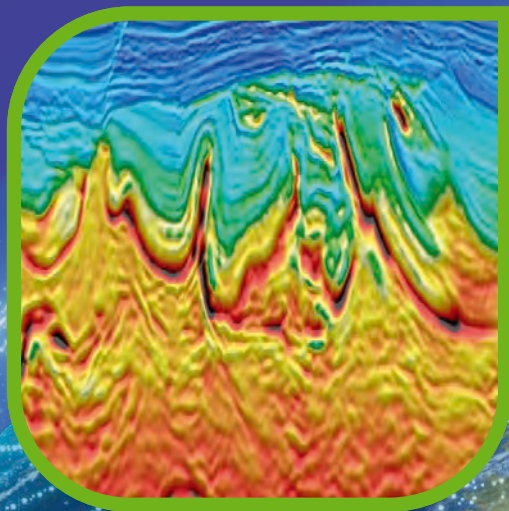


UNIVERSAL REGISTRATION DOCUMENT 2025

including the annual financial report



VIRIDIEN

SEE THINGS DIFFERENTLY

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A UNIQUE RANGE
OF GEOSCIENCE
TECHNOLOGIES
AND SOLUTIONS

UNIVERSAL REGISTRATION DOCUMENT 2025

including the annual financial report



This Universal Registration Document was filed on April 2, 2026 with the Autorité des marchés financiers (AMF), as competent authority under Regulation (EU) 2017/1129, without prior approval pursuant to Article 9 of said regulation.

The Universal Registration Document may be used for the purposes of an offer to the public of financial securities or admission of financial securities to trading on a regulated market if completed by a securities note and, if applicable, a summary and any amendments made to the Universal Registration Document. The complete package of documents is approved by the AMF in accordance with Regulation (EU) 2017/1129.

This Universal Registration Document is available at no charge upon request to the Company's registered address, as well as on the website of the AMF (www.amf-france.org) and on the Company's website (www.viridiengroup.com).

This Universal Registration Document is a reproduction in PDF format, translated in English, of the official version of the Universal Registration Document established in ESEF format, filed with the AMF on April 2, 2026 and available on the AMF website www.amf-france.org/fr. This reproduction is available on our website www.viridiengroup.com.

This Document is a non-binding translation into English of the Universal Registration Document of the Company issued in French and is provided solely for information purposes. In case of discrepancies between the French and English versions of the Universal Registration Document, the French version shall prevail.

This Universal Registration Document
can be consulted and downloaded
from the website

www.viridiengroup.com



SEE
THINGS
DIFFERENTLY

FORWARD-LOOKING STATEMENTS

This Universal Registration Document (the "Document") includes "forward-looking statements", which involve risks and uncertainties, including, without limitation, certain statements made in the sections entitled 1.1 "Objectives and strategy", 1.2 "Business description", and 5 "Operating and Financial Review". These forward-looking statements may be identified by the use of words such as "believes", "expects", "may", "should", "seeks", "approximately", "intends", "plans", "estimates", or "anticipates" or similar expressions that relate to our strategy, plans or intentions. These forward-looking statements are subject to risks and uncertainties that may change at any time, and, therefore, the Company's actual results may differ materially from those expected. These forward-looking statements are based on the Company's views and assumptions about future events. While the Company believes that these assumptions are reasonable, it is very difficult to predict the impact of known factors, and, of course, it is impossible to anticipate all factors that could affect the Company's actual results. All forward-looking statements are based upon information available to the Company on the date of this Document.

Important risk factors that could cause actual results to differ materially from the Company's expectations ("cautionary statements") are disclosed under section 2.2 "Main Risk Factors and Control Measures" and elsewhere in this Document, including, without limitation, in conjunction with the forward-looking statements included in this Document.

Neither the Company nor any of its subsidiaries assumes any obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. In addition, in light of these risks, uncertainties and assumptions, the forward-looking events discussed in this Document might not occur. When considering forward-looking statements, you should keep in mind the risk factors and other cautionary statements included in this Document, including those described in section 2.2 "Main Risk Factors and Control Measures" of this Document.

The logo for VIRIDIEN, featuring the word "VIRIDIEN" in a stylized, sans-serif font. The letters "V", "I", "R", "I", "D", and "I" are blue, while the letters "E", "N", and "E" are green.

Message from the CEO



Sophie Zurquiyah
CEO

Dear Shareholders,

2025 was a particularly dynamic year for Viridien. It marks a decisive milestone in the execution of our asset-light and technology differentiation strategy, which we have been pursuing since my appointment in 2018. We are now no longer exposed, either directly or indirectly, to vessel commitments, significantly enhancing the resilience and flexibility of our business model.

2025 also marked a major step forward in our financial transformation. We successfully refinanced our bond debt, extending its maturity to 2030, while generating a high level of cash. In line with our commitments, this cash was fully allocated to further debt reduction, contributing to the sustained strengthening of our financial profile and reaching 1.6× net leverage ratio.

Operationally, our performance was remarkable in a market that remained broadly stable for oilfield services. We generated revenue of close to \$1.2 billion, up 4% year-on-year, with particularly strong momentum in our Data, Digital & Energy Transition activities, which grew by 8%.

Our core businesses once again demonstrated their strength. Geoscience continued to benefit from our differentiated model and technological leadership in subsurface imaging. Earth Data was supported by sustained demand for high-quality data in mature and strategic basins, as well as by recent industry consolidation. Sensing & Monitoring completed the restructuring initiated two years ago, reducing its breakeven point by \$30 million.

Beyond growth, our profitability continued to improve. Adjusted segment EBITDAs exceeded \$550 million, and net income increased by 40% year-on-year, reflecting both the quality of our operational execution and the positive impact of our transformation. This performance, combined with disciplined management, supported strong cash generation, with Net cash flow reaching \$107 million, exceeding our annual targets.

We also continued to contribute to the energy transition. Our technologies and data enable a better understanding and more responsible management of natural resources, while supporting the development of low-carbon applications. In 2025, we reduced our greenhouse gas emissions to 9.9 ktCO₂eq (Scopes 1 and 2), compared with 16.3 a year earlier, and we have committed to achieving carbon neutrality across all scopes by 2050.

Viridien's performance is underpinned by proven and sustainable competitive advantages, including the excellence of its teams, its technological leadership and its expertise in high-performance computing. These strengths are complemented by rigorous management discipline and robust governance, ensuring capital allocation focused on shareholder value creation and the Group's long-term sustainability.

It has now been eight years since I took on the role of Chief Executive Officer of Viridien, and I am approaching the end of my second term. I am particularly proud of what the Group's 3,200 women and men have achieved over this period, further positioning Viridien as a leading strategic partner for its clients and strengthening its resilience across market cycles.

In line with its commitments, the Board of Directors has decided to reinstate a separation of the roles of Chair and Chief Executive Officer, effective from the Annual General Meeting on June 3, 2026. It is therefore with great enthusiasm that I hand over the role of Chief Executive Officer of the Group to Henning Berg as of that date. I look forward to supporting him in his new responsibilities and to continuing my commitment to Viridien as Chair.

Henning has already joined the Company as Chief Operating Officer and is getting up to speed with our operations. With 27 years of experience in oilfield services, he will contribute to sustaining the Group's growth momentum.

"VIRIDIEN'S PERFORMANCE IS UNDERPINNED BY PROVEN AND SUSTAINABLE COMPETITIVE ADVANTAGES, INCLUDING THE EXCELLENCE OF ITS TEAMS, ITS TECHNOLOGICAL LEADERSHIP AND ITS EXPERTISE IN HIGH-PERFORMANCE COMPUTING."

The sector environment remains volatile, marked by fluctuations in energy prices and geopolitical uncertainties. Recent events have nonetheless highlighted the critical importance of secure and affordable access to energy. In this context, while continuing to pursue decarbonization commitments, exploration and production players are rebalancing their portfolios toward their core activities and strengthening the security of their reserves.

We approach the future with confidence. With leading-edge technologies, a differentiated value proposition, a high-quality data library, and a strong track record, Viridien is more than ever a trusted partner for its clients, helping to address industry challenges and contribute to global energy security.

I would like to thank all our teams for their commitment, as well as our clients and partners for their trust. I also thank you, dear shareholders, for your continued support, and I look forward to seeing you on June 3, 2026, at the Annual General Meeting.

Yours sincerely,

Sophie Zurquiyah
CEO

Viridien at a glance

2025 Key Highlights

January

Viridien awarded three-year seismic processing contract in Oman

Viridien has been awarded a three-year contract by Petroleum Development Oman (PDO) to deliver advanced land seismic imaging services at its dedicated processing center in Muscat, extending a longstanding collaboration between the two companies.

March

Sercel delivers multiple 528 land acquisition systems in India and Turkey

Sercel has delivered several next-generation 528™ land seismic acquisition systems for surveys in India and Turkey, confirming strong market adoption following its recent launch and building on the success of the 508XT.

April

Viridien awarded seismic reimaging project in Algeria

Viridien has been awarded a contract by Groupement Hassi Bir Rekaiz (Sonatrach/PTTEP) to reimage two legacy 3D seismic datasets totaling 2,400 sq km in the Berkine Basin, enhancing subsurface imaging through the use of advanced technologies.



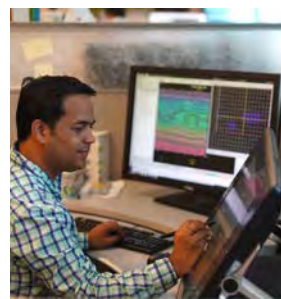
June

Sercel launches Accel, the world's first onshore drop node solution

Sercel has introduced Accel, the industry's first onshore drop node solution, designed to accelerate deployment, improve operational efficiency and reduce HSE risks.

Viridien and TGS launch Laconia Phase III OBN program in the US Gulf

Viridien, in partnership with TGS, has commenced Phase III of the Laconia multi-client OBN program in the US Gulf, targeting complex subsalt reservoirs, with initial data delivery expected in early 2026.



August

Sinopec deploys 65,000 Sercel nodes for large-scale survey in Mexico

Viridien has delivered a 65,000-node WiNG system to Sinopec for a 3D seismic survey covering approximately 3,000 sq km in Mexico, ensuring high-quality data acquisition in complex environments.

September

Viridien and TGS launch Megabar Extension offshore Brazil

Viridien and TGS have initiated the Megabar Extension Phase I multi-client survey in the Barreirinhas Basin, a 5,300 sq km project targeting a high-potential frontier offshore area.

Viridien commences Utsira North OBN imaging in Norway

Viridien has commenced processing and imaging of the Utsira North OBN survey in the Norwegian North Sea, supporting exploration and development in a strategic offshore area.

Sercel supplies major land seismic equipment package in North Africa

Sercel has delivered 75,000 digital sensors and 24 Nomad 90 Neo vibrators to support large-scale seismic operations in North Africa, strengthening the operational capacity of local contractors in the region.



October

Sercel awarded major 528 system contract by ONGC

Sercel has secured a major contract with ONGC to supply 24,000 channels of its 528 land acquisition system, supporting onshore exploration campaigns across India.

December

Viridien launches seismic reimaging program offshore Angola

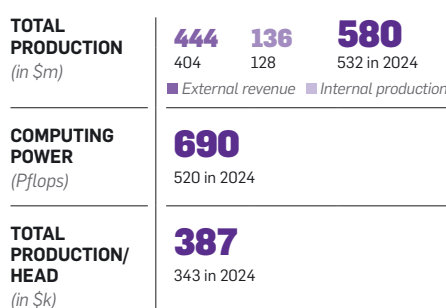
Viridien has initiated a 4,300 sq km multi-client seismic reimaging program over Block 22 offshore Angola to support an upcoming licensing round and enhance subsurface understanding.

Activities

Viridien is an advanced technology, digital and Earth data company that pushes the boundaries of science to enable a more prosperous and sustainable future. Leveraging our ingenuity, ambition and deep scientific curiosity, we generate new insights, innovations and solutions that help address complex challenges related to natural resources, digital technologies, the energy transition and infrastructure. Through our expertise and advanced technologies, we support our clients in making informed, responsible and efficient decisions. Viridien employs approximately 3,200 people worldwide and is listed on the Euronext Paris stock exchange under the ticker VIRI.

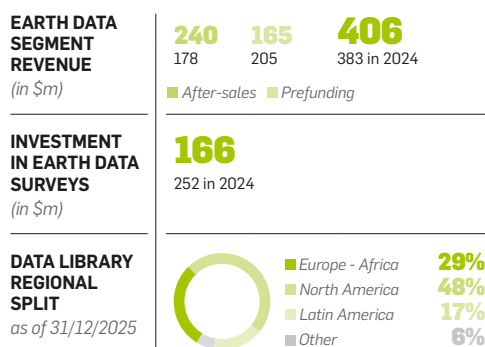
1 Geoscience

As recognized leaders in advanced subsurface imaging, our experts bring a collaborative approach to problem solving. Our global network of 22 data imaging centers provides region-specific expertise, outstanding services and remarkable technology in every image. We provide integrated reservoir characterization services and innovative solutions for complex E&P challenges. Our comprehensive portfolio of geoscience services brings valuable insight to all aspects of natural resource exploration and development, helping to reduce drilling risk and build better reservoir models. We develop sophisticated algorithms to deliver powerful reservoir answers from geophysical data at every stage from exploration to production. We have a high market share and are highly differentiated.



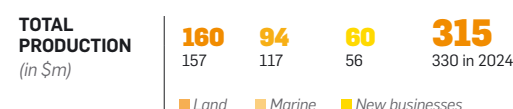
2 Earth Data

We invest in a portfolio of geographical opportunities to build a geoscience database and thrive to achieve a high prefunding for our new projects. We typically invest in the range of \$150-250 million per year in our surveys. At the end of 2025, we had over 1.4 million square kilometers of high-end offshore seismic data, in the most prolific basins around the world with 78% of the net book value being made of projects of 1 year old or less. We own marketing rights to the data for a period of time and sell licenses to use this data to named clients who generally use it for reservoir exploration and development.



3 Sensing & Monitoring

Sensing & Monitoring offers a comprehensive portfolio of systems, sensors and sources for seismic acquisition, as well as a range of products and services dedicated to critical infrastructure monitoring and marine surveillance. Leveraging Sercel, a leading brand in the oil and gas sector, the business designs, manufactures and sells a broad range of geophysical equipment for both land and marine seismic data acquisition, including recording systems, software and sources. It also provides worldwide customer support services, including training and technical assistance. Sercel has a global presence and the widest installed base of seismic equipment worldwide.



Indicators

as of 31/12/2025

Key financial indicators

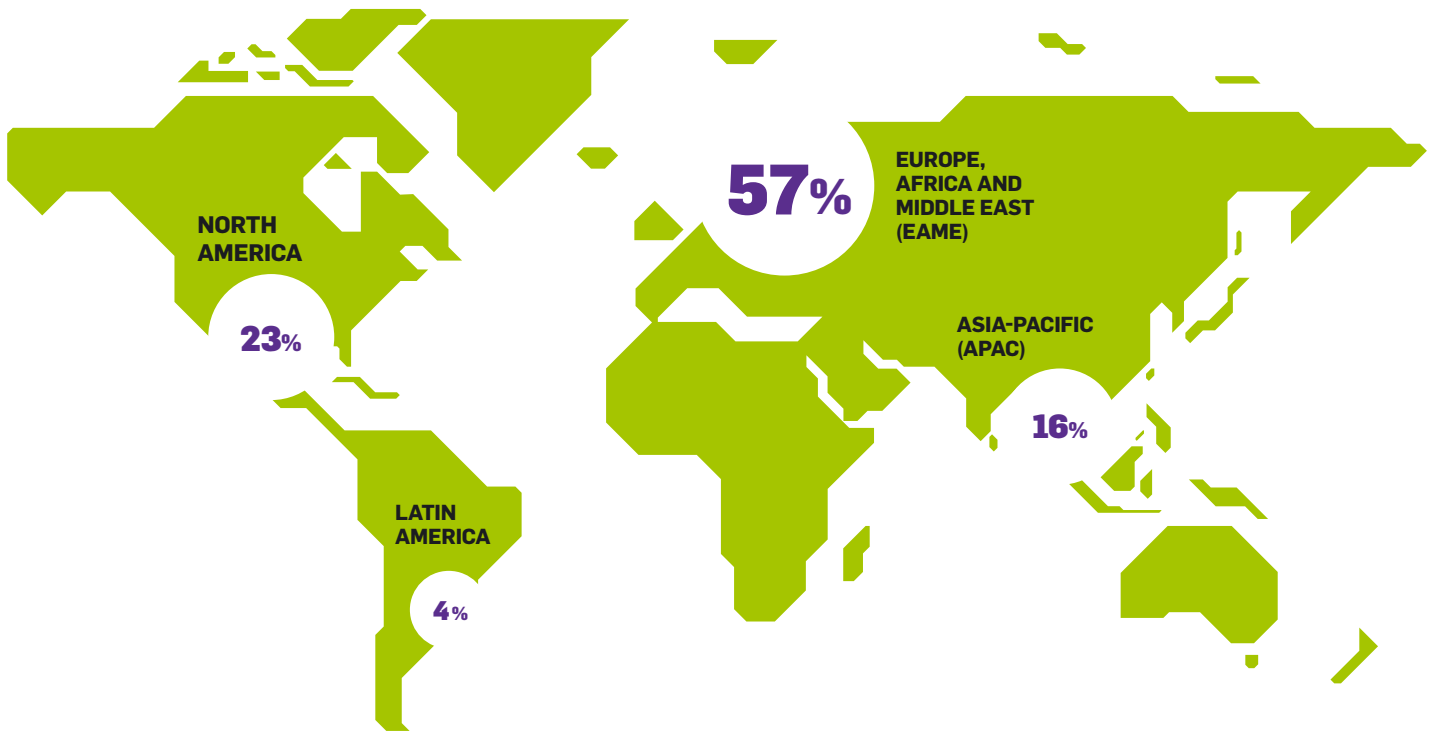
(in millions of dollars)

SEGMENT REVENUE	IFRS REVENUE	
1,165 1,117 in 2024	1,071 1,211 in 2024	
NET DEBT / ADJUSTED* SEGMENT EBITDAS	ADJUSTED* SEGMENT EBITDAS	IFRS EBITDA
1.6x 2.0x in 2024	551 455 in 2024	461 516 in 2024
NET CASH FLOW	ADJUSTED* SEGMENT OPERATING INCOME	IFRS OPERATING INCOME
107 56 in 2024	240 173 in 2024	237 143 in 2024

* Adjusted indicators represent supplementary information adjusted for non-recurring charges and gains.

Non-financial indicators

HEADCOUNT BREAKDOWN PER REGION



NUMBER OF EMPLOYEES

3,136
3,378 in 2024

AVERAGE AGE OF EMPLOYEES

44
43 in 2024
>50: 29% 30-50: 59% <30: 12%

TOTAL RECORDING CASE FREQUENCY (TRCF)

1.11
0.99 in 2024

COMPUTING POWER (Pflaps)

690
520 in 2024

POWER USAGE EFFICIENCY

1.32
1.33 in 2024

SCOPE 1 & SCOPE 2 (ktCO₂eq)

9.9
16.3 in 2024

Our strategy

Our strategy is to deliver the leading technology, data, equipment and services that help our industry to discover and responsibly manage the Earth's natural resources.

