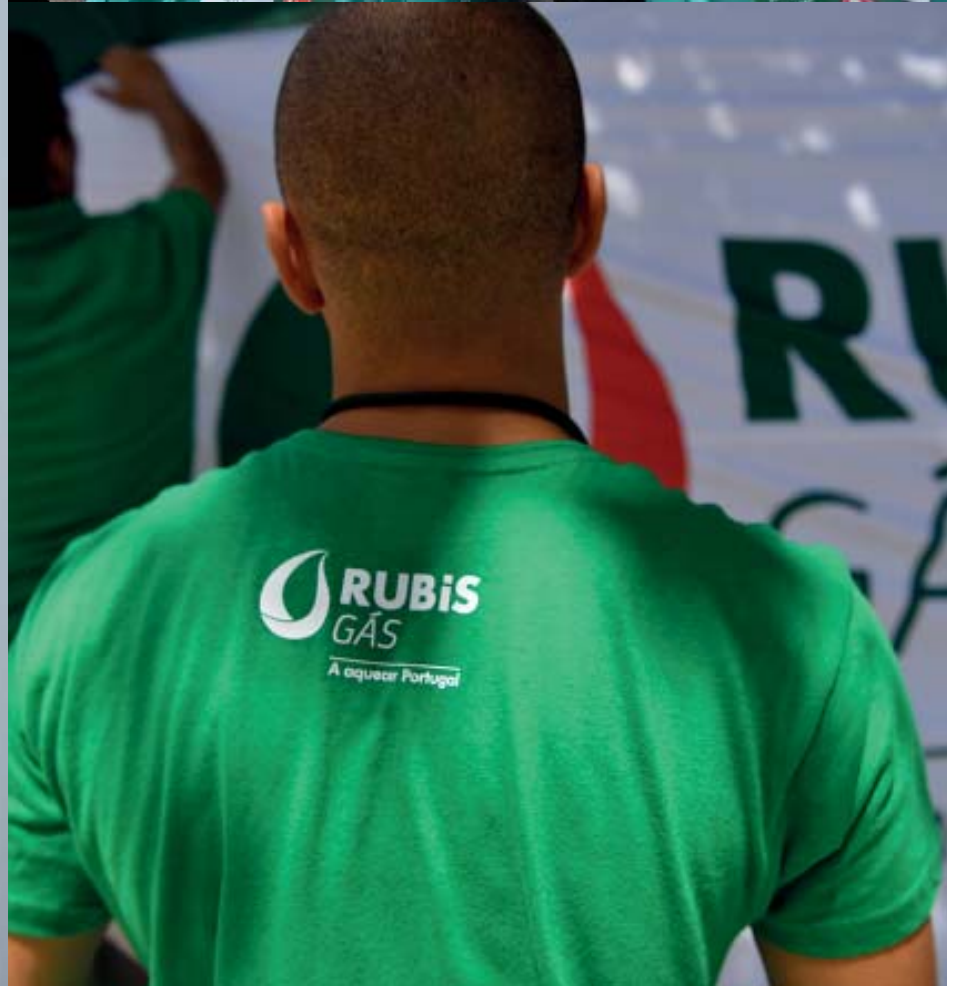
8.2

Incorporation by reference

In accordance with Article 19 of Regulation (EU) 2017/1129 of June 14, 2017, the following information is included by reference in this Universal Registration Document.

- The consolidated financial statements for the year ended December 31, 2019 and the corresponding Statutory Auditors' report are included in the 2019 Universal Registration Document filed with the French financial market authority (Autorité des Marchés Financiers – AMF) on April 29, 2020, under number D. 20-0398, on pages 216 to 269 and 284 to 287.
- The consolidated financial statements for the year ended December 31, 2018 and the corresponding Statutory Auditors' report are included in the 2018 Registration Document filed with the French financial market authority (Autorité des Marchés Financiers – AMF) on April 29, 2019, under number D. 19-0438, on pages 187 to 240 and 256 to 258.





8.3

Cross-reference table for the Universal Registration Document

The cross-reference table below shows the headings provided for in Annexes I and II of Delegated Regulation (EU) 2019/980 of March 14, 2019 supplementing Regulation (EU) 2017/1129 of June 14, 2017 and provides references to the pages on which the relevant information appears in this Universal Registration Document.

