



Viridien
Société Anonyme with a share capital of €7,189,314
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, March 6, 2026

On February 26, 2026, the Board of Directors of Viridien decided on the annual remuneration of its corporate officers for financial year 2025 and on the applicable remuneration policy for financial year 2026, subject to the 2026 annual General Meeting’s approval.

These components are published pursuant to the AFEP-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. REMUNERATION OF THE CORPORATE OFFICERS FOR FINANCIAL YEAR 2025

Remuneration of Philippe Salle, as Chair of the Board of Directors from January 1 to April 30, 2025

From January 1 to April 30, 2025, Philippe Salle received in his capacity as Chairman of the Board of Directors a fixed portion amounting €56,666 and a variable portion amounting to €23,333.

Remuneration of Sophie Zurquiyah, as CEO (from January 1 to April 30, 2025) and Chair and CEO (from April 30, 2025 to December 31, 2025)

Following the end of the mandate of Philippe Salle as Chair of the Board of Directors at the General Meeting of April 30, 2025, Sophie Zurquiyah assumed the combined role of Chair and Chief Executive Officer (“CEO”) from this date.

For financial year 2025, the annual fixed remuneration of Sophie Zurquiyah amounts to a total of €730,400 corresponding to:

- €226,800, calculated on a prorated basis of an annual fixed remuneration of €680,400 as **CEO only** for the period between January 1, 2025 and April 30, 2025;
- €503,600, calculated on a prorated basis of an annual fixed remuneration of €755,400 as **Chair and CEO** for the period between April 30, 2025 and December 31, 2025.

For financial year 2025, the annual variable remuneration of Sophie Zurquiyah amounts to €946,700.

The annual variable remuneration due to Sophie Zurquiyah as CEO and subsequently as Chair and CEO for financial year 2025 will be paid in 2026, subject to the approval of the 2026 annual General Meeting.

2. REMUNERATION OF THE CORPORATE OFFICERS FOR FINANCIAL YEAR 2026

Remuneration policy of the Chair and CEO applicable from January 1, 2026 to June 3, 2026

For financial year 2026, the annual fixed remuneration of Sophie Zurquiyah as Chair and CEO of Viridien amounts to €755,400. This fixed remuneration will be paid to Sophie Zurquiyah on a prorated basis between January 1, 2026 and June 3, 2026. Regarding her annual variable remuneration, a target objective of 100% of the annual fixed remuneration prorated was maintained. In accordance with article L. 22-10-8 of the French Commercial Code, the remuneration policy of the Chair and CEO for financial year 2026 will be submitted to the 2026 annual General Meeting for approval.

Remuneration policy of the Chair of the Board of Directors applicable from June 3, 2026 to December 31, 2026

From June 3, 2026, Sophie Zurquiyah will serve solely as Chair of the Board of Directors, stepping down from her role as CEO. For this position, she will receive an annual fixed remuneration amounting to €350,000 to be paid on a prorated basis between June 3, 2026 and December 31, 2026. She will retain her existing CEO benefits, including medical coverage and company car.

Remuneration policy of the CEO applicable from June 3, 2026 to December 31, 2026

From June 3, 2026, Henning Berg will assume the role of CEO of Viridien. For this position, he will receive an annual fixed remuneration amounting to €650,000 to be paid on a prorated basis between June 3, 2026 and December 31, 2026. Regarding his annual variable remuneration, to be paid on a prorated basis, a target objective of 100% of the annual fixed remuneration was set. In accordance with article L. 22-10-8 of the French Commercial Code, the remuneration policy of the CEO for financial year 2026 will be submitted to the 2026 annual General Meeting for approval.

The financial and non-financial objectives of the variable remuneration for 2026 as well as the details of the remuneration and benefits of Sophie Zurquiyah as Chair and CEO, and then Henning Berg as CEO of Viridien will be detailed in the 2025 Universal Registration Document.

Contact Viridien:

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