We provide the best understanding of the subsurface, always increasing the precision and the value that we bring to the Exploration, Development and Production value chain.

We are a People, Data and Technology Company with strong leadership positions in our three core businesses: Geoscience, Earth Data and Sensing & Monitoring; we are actively working to preserve and expand our leadership, by focusing on our clients' needs and aiming to exceed their expectations.

Viridien has set the following objectives in order to contribute to a sustainable and promising future for all stakeholders:

3 CLEAR OBJECTIVES

1 Ensuring the sustainability of our Group

First and foremost, we aim to ensure that the Group generates positive Net cash flow throughout industry cycles, supported by our asset-light business model.

2 Reinforcing and taking advantage of our know-how

Secondly, we aim to further strengthen our core businesses, that are already performing well, by leveraging our capabilities and expertise, enabling further growth as market conditions continue to improve.

The Group will continue to invest in human capital and R&D, particularly in the development of algorithms, software, high-performance computing and digital platforms, in order to further reinforce its Geoscience business, which maintains a leading market share driven by its technological differentiation.

Viridien will also continue to pursue its selective investment strategy in the Earth Data business, maintaining strict operating and capital discipline, particularly as the Group is no longer constrained by vessel capacity.

In Sensing & Monitoring, continuous operating improvements and investment in R&D will ensure that Viridien continues to lead the market in a profitable and sustainable manner.

3 Diversifying our expertise and leading-edge capabilities

Thirdly, we aim to diversify our core expertise and industry-leading capabilities beyond traditional oil and gas activities.

Building on our existing strengths, we intend to expand into adjacent markets, particularly in low-carbon energy (such as carbon capture, utilization and storage, as well as minerals and mining), digital platforms and advanced analytics, artificial intelligence and machine learning, high-performance computing (HPC), and structural health monitoring (SHM).



Our Environment and Climate Strategy

In 2025, Viridien announced its pledge to reach net-zero by 2050 in all scopes of the greenhouse gas (GHG) protocol. We have intermediary milestones in 2030 of 80% reduction of our scopes 1&2 emissions compared to our 2019 levels and 20% reduction in scope 3 emissions compared to our 2024 levels.

WE ARE COMMITTED:

to minimizing our environmental impact

to promoting sustainable practices across our activities

We always act responsibly

at all times and comply with all applicable environmental laws and regulations

We continue to advance our technologies

and services to enable our clients to sustainably discover, develop and manage the Earth's natural resources

We aim at the complete decarbonization

of our energy supply to support our activities, and we strive to reduce our energy consumption by promoting smart technologies and continuously improving our energy efficiency

We set measurable targets and regularly assess our progress against them

by reporting environmental data across all our operations, and by measuring and monitoring our carbon footprint

We collaborate with all stakeholders

to develop a sustainable supply chain that integrates environmental, social and economic considerations into the sourcing, production and delivery of goods and services. We aim to minimize negative environmental impacts, ensure fair labor practices and promote ethical sourcing

**NET-ZERO
(ALL SCOPES)**

by 2050

Business model

Capital

Financial

EQUITY:	\$1.17bn
NET DEBT:	\$888m
LIQUIDITY:	\$273m
CAPITAL EMPLOYED:	\$2.06bn

Industrial

MANUFACTURING SITES:	5
IMAGING CENTERS:	22
MAIN DATACENTERS:	3

Human

PERMANENT EMPLOYEES:	3,136
NATIONALITIES:	77
MEN AND WOMEN GENDER DIVERSITY:	71%/29%

Intellectual

R&D INVESTMENT:	\$54m
R&D EMPLOYEES:	487

Social

CODE OF BUSINESS CONDUCT:	Yes
INDEPENDENT BOARD MEMBERS:	87.5%

Environmental

Electricity consumption	
SERCEL:	18 GWh
DATACENTERS:	87 GWh

Our values



GEOSCIENCE

Developing high-end geoscience expertise and technology for advancing understandings of the Earth's subsurface

Imaging & Services

Excellence in technology, HPC, quality and service

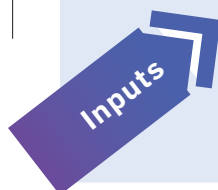
SENSING & MONITORING

Develop and manufacture high-tech equipment for subsurface data acquisition

Products & Solutions

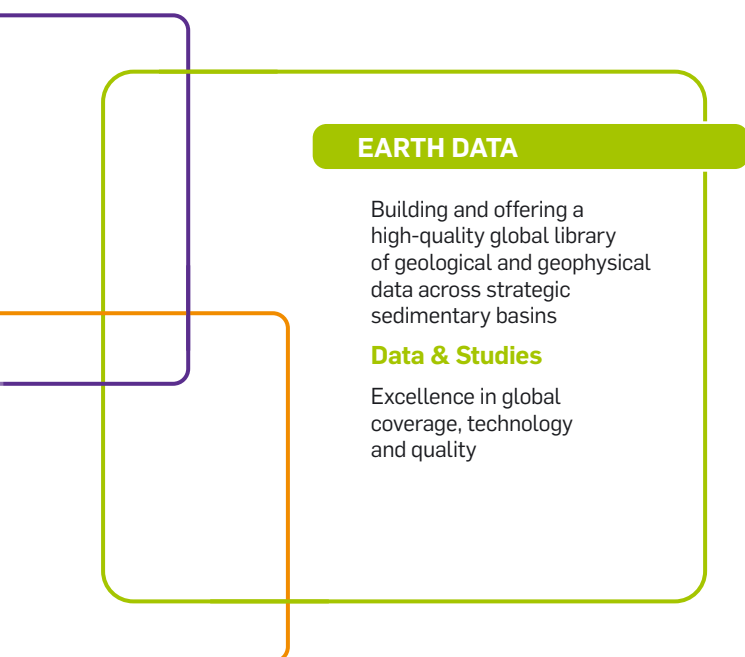
Excellence in technology, product reliability, manufacturing and service

MARKET EXPECTATIONS



PEOPLE, DATA AND TECHNOLOGY - A LEADING POSITION IN GEOSCIENCE

A comprehensive range of data, technologies, products and solutions to support the discovery and responsible management of the Earth's natural resources.



Value creation

Financial

% OF SEGMENT REVENUE GROWTH:	+4%
% OF SEGMENT ADJUSTED EBITDAS MARGIN:	47%
NET CASH FLOW:	\$107m

Industrial

PRODUCTION/HEAD:	\$387k
NUMBERS OF THOUSANDS OF CHANNELS DELIVERED:	257
NUMBER OF STREAMER SECTIONS DELIVERED:	341

Human

EMPLOYEES WITH MORE THAN 5 YEARS OF SENIORITY:	70%
--	------------

Intellectual

PATENTS:	873
----------	------------

Social

TOTAL RECORDING CASE FREQUENCY (TRCF):	1.11
--	-------------

Natural

Direct & Indirect GHG emissions
(excluding Scope 3)

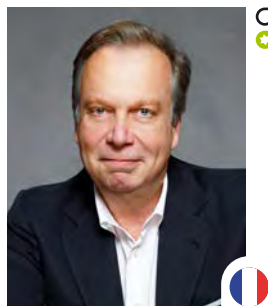
Scope 1:	2.0 ktCO₂eq
Scope 2:	7.9 ktCO₂eq
POWER EFFICIENCY (PUE):	1.32
% OF REVENUES ALIGNED TO TAXONOMY:	44.9%

Governance

The Board of Directors determines the orientations of the Company and the Group's activities and ensures their implementation in accordance with its corporate interest, taking into consideration the social and environmental aspects of its activity.



Sophie ZURQUIYAH*
Chair and CEO
End of term of office: GM 2026



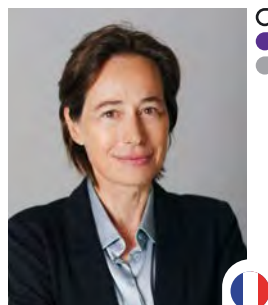
Philippe SALLE
Vice-Chairman
Lead Independent Director
End of term of office: GM 2029



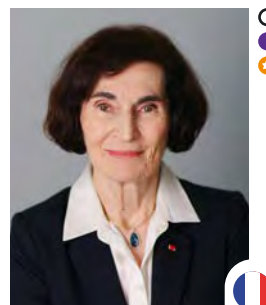
Michael DALY
Director
End of term of office: GM 2029



Anne-France LACLIDE-DROUIN
Director
End of term of office: GM 2029



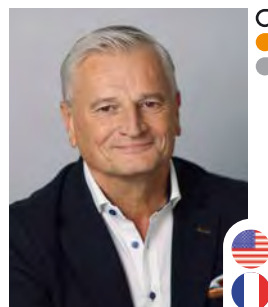
Amélie OYARZABAL
Director
End of term of office: GM 2028



Colette LEWINER
Director
End of term of office: GM 2027



Mario RUSCEV
Director
End of term of office: GM 2027



Olivier JOUVE
Director
End of term of office: GM 2028

8
DIRECTORS

87.5%
are independent

50%
are women

9
MEETINGS

100%
Attendance rate

- Independent Director
- Audit and Risk Management Committee
- Appointment, Remuneration and Governance Committee
- New Businesses and M&A Committee
- Sustainability Committee
- Chair of the Committee

* Director whose mandate is proposed for renewal at the 2026 General Meeting

www.viridiengroup.com

The functioning of the Board of Directors is governed by its Internal Regulations, which are available on the Company's website



Board committees to respond to the Group's strategic challenges

To ensure the proper professional conduct of the Company, the Board relies on the work of specialized Committees. The Committees oversee the Group's activities in their area of competence, ensure that high level risks are identified and properly managed, and work in close collaboration with the Group's General Management.

	COMMITTEE AUDIT AND RISK MANAGEMENT	COMMITTEE APPOINTMENT, REMUNERATION AND GOVERNANCE	COMMITTEE SUSTAINABILITY	COMMITTEE NEW BUSINESSES AND M&A
MEETINGS	6	7	3	3
ATTENDANCE RATE	100%	96%	83%	100%
INDEPENDENCE RATE	100%	100%	100%	100%
MEMBERS	3	3	4	4

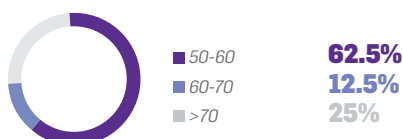
A diversity of profiles, skills and expertise within the Board of Directors

The Board of Directors considers that diversity of its members is key to ensure good performance. Diversity is applied to gender, age, independence, nationalities and skills.

GENDER BALANCE as of 31/12/2025



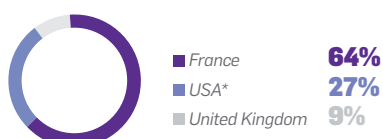
AGE Average age: 64 years old



INDEPENDENCE

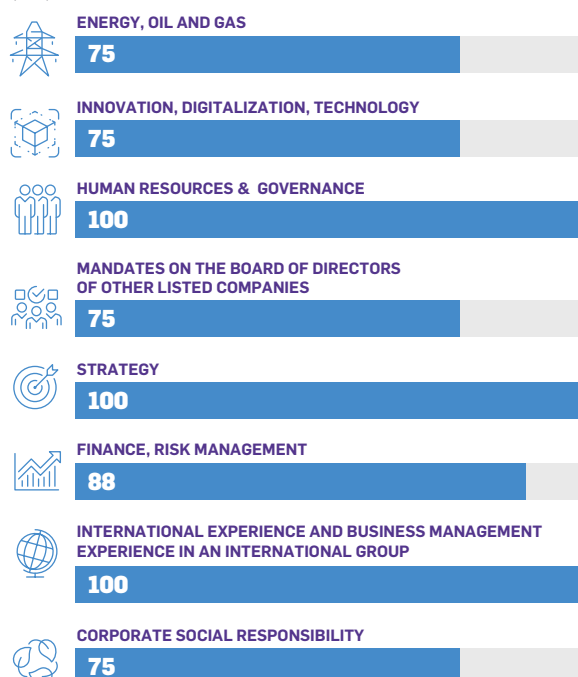


NATIONALITIES



* For the purpose of this chart, Sophie ZURQUIYAH, Olivier JOUVE and Mario RUSCEV have been accounted for in both "France" and "USA" as they have both nationalities.

SKILLS (in %)



01 PRESENTATION OF THE VIRIDIEN GROUP AND ITS ACTIVITIES



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1.1.4	Financial 2026 objectives and roadmap	23	1.6	VIRIDIEN ORGANIZATION	32
1.2	BUSINESS DESCRIPTION	25	1.6.1	Organization chart	32
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1.2.2	Sensing and Monitoring (SMO)	27			

1.1 Objectives and strategy

VIRIDIEN OVERVIEW

Viridien (www.viridiengroup.com) is a global technology and HPC leader that provides data, products, services and solutions in Earth science, data science, sensing and monitoring. Our unique portfolio supports our clients in efficiently and responsibly solving complex digital, energy transition, natural resource, environmental, and infrastructure challenges for a more sustainable future. Viridien employs around 3,200 people worldwide and is listed on Euronext Paris SA (ISIN: FR001400PVN6).

Viridien SA (referred to hereafter as the "Company"), the parent company of the Viridien group (the "Group" referring collectively to the Company and its subsidiaries.) was founded in 1931 to market geophysical techniques for the assessment of subsurface resources. Over time, the Company gradually specialized in seismic techniques adapted to the exploration and production of oil and gas, while continuing to remain active in other geophysical disciplines.

The Company has been listed on Euronext Paris since 1981. The Company's American Depositary Shares were listed on the New York Stock Exchange from 1997 until 2018 and now trade over the counter (see section 7.1.1 of this Document for additional information relating to our American Depositary Receipt).

In the 1980s and 1990s, marine seismic activity expanded significantly. This growth in the marine seismic market, combined with the arrival of new competitors offering geophysical services and equipment had a significant impact on the Group, which only had a small fleet of seismic vessels at that time. In 2007, when Viridien acquired the Veritas group, it joined the ranks of the world's leading seismic companies. At that point, it took the name CGGVeritas before reverting to "CGG" when it acquired Fugro's Geoscience division in 2013. It adopted the "Viridien" name in 2024 which better reflects its new, redefined strategy.

In November 2018, Viridien embarked on a new strategy, exiting its historical Contractual Data Acquisition segment, and growing and reinforcing its technically differentiated Data, Digital & Energy Transition (DDE) and Sensing and Monitoring (SMO) segments.

After a successful year in 2019, the economic crisis triggered by the Covid-19 pandemic, dramatically affected our market in 2020 and during the first half of 2021. Globally, our clients reduced their exploration and production (E&P) spending by approximately 30%, requiring our organization to adapt to this reduced level of activity.

Since the summer of 2021, market conditions have improved, with Brent oil prices consistently above US\$60/bbl and E&P spending recovering, supported by reservoir optimization and near-field exploration activities.

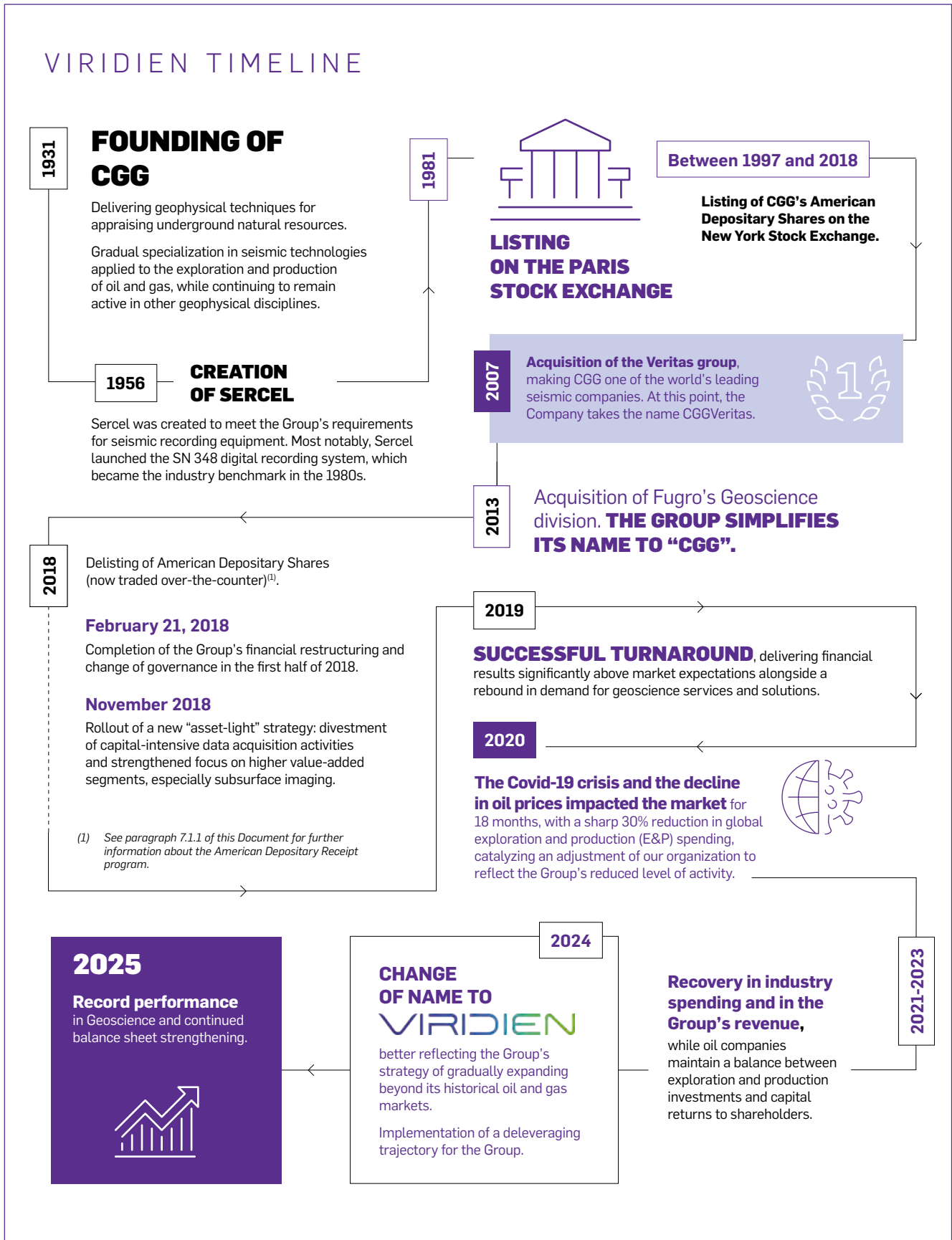
In the first quarter of 2023, Viridien announced its strategy of gradual diversification into new businesses beyond the oil and gas sector, leveraging its existing technologies and expertise in high-potential markets.