Headings of Annex I and II to Delegated Regulation (EU) 2019/980 of March 14, 2019	Chapter	Page
1 Persons responsible, third party information, experts' reports and competent authority approval		
1.1 Name and position of responsible officers	8.1	290
1.2 Declaration of responsible officers	8.1	290
1.3 Name, address, qualifications and material interests of persons acting as experts	NA	NA
1.4 Confirmation relating to third-party information	NA	NA
1.5 Declaration of filing with the competent authority	-	5
2 Statutory Auditors	8.1	291
3 Risk factors	3.1	53 to 62
4 Information about the issuer		
4.1 Legal and commercial name	6.6	201
4.2 Place of registration, registration number and legal entity identifier (LEI)	6.6	201
4.3 Date of formation and duration	6.1.4	181
4.4 Domicile, legal form, applicable legislation, country of incorporation, address and telephone number of registered office, website	6.1 - 6.6	180 - 201
5 Business overview		
5.1 Principal activities	1.5	22 to 29
5.2 Principal markets	1.1	10 to 15
5.3 Important events in the development of the business	2.1 - 7.1	40 to 46 - 220
5.4 Strategy and objectives	1.1 - 2.1	10 to 15 - 40 to 46
5.5 Dependence on patents or licenses, industrial, commercial or financial contracts, or new manufacturing processes	NA	NA
5.6 Competitive position	1.1	12 and 13
5.7 Investments	2.1	40 to 46
5.7.1 Material historical investments	2.1 - 7.1	40 to 46 - 220
5.7.2 Material current investments	2.1	40 to 46
5.7.3 Joint ventures and undertakings in which the issuer holds a proportion of the capital likely to have a significant effect on the assessment of its own assets and liabilities, financial position or profits and losses	7.1	255 to 257
5.7.4 Environmental issues liable to affect the use of tangible fixed assets	4.2.2	84 to 96
6 Organizational structure		
6.1 Brief description of the Group	1	10 to 35
6.2 List of significant subsidiaries	1.7 - 7.1	34 and 35 - 214 to 219
7 Operating and financial review		
7.1 Financial condition	2.1 - 7.1	40 to 46 - 206 to 259
7.1.1 Development and performance of the issuer's business and of its position	7.3.1	271

Headings of Annex I and II to Delegated Regulation (EU) 2019/980 of March 14, 2019	Chapter	Page
7.2 Operating results	1.3 - 2.1 - 7.1	19 - 40 - 208
7.2.1 Information regarding significant factors materially affecting the issuer's income from operations	2.1	40 to 46
7.2.2 Reasons for any material changes in net sales or revenues disclosed by historical financial information	2.1 - 3.1	40 to 46 - 53 to 62
8 Capital resources		
8.1 Information on capital resources	7.1	233
8.2 Source, amount and description of cash flows	2.1 - 7.1	41 - 210 and 211
8.3 Information on borrowing requirements and funding structure	2.1 - 7.1	41 - 236 to 241
8.4 Restrictions on the use of capital resources that have or could have a material affect on the issuer's operations	NA	NA
8.5 Anticipated financing sources for material investments planned, and needed to fulfil commitments referred to in item 5.7.2	2.1 - 7.1	40 to 46 - 222 and 223
9 Regulatory environment	3.1.2.3	59 and 60
10 Trend information	2.2	46
11 Profit forecasts or estimates	NA	NA
12 Management and Supervisory bodies		
12.1 Information on members of the Management and Supervisory bodies	5.2 - 5.3	140 to 148
12.2 Conflicts of interest, commitments relating to appointments, restrictions on the disposal of investments in the issuer's share capital	5.5	172 and 173
13 Remuneration and benefits of Management and Supervisory bodies		
13.1 Remuneration paid and benefits in kind	5.4	160 to 171
13.2 Amounts set aside or accrued for pension, retirement or similar benefits	7.1	242 to 244
14 Board practices		
14.1 Date of expiration of current term of office and period served	5.3.1	143
14.2 Service contracts linking members of the Supervisory Board	5.5	172
14.3 Information on Committees	5.3.2	143 - 152 to 154
14.4 Statement of compliance with the corporate governance regime in effect in France	5.1	139
14.5 Potential material impacts on the corporate governance	NA	NA
15 Employees		
15.1 Workforce	4.3 - 7.1	102 - 247
15.2 Shareholdings and stock options	6.2.2 - 6.4 - 6.5 - 7.1	185 - 192 to 200 - 233 to 235
15.3 Agreements providing for employee shareholding	4.3.4 - 6.4 - 7.1	111 - 192 - 233 to 235
16 Major shareholders		
16.1 Shareholders holding notifiable interests in the share capital or voting rights	6.2.2	185
16.2 Voting rights of major shareholders exceeding their share of share capital	NA	NA
17 Related-party transactions	5.5 - 7.1	172 - 258
18 Financial information concerning the issuer's assets and liabilities, financial position, and profits and losses		
18.1 Historical financial information	7.3.1	271
18.2 Interim and other financial information	NA	NA
18.3 Auditing of historical financial information	7.4	273 to 279
18.4 <i>Pro forma</i> financial information	NA	NA
18.5 Dividend policy	6.3	191
18.6 Legal and arbitration proceedings	3.1.2.3 - 3.1.2.4	59 to 62
18.7 Significant change in the issuer's financial position	NA	NA
19 Additional information		
19.1 Share capital	6.2 - 7.2	185 to 190 - 266 and 267
19.1.1 Issued and authorized share capital	6.2 - 7.2	185 to 190 - 266 and 267
19.1.2 Shares not representing share capital	NA	NA
19.1.3 Shares held by the issuer or its subsidiaries	6.2.2 - 6.2.5 - 7.1	185 - 187 to 188 - 233
19.1.4 Securities giving future access to the issuer's share capital	6.2.6 - 6.5.5	188 - 197
19.1.5 Information about and terms of any acquisition rights and/or obligations over authorized but unissued capital or an undertaking to increase the capital	6.2.5 - 6.5	187 to 188 - 193 to 200
19.1.6 Capital of any member of the Group under option or subject to an agreement	NA	NA

