



Viridien
Société Anonyme with a share capital of €7,161,465
Registered office: 27 avenue Carnot, 91300 Massy
Trade and Company Register No.: 969 202 241 R.C.S. Evry
(the “Company”)

Statement on the remuneration of Viridien’s Corporate Officers

Paris, February 27, 2025

On February 27, 2025, the Board of Directors of Viridien decided on the annual remuneration of its corporate officers for financial year 2024 and on the applicable remuneration policy for financial year 2025, subject to the 2025 annual General Meeting’s approval.

These components are published pursuant to the AFEF-MEDEF Code to which the Company refers, and were determined as follows by the Board of Directors, following the recommendation of the Appointment, Remuneration and Governance Committee:

1. CHAIRMAN OF THE BOARD OF DIRECTORS

Remuneration of the Chairman of the Board of Directors for financial year 2024

For financial year 2024, the annual fixed remuneration of Mr. Philippe Salle in his capacity as Chairman of the Board of Directors amounts to €170,000. In addition, a remuneration amounting to €70,000 for financial year 2024 for his office as Director has been allocated.

Remuneration of the Chairman of the Board of Directors for financial year 2025

Annual fixed remuneration as Chairman of the Board of Directors

For financial year 2025, the annual fixed remuneration of Mr. Philippe Salle in his capacity as Chairman of the Board of Directors is maintained at €170,000.

The annual fixed remuneration of Philippe SALLE will be prorated based on his presence as Chairman of the Board of Directors between January 1, 2025 and April 30, 2025.

Remuneration as Director

The Chairman of the Board of Directors will not receive any fixed portion for his term of office as Director. He may receive a variable portion of a maximum amount of €70,000 subject to an annual presence condition of at least 90%. Below 90% attendance rate, such remuneration will be paid on a *pro rata basis*. The variable remuneration as Director of Phillipe SALLE will be prorated based on his presence as Chairman of the Board of Directors between January 1, 2025 and April 30, 2025.

In accordance with article L. 22-10-8 of the French Commercial Code, the remuneration policy of the Chairman of the Board of Directors for financial year 2025 will be submitted to the 2025 annual General Meeting for approval.

2. CHIEF EXECUTIVE OFFICER (CEO)

Variable remuneration of Viridien's CEO for financial year 2024

For financial year 2024, the annual variable remuneration of Mrs. Sophie Zurquiyah amounts to €780,215

The annual variable remuneration due to Mrs. Sophie Zurquiyah as CEO for financial year 2024 will be paid in 2025, subject to the approval of the 2025 annual General Meeting.

Fixed and variable remuneration of Viridien's CEO for financial year 2025

For financial year 2025, the annual fixed remuneration of Mrs. Sophie Zurquiyah as CEO of Viridien amounts to €680,400. This fixed remuneration will be paid to Sophie ZURQUIYAH on a prorated basis between January 1, 2025 and April 30, 2025. Regarding the annual variable remuneration, the Board of Directors also decided to maintain a target objective of 100% of the annual fixed remuneration. In accordance with article L. 22-10-8 of the French Commercial Code, the remuneration policy of the CEO for financial year 2025 will be submitted to the 2025 annual General Meeting for approval.

3. CHAIRPERSON AND CHIEF EXECUTIVE OFFICER

Fixed and variable remuneration of Viridien's Chairperson and CEO for financial year 2025

Following the end of the mandate of Philippe SALLE as Chairman of the Board of Directors at the General Meeting of April 30, 2025, Sophie ZURQUIYAH will additionally assume the role of Chairperson of the Board of Directors with her current role of Chief Executive Officer. The combined role of Chairperson and Chief Executive Officer will be referred as "Chairperson and Chief Executive Officer".

Following the recommendation of the Appointment, Remuneration and Governance Committee, the Board of Directors meeting of February 27, 2025 decided to include an 11% increase in the annual fixed remuneration for the Chairperson and Chief Executive Officer thus increasing Sophie ZURQUIYAH's fixed remuneration from €680,400 to €755,400. Regarding the annual variable remuneration, the Board of Directors also decided to maintain a target objective of 100% of the annual fixed remuneration.

In accordance with article L. 22-10-8 of the French Commercial Code, the remuneration policy of the Chairperson and CEO for financial year 2025 will be submitted to the 2025 annual General Meeting for approval.

The financial and non-financial objectives of the variable remuneration as well as the details of the remuneration and benefits of Mrs. Sophie Zurquiyah as CEO and then Chairperson and CEO of Viridien will be presented in the 2024 Universal Registration Document.

Contact Viridien:

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