Today, Viridien is organized into two segments:

- Data, Digital & Energy Transition (DDE), which includes Geoscience (GEO - imaging, software, data management and satellite mapping), and Earth Data (EDA - seismic and geological data library); and
- Sensing & Monitoring (SMO), which provides solutions, software and equipment primarily dedicated to land, marine and seabed seismic applications, as well as to non-oil and gas industries, including infrastructure monitoring and defense, under brands such as Sercel, Metrolog, De Regt, Concept and Geocomp.

Six corporate functions at the Group level ensure a globally coordinated approach and provide support across all activities: (i) the Finance Function, (ii) the Human Resources Function, (iii) the Legal, Compliance, Trade Compliance and Risk Management Function, (iv) the HSE/Sustainability Function, (v) the Sales, Marketing, and Communication Function and (vi) the HPC and Information Systems Function.

VIRIDIEN TIMELINE



1931

FOUNDING OF CGG

Delivering geophysical techniques for appraising underground natural resources.
Gradual specialization in seismic technologies applied to the exploration and production of oil and gas, while continuing to remain active in other geophysical disciplines.

1956 CREATION OF SERCEL

Sercel was created to meet the Group's requirements for seismic recording equipment. Most notably, Sercel launched the SN 348 digital recording system, which became the industry benchmark in the 1980s.

1981



LISTING ON THE PARIS STOCK EXCHANGE

Between 1997 and 2018

Listing of CGG's American Depository Shares on the New York Stock Exchange.

2007

Acquisition of the Veritas group, making CGG one of the world's leading seismic companies. At this point, the Company takes the name CGGVeritas.



2013

Acquisition of Fugro's Geoscience division. **THE GROUP SIMPLIFIES ITS NAME TO "CGG".**

2018

Delisting of American Depository Shares (now traded over-the-counter)⁽¹⁾.

February 21, 2018

Completion of the Group's financial restructuring and change of governance in the first half of 2018.

November 2018

Rollout of a new "asset-light" strategy: divestment of capital-intensive data acquisition activities and strengthened focus on higher value-added segments, especially subsurface imaging.

(1) See paragraph 7.1.1 of this Document for further information about the American Depository Receipt program.

2019

SUCCESSFUL TURNAROUND, delivering financial results significantly above market expectations alongside a rebound in demand for geoscience services and solutions.

2020

The Covid-19 crisis and the decline in oil prices impacted the market for 18 months, with a sharp 30% reduction in global exploration and production (E&P) spending, catalyzing an adjustment of our organization to reflect the Group's reduced level of activity.



2024

CHANGE OF NAME TO VIRIDIEN

better reflecting the Group's strategy of gradually expanding beyond its historical oil and gas markets.
Implementation of a deleveraging trajectory for the Group.

Recovery in industry spending and in the Group's revenue,

while oil companies maintain a balance between exploration and production investments and capital returns to shareholders.

2021-2023

2025

Record performance in Geoscience and continued balance sheet strengthening.



1.1.1 MARKET ENVIRONMENT AND CLIENT NEEDS

1.1.1.1 The context

Since 2020, we have seen some major strategic shifts from most integrated oil and gas companies, especially in Europe, evolving their businesses models and transforming themselves into more diversified energy companies that include lower carbon sources and taking steps to broaden their portfolios, increase renewable energy generation, deleverage their balance sheets and support dividend commitments. Several of these integrated oil and gas companies have allocated increasing amounts of capital to renewable energy and low carbon solutions. However, the war in Ukraine highlighted the criticality of access and affordability for energy beyond sustainability. As a result, most E&P companies have rebalanced their portfolios more toward their core business of Oil & Gas, while maintaining commitments to decarbonizing their production. As the required E&P investments to maintain oil and gas production through the transition continue to be delayed, a supply imbalance may materialize in the short to medium term and will need to be addressed through increased exploration and production investments.

1.1.1.2 The energy industry is experimenting a favorable multi-year up-cycle

Global energy demand is forecasted to continue to grow with rising incomes and population. Looking ahead, we believe the market fundamentals that underpin a favorable upcycle for energy remain very compelling both in oil and gas and in low carbon energy resources. At the macro-environment level, we see the effects of several years of reduced investments in exploration and production, which are translating into higher commodity prices.

The macroeconomic outlook supporting oil and gas demand remains positive under the base-case scenarios of the IEA and energy brokers. Investment in exploration and production (E&P) is therefore expected to remain on a positive long-term trajectory. Offshore discoveries have declined significantly over the past decade. Frontier basins have historically played a key role in adding new volumes, but today a large share of exploration spending is allocated to mature fields, with international oil companies focusing on deepwater offshore. As regards frontier basins, the South Atlantic margin remains the main area of interest. In the short term, the supply-demand balance in the oil market could put downward pressure on prices, potentially resulting in globally stable or slightly declining investment levels. In the medium term, however, this should be viewed as a pause within a broader, multi-year cycle of upstream spending that remains firmly intact and is characterized by capital discipline

across the value chain. In the longer term, the energy transition is proving to be more complex and slower than previously expected, while currently benefiting from somewhat less political support than in the past. As a result, hydrocarbons retain a strong underlying role. For new energies to replace hydrocarbons over the coming decades, new technologies will need to reach commercial maturity and demonstrate their economic viability as they scale up.

1.1.1.3 Technology will help effectiveness and efficiency of our clients' activities

Over the decades, Viridien has developed significant expertise and built a portfolio of unique technologies in geoscience and data science. As the energy transition continues and society becomes increasingly aware of environmental and climate-related challenges, our geoscience and data science capabilities are becoming ever more essential and represent a differentiated offering.

The industry fundamentals are favorable to Viridien, despite the typical variability and volatility in activity observed among our clients in recent years:

- demand for our technologies and especially our subsurface imaging is becoming increasingly more important for energy companies to effectively optimize their investments, not only for traditional Oil & Gas prospects but also for the Energy Transition, including carbon capture and storage (CCUS) and Minerals & Mining;
- ambitious production capacity growth targets have been set by selected operators and NOCs in nearly all geographic regions, which will drive higher demand for services and pricing. Our core basins of Brazil, the North Sea (particularly Norway) and the US Gulf (United States and Mexico) remain the priority for a majority of E&P companies and should receive a significant share of budget allocations;
- offshore exploration and production activities are recovering, driven mainly by NOCs and independent companies. There is increasing visibility on long-term land contracts in North Africa and the Middle East supported by NOCs, and these will require new land seismic equipment. OBN seismic acquisition is increasing worldwide, which should also strengthen our Geoscience and Equipment businesses which hold leading positions in this field; and
- the industry is in a strong position to help drive energy transition along with the de-carbonization of oil and gas, and our differentiated technologies should play a key role.

1.1.2 SIGNIFICANT EVENTS DURING 2025

Termination of the agreement with Shearwater

In January 2025, the contractual agreement entered into in 2020 between Viridien and Shearwater relating to the use of vessel capacity for seismic survey campaigns was terminated. A final payment of US\$12 million was made in full and final settlement of the contract. This transaction enables Viridien to further adopt an asset-light model, limiting its direct and indirect exposure to marine capacity.

Bond refinancing

In March 2025, Viridien carried out the early refinancing of its secured bonds denominated in euros and U.S. dollars, which were initially due to mature in 2027. The issuance generated strong interest from domestic and international investors, enabling the Group to issue €475 million at a coupon of 8.5% and US\$450 million at a coupon of 10%, with an extended maturity to October 2030. At the same time, a US\$125 million super senior revolving credit facility ("RCF") was also put in place, benefiting from the same security package as the bonds.

New loans obtained from Bpifrance

In July, building on the progressive improvement of its balance sheet profile, Viridien obtained from Bpifrance two amortizing loans of €5 million each, with a four-year maturity and bearing interest at respective rates of 4.61% and 4.57%. Beyond their amount, these financings represent a positive signal reflecting the renewed support of a long-standing strategic partner of the Group.

Repayment of notes and asset-backed financing line

In the fourth quarter of 2025, in line with its commitment to prioritize the allocation of free cash flow to deleveraging, Viridien

carried out partial repayments of its outstanding notes by exercising the option included in the relevant documentation allowing it, during any 12-month period, to redeem up to 10% of the outstanding principal at a pre-established price of 103. A first repayment took place in mid-October and a second in mid-December, for a total amount of US\$97 million. As of December 31, 2025, the remaining outstanding principal amounted to US\$407 million and €430 million, respectively, for the relevant tranches.

The Company also repaid an asset-backed financing facility, representing an outstanding principal amount of US\$28 million. This facility had been entered into in 2023 to finance the development of the new data center in the United Kingdom.

Governance changes

In November 2025, the Group announced its intention to reinstate a separated governance structure as from the General Meeting of June 3, 2026. For more information, see section 4.1.1.2 of this Document.

SMO - Restructuring & Disposal

In 2024, SMO initiated several restructuring actions in the United States, Singapore and France, some of which continued during the 2025 financial year. The objective was to reduce the operational break-even point to the lowest revenue level historically reached by SMO, as well as to reduce working capital requirements. This plan is now complete and will enable SMO to better absorb the cyclicity of its business while fully capitalizing on favorable market conditions.

In addition, SMO was approached by several potential acquirers regarding the disposal of its Gauges business. The sale of part of this activity was completed in 2025. For further information, see Note 5 to the consolidated financial statements in this Document.

1.1.3 A STRATEGY BASED ON GROWING CORE HIGHLY DIFFERENTIATED BUSINESSES, ACCELERATING GROWTH OF THE NEW BUSINESSES AND DELEVERAGING THE BALANCE SHEET⁽¹⁾

Our strategy is based on growing our Core highly differentiated businesses and accelerating growth of the New Businesses (Beyond the Core initiatives) utilizing our unique expertise and technologies, while deleveraging the balance sheet.

Growing Core highly differentiated businesses: Developing an integrated Geoscience activity and capitalizing on our Earth Data library in mature producing basins

We continue to invest in our key high-end geoscience technologies. Many of our customers are focusing their E&P budgets on increasing production from existing fields where they can leverage installed infrastructure. Geoscience and Earth Data benefit from this favorable trend, which translates into increased demand for services and imaging projects, given our leading ocean bottom nodes processing and imaging capabilities, as well as our large multi-client projects in mostly mature and proven basins. In addition, oil & gas companies are increasingly asking for reprocessing of existing data sets to benefit from the development of new imaging algorithms. This allows our customers to maximize the return from exploration investments based on lower seismic costs, compared with acquisition of new data.

In 2025, Geoscience segment revenue grew 10% year-on-year, outperforming E&P capex. We expect Geoscience to continue its growth in the medium term, sustained by increased demand for high-end technologies and improved images of the subsurface for reservoir optimization and development.

In the last few years, we have made a conscious effort to focus our Earth Data business' participation on areas closer to infrastructure but have also supported our client's interests in more frontier basins. In 2025, our Earth Data segment sales were up 6% year-on-year, notably driven by the Laconia sparse OBN project in the US Gulf.

Growing Core highly differentiated businesses: Developing innovative solutions within the Sensing & Monitoring business and capitalizing on a strong client base

Our Sensing & Monitoring business benefits from a strong reputation as a provider of high-end solutions with a large installed base. We will continue to bring to market our best-in-class equipment while expanding our offering into Infrastructure Monitoring. We are maintaining a solid level of research and development driven by the integration of cutting-edge technological developments into our seismic equipment, such as wireless transmission, high- and low-frequency transmission, miniaturized electronic technologies, as well as optical and acoustic technologies.

In 2025, Sensing and Monitoring external segment revenue slightly declined by 5%, mainly due to lower marine activities following several record years linked in particular to the equipping of the shallow-water OBN market.

Accelerating growth in New Businesses

Viridien is also continuing its efforts to further develop, in a profitable manner, its advanced technologies beyond its traditional areas, and secure long-term growth drivers for the Company. In particular, we are leveraging diversification opportunities and developing new businesses to address the growing demand for green energy and the gradual transition towards a low-carbon world.

- Energy transition:** Our historic and new clients are increasingly focused on energy transition, including the reduction of their environmental footprint and decarbonization. One of the key enablers for achieving these ambitious objectives is carbon capture, utilization, and storage (CCUS). Many of our clients are planning significant CCUS projects and are starting to incorporate application of CCUS technologies into their field development plans. Moreover, the energy transition requires significantly more mineral resources than produced today for a fast electrification of the world. Mining companies then require a detailed understanding of the subsurface, and this is where Viridien excels, through its unique expertise, advanced geoscience and digital science technologies. Viridien has a long history of providing data, technology, and solutions to the Minerals and Mining industry and as interests strengthen, we are seeing increased commercial activity around our offerings.
- High performance Computing (HPC):** With the continued rapid and global advancement of digital technologies and solutions across areas such as data analytics, digital transformation, big data, machine learning, artificial intelligence and cloud computing, companies increasingly view their data as one of their key assets. In this context, Viridien provides expert digital solutions to its clients. These solutions include high-performance computing (HPC) and cloud services, including Platform, Data and Software as a Service offerings. In October 2023, Viridien opened its new high-performance computing center in the United Kingdom, bringing Viridien's global computing capacity to more than 690 petaflops as of December 31, 2025. The highly optimized environment and the use of 100% renewable energy at this center reflect Viridien's commitment to sustainably meeting the massive computing demands required by high-end scientific and artificial intelligence applications. Viridien has signed several contracts, becoming the exclusive provider of fully customized cloud HPC solutions for certain clients in the media, materials science and pharmaceutical sectors. Drawing on its experience in designing, developing, hosting and optimizing scientific workflows on specialized HPC systems, Viridien has been able to develop tailored solutions for external clients.

⁽¹⁾ This section allows to respond to the data points ESRS2 SBM-1.

- **Infrastructure Monitoring:** Viridien is well positioned to expand into the rapidly growing digital observation and monitoring solutions markets: from infrastructure monitoring to optimize maintenance and enhance the safety of structures such as buildings, bridges, dams, and railways. Viridien's technologies, expertise, and solutions provide the input needed to reduce the risks and costs of operations. Our industry leading equipment provides the sensor technology and solutions, as an example for the infrastructure monitoring market. In 2024, the Sensing & Monitoring business signed a major railway monitoring contract in Saudi Arabia. In 2025, it signed a similar contract in France with SNCF. Through continued advances in our solutions leveraging sensor

technologies and cloud-based computing capabilities, aging infrastructure can be monitored remotely in a cost-effective and proactive manner to reduce risks and extend operational life.

Deleveraging

- In 2025, Viridien generated net cash flow of US\$107 million, largely allocated to deleveraging the Group.
- Group liquidity as of December 31, 2025 stood at US\$273 million, including US\$173 million in cash and US\$100 million of undrawn RCF. Net debt after IFRS 16 amounted to US\$888 million, compared to US\$921 million at the end of 2024.

1.1.4 FINANCIAL 2026 OBJECTIVES AND ROADMAP

Market Trends

In 2026, while short-term energy price volatility may lead to some caution in the industry and more moderate activity in the first half of the year, a recovery is anticipated in the second half.

Over the longer term, structural dynamics in global energy supply increasingly point toward a new upcycle in exploration. Frontier discoveries and offshore deepwater developments (areas in which Viridien has proven technological leadership) will be critical to sustaining production and reinforce our confidence in the Group's medium- and long-term trajectory.

2026 financial objectives

- For 2026, in an overall activity environment comparable to last year, Viridien expects to generate approximately US\$100 million in net cash flow, with seasonality similar to 2025. This target includes phase 1 of the planned investments in the Houston data center and assumes a normalization of working capital requirements, including the settlement of outstanding PEMEX receivables.
- As deleveraging remains a strategic priority for Viridien, in line with shareholder expectations, the net cash flow generated will be fully allocated to further debt reduction.

We have included above and elsewhere in this Document certain targets and projections regarding our financial outlook. We cannot guarantee that they can or will be met and investors are advised not to place undue reliance on these targets and projections. These targets and projections are based on assumptions and are subject to known and unknown risks, uncertainties and other factors that could cause our actual results to materially differ from those expressed in, or suggested by, these targets and projections.

The Company built our financial objectives in accordance with our accounting principles, on a comparable basis to past forecasts and, in particular, based on the following elements and assumptions:

- our estimates of yearly budgets of oil companies;
- a €/€ exchange rate at 1.20;
- various analyses of exploration and production spending provided by sell side analysts of brokerage companies and investment banks;
- no macroeconomic shock impacting negatively the oil price over a long period;
- internal assumptions of commercial penetration of new equipment, products and technologies developed by Viridien;
- internal assumptions of changes in competition.

Viridien financial roadmap: deleveraging the balance sheet

In 2024, Viridien presented a financial roadmap for the 2024–2026 period, with the aim of providing visibility to stakeholders on the delivery of financial performance to reduce its debt.

The Group delivered significant progress in 2024, including a Standard & Poor's credit rating upgrade to B-, the extension of our revolving credit facility, and a first reduction of debt through US\$60 million of bond repurchases. This positive momentum continued in 2025, first with the refinancing of our bonds at the end of March and the extension of their maturity to October 2030, and second with the repayment of more than US\$125 million of liabilities, comprising US\$97 million of bond repayments and US\$28 million related to the repayment of the Group's HPC asset-backed financing facility.

Our commitment to environment and climate

Climate and the health of the environment are critical to the well-being of people and communities globally.

Aligned with the Company's longstanding commitment to act responsibly and minimize the impact of its activities on the

environment, in every sector of its business, Viridien has announced its pledge to reach net zero emissions by 2050 in scopes 1 & 2 of the greenhouse gas (GHG) protocol. Company-wide efforts are focused on continuing to improve the energy efficiency of its data centers and industrial sites, along with increasing the share of renewable energy in its energy supply mix.

To best protect the environment, climate, and the communities where we operate:

- Viridien seeks to always act responsibly and abide by all applicable environmental laws,
- we continue to advance our technology and services to enable our clients to responsibly discover, develop, and sustainably manage the earth's natural resources,
- we continue to advance our data collection capabilities to best measure, monitor and continuously reduce our environmental impact, and transparently report on our progress,
- we are committed to improving our power usage efficiency, increasing the low-carbon content of our energy supply, and reducing our greenhouse gas emissions,
- we encourage and support our businesses and all our employees globally to find and take specific actions that support the environment, climate, and the communities where we live and operate.

1.2 Business description⁽¹⁾

REVENUES BY ACTIVITY

<i>In millions of US\$</i>	2025	2024
Earth Data (EDA)	406	383
Geoscience (GEO)	444	404
Data, Digital & Energy Transition (DDE) segment revenues	850	787
Sensing & Monitoring (SMO) segment revenues	315	330
Eliminated revenues and others	-	-
SEGMENT REVENUES	1,165	1,117
IFRS 15 impact on Earth Data prefunding revenues	(94)	95
CONSOLIDATED REVENUES	1,071	1,211

Please refer to Chapter 5, section 5.2 of this Document for more details.

REVENUES BY REGION – BY LOCATION OF CUSTOMERS

<i>In millions of US\$</i>	2025		2024	
	Amount	%	Amount	%
North America	291	27 %	282	23%
Latin America	142	13 %	192	16%
Europe, Africa, and Middle East	458	43 %	547	45%
Asia Pacific	180	17 %	191	16%
TOTAL	1,071	100 %	1,211	100%

Please refer to Chapter 6, Note 18 of this Document for more details.