Headings of Annex I and II to Delegated Regulation (EU) 2019/980 of March 14, 2019	Chapter	Page
19.1.7 History of the share capital of the issuer	6.2.7 - 7.3.1	189 and 190 - 271
19.2 Memorandum and Articles of Association	6.1.4	181 to 184
19.2.1 Corporate purpose of the issuer	6.1.4	181
19.2.2 Rights, preferences, and restrictions attached to each category of existing shares	6.5	185
19.2.3 By-law provisions, charter or rules of the issuer that may delay, defer or prevent a change of control	NA	NA
20 Material contracts (other than contracts concluded in the normal course of business)	NA	NA
21 Documents available	6.6	201

8.4

Cross-reference tables for the Annual Financial Report and the management report

8.4.1 Cross-reference table for the Annual Financial Report

The Annual Financial Report, prepared in accordance with Article L. 451-1-2 of the French Monetary and Financial Code and Article 222-3 of the General Regulation of the French financial market authority (*Autorité des*

Marchés Financiers), includes the documents, reports and information in this Universal Registration Document as detailed below. The Management Board presents the draft resolutions that are submitted for vote by the

shareholders in a separate document (the Notice of Combined Shareholders' Meeting to be held on June 10, 2021).

	Chapter	Page
• 2020 Annual financial statements	7.2	260 to 270
• 2020 Consolidated financial statements	7.1	206 to 259
• Management report	8.4.2	297 and 298
• Report on corporate governance, attached to the management report	5 - 6.1.4 - 6.2.4 - 8.4.2	138 to 175 - 183 - 186 and 187 - 297 and 298
• Non-Financial Information Statement, attached to the management report	4	75 to 133
• Declaration of persons responsible for the Annual Financial Report	8.1	290
• Statutory Auditors' report on the annual financial statements	7.4.2	276 to 279
• Statutory Auditors' report on the consolidated financial statements	7.4.1	273 to 276

8.4.2 Cross-reference table for the management report and the report on corporate governance attached to the management report

The management report (Articles L. 225-100 *et seq.*, L. 232-1 I and II and R. 225-102 *et seq.* of the French Commercial Code) consists of the information presented in this Universal Registration Document containing the Annual Financial Report in chapters 1 to 7, with the exception of chapter 5, which constitutes the report on corporate governance.