1.2.1 DATA, DIGITAL & ENERGY TRANSITION (DDE)

Overview

The DDE segment engages in many activities assisting our clients in identifying their exploration targets and characterizing their reservoirs in the context of their exploration, field development and production activities. These include, among others:

- developing and licensing Earth Data seismic surveys;
- processing and imaging seismic data;
- selling seismic data processing software;
- collecting, developing, and licensing geological data.

Through its extensive scope of products and services and worldwide footprint, our DDE segment provides critical geoscience assistance to a wide range of clients.

General description of activities

a) Geoscience (GEO)

Through our Geoscience activity, we transform marine and land seismic data into high-definition images of the subsurface that are then used by our clients in their exploration and production

efforts. These images enable understanding of the subsurface structure as well as the deduction of various properties of the rocks and fluids it contains.

The Geoscience activity, which includes subsurface imaging and reservoir activities, processes seismic data both for our external clients and for our Earth Data business. It also reprocesses legacy seismic data using new technologies and algorithms to improve image quality.

We conduct our seismic imaging operations out of:

- 5 large open processing centers: United States (Texas), United Kingdom, Brazil, France and Singapore, with Texas and United Kingdom serving as high-performance computing (HPC) centers to support the larger regions;
- 11 additional local open processing centers, connected with the two regional hubs; and
- 6 dedicated processing centers, each one providing services to its single specific client, on a multi-year contract basis.

This geographic spread of our cloud computing capabilities allows personal collaboration with our clients as we jointly seek to produce the best images and understanding of the subsurface.

(1) This section allows to respond to the data points ESRS2 SBM-1.

In addition to subsurface imaging, the Geoscience activity also provides geophysical services and reservoir studies. By using seismic data in conjunction with other information, such as well data, the Geoscience activity is able to determine various rock and fluid properties and thereby help clients characterize and optimize their oil and gas reservoirs.

We market seismic data processing software under the Geovation brand. We hold a leading position in OBN processing, which we are strongly leveraging in the context of increasing exploration, development and production of near-field fields, where the benefits of OBN technology are most pronounced.

The Geoscience activity operates in geographic areas or technical domains where its commercial offering can deliver significant value to clients. Based on customer feedback and independent market studies, this activity is regarded as a technology leader in most markets, particularly in high-end seismic imaging.

Our imaging technologies will continue to play a key role, as they enable clients to allocate their investments more efficiently and reduce their carbon footprint.

Geoscience has a balanced customer base and project exposure: in 2025, Majors, Independents and National Oil Companies represented 32%, 32% and 36% of revenue, respectively, while exploration and development/production activities accounted for 34% and 66% of revenue, respectively.

b) Earth Data (EDA)

The Earth Data (EDA) business utilizes the resources of sub-contractors to acquire seismic data and Viridien Geoscience to process seismic data. This data may be used in the early stages of clients' exploration efforts. In addition to geophysical data, EDA develops and enriches large libraries of geological data covering most geographic areas of interest for mineral exploration, oil exploration and carbon storage. We license this data to clients, who generally use it in the early stages of their exploration efforts.

Seismic multi-client licenses have lengthy terms, the maximum allowable under local laws, typically ranging from 5 to 25 years. The licenses are non-transferable, and the data may not be shared with partners who do not own a license. Oil company partnerships of various forms are a common arrangement, especially in difficult and expensive exploration plays. We believe the business model works well in markets where the following factors are at play: significant levels of competition between oil and gas companies for assets; frequent lease turnover due to government lease rounds or lease trading activity between oil and gas companies, frequent partnering between oil and gas companies and relatively high costs for proprietary seismic data.

With strict criteria aimed at maintaining high pre-funding levels for our investments and a solid historical return on investment, we continue to expand our Earth Data library in the most resilient sedimentary basins or in stable countries with long-term potential. The US Gulf, Brazil and Norway receive most of our investments, and we also look for well-prefunded reprocessing projects leveraging our high-end imaging technology.

Maps and details of all surveys listed in the Group's library are available on our website. At the end of 2025, the 3D seismic survey library consisted of approximately 1,400,000 square

kilometers of marine surveys across numerous basins, including nearly 18,000 square kilometers of OBN data. Its IFRS net book value was US\$494 million.

Termination of Shearwater Capacity Agreement

To perform Earth Data surveys, Viridien is subcontracting the acquisition of data to seismic contractors. As part of the divestiture of marine seismic acquisition vessels in 2020, Viridien had entered a five year capacity agreement with Shearwater for offshore seismic data acquisition. The main terms of this Capacity Agreement required Viridien to:

- work exclusively with Shearwater until January 2025, for seismic streamer acquisition and source vessels for nodes projects, up to 730 vessel days per year on average;
- pre-established daily rate for the first two and a half years; for the remaining two and a half years, the higher of the market rate and the pre-established daily rate;
- reimburse Shearwater for Viridien's project-related operational costs and fuel; and
- compensate Shearwater for days during which more than one of its high-end seismic vessels are idle, for a maximum of three vessels (the "Idle Vessels Compensation").

On January 8, 2025, the agreement expired, eliminating the commitment to use vessels and the associated risk of underutilization payments (Viridien paid US\$44 million in 2023 and US\$54 million in 2024). The idle vessels compensation and final settlement of the agreement amounted to US\$12 million in 2025, compared to US\$22 million in 2024. Viridien has no remaining commitments toward Shearwater.

Accounting principles

The costs of Earth Data surveys are capitalized on our balance sheet and then amortized. Details of our multi-client accounting methods are fully described in note 1 to our consolidated financial statements included in this Document.

Competition and market

The geoscience sector is dominated by Viridien, but also includes other major players such as SLB, as well as several smaller companies. Competition in high-quality seismic imaging (the segment on which Viridien's business is focused) is almost exclusively based on technology and service level, areas in which we believe we have a strong reputation.

Viridien has decades of experience in developing customized HPC systems designed for geoscience applications, and our processing capacity has continued to grow rapidly. This increase in computing power, combined with Viridien's unique and highly specialized HPC capabilities, has enabled us to position ourselves as a major player in the geoscience market, supported by advanced imaging and processing techniques and technologies.

The main competitors of Viridien's Earth Data business are SLB and TGS. These three players compete across most regions where the multi-client business model is viable. Competition is primarily driven by geographic coverage, data availability, acquisition and processing technologies, as well as pricing.

2025 segment figures

DDE segment revenue in 2025 amounted to US\$850 million, an increase of 8% year-on-year, representing 73% of Viridien's total segment revenue in 2025.

Geoscience segment revenue was US\$444 million, up 10% year-on-year. Earth Data segment revenue was US\$406 million, up 6% year-on-year. The IFRS net book value of the seismic Earth Data library was US\$494 million at the end of 2025, compared to US\$456 million at the end of 2024.

1.2.2 SENSING AND MONITORING (SMO)

Overview

We conduct our Sensing & Monitoring operations under the Sercel brand. We believe Sercel is the market leader in the design, engineering, and manufacturing of seismic equipment for the land and marine seismic markets. As of December 31, 2025, we operated four seismic equipment manufacturing plants, located in Nantes and Saint Gaudens in France, Houston, Texas in the US, and Krimpen aan de Lek in the Netherlands. During the year, as part of our SMO's restructuring plan, the Singapore plant has been closed. In China, Sercel operates through Hebei Sercel-JunFeng Geophysical Prospecting Equipment Co. Ltd. ("Sercel-JunFeng" joint venture), based in Hebei, in which Sercel has a 51% equity stake. In addition, Sercel has three sites in Massy, Toulouse, and Brest in France, which are dedicated to specific applications, one site in Edinburgh, UK dedicated to the software business and Geocomp, the geotechnical company in the USA, which is headquartered in Acton, MA with offices in Atlanta, GA, New York, NY, Los Angeles, CA and Chicago, IL.

General description of activities

The Sensing & Monitoring business offers through our Sercel brand, a complete range of geophysical equipment manufactured to order, for land and marine seismic data acquisition, including seismic recording equipment, software and seismic sources for land (vibrators) or marine (marine sources), as well as sensing & monitoring equipment and solutions.

With respect to land seismic equipment, Sercel offers the 508^{XT} system, which provides high channel count crews with the ability to record up to one million channels in real time, resulting in a high level of image resolution. 508^{XT} can also embark QuietSeis[®], the high-performance digital sensor based on micro-electromechanical system (MEMS), allowing seismic signals to be recorded with three times less instrument noise than before. Sercel also offers WiNG, a fully integrated wireless nodal acquisition system, also based on the QuietSeis technology, seeking to achieve the most efficient and productive seismic surveys. In January 2024, Sercel announced the launch of its new land seismic acquisition system 528 and vibrator electronics VE564. These solutions further enhance recording capacity, reliability, productivity and data fidelity to meet the most demanding acquisition requirements. In 2025, Sercel set a new standard for the land acquisition industry with the launch of its

new land nodal system, Accel. Its key feature is the ability to be simply "dropped" on the ground. Accel has been specifically designed to enable highly efficient large-scale deployments, particularly improving operational performance in desert environments and high-productivity surveys, while enabling clients to significantly reduce their operating costs (by up to 30%).

Sercel is also a market leader for vibroseismic vehicles used as a seismic source on land and for vibrator electronic systems, such as the VE464. Sercel also offers the Nomad 90, which can exert a peak force of 90,000 pounds-force. The acquisition of a 51% stake in Sercel-JunFeng, in 2004, reinforced our manufacturing capabilities for geophones, cables and connectors, as well as our presence in the Chinese seismic market.

With respect to marine streamer seismic equipment, the Seal system is currently the sole system with integrated electronics. Sercel also provides a complete portfolio of seabed nodal solutions for all water depths down to 6,000 m to meet growing industry demand for ocean bottom node (OBN) seismic surveys. Based on Sercel's unique QuietSeis[®] broadband digital sensor technology, the full OBN portfolio includes the GPR300, the GPR700, the GPR3000 and the MicroBS.

In addition, Sercel brings the benefits of its advanced sensor technology to other high-potential markets, such as structural health monitoring (SHM) and the monitoring of natural terrestrial phenomena. Sercel deploys Slynks, a fully connected, autonomous wireless solution designed to measure structural vibrations, and which is the only wireless monitoring solution on the market based on modal analysis. Slynks also incorporates the QuietSeis[®] sensor, which enables the measurement of a structure's ambient noise without requiring it to be taken out of operation and can be deployed on any type of infrastructure. The data recorded by the Slynks solution are then transferred to a secure cloud platform, enabling the measurements to be accessed remotely. Leveraging proprietary algorithms and its land acquisition equipment, Sercel has also developed a geotechnical monitoring solution called S-scan. This solution is designed to detect soil decompaction beneath railway tracks, levees or other earth structures. In May 2022, Sercel acquired Geocomp Corporation, which specializes in high-value products and services for geotechnical risk management and infrastructure monitoring.

Competition and market

The market for seismic acquisition equipment is highly competitive and is characterized by continuous and rapid technological change. We believe that technology is the principal basis for differentiation in this market, as energy companies have increasingly demanded new equipment for activities such as reservoir management and data acquisition in difficult terrains and have also become more demanding with regard to the quality of data acquired. Other competitive factors include price and customer support services as well as operational efficiency. It is our belief that Sercel is well positioned as a leader in the Sensing and Monitoring market. For land products, the main competitors

are Inova, Geospace Technologies Corporation and Stryde. Our main competitors for the manufacturing of offshore seismic equipment are Teledyne for the streamers and Geospace Technologies for the nodes.

2025 segment figures

In 2025, the total sales of the Sensing & Monitoring segment amounted to US\$315 million, a 5% decline year on year, mainly due to lower marine activities following several record years linked in particular to the equipping of the shallow-water OBN market. Sensing & Monitoring represented 27% of the total segment revenue in 2025.

1.3 Research and development

1.3.1 TECHNOLOGY AND STRATEGY

We believe that the success of our research and development (R&D) efforts is critical to Viridien's ability to remain an industry leader in the Data, Digital & Energy Transition (DDE) and Sensing & Monitoring (SMO) segments.

Over the past years, we have committed on average 6% of revenues per year to R&D. The trend in gross R&D expenditure over the past two years, including capitalized development costs, is shown below:

	2025		2024	
	In MUS\$	As % of IFRS operating revenues	In MUS\$	As % of IFRS operating revenues
Gross research and development expenditure	54.4	5.1%	56.7	4.7%

Based on our internal assessment of the geoscience market, we believe this investment, deployed by our skilled research and development teams, has enabled us to remain at the forefront of

seismic imaging technology, positioning the Group as a market leader in processing and imaging and in seismic data acquisition equipment.

1.3.2 INNOVATION HIGHLIGHTS

While we have seen a reduction in demand for frontier exploration, we also observe increasing demand for higher-quality, higher-resolution data to improve development and production from existing fields.

We continually develop a suite of technologies to improve our ability to deliver high-quality images, with the most important being our developments in full waveform inversion (FWI) and FWI Imaging.

Breakthroughs in this domain, especially when combined with high-end data acquisition such as OBN (ocean bottom node), are leading to images of unprecedented quality and precision, and allowing remarkable insights even in the most geologically challenging areas.

We also observe that the ability to integrate different expertise and data types enables us to derive better insights, especially

when coupled with machine learning and artificial intelligence to leverage our computing more effectively. This is at the heart of our R&D innovation, leveraging not only our expertise in HPC, mathematics, physics and wave propagation for seismic imaging but also our data science, geological, reservoir and earth observation expertise.

We are also successfully adapting our advanced technologies developed for the oil & gas industry to provide solutions that are key to efficient mineral exploration and production.

This strategy is also underpinned by the continued growth of our HPC computing capacity, which now approaches 700 petaflops. It is this combination of deep scientific expertise, HPC and data that enables us to deploy our strategy and continue developing our activities across many segments, including beyond our core businesses, notably in HPC & Cloud Solutions, CCUS, Minerals & Mining, Environmental Sciences and Infrastructure Monitoring.

1.4 Investing activities

In 2025, total Group investments – industrial capital expenditures, capitalized development costs and Earth Data cash investments – amounted to US\$207 million, compared to US\$285 million in 2024.

Industrial capital expenditures amounted to US\$21 million in 2025, compared to US\$17 million in 2024. At the end of 2025, the Group's scientific computing capacity reached 690 petaflops.

Capitalized development costs amounted to US\$19 million in 2025, compared to US\$16 million in 2024.

Earth Data library cash investments amounted to US\$166 million in 2025, significantly down from US\$252 million in 2024, which had notably included substantial investments in the strategic Laconia project in the US Gulf.

From a general standpoint, industrial capital expenditures and capitalized development costs are financed through the Group's permanent capital (equity and financial debt), whereas Earth Data cash investments are primarily financed through prefunding from initial participants in multi-client projects.

1.5 Selected financial data

The tables below describe the main consolidated financial information in accordance with IFRS for the year ended December 31, 2025 and the year ended December 31, 2024. These tables should be read in conjunction with our consolidated financial statements included in the 2025 Universal Registration Document.

In millions of US\$, except per share data

	2025	2024
Statement of operations data		
Operating revenues	1,070.5	1,211.3
Other revenues from ordinary activities	0.2	0.1
Cost of operations	(721.1)	(871.2)
Gross profit	349.6	340.2
Research and development expenses, net	(6.2)	(17.8)
Marketing and selling expenses	(34.7)	(37.1)
General and administrative expenses	(76.1)	(82.9)
Other revenues (expenses)	4.6	(58.9)
Operating income	237.3	143.5
Cost of financial debt, net	(107.3)	(97.2)
Other financial income (loss)	(38.1)	3.7
Income taxes	(22.5)	(13.4)
Net income (loss) from companies accounted for under the equity method	(0.8)	(0.5)
Net income (loss) from continuing operations	68.6	36.1
Net income (loss) from discontinued operations	2.9	14.7
Net income (loss)	71.4	50.8
Attributable to owners of Viridien SA	71.1	49.8
Attributable to non-controlling interests	0.3	1.0
Net income (loss) per share – attributable to shareholders:		
– Basic ^(a)	9.92	6.97
– Diluted ^(a)	9.85	6.93
Net income (loss) from continuing operations per share – attributable to shareholders:		
– Basic ^(a)	9.52	4.91
– Diluted ^(a)	9.45	4.89

(a) Basic and diluted net income per share were calculated on the basis of a weighted average number of ordinary shares outstanding of 7,150,958 in 2024 and 7,172,731 in 2025, and a weighted average number of shares adjusted for potentially dilutive instruments of 7,184,713 in 2024 and 7,222,531 in 2025.

Selected financial data

<i>In millions of US\$</i>	2025	2024
Balance sheet data		
Cash and cash equivalents	173.0	301.7
Working capital ^(a)	125.3	174.4
Property, plant & equipment, net	227.4	220.6
Earth Data surveys	494.1	455.8
Goodwill	1,092.2	1,082.8
Total assets	2,750.0	2,844.3
Gross financial debt ^(a)	1,060.9	1,222.6
Equity attributable to owners of Viridien SA	1,130.4	1,084.7

(a) The key financial indicators are defined in the Glossary under section 8.7.

<i>In millions of US\$ except per ratios</i>	2025	2024
Other financial data and other ratios ^(a)		
Segment EBITDAs	555.5	421.6
Adjusted Segment EBITDAs	551.5	455.4
IFRS EBITDAs	461.2	516.4
Segment Operating income	243.8	113.0
Adjusted Segment Operating income	239.7	172.6
IFRS Operating income	237.3	143.5
Acquisition of tangible and intangible assets, excluding Earth Data surveys	41.0	32.9
Investments in Earth Data surveys	166.2	252.1
Net cash flow	107.5	56.0
Net financial debt	887.9	920.9
Gross financial debt/Segment EBITDAs	1.9x	2.9x
Net financial debt/Segment EBITDAs	1.6x	2.2x
Segment EBITDAs/Cost of net financial debt	5.2x	4.3x
Gross financial debt/IFRS EBITDAs	2.3x	2.4x
Net financial debt/IFRS EBITDAs	1.9x	1.8x
IFRS EBITDAs/Cost of net financial debt	4.3x	5.3x

(a) The key financial indicators are defined in the Glossary under section 8.7.

(b) Segment: Segment figures are defined in the Glossary under section 8.7.

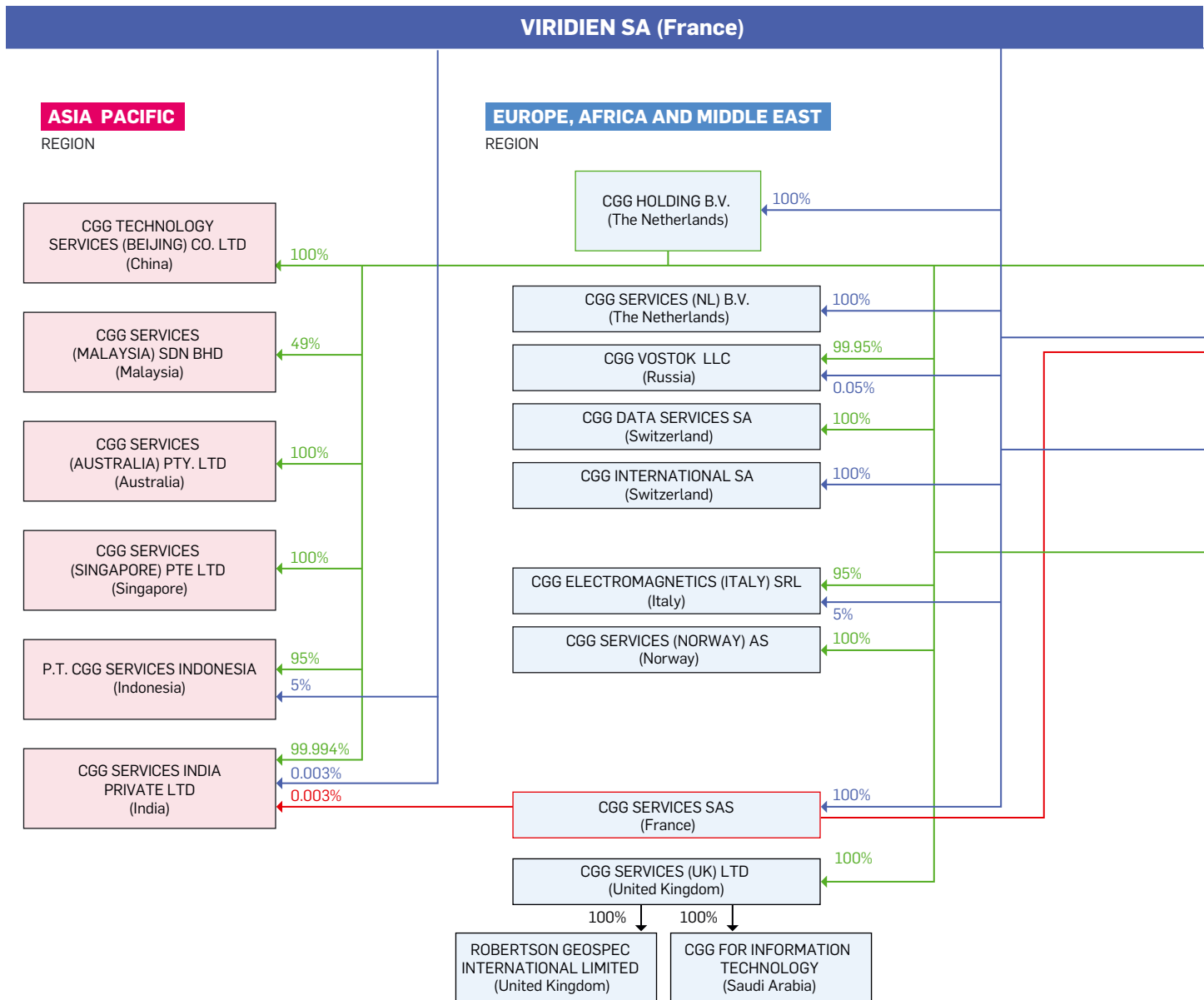
(c) IFRS: In accordance with IFRS, as indicated in our consolidated financial statements in Chapter 6.1.

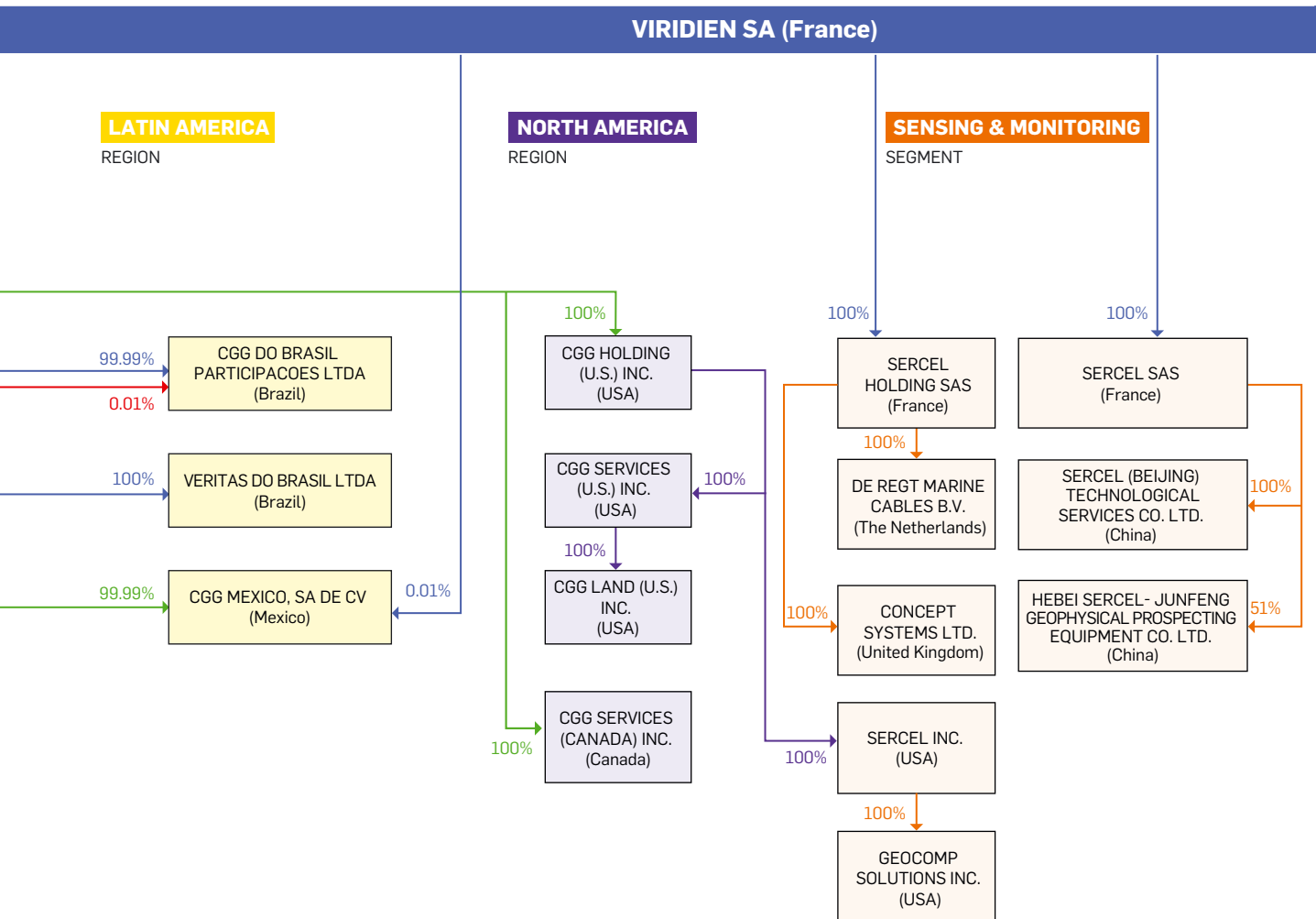
1.6 Viridien Organization

1.6.1 ORGANIZATION CHART

Viridien SA is the parent holding company of the Viridien group, and is listed on Euronext Paris stock exchange. The Group's subsidiaries are directly or indirectly owned by Viridien SA. The Group comprises 45 consolidated subsidiaries as of

December 31, 2025 (40 abroad and 5 in France) and the Company has 2 dormant branches. The simplified organization chart (showing the percentage of share capital and/or voting rights owned) as of December 31, 2025 is presented below.





1.6.2 INTRA-GROUP TRANSACTIONS

For all intra-group transactions, the Group complies with the international tax principles set by the Organization for Economic Cooperation and Development: "Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations". The Group ensures that its transfer pricing policy and its intra-group transactions are in line with the arm's length principle. When a

Group entity provides a service for the benefit of another Group entity, the service provider is generally remunerated based on the costs incurred plus an arm's length margin. During the years 2024 and 2025, the main financial flows between Viridien SA, the parent company, and its subsidiaries were as follows:

<i>In millions of US\$</i>	2025	2024
Services provided	45.8	37.9
Expense rebilling	(32.6)	26.6

02 RISK MANAGEMENT AND INTERNAL CONTROL



2.1	INTERNAL CONTROL COMPONENTS LEADING TO AN INTEGRATED APPROACH TO RISK MANAGEMENT	36	2.2	MAIN RISK FACTORS AND CONTROL MEASURES	40
2.1.1	Control environment	36	2.2.1	Risks related to our Business, Governance and Strategy	42
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2.1 Internal control components leading to an integrated approach to risk management

Viridien is listed in France and is therefore subject to the French *Loi de sécurité financière*. The Company complies with the 2013 COSO internal control integrated framework, established by the Committee of Sponsoring Organizations of the Treadway Commission ("COSO 2013"). The Autorité des marchés financiers (AMF) has subsequently integrated the principal elements of COSO in its frame of reference.

Pursuant to the provisions of Articles L. 225-100-1 and L. 22-10-35 of the French Commercial Code, this section includes a presentation of the main characteristics of internal control and risk management processes implemented by the Company and cascaded down within its subsidiaries (the Company and its subsidiaries hereinafter being collectively referred to as the "Group") with respect to the development and processing of accounting and financial information.

The Group's internal control and risk management is conducted by the management with the support of the Finance, Internal

Control, Risk Management, Compliance and Internal Audit Departments, while the monitoring of its effectiveness is performed by the Board of Directors in particular via its Audit and Risk Management Committee.

The internal control and risk management frameworks are designed to provide reasonable assurance regarding the achievement of objectives in the following areas:

- safeguard of the resources and assets through the design, update and optimization of relevant processes;
- reliability and accuracy of financial information; and
- compliance with applicable laws and regulations.

The principal objective of our internal control and risk management system is to identify and control risks related to the activities of the Group, as well as the risks related to errors and omissions in accounting and financial reporting.

2.1.1 CONTROL ENVIRONMENT

The control environment is the foundation of all the components that carry out internal control across the Group.

Viridien commits to act with integrity and professionalism across all locations, segments and support functions.

The Group's standards and expectations as regards Integrity and Ethics are stated in our Ethics Policy and in the Code of Business Conduct, which apply to all Group's employees.

For more information on the Group's Ethics Policy, see section 3.4.1 of this Document.

Organization of the Group with respect to internal control

The Chief Executive Officer and the Executive Leadership team

The Chief Executive Officer has ultimate ownership and responsibility for the internal control and risk management system. He ensures the existence and operation of an efficient control environment and is responsible for overseeing that all components of internal control and risk management system are in place.

The Chief Executive Officer's responsibilities are sub-delegated to the Executive Leadership team which includes the heads of segments and functions, who have responsibility for internal control and risk management related to their organizational unit's operational and business objectives (*for more information on the Executive Leadership team's composition, see section 4.1.2.2 of this Document*). The heads of segments and functions are responsible for the development and implementation of internal control rules and procedures that address their unit's operational and business objectives and ensure that these are consistent with the Group's objectives. These responsibilities are cascaded through the organization in each segment and function.

The Executive Leadership team is chaired by the Chief Executive Officer and meets at least once a month, for the review and

general conduct of the business of the Group. The Executive Leadership team monitors and controls performance of individual business lines, as well as the implementation of the Group strategy and carrying out of its projects through the business lines and functions. The Team members interact regularly with the Board of Directors and its Committees.

Internal Control Function

The Group also has an **Internal Control Department** whose role is to support the organization in implementing and maintaining effective processes, and to ensure that control procedures effectively mitigate the identified risks. It also maintains our internal control framework and coordinates the evaluation system of internal control over financial reporting.

The Group has an internal control guide based on the COSO 2013 internal control framework, which provides Group staff with a single and common source of internal control guidance. This guide is rolled out across all locations, segments and support functions, and aims at improving the Group's risks management and oversight.

Finance

Finance is notably composed of the following departments, each playing critical role in internal control and risk management:

- **Group Financial Controlling and Financial Planning & Analysis (FP&A):** headed by the Group Controller and Chief Accounting Officer, this department oversees the budgeting and business planning process as well as the monthly, quarterly and annual financial reporting. It prepares management accounts and Group financial synthesis in close coordination with segments' controllers and is closely involved in the preparation of the Board Committees' and Board of Directors meetings. Along with the segments' financial controllers, it ensures, on a regular basis, the oversight of the Group's operations and follow-up of the action plans initiated at the Group level;

Internal control components leading to an integrated approach to risk management

- **Accounting and Consolidation:** headed by the Group Controller and Chief Accounting Officer, and in close cooperation with the financial controllers of the segments, this organization is in charge of the production of the financial accounts in compliance with applicable standards and regulations, on a statutory basis for each legal entity, and on a consolidated basis as part of the quarterly and annual financial reporting. From this perspective, it defines the accounting procedures in accordance with legal and regulatory reporting requirements to financial information of the publicly listed companies and ensures they are up to date and enforced;
- **Treasury and Corporate Finance:** this department manages the Group's liquidity and long-term financial resources (bonds and credit lines) as well as the relationships with the banking community and the rating agencies. It oversees and manages the risks associated with currency fluctuations, credit and counterparty risks and reviews and optimizes the capital structure of the subsidiaries with the entity Finance Directors. On a monthly basis, Treasury prepares cash flow reporting presented to the CEO and CFO; and
- **Tax:** this department manages the Group's tax compliance and obligations as well as associated risks. From this perspective, it ensures that all tax returns are prepared and filed in a timely manner across all legal entities of the Group.

Internal Audit

The Internal Audit Department is an independent body that has direct access to the Executive Leadership team and reports to the Chief Executive Officer and to the Audit and Risk Management Committee. It assists the Executive Leadership team and the Audit and Risk Management Committee in carrying out their oversight responsibilities for the effectiveness of the Group's risk management, internal control and governance.

The Internal Audit Department evaluates internal controls based on the COSO 2013 framework and tools and in compliance with the Code of Conduct of the Institute of Internal Auditors (IIA). The Internal Audit Department has a charter, which governs its operating procedures, approved by the Audit and Risk Management Committee.

Internal Audit priorities are defined based on current operations, the assumed level of risk and Group risk analysis performed by Risk Management. The annual Internal Audit plan is defined by the Internal Audit Department and is approved by the Executive Leadership team and the Audit and Risk Management Committee.

The Internal Audit Department conducts general reviews of entities, operational and compliance audits and in-house consulting missions. Recommendations resulting from these audits and their associated action plans are executed by line management and monitored by the Internal Audit Department until full implementation.

2.1.2 RISK MANAGEMENT⁽¹⁾

Risk Management System

The Group has put in place processes and working practices to manage risks across the organization at all levels, across all segments and support functions. The management of risks is fully integrated in the Group decision-making process. The main financial and non-financial risks, with potential impact on the Group's operational and financial objectives, its reputation or its compliance with laws and regulations, have been duly identified and evaluated.

The Group has implemented a risk management system throughout the organization (segments and functions) to identify, assess and control risks:

- the identification of events that could have an impact on the Group is supported by a combination of techniques and tools including event inventories, internal analyses, risk interviews, process flow analysis, leading event indicators and loss event data methodologies;
- all identified risks are assessed and prioritized as per their criticality according to their impact (critical/major/significant/low) and likelihood of occurrence (almost certain/possible/rare/unlikely). In assessing risks, managers consider the residual risks (after mitigation measures and controls in place) and their potential impact on people, health and safety, environment, finance, compliance with laws and regulations and on the Group's reputation. Additional mitigation measures and plans may be set up to better manage these risks. Their progress against those plans is monitored on a regular basis; and

- risks are controlled through robust processes allowing their avoidance, reduction, sharing or acceptance. The Group develops comprehensive processes to reduce risk probability, risk severity or both. Control activities are derived from policies and procedures established to manage risks.

The principles of the comprehensive risk management policy and framework are consistent with the recommendations issued by the professional standards (COSO ERM, ISO 31000, AMF).

The Group Risk Management System is supervised by the Head of Corporate Legal Affairs in charge of Risks Management and Insurance, who reports to the Finance and Legal functions.

Risk Mapping

One of the standardized tools of the Group's risk management program is the Risk Map, which provides a shared view of the risks having a potential material impact on the Group. Risk registers are used to classify the risks by nature: Business, Governance & Strategy risks, Operational risks, Information Assets & Technologies risks, People risks, Finance Risks and Legal, Regulatory & Compliance risks. The risk registers and the risk map are reviewed by the Executive Leadership team on an annual basis as per the Group's strategy or more frequently as appropriate. The Risk Map is presented to the Audit and Risk Management Committee on an annual basis.

i For more details, please refer to Chapter 2.2 of this Document.

(1) This section allows to respond to the data points ERS2 GOV-5.

2.1.3 CONTROL ACTIVITIES

Processes implemented to identify necessary control procedures are based on risk assessments and on the processes required to fulfill the Group's objectives.

Internal control procedures

Group control procedures are implemented according to the responsibility levels of personnel involved and the principles of materiality and the segregation of duties (functions). Control procedures are implemented considering the identification of risks.

System of evaluation of internal control

Internal control is evaluated through self-assessment tools, the use of a data analytical tool and through internal audits.

Objectives for Control over financial reporting are set annually and require self-assessments of all active Group entities using the internal control assessment form (ICAF). This questionnaire includes approximately 60 items defined for operating segments and support functions. On an annual basis, the results of these reviews are consolidated, assessed and distributed to relevant managers, and internal control improvement areas are identified through these assessments.

Internal control also uses a data analytical tool, Geoficiency, to identify (new) risks and analyzing accounting data to meet accounting requirements and identifying deficiencies, for instance in the segregation of duties.

Effectiveness of internal control is continuously evaluated through the program of internal audits.

Financial and accounting controls

Group internal control procedures are designed to ensure that accounting, financial and management information communicated to corporate bodies provide a fair presentation of the activities and positions of the Group:

- the financial statements of all the Group's subsidiaries are reviewed by Finance;
- the access to the accounting information systems is formally restricted in accordance with the functions and responsibilities of each user;
- the financial information systems make it possible to record transactions in a complete and exact manner, to trace them and regularly back them up;
- all intercompany transactions are documented and reconciled on specified dates depending on the nature of the transactions;
- the Group monitors its off-balance sheet commitments; and
- comparisons and reconciliations are performed at various levels, particularly between FP&A and Consolidation. The consolidated financial statements are reviewed by the Group Chief Financial Officer at the corporate level and the SVP Group Controller and Chief Accounting Officer.

The Executive Leadership team fully supports this internal control environment to ensure proper business controls in line with the Group's values and the application of the control over financial reporting by our personnel.

Control over financial reporting

Specific processes and controls have been put in place to ensure that financial reporting is reliable and pertinent.

Financial information

Key processes such as the preparation of consolidated financial statements, documents for the Board of Directors and the Audit and Risk Management Committee, preparation of budgets, etc., are formally documented.

The Executive Leadership team regularly renews principles and objectives related to the control over financial reporting to ensure that all financial and operational managers of each operation unit understand the importance of internal controls and continuous monitoring of their effectiveness, based on annual objectives and relevant training.