	Chapter	Page
Group position and activity		
Position of the Company during the past fiscal year, analysis of business development, results and financial position of the Company and the Group	1 - 2.1 - 7.1	10 to 35 - 40 to 46 - 206 to 259
Financial key performance indicators	2.1	40 to 46
Non-financial key performance indicators, including information on environmental and personnel issues	4.2 - 4.3	82 to 113
Significant events occurring between the closing date of the fiscal year and the date on which the management report was prepared	2.2 - 7.2	46 - 270
Identity of the main shareholders and holders of voting rights at Shareholders' Meetings, changes made during the fiscal year	6.2.2	185 and 186
Existing branches	NA	NA
Significant equity investments in companies with their registered office in France	7.1 - 7.2	220 - 263
Disposals of cross-shareholdings	NA	NA
Foreseeable changes in the position of the Company and the Group and future outlook	1.5	22 to 29
Research and development activities	NA	NA
Table of income and expenses over the last five financial years	7.3.1	271
Information on supplier and customer payment terms	7.3.2	272
Amount of inter-company loans granted and Statutory Auditors' statement	NA	NA
Internal control and risk management		
Description of the main risks and contingencies	3.1	52 to 62
Information on financial risks related to the effects of climate change, measures taken to reduce them	3.1.2.2	58
Main characteristics of the internal control and risk management procedures relating to the preparation and processing of accounting and financial information	3.2	63 to 67
Objectives and hedging policy and exposure to price, credit, liquidity and cash risks	3.1.2.4	60 and 61
Anti-corruption system	4.4.1.1	115 and 116
Vigilance plan and report on its effective implementation	NA	NA
Report on corporate governance		
Corporate officer compensation policy	5.4	156 to 160
Compensation and benefits of any kind paid during the fiscal year or allocated for the fiscal year to each corporate officer	5.4.4	162 to 171
Proportion relating to fixed and variable compensation	5.4.2	158 to 160
Use of the option to request the return of variable compensation	5.4.2	158
Commitments made by the Company for the benefit of corporate officers corresponding to elements of compensation, indemnities or benefits in respect of the assumption, termination or change of their duties	NA	NA
Compensation paid or allocated by a company included in the scope of consolidation	5.4.4	165 and 171
Ratios between the level of compensation of each executive corporate officer and the average and median compensation of the Company's employees	5.4.4	160 to 162
Annual change in compensation, the Company's performance, average employee compensation and the aforementioned ratios over the last five fiscal years.	5.4.4	161 and 162
The manner in which the total compensation complies with the adopted compensation policy, contributes to the long-term performance of the Company and in which the performance criteria have been applied	5.4.1	156 and 157
The manner in which the vote of the last Ordinary Shareholders' Meeting was taken into account	5.4.1	157
Deviation from the procedure for implementing the compensation policy and any exceptions	NA	NA
Application of the suspension of payment of the compensation of the members of the Supervisory Board in the event of non-compliance with gender balance	NA	NA
Allocation and retention of options by corporate officers	5.4.2	159
Allocation and retention of free shares by corporate officers	5.4.2	159
List of all offices held and functions performed in any company by each of the corporate officers during the fiscal year	5.2.1 - 5.3.1	140 and 141 - 143 to 148
Agreements entered into between a senior manager or a significant shareholder and a subsidiary	5.5	172
Summary table of valid delegations granted by the Shareholders' Meeting for capital increases	5.5 - 6.2.4	174 - 186 and 187

	Chapter	Page
Composition, conditions of preparation and organization of the work of the Supervisory Board	5.3	143 to 155
Application of the principle of balanced representation of women and men on the Supervisory Board	5.3.1	143 and 144 - 149 and 150
Reference to a corporate governance code and application of the "comply or explain" principle	5.1	139
Ways of taking part in the Shareholders' Meeting	5.5 - 6.1.4	174 - 183
Procedure for evaluating current agreements - Implementation	5.5	173
Information liable to have an impact in the event of a takeover bid or exchange offer	5.5	175
Shareholders and capital		
Structure, changes in the Company's share capital and crossing of thresholds	6.2	185 to 190
Acquisition and disposal by the Company of its own shares	6.2.5	187 and 188
Statement of employee shareholding on the last day of the fiscal year	6.2.2 - 6.4	185 - 192
Statement of any adjustments for securities giving access to the share capital in the event of share buybacks or financial transactions	6.5.6	198 to 200
Information on the transactions of senior managers and related persons on Company's securities	5.5	174
Amount of dividends distributed in respect of the three previous years	6.3	191
Non-Financial Information Statement (NFIS)		
See detailed Cross-reference table	4.5.4	130
Other information		
Additional tax information	NA	NA
Injunctions or financial penalties for anti-competitive practices	NA	NA

To Olivier Dassault,
in memorium and grateful remembrance
(Member of the Supervisory Board of Rubis
from 1999 to 2019)

Photo credits
(unless specified)

© Rubis photo library - © Gilles Dacquin - © iStock



Registered office:
46, rue Boissière - 75116 Paris - France
Paris Trade and Companies
Register 784 393 530
Tel.: +33 (0)1 44 17 95 95

Investor Relations
Tel.: +33 (0)1 45 01 72 32

The management system governing the printing
of this document is ISO 14001:2014 - certified.