The Group's Accounting Manual sets forth its accounting policies, practices, instructions and reporting rules. The accounting manual applies to all Group entities and is designed to ensure that the accounting rules are applied across the Group in a reliable and homogeneous way. It details processes and procedures for closing the accounts, consolidating and preparing the financial statements. It also outlines the principles for preparing the notes to the consolidated financial statements.

To limit the risks of fraud, the segregation of duties is monitored, from approval of the orders to goods and services receipts to payments to the vendors and suppliers.

All Group entities prepare accounts in the format chosen by the Group using a standardized package. All reclassifications from the statutory accounts to the consolidated accounts are documented.

Intercompany transactions are carried out in accordance with market conditions and transfer pricing principles.

Information Systems represent the backbone of the Group's internal control framework and are fully supporting our processes.

Information technology (IT) infrastructure and information systems security (InfoSec)

Information about IT infrastructure and information systems security is described in Chapter 3, section 3.4.4 of this Document.

Control of the disclosure of information externally

- The Group has rules and specified procedures for preparing, validating and approving press and news releases; and
- The Group follows a pre-determined process for the preparation and distribution of its regulatory documents.

2.1.4 INFORMATION AND COMMUNICATIONS

The Group's ability to meet its objectives depends on the effective dissemination of information at all levels of the organization.

Quality standards, security requirements and legal and professional obligations demand that the procedures are documented and accessible. The Group encourages sharing of knowledge and best practices. An intranet site provides all personnel with access to Group codes, policies, annual objectives, general instructions, procedures, standards and other documents, which represent the Group's Management System. The intranet site of the Group enables better communication and cooperation between the Group segments, entities and support functions.

The Group generally holds a yearly global seminar and quarterly video meetings, for senior managers from all key locations worldwide.

The Group has weekly, monthly and quarterly reporting by responsibility levels and relevance to obtain and share information necessary to carry out, manage and control operations. The scope of reporting covers operational, financial, legal and tax and regulatory compliance information, internal and external to the Group.

Senior management evaluates the performance of the Group based on both internal and external information.

2.1.5 MONITORING ACTIVITIES

Monitoring and Management Review

The Group's business environment is continuously changing. The internal control system is adapted to consider the latest conditions as well as past experience.

Operations are managed and evaluated against their performance criteria on a day-to-day basis by the relevant layers of management across the organization, and ultimately by the Executive Leadership team. Management carries out periodic evaluations, considering the nature and importance of any changes, that may have occurred.

Key indicators that signal risk environment changes and adverse trends are reviewed in management meetings at each level. Transverse functions assist the segments in monitoring these indicators and focusing attention on specific Group risks. Examples of this are: the Financial Committee meeting held monthly with CEO, CFO, Chief Accounting Officer, Group Treasurer, and segments controllers to review cash and debt positions; the Commercial Consultants Committee monitor the commercial networks; and the Ethics Committee (see sections 3.4.1).

The Group has implemented a global incident monitoring system operating 24/7. HSE incidents anywhere in our operations must be reported within 24 hours to the relevant management level.

The Board of Directors and its Committees regularly review key risks faced by the Group. The Board receives annually mapping of the key risks the Group faces and monitors implementation of agreed action plans and key controls put in place. The Audit and Risk Management Committee, the Sustainability Committee, the Appointment, Remuneration and Governance Committee and the New Businesses and M&A Committee each regularly review the risk management in their specific domains of responsibility. In accordance with Article L. 823-19 of the French Commercial Code, the Audit and Risk Management Committee monitors the effectiveness of the internal control and risk management frameworks with regard to the procedures relating to the preparation and processing of accounting and financial information.

Reasonable Assurance

Every system of internal control, however well-designed and effective, has inherent limitations. Notably, there are residual risks. This means that the internal control system can offer only a reasonable assurance as to the reliability and completeness of financial statements. Furthermore, the effectiveness of internal control procedures may vary over time, in response to new circumstances.

To evaluate the effectiveness of internal control procedures on a regular and formal basis and beyond the related actions undertaken by the Internal Audit management, the Group has put in place a tool for internal control self-evaluation for all entities of the Group.

2.2 Main risk factors and control measures

This chapter includes the main risks identified during the year ended December 31, 2025, and whose occurrence could negatively impact our business activities, financial results, outlook, reputation and market share.

The risks identified by Viridien as specific, and material are grouped by categories based on their nature. The categories themselves are not ranked by importance. However, the risks within each category are ranked in each category by their degree of criticality in terms of likelihood of occurrence and potential impact, starting with those management believes to be the most material.

As detailed in the section 2.1.2 "Risk Management", the main risks described below (as per the Risk Map revised annually) are

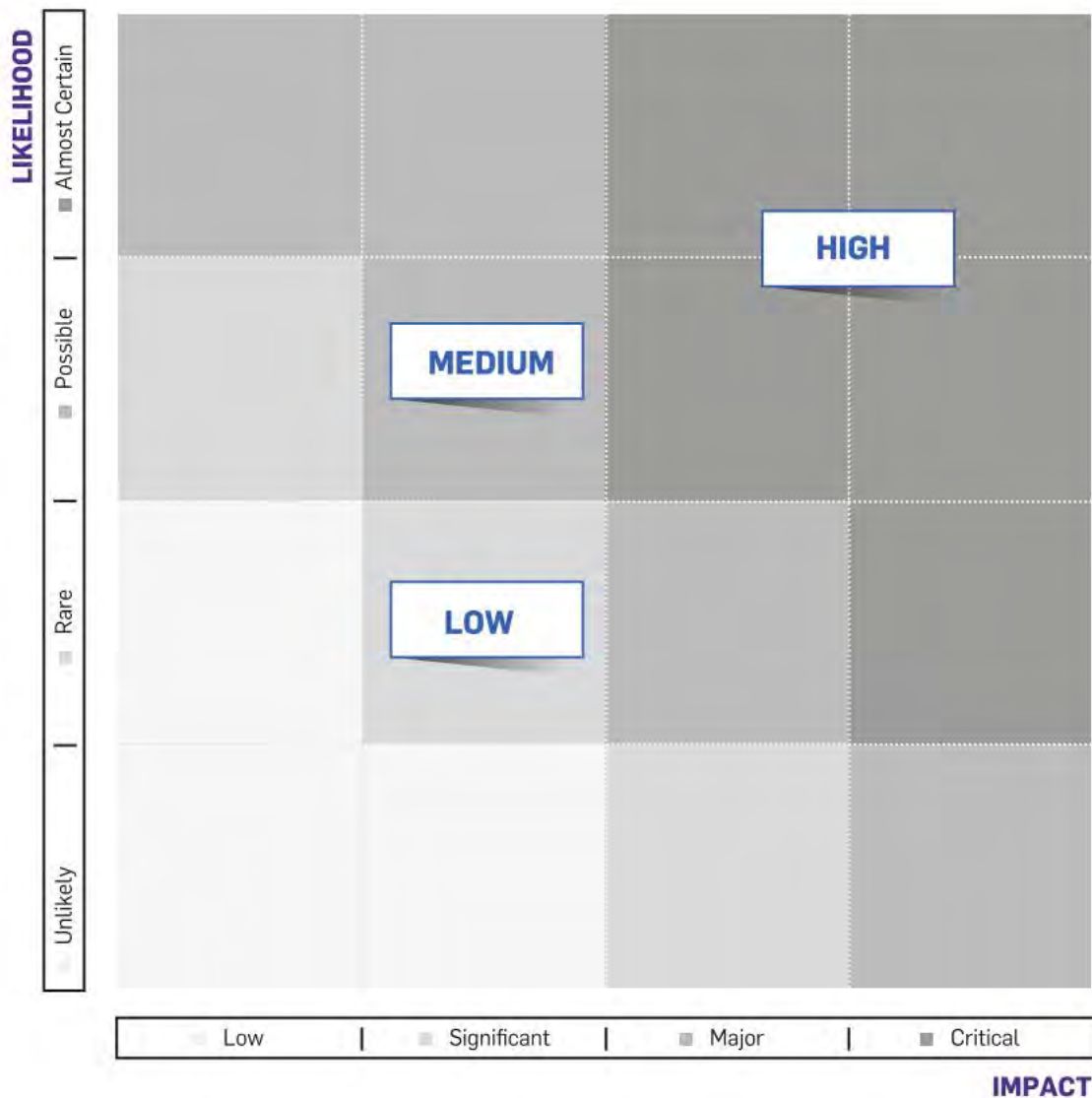
residual risks, after implementation of mitigation measures to prevent and control them.

The risk factors also include some of the non-financial risks reported as critical in Chapter 3 "Statement on non-financial performance" of this Document.

As Viridien operates in a constantly changing economic and regulatory context within a highly volatile market, our assessments and forward-looking statements are subject to uncertainties and risks that the Group is not aware of or does not consider significant as of the date of this Document, but which could affect our business activities and performance.

***i** For more details about the Risk Management system, please refer to 2.1.2 "Risk Management" of this Document.*

RISK SIGNIFICANCE



Main risk factors and control measures

The main Group risk factors and uncertainties identified and assessed in the year ended December 31, 2025, are ranked into the following six categories:

Cat.	Risk Factors	Net Significance Level
Risks related to our business, governance and strategy		
2.2.1.1	Market Cyclicity and Highly Competitive Environment Risks	High
2.2.1.2	Geopolitical Risks	High
2.2.1.3	Adaptation to Energy Transition	High
2.2.1.4	Strategic Partner Risks	Medium
2.2.1.5	Climate Change Risks	Medium
Risks related to our operations		
2.2.2.1	Value Impairment Risks	High
2.2.2.2	Risks of Supplier failure/Supply Chain Interruption/Shortage of components	High
2.2.2.3	Loss of Key Asset Risks	Medium
2.2.2.4	Risks of Intellectual Property Mismanagement/Failure to protect Intellectual Property	Medium
Risks related to Information Technology and Cyber Security		
2.2.3.1	Risks of Critical Business Information Technology Failure and Cybersecurity	High
Risks related to our People		
2.2.4.1	Risks of Difficulties to Attract and Develop Adequate Expertise – Loss of Key People/Key Expertise	Medium
Risks related to economy and finance		
2.2.5.1	Risks related to our liquidity needs	High
2.2.5.2	Risks of Foreign Exchange Rate Fluctuations	Medium
Legal, regulatory and compliance/trade compliance risks		
2.2.6.1	Risks of Adverse Regulatory Changes	High
2.2.6.2	Risks of Non-Compliance/Trade Compliance	Medium
2.2.6.3	Risks of Fraud – Internal & External	Medium
2.2.6.4	Risks of Potential Liabilities arising from our Businesses	Medium

The following sections describe the main risks identified in the year ended December 31, 2025, their potential impact and their treatment plan.

The treatment plan includes, but is not limited to, examples of controls and mitigating actions as listed below. This is not a comprehensive list.

2.2.1 RISKS RELATED TO OUR BUSINESS, GOVERNANCE AND STRATEGY

2.2.1.1 Market Cyclicity and Highly Competitive Environment Risks

Demand for most of our products and service depends on level and location of activity within the oil and gas industry.

Demand for most of our products and services is directly linked to the level of exploration and production ("E&P") expenditure by oil and gas companies. These expenditures are discretionary in nature and can vary significantly based on oil and gas prices (current and expected) which fluctuate based on relatively minor changes in the global supply and demand for oil and gas, as well as other factors.

However, increases in oil and natural gas prices may not increase demand for our products and services. For instance, following the increase in oil prices during 2021 from their lowest levels in March 2020, our clients, especially the international oil companies ("IOCs"), did not increase their E&P spending, instead prioritizing deleveraging, dividends and share buybacks, at the same time increasing their investments in energy transition.

E&P investments exhibited single digit growth in 2025 compared to 2024, as operators maintained their focus on capital discipline. The vast majority of investments were allocated to production, including increasing production from existing fields. For exploration investment, infrastructure led exploration (ILX) close to producing fields remains the largest share of total exploration, as operators prioritize ILX over frontier exploration. While we do work in this area, mainly through GEO's seismic processing the revenue potential per project is relatively small.

In addition, the locations where oil and gas companies choose to invest in exploration, development and production can have a material effect on our business. Demand for our products and services may not reflect the level of activity in the industry. Our data libraries are concentrated in specific basins (particularly Brazil, the North Sea and the US Gulf), and activity outside these areas, or in these areas but outside the locations where our data is located may not benefit us. Even client activity in our basins of interest where our data is located may not benefit our business, based on the clients' buying decisions. Our seismic imaging offerings are preferred where our technology is perceived to lower the risks and costs associated with exploration, development and production but may not be the choice for producers exploring and producing in lower-risk areas, such as US land, or for price sensitive clients. If oil and gas companies decide to invest in regions where our data portfolio is less extensive, or our technology is less desirable, our business could be detrimentally affected.

Finally, the balance of our clients' investments across their spectrum of possibilities, can have a material effect on our business. Due to its abundance, as well as various other economic and environmental factors, natural gas is widely predicted to

contribute an increasing share of energy in the future. Today significant natural gas resources are stranded, being flared or being released into the atmosphere. To bring this energy source into the market would require extensive infrastructure investment, but low or no exploration cost. It is likely that natural gas infrastructure development by our clients, especially LNG infrastructure, will compete for budget dollars with oil exploration and development.

It is difficult to predict how and where oil and gas companies will choose to invest, as this is subject to many considerations including, but not limited to, those indicated above, as well as:

- demand for hydrocarbons, which is affected by worldwide population growth, economic growth rates, and general economic and business conditions;
- government policies regarding the exploration and development of oil and gas reserves, as well as governmental laws, policies, regulations and subsidies related to or affecting the production, use, and exportation or importation of oil and natural gas;
- the ability or willingness of the Organization of Petroleum Exporting Countries ("OPEC+") and other oil producing countries to balance supply and demand;
- shareholder activism, activities by non-governmental organizations, or pressure from the public to restrict exploration, development and production of oil and natural gas;
- development, exploitation, relative price and availability of alternative sources of energy and our customers' shift of capital to the development of these sources;
- the costs and risks of exploring for, developing and producing oil and gas in different locations;
- the oil and gas companies' perception of prospects of different global basins;
- changes in short and medium-term investment decisions and their impact on oil and gas prices;
- global and local economic and political conditions, including political and economic uncertainty and socio-political unrest;
- the strategies selected by oil and gas companies to manage their portfolios;
- volatility in, and access to, capital and credit markets;
- technological advances affecting energy consumption and the types of energy consumed; and
- the development of technologies that can significantly affect the costs and risks associated with exploration, development and production.

If oil and gas companies decide to invest in regions where we are not active or where our data portfolio is small or non-existent, or if customers prefer lower-cost solutions, our business, results of operation and financial condition could be materially adversely affected.

Main risk factors and control measures

Examples of mitigating activities

The following measures have been put in place to mitigate the risks related to lower capital expenditures by the oil and gas industry:

- performance of risk analysis on a regular basis to assess potential business impacts;
- monitoring of market conditions and client expenditures, adapting our business accordingly. As an example, following the outbreak of the Covid-19 pandemic, we immediately reduced our CapEx, both in our EDA and SMO segments, and focused our CapEx on the main basins expected for oil and gas exploration and development; and
- review of our cost base to identify areas where we could reduce costs without jeopardizing the quality and safety of our products and operations and implement such reductions.

i For more details, please refer to Chapter 1, section 1.1.1 of this Document.

We operate in a highly competitive environment, and unanticipated changes relating to competitive factors in our industry may impact our results of operations.

We compete based on several factors, such as product and service offerings, project execution and service delivery, and customer service and price. Maintaining our competitive advantage in high-quality solutions requires us to continuously invest in research and development (R&D) and computing capacity. However, we may be unable to capture the full value of innovations and may encounter resource constraints or other difficulties that could delay the introduction of new and enhanced products, services and solutions in the future. We may also commit errors in our planning and misallocate resources, for instance, by developing products or services that are not commercially viable but require large investments in R&D and capital expenditures. We are exposed to changes in the cost of our inputs, which can affect our competitiveness on price. For example, our technology solutions require significant amounts of energy such that an increase in electricity costs could require us to increase prices or decrease margins.

We are focused on providing premium products and services and have positioned ourselves at the high-end tier of the market. While we believe our customers choose us specifically for the value and quality of our offerings, they may decide to buy products and services from our competitors if we are unable to convey and deliver the benefits of our offerings as compared to lower-cost options. While our R&D strategy is focused on developing the highest value and quality solutions, our products and services may not be perceived as the most cost-efficient options for our customers and as a result may not achieve market acceptance. If our customers decide to shift away from our offerings to lower-cost products and services, either because of constraints on their capital or operating expenditure or because we are not successful in differentiating our offerings from those of our competitors, we would suffer a loss in our market share or be forced to reduce price with a negative impact on our results of operations in either case.

We manufacture technical products and undertake complex projects on behalf of our clients, and our business is therefore

subject to potential defects, errors, failures, and quality issues that could cause personal injury, damage to or destruction of property, equipment or the environment, or require our clients to suspend operations.

We may experience problems due to operational setbacks (including on the part of partners or subcontractors), regulatory changes, lack of appropriate permits, data loss or for reasons that could be related to health and safety, environmental, legal or other similar concerns. Any failure to meet our clients' expectations in connection with our products or services could result in claims against us, order cancellations or loss of customers, which could materially and adversely affect our reputation, business, financial condition or results of operations.

We derive a significant amount of revenues from a small number of customers, which may vary between years.

We are subject to certain risks due to the nature and concentration of our customer base. We seek to reduce commercial risk by monitoring our customer credit profiles. In 2025, our four most significant customers accounted for 10%, 7%, 6%, and 5% of our consolidated Segment revenues, respectively. The loss of any of our significant customers or deterioration in our relations with any of them could affect our business results of operations and financial condition. Some of our customers are national oil companies, which can result in longer payment terms for us and expose us to political risk. These customers represented around 21% of our Segment revenue for the year ended December 31, 2025. In addition, in our international operations we work with a wide network of approximately 45 banks and are therefore subject to counterparty risk.

Our clients that contribute the largest proportion of our consolidated revenues may vary between years. This is attributable in part to the variable levels of capital expenditures, including spending for exploration and production services, across the oil and gas industry. The absence of a stable stream of revenues from a subset of our customer base from one year to the next could adversely affect our business, results of operations, financial condition and cash flows, including our ability to meet our debt obligations. In addition, our operating results could be materially adversely affected if any of our major customers fail to compensate us for our services or if we lose a significant customer contract.

Examples of mitigating activities

The following measures have been put in place to mitigate the risks related to loss of clients due to their acceptance of lower cost solutions:

- we monitor our clients' needs, and our competitors' technological and service offerings and the level of acceptance of lower cost and lower quality technologies by our customers;
- we differentiate ourselves through technological advances, data and image quality, equipment quality, reliability and customer service;
- we advance our technology to ensure that we remain at the forefront of the market;
- we use our Earth Data to develop our technology so that the results of the new techniques can be freely demonstrated to customers;

- we invest in assets and R&D, ensuring that the resources necessary to produce "next-generation" technology are available when needed;
- we recruit to ensure we employ the right people in all relevant areas (for an example: researchers, developers, imagers, programmers and IT specialists);
- we communicate the advantages of superior technological quality to our clients; and
- we maintain relations at all levels within our client organizations to sell the price/benefit of our products and services.

i For more details, please refer to Chapter 3 of this Document.

2.2.1.2 Geopolitical Risks

With operations worldwide, including in emerging markets, our business and results of operations are subject to various risks inherent to international operations. These risks include:

- instability of foreign economies and governments, which can cause investment in capital projects by our potential customers to be withdrawn or delayed, reducing or eliminating the viability of some markets for our services;
- war, terrorism, riots and uprisings, which can make it unsafe to continue operations and expose us to losses;
- varying HSE approaches and practices and ESG standards which can increase exposure to operating and reputational risks;
- challenges in protection and enforcement of intellectual property rights;
- fraud and political corruption;
- changes in legal and regulatory requirements;
- inability to repatriate income or capital;
- seizure, expropriation, nationalization or detention of assets, or renegotiation or nullification of existing contracts;
- trade restrictions, trade protection measures, price controls, or trade disputes; and
- foreign exchange restrictions, import/export quotas, sanctions, boycotts and embargoes and other laws and policies affecting taxation, trade and investment.

We are exposed to these risks in all of our international operations to some degree, particularly in emerging markets where the political, economic and legal environment may be less stable.

The long-term global nature of our business means that we are generally alert to geopolitical risk. Nevertheless, geopolitics is fluid, and the risks are constantly changing and vary significantly by region.

For example, in Brazil, the environment continues to be shaped by changes in governmental priorities, regulatory instability, and persistent currency volatility. Shifts in fiscal and industrial policies may influence the investment climate, and fluctuations in the Brazilian real can directly impact our operations and financial results.

In China, geopolitical tensions remain elevated. Strategic competition between China and Western economies continues to affect trade, technology transfer, and data-related regulations. Trade restrictions, supply-chain fragmentation, and tightening compliance requirements could impact our activities, including through our Sercel joint venture with Junfeng. Currency fluctuation and export-control tightening also remain ongoing areas of risk.

Across the Middle East, regional instability continues. The conflict that escalated in 2023–2024 between Israel and Hamas has evolved into a broader, more persistent source of tension, with periodic spillover effects in neighbouring regions and critical maritime corridors. These developments continue to pose operational, logistical, and security-related risks for our activities and third-party partners in the region.

The conflict between Russia and Ukraine remains a major geopolitical and economic disruptor. Sanctions regimes continue to expand, and Russian counter-measures remain dynamic and unpredictable. We therefore maintain reinforced verification, due-diligence and approval procedures to ensure that all transactions involving third parties comply with relevant regulations. Our Compliance Department continues to track new rules, advise operational teams, and ensure employee awareness.

Geopolitical changes also shape broader economic and energy-security dynamics. The ongoing war in Ukraine, tensions in the Middle East, and uncertainty in key supply corridors have materially influenced global perceptions of energy security. This has contributed to continued volatility in oil and gas prices, shifts in investment decisions, and fluctuations in demand patterns across both traditional hydrocarbons and energy-transition markets. These dynamics can affect our business, our results of operations, and the financial condition and commercial performance of our customers, suppliers and partners.

Examples of mitigating activities

The following measures have been put in place to mitigate geopolitical risks:

- we ensure appropriate resources and expertise to monitor geopolitical changes and legislative and regulatory requirements;
- we provide general awareness and targeted training to exposed stakeholders to ensure understanding of the risks and risk mitigation responsibilities;
- we implement and maintain policies and procedures formalizing risk control processes and responsibilities; periodically audited to ensure applicability, compliance, efficiency and to identify opportunities for improvement;
- we monitor and analyze questions, concerns and potential incidents to determine remedial actions and opportunities for improvement;
- we apply general third party and transaction due diligence screening processes at all steps of the project lifecycle; and
- we apply specific due diligence processes related to exposed/high risk transactions and third parties.

2.2.1.3 Adaptation to Energy Transition

Today our core business heavily depends on the level of activity in the oil and gas industry, and demand for our core products and services highly correlates with the activities that support the exploration, development, and production of hydrocarbons. Viridien faces a strategic risk regarding the resilience of its business model in the context of a global transition toward low-carbon energy sources and other alternatives.

Society in general along with numerous organizations such as governments, non-governmental organizations, insurers, financial institutions, and various other stakeholders encourages or mandates the reduced consumption of hydrocarbons and the establishment of a low-carbon energy mix, to attenuate or adapt to climate change and support a more sustainable planet. Increasing global interest in the energy transition is intensifying behaviors that disadvantage hydrocarbons and advantage more sustainable energies, which could intensify the demand shift away from oil and gas. This demand shift could reduce the demand for oil and gas, detrimentally impacting our clients and us.

A global shift in behaviors and energy mix away from hydrocarbons, before Viridien has the time to transition its business away from its current core focus on hydrocarbons related activities, could significantly impair the business by reducing demand for our products and services and impair the value of our Earth-Data library. On the other hand, if the energy transition slows or stops, our New Businesses would be negatively affected.

The pace and magnitude of this market shift away from hydrocarbons toward more renewable energy sources remains variable, unclear and difficult to predict, and its impact on our business is subject to several factors including, but not limited to:

- global supply and demand and the resulting prices for hydrocarbons and alternative fuels;
- global and local economic and geopolitical conditions;
- inflation, and its impacts on oil and gas versus on renewable energies;
- laws, policies and regulations, or any public opinions that advantage or disadvantage the access to, or the use of, one energy source over another, including: subsidies or taxes that advantage or penalize one energy source over another, regulations regarding levels of atmospheric emissions or types of fuels, policies that open or restrict access to geographic locations required for energy development or any public opinions or legal actions that advantage or penalize one energy source over another;
- any other actions by members of governmental or non-governmental organizations, shareholders, investors or the general public that advantage or disadvantage one source of energy or industry over another;
- the development of technologies that significantly affect the costs and risks associated with any energy source (for example, improved battery efficiency or emission reduction technologies);
- our ability to predict the global pace and magnitude of energy demand shift and modify our business effectively to address these changes; and
- the strategies selected by oil and gas companies to determine their overall investment mix, and the percentage and magnitude of their investment in hydrocarbons.

Any factor of risks outlined in this section, and others we may not yet perceive associated with adaptation to energy transition could adversely affect our financial condition, results of operations, or cash flows.

Examples of mitigating activities

- performance of risk analysis on a regular basis to assess potential business impacts; and
- the implementation and execution of a diversification strategy beyond hydrocarbons, focused on areas such as energy-transition minerals, carbon capture, utilization and storage (CCUS) technologies, environmental and geothermal sciences, digital sciences, and infrastructure monitoring.

i For more details, please refer to Chapter 3 of this Document.

2.2.1.4 Strategic Partner Risks

We occasionally enter strategic partnerships and joint ventures. We are subject to risks related to these partnerships, including failure by our strategic partners to perform their obligations in accordance with our expectations or in breach of the terms of the agreements that govern our relationship.

Our operations are dependent on our good relationships and continuous cooperation with our local partners and governments. For instance, our subsidiary Sercel operates in China through Hebei Sercel-Junfeng Geophysical Prospecting Equipment Co. Ltd. ("SJF"), a joint venture in which Sercel holds 51% of the share capital, and BGP Ltd. ("BGP", a subsidiary of the Chinese state-owned enterprise China National Petroleum Corporation ("CNPC"), holds nearly 30% of the share capital. The remainder of the share capital is held by a shareholding vehicle, for employees of SJF. BGP is a major player in seismic acquisition and geoscience processing in China and related overseas markets and remains the primary customer of SJF. As a result of these arrangements, Sercel depends on BGP's continuing cooperation and may be significantly affected if BGP decides to develop more actively its own equipment manufacturing factory or to stop cooperating with Sercel.

On January 8, 2025, the strategic agreement established with Shearwater in January 2020 came to an end. As part of the sale of our seismic vessel fleet to Shearwater, we had been contractually obligated to use two vessels annually. This commitment carried the risk of incurring significant compensation costs to Shearwater in the event of underutilization, as was the case in 2023 and 2024, resulting in expenses of approximately \$44 million and \$54 million, respectively. In 2025, the expense was significantly lower at \$12 million as the agreement came to an end in early January. With the expiration of this agreement, Viridien is no longer exposed to this financial risk. However, we now depend on the availability and price of vessel capacity in the open market to meet our marine acquisition needs, and both supply and cost can vary significantly in this volatile market.

Examples of mitigating activities

The following measures have been put in place to mitigate the impact of risks related to our strategic partnerships:

- we include contractual provisions in the agreements governing our joint ventures and strategic partnerships to, among other things, address non-compliance by our counterparties with these agreements and establish specific standards for services or products to be provided by them; and
- we maintain communications with joint venture parties to ensure early notice of any issues.

2.2.1.5 Climate Change Risks

Viridien places the reduction of climate change-related impacts at the core of its sustainability strategy.

Transformation of the business model

Today, the Group's activities take place primarily in large urban and industrial centers and offshore through its subcontracted seismic data acquisition activities.

Climate change is expected to have direct repercussions on weather patterns, biodiversity, agriculture, ecosystems, the environment, and human society. A substantial worsening of these or other climate change-related impacts could affect the Group's activities and therefore adversely impact its business.

The actual direct effects of climate change, as well as their magnitude, geographic scope, and timing, are difficult to predict, and their impact on the Group's activities depends on several factors, including:

- the accuracy of the overall understanding of climate change;
- the strategies developed and adopted at the global level to combat climate change;
- the strategies developed and adopted at the global level to mitigate the effects of climate change;
- the overall effectiveness of these strategies and their implementation;
- the Group's ability to anticipate these effects, the locations concerned, and the relevant time frames;
- the actual extent of any direct impact of climate change on its activities, such as challenges caused by severe weather phenomena affecting operations and increasing operating costs; and
- the Group's ability to adjust its activities effectively to address these impacts.

Examples of mitigating activities

- the Group has long invested, and will continue to invest, in technologies capable of operating under the most challenging climatic conditions;
- the Group takes the direct impact of climate change into account in its strategies and roadmaps for the growth of its new businesses beyond its core activities.

Greenhouse gas emissions

In an effort to reduce the impact of climate change, Viridien is committed to reduce its carbon footprint across its entire value chain, and to support its clients in achieving their environmental objectives through its technological solutions. Viridien continuously monitors its progress and reports on it annually, in line with its commitments to transparency and continuous improvement.

Examples of mitigating activities

- The Group continually seeks ways to reduce its emissions by focusing on increasing the share of low-carbon energy in its energy mix;
- The Group invests, and will continue to invest, in new technologies that reduce the carbon emissions of its value chain and enable it to offer clients products that support environmentally responsible activities;
- The Group sets targets, measures its performance, and continuously strives to reduce its greenhouse gas emissions. Results are published so that all stakeholders can assess the Group's progress; and
- The Group participates in major initiatives such as CDP (Carbon Disclosure Project) and the UN Global Compact, and has its Sustainability Statements verified by an independent third party in accordance with regulatory requirements.

Transposition of the European CSRD Directive and other environmental regulations

Legislation, policies, legal or public actions, as well as general perceptions related to climate change that restrict or disadvantage the Group's ability to operate, increase its costs, reduce its efficiency, or limit its access to the resources needed to carry out its operations, could adversely affect its business. Laws and regulations could directly result in more stringent obligations or restrictions on its activities, particularly with respect to the costs, locations, and sites where the Group acquires and processes data to develop its products and manufacture its equipment. The European Union, with the recent introduction of the Corporate Sustainability Reporting Directive (CSRD), accompanied by the European Sustainability Reporting Standards (ESRS), has strengthened the focus on sustainability.

The transposition of the European CSRD Directive or other environmental regulations into French law carries a risk of 'gold-plating', which could increase the Group's obligations beyond European requirements, notably through the addition of extra reporting criteria, more stringent timelines, or broader scopes.

Examples of mitigating activities

- regular monitoring of developments in regulations and governmental and non-governmental policies related to climate change; and
- reorganization of the Group's strategies, business plans, and operations to adapt accordingly.

Physical impact on buildings

i For more details on physical impact on buildings, please refer to section 3.2.1.5 « Climate scenario analysis » of this Document.

We also recognize and acknowledge that there are risks associated with our mitigation plans for the impact of Climate Change, as Viridien could miss taking the right steps, take the wrong steps or take the right steps at the wrong time to effectively mitigate the impact of the risks. Nevertheless, by embracing the principles of sustainable development, diversifying

its portfolio, strengthening resilience, and fostering a culture of innovation, Viridien aims to limit this potential impact.

i For more details on our efforts and initiatives, please refer to Chapter 3 of this Document.

2.2.2 RISKS RELATED TO OUR OPERATIONS

2.2.2.1 Value Impairment Risks

The Group is exposed to the risk of impairment of goodwill or the carrying value of other assets and liabilities on its balance sheet.

We have been involved in business combinations leading to the recognition of goodwill on our balance sheet. Goodwill carrying value represented 40% of our consolidated assets as of December 31, 2025, or US\$1,092 million, so a relatively small impairment could have material adverse effect on our results of operations.

As mentioned in notes 1 and 11 to our 2025 Consolidated Financial Statements, we perform, at least once a year, an impairment test of the goodwill allocated to the cash generating units ("CGUs") to assess whether an impairment loss must be recognized. To do so, we determine the value in use of our CGUs by estimating their future cash flows, discounted to the present value at the updated sector weighted average cost of capital ("WACC"). In addition to this year-end test, we also perform impairment tests whenever there is any indication of potential loss of value. Factors that could trigger such ad hoc reviews include, among others, the following:

- significant underperformance relative to expected operating results;
- significant changes in the strategy for our overall business;
- significant negative industry or economic trends;
- material change in the trajectories of recovery of E&P spending or growth of New Businesses;
- specific events affecting the value of the assets, such as changes in government policies affecting lease rounds; and
- introduction of New Businesses.

We recognize an impairment loss in the income statement whenever the carrying amount exceeds the recoverable value. In the years ended December 31, 2025, 2024 and 2023, we did not recognize any goodwill impairment loss. Given the volatility of the markets where we operate, the uncertainty in the E&P spending and New Businesses growth trajectories, we may need to write down goodwill in potentially material amounts in the future.

We may also need to impair or write down the value of other assets, especially our Earth Data library, depending on a variety of factors, many of which are beyond our control, including the level of spending from our customers, which has a degree of correlation with hydrocarbons' future prices and their volatility. Technological or regulatory changes or other developments could also adversely impact the value of our assets. For example,

regulatory changes such as limitations on drilling for hydrocarbons could affect the ability of our customers to develop exploration and development programs, either generally or in a specific location where we have acquired data, and technological changes could make existing data obsolete. In this context, we run regular reviews.

The carrying value of the Earth Data library represented 18% of consolidated asset as of December 31, 2025, or US\$494.1 million, so impairment loss could have material negative effect on our results of operations.

As mentioned in notes 1 and 10 to our 2025 Consolidated Financial Statements, we perform, at least once a year, an impairment test for all Earth Data surveys, based upon updated sales forecasts, in addition to the systematic tests, which are carried out on the delivery date of each survey. Additionally, we conduct impairment tests whenever there is any indication of potential loss of value. In 2025, we did not recognize impairment loss for our Earth Data library. In 2024, we recognized an impairment loss of US\$0.2 million for our Earth Data library. In 2023, we recorded US\$33.1 million of impairment loss, because of the reduction of sales forecasts for surveys mostly in Brazil, US Gulf, Norway, and Australia.

i See notes 1, 10 and 11 for the Group's 2024 Consolidated Financial Statements, for more details.

2.2.2.2 Risks of Supplier Failure, Supply Chain Interruption and Shortage of Components

The high technological content of our products and services renders us dependent on the supply of electronic components. These components could be unavailable to us temporarily or for extended periods of time. This risk is heightened for certain single source suppliers where there is a lack of or limited number of alternatives.

Disruptions to our supply chain and other outsourcing risks may adversely affect our ability to deliver our products and services to our customers. The high technology content of our products and services renders us dependent on the supply of electronic components, some of which could be temporarily or permanently unavailable to us, including if production is fully captured by larger users. In those circumstances, our production could be delayed, or we could be forced to develop and manufacture alternative solutions and products.

Our supply chain is a complex network of internal and external organizations responsible for the supply, manufacture and logistics supporting our products and services around the world. Certain parts and materials we require to develop our products and services are procured from single-source suppliers and the lack or limited number of alternatives makes us more vulnerable to price increases and shortages when demand is high. We are also vulnerable to other disruptions in this supply chain from changes in government regulations, tax and currency changes, strikes, boycotts, public health crises, natural disasters and other disruptive events as well as from unavailability of critical resources. These disruptions may have an adverse impact on our ability to deliver products and services to our customers.

In addition, shortcomings in suppliers' corporate social responsibility or actual or perceived issues related to their information security, trade, legal and regulatory compliance programs could negatively impact our reputation. These or other circumstances could lead to disputes and litigation with our partners or customers, which could have a material adverse impact on our reputation, business, financial condition and results of operations.

Examples of mitigating activities

The following measures have been put in place to mitigate the risk of supplier failure, supply chain interruption and component shortage:

- implementation of Business Continuity Management Plans, periodically reviewed, tested and updated;
- distribution of outsourced operations among several subcontractors (and internal capacities), each having a small proportion of the aggregate outsourced activity, and identification of alternative suppliers for the strategic products;
- periodical analysis of single source components (including analysis of other risk factors related to relevant suppliers) with consequent adjustments to the safety stocks and/or search for alternative vendors;
- "key product business impact" analysis to determine the products for which further mitigation measures, to guarantee adequate supply, are necessary, such as safety stocks of key components, duplicate production lines (i.e. production at multiple Sercel sites or subcontracted sites) and split inventory (products stored at multiple sites); and
- anticipation of components' obsolescence, using a worldwide platform, which alerts us well in advance to take mitigating decisions (last buy, alternative component, etc.).

i For more details, please refer to Chapter 3, section 3.4.2 of this Document.

2.2.2.3 Loss of Key Asset Risks

We are subject to the risk that one of our physical sites is rendered totally or partially unavailable by a major event. Our Geoscience seismic data processing and imaging business relies on physical infrastructure hosted primarily at three main data centers. Problems, at one or more of our data centers, could result in service interruptions or significant infrastructure or equipment damage and a large loss of service capability and revenue. In our Sensing and Monitoring business, Sercel manufactures a wide range of geophysical equipment at various manufacturing facilities. Damage to or destruction of any of our factories could result in significant loss of production capacity as well as in loss of access to certain of our information technology databases.

A loss event because of fire, natural hazard, extreme weather event or explosion, or due to critical equipment failure, third-party event or cyber-incident could impair our ability to provide services and deliver products and could harm our reputation. Any such event occurring at one of our sites or in its vicinity could also have other consequences and may result in personal and/or property damage or business interruption, which could impact our results of operations and financial results.

Examples of mitigating activities

The following measures have been put in place to mitigate the risk of loss of physical assets:

- HSE management with regular site management visits and risk assessments;
- implementation of a crisis management plan at the Group level and emergency response plans specific to each of our sites to address the risks linked to the activities of the site and to the site's location;
- implementation of business continuity plans for each site where applicable;
- risk of loss at our data centers is also mitigated by use of dual independent network supplies at our key sites, use of power generators and uninterrupted power supply ("UPS") units to protect critical systems, data protection mechanisms (including regular back-up of critical information) and fire protection; and
- risk of loss at our factories is also mitigated by regular insurance audits (which focus on, among other aspects, measures in place to prevent fire and explosion), regular risk assessments and key product business impact analyses that enable us to determine key products for which further mitigation measures such as safety stocks, duplicate production lines and stock splits are necessary.

2.2.2.4 Risks of Intellectual Property Mismanagement/Failure to Protect Intellectual Property

Technology changes rapidly in the energy and natural resources industry and in other domains that we have entered or foresee entering. Our success depends to a significant extent upon our ability to develop and produce new and enhanced products and services on a cost-effective and timely basis in accordance with industry demands. In the markets where we operate, technological innovation is frequent, and industry and regulatory standards are constantly evolving; this also applies to the other sectors explored by us. Both factors could contribute to the obsolescence of our existing technology, products and services. In our industry, new and innovative technologies are rarely available for us to purchase from third parties, so we must develop them internally. If cannot develop and produce new and enhanced products and services on a cost-effective and timely basis to replace technologies that have become obsolete, our business, financial condition and results of operations could suffer.

We invest heavily in R&D and rely on innovation to offer new and more efficient products and services to our customers. Protection of our intellectual property ("IP") rights, especially our innovative algorithms and data processing, is essential for our business. We are exposed to risks associated with the misappropriation or infringement of that technology and rely on a combination of patents, trademarks and trade secret laws to protect our proprietary technologies. Our ability to maintain or increase prices for our products and services depends in part on our ability to differentiate the value delivered by our products and services from those delivered by our competitors. Our proprietary technologies play an important role in this differentiation.

We have a patent portfolio, which is material to our operations and business. We actively protect and promote our patents, but the laws of certain countries do not protect proprietary rights, which may limit our ability to pursue third parties that misappropriate our proprietary technologies. Furthermore, the protection of our algorithms through patents requires us to disclose the underlying methodology. Considering that keeping such algorithms and codes secret from our competitors and other third parties is essential in giving us a competitive edge, we often seek to maintain these as trade secrets rather than patents.

Although we take steps to strictly maintain the confidentiality of our proprietary and trade secret information, unauthorized use, misappropriation or disclosure may occur. Our actions to protect our proprietary rights may not be adequate to deter the

misappropriation or independent third-party development of our technology. The use of our intellectual property and other proprietary information and know-how by an unauthorized third party could reduce or eliminate our competitive advantage and cause us to lose market share or otherwise adversely affect our business.

We actively monitor our operations to ensure that our activities do not infringe the intellectual property rights of third-parties. However, we cannot assure that our technology and services will not be challenged by third parties as infringing on their intellectual property rights, and we may be subject to lawsuits claiming that certain of our products, services, and technologies infringe the intellectual property rights of others. Although we do not have any current litigation involving our intellectual property rights or the intellectual rights of others, we have had such litigation in the past, and if such litigation were to take place in the future it could have a material impact on the Group.

Examples of mitigating activities

The following measures have been put in place to mitigate IP risks:

- we actively monitor our technological developments to guard against inadvertent use of a third-party/competitors' IP rights;
- we maintain an intellectual property portfolio consisting of a combination of patents, trademarks and trade secrets to establish and protect our proprietary technologies;
- we have a dedicated IP Department that closely collaborates with our innovation, research and development teams, and rely on both internal legal and specialized outside counsel to assist with IP related matters;
- we have a global policy addressing IP protection, we regularly conduct assessments and provide training to relevant employees; and
- we enter into confidentiality and license agreements with our employees, customers, potential customers and partners to limit access to and distribution of our technologies. Our customer data license and acquisition agreements also identify our proprietary, confidential information and require that such proprietary information be kept confidential. In addition, our collaboration agreements provide requirements for the confidentiality and ownership of commonly developed proprietary technologies and information.

i For more details, please refer to Chapter 3, sections 3.4.3 of this Document.

2.2.3 RISKS RELATED TO INFORMATION TECHNOLOGY AND CYBER SECURITY

2.2.3.1 Risks of Critical Business Information Technology Failure and Cyber Security Risks

The technologies we deploy in our industry include machine learning, artificial intelligence, and high-performance computing ("HPC"). Although these technologies and solutions bring significant value, they also increase our exposure to cyber-related incidents and to risks associated with information technology systems failure.

In the context of greater digitalization, the frequency and sophistication of cyber incidents, including deliberate attacks, and other data breaches are increasing and may result in an increase in our exposure to risks such as:

- failure of data protection through unauthorized release, gathering, monitoring, misuse, loss, or destruction of proprietary, personal and other data/information;
- cyber fraud & ransomware attacks;
- hacking of physical facilities (data centers, plants, security systems, etc.); and
- any other disruption of business operations.

Despite any precautions we may take, damage from fire, floods, hurricanes, power loss, telecommunications failures and similar events at our computer facilities could result in interruptions in the flow of data both between our systems and from our systems to our customers. In addition, our segments are predominantly managed through IT solutions. Most of the operational financial functions related to our businesses are managed through enterprise resource planning ("ERP") systems and centralized global treasury management systems. A loss of access to these systems may cause issues with processes such as customer invoicing, vendor payments, accounting and financial reporting, production planning, compliance or human resources.

Disruptions or failures in the facilities which support our businesses, or cyberattacks or security breaches of our networks or systems, could result in the loss of clients and business opportunities, legal liabilities, regulatory fines, penalties or intervention, reputational damage, reimbursement or other costs, any of which could materially affect our business, financial condition and operating results.

To address the potential impact of a cyber event on the business we have a rolling, three-year cyber security strategy with the goal of enhancing and augmenting our controls in all applicable areas prioritized by risk.

Examples of mitigating activities

- we have a Group Information Security Policy, and a dedicated information security team at the Group level supported by a network of specialists at the regional and segment levels;
- we have dedicated cyber security resources throughout our IT teams;
- implementation of processes to enhance cyber security, including information security management system aligned with internationally recognized standards, an information security incident response plan, training and drills, annual penetration testing, and cyber security exposure assessments conducted by independent external partners;
- ISO27001 certification for several scopes within the Group
- crisis management exercises facilitated by external consultants;
- mandatory information security e-learning for all employees, job-specific training and drills to test our processes. This general awareness program is reinforced by updates on related topics and a phishing simulation program aimed to increase the skills and awareness of our employees;
- partnerships with well-recognized security service providers and with industry groups for sharing information and intelligence;
- utilization of modern technologies such as network monitoring and management, firewalls, network access controls, vulnerability scanning, patch management tools, VPN access, encryption, end-point protection, cloud access security controls and secured internet gateways, among others;
- regularly tested business continuity and disaster recovery plans covering critical business processes;
- hosting of data at two separate sites to provide resiliency;
- deployment of tools to improve our visibility and alignment with internal and external data compliance obligations and to leverage the data classification processes;
- continuous monitoring of our information security systems for potential/actual incidents; and
- creation and maintenance of working groups and committees on data privacy and IT governance with members from across the group focused on our internal and external obligations and regulations.

 For more details, please refer to Chapter 3 of this Document.

2.2.4 RISKS RELATED TO OUR PEOPLE

2.2.4.1 Risks of Difficulties to Attract and Develop Adequate Expertise – Loss of Key People/Key Expertise Risks

We depend on key people with specific expertise such as highly skilled scientists, engineers and technicians to develop, launch and service our products and solutions. If we are unable to hire, engage and retain these key people for any reason, we risk the loss of know-how and technical expertise, which could, in certain circumstances, lead to delayed product roll outs and disruptions to existing customer relationships. In addition, if this risk was to materialize, this could make it more difficult to develop New Businesses and roll out our new strategy and our differentiation. Therefore, difficulties in attracting and retaining technically skilled and qualified team members could have a material adverse effect on our reputation, business, prospects, operating results and financial position.

A limited supply of such skilled personnel is available, and demand from other companies and industries may limit our ability to fill our human capital needs in the short term or at all. In addition, given that we operate in multiple countries throughout the world, we face competition for highly skilled and qualified employees in various markets and are required to adapt our benefits packages to meet the expectations in local markets.

In alignment with our focus on high-end technological activities, we have in recent years refocused our recruitment strategies to attract skilled applicants for careers in engineering, geophysics, IT, data science, digital and environmental sciences. Our profile might be considered less attractive, as we are still predominantly perceived as an oil & gas industry company despite our technological, data and digital positioning. However, we believe that the roll out of our new strategy and our differentiation will allow us to present a more attractive image to our recruiting targets.

Our future results of operations also depend in part upon the continued service of our executive officers and other key

management personnel, on whom we depend to execute our strategy. The loss of the services and expertise of one or more of the members of our senior management team or other key management personnel could have a material adverse effect on our business, results of operations or financial condition.

Examples of mitigating activities

The following measures have been put in place to drive recruitment and retention:

- identification of key employees during the annual and mid-year people review process;
- talent management and development programs to drive career progression, individual engagement, including the launch in 2025 of the Leadership Lab to build leadership pipeline and support managers to gain leadership skills early in their careers.
- succession planning initiatives to ensure business continuity;
- annual review of compensation, long-term compensation plans and performance reward frameworks based on top industry benchmark to ensure compensation and benefits are competitive;
- renewal of our employer branding, updating the Group description, purpose and values, and perception to improve our applicants' knowledge of our activities and career opportunities;
- increased use of digital recruitment platforms, processes and software;
- improving candidate sourcing through various channels including social media, university relationships, worldwide recruitment and integration programs for new graduates; and
- adjusting work environments and implementing flexible working arrangements that are adapted to the region and business line;

i For more details, please refer to Chapter 3, sections 3.3.1 and 3.3.2 of this Document.

2.2.5 RISKS RELATED TO ECONOMY AND FINANCE

2.2.5.1 Risk related to our liquidity needs and substantial indebtedness

We rely primarily on our ability to generate cash from operations to fund our working capital needs. Our cash generation depends on, among other factors, market conditions, the credit quality of customers and other contractual counterparties, the countries of cash collection and any transfer restrictions that may be in place.

We may not be able to satisfy our working capital needs and meet our obligations (such as payments to suppliers, capital expenditures and payroll, as well as payments of interest and principal on our outstanding debt obligations) if we are unable to generate sufficient cash, if our access to cash is blocked for other reasons or if we are unable to gain access to financing on acceptable terms. Our working capital requirements cannot be predicted with certainty.

This difficulty is due primarily to working capital requirements related to Earth-Data projects and the fulfillment of large SMO orders. In certain circumstances, we may have to extend the length of payment terms we grant to customers or may increase our inventories substantially. We may, therefore, be subject to significant and rapid increases in our working capital needs that we may have difficulty financing on satisfactory terms, or at all, due notably to limitations in our debt agreements or market conditions.

We remain exposed to financial risks related to the significant amount of our debt compared to our size and the relatively high interest rates on such debt, with the servicing of our senior secured notes representing an expense of US\$94 million in 2025. As of December 31, 2025, gross financial debt amounted to US\$926 million (including US\$18 million in accrued interest and bank overdrafts) before applying IFRS 16 and US\$1,061 million after applying IFRS16. We may not be able to service our debt, repay or refinance all or part of it on favorable terms. This ability depends on our future performance and cash generation, which are subject, to economic, financial, competitive, and other factors beyond our control.

Difficult conditions in the markets where we operate or volatility in the financial markets, could have a material adverse effect on our ability to service or refinance all or a portion of our indebtedness in a timely manner or otherwise fund our operational requirements. In this context, we cannot be certain that additional funds would be available if needed for future investments in certain projects, take advantage of acquisitions or other opportunities or respond to competitive pressures. If additional funds were not available, or were not available on terms satisfactory to us, there could be a material adverse impact on our business, financial condition and results of operations.

If we are unable to satisfy our debt obligations, we may have to seek alternative financing plans, such as restructuring our indebtedness, selling assets, reducing or delaying capital investments or seeking to raise additional capital.

The ability to borrow funds under acceptable conditions to refinance existing debt depends on many factors, including conditions in the credit markets, perception of our business and the corporate ratings attributed by rating agencies (which are today B- for Standard & Poors, B2 for Moody's and B for Fitch). In addition, changes in the monetary policies of the US Federal Reserve and the European Central Bank, developments in financial markets and changes in the perceived credit quality may increase the financing costs and consequently adversely impact on the ability to refinance, which could have a negative impact on the business, results of operations, liquidity and financial condition.

For the foreseeable future, oil and gas activities will be our predominant business. Should banks and investors decide to reduce their capital allocation to the sector, this would adversely impact the refinancing of all or a portion of our indebtedness.

Certain stakeholders request performance or bid bonds or guarantees issued by financial institutions, to guarantee legal or contractual obligations. As of December 31, 2025, guarantees granted by financial institutions in favor of our customers amounted to approximately US\$46 million. As of the same date, the amount of cash collateral (or its equivalent) we had provided for these guarantees amounted to approximately US\$25 million (reported in our financial statements as financial assets). Total bank guarantees or guarantees granted by us amounted to approximately US\$188 million (excluding the guarantees granted to financial institutions, and the guarantees related to capital leases already presented on balance sheet as per IFRS 16).

To face our present and future obligations, notably debt service, we seek to keep cash amounts readily available. In the context of our worldwide activity, however, we may find that cash generated in certain countries or deposited in certain banks is blocked due to tax, compliance or other reasons that could have material impacts. As of December 31, 2025, cash and cash equivalents included trapped cash of US\$71 million or 41% of cash and cash equivalents, with US\$63 million held by our Chinese joint-venture, compared to US\$51 million or 17% of cash and cash equivalents as of December 31, 2024. The Group seeks to limit the counterparty risk by working with a wide network of 45 international banks. As of December 31, 2025, 96% of our cash balances were in banks rated at least A- by Standard & Poor's or A- by Fitch. We may not be able to satisfy our working capital needs and meet our obligations (such as payments to suppliers, capital expenditures and payroll, as well as payments of interest and principal on our outstanding debt obligations) if we are unable to generate sufficient cash or if our access to cash is blocked for other reasons or if we are unable to gain access to financing on acceptable terms.

i For more information, please refer to notes 13, 14 and 28 to the 2025 consolidated financial statements.

Examples of mitigating activities

The following measures have been put in place for the Group to reduce the risk of not being able to meet its obligations and refinance of all or part of its indebtedness:

- we have implemented extended cash pooling arrangements in order to circulate cash inside the Group and supply funds where needed;
- we seek to anticipate liquidity position (with daily reporting on cash in, weekly reporting on free cash flow, regular reporting to Finance Committee, and to the Audit and Risk Management Committee and, on a long-term basis, assessments of our budget and business plan);
- we manage short term cash needs by targeting reserves of available liquidity, and, as appropriate, reducing capital expenditure and selling assets, and, if required, adjusting the Group profile and footprint;
- we manage long term cash needs by planning refinancing long before maturity, maintaining regular discussions with banks and regularly communicating with investors regarding our strategy;
- our Trade Compliance Officer and Treasury Functions are regularly informed about countries where cash could be trapped or difficult to move within the Group. We also check our counterparty risk for sales and our bank partners credit quality (rating); and
- we aim to maintain access to guarantee lines by sustaining good relations with bank partners.

2.2.5.2 Risks relating to foreign exchange rates fluctuations

The Group conducts business primarily in US dollars, but also in several other currencies, including Euros, British pounds, Chinese yuan, Norwegian kroner, Brazilian reais, Singapore dollars, Canadian dollars, Mexican pesos and Australian dollars. Fluctuations in exchange rates have had in the past and will likely have in the future a significant effect on the net income and shareholders' equity.

The Group predominantly sells products and services in US dollars. A significant proportion of our expenses are incurred not only in US dollars, but also in Euros (including interest on the Senior Secured Euro tranche Bond), and, to a lesser extent, in British pounds. Thus, expenses in currencies other than the US

dollar will typically exceed revenues, such that a weaker US dollar will increase our cost base (and decrease profitability) as reported in US dollars. As of December 31, 2025, we estimated that our annual net cost base in Euros was approximately 192 million and, as a result, a variation of US\$0.10/€ in the average annual exchange rate of the Euro against the US dollar would impact our net income and our shareholders' equity by approximately US\$19 million, if no hedging.

During 2025, the USD dollar declined against several other major currencies, including the Euro and the British pound, which, excluding currency hedging, had an unfavorable impact on our results.

Our balance sheet foreign exchange exposure, as of December 31, 2025, was principally linked to the Brazilian real (with a net liability position of US\$15 million equivalent), the Euro (with a net liability position of US\$2.5 million equivalent), the British pound (with a net liability position of US\$8 million equivalent), the Norwegian Krone (with a net liability position of US\$8 million equivalent), and the Canadian Dollar (with a net liability position of US\$3 million equivalent).

We regularly hedge our exposure whenever possible or practicable, but we cannot hedge all our currency exposures, for example some of our exposure in relation to balance sheet items (largely for taxes, pensions liabilities and IFRS 16 debts that are either long term or for which the cash conversion date is unknown). Therefore, significant fluctuations in the values of the currencies in which we operate may materially adversely affect our future results of operations, financial condition and cash position.

As of December 31, 2025, the proportion of non-convertible currencies represented 2% of the cash of the Group.

i *The impact of hedging contracts is detailed in note 14 of the consolidated financial statements.*

Examples of mitigating activities

The following measures have been put in place to manage our balance sheet exposure (including debt exposure):

- maintaining our monetary assets and liabilities in the same currency to the extent practicable; and
- rebalancing through spot and forward currency sales.

If deemed relevant, the Group may cover part of its recurring costs in euros.

2.2.6 LEGAL, REGULATORY AND COMPLIANCE/TRADE COMPLIANCE RISKS

2.2.6.1 Risks of Adverse Regulatory Changes

As regulations in our operating regions evolve, maintaining compliance with these changes is essential. Failure to do so could adversely affect our reputation, business, and financial performance.

New laws and regulations intended to limit or reduce emissions of greenhouse gases, may influence our operations and the demand for fossil fuels. If our customers face disruptions due to these regulations, it could also affect our business and results of operations.

i See section 2.2.1.3 above "Adaptation to climate change" and Chapter 3 of this document.

Further changes in laws and regulations could impact the demand for our products or services or require modifications to them, potentially leading to significant costs or delays that might affect our results. If these rules or their enforcement become stricter, we could face additional expenses beyond what we currently expect.

Our legal and regulatory risks are especially pronounced in emerging markets, where political, economic, and legal environments can be less stable. In these regions, frequent or retroactive changes to laws and regulations could lead to unexpected costs or delays that may not always be recoverable.

Our Sensing & Monitoring business line ("SMO"), due to its activities in the development and manufacture of electronic equipment, must comply with specific regulations, such as the Restriction of Hazardous Substances ("RoHS") and Registration Evaluation and Authorization of Chemicals ("REACH") EU Directives. The RoHS Directive prohibits the use of certain hazardous substances in electrical and electronic equipment. The REACH Regulation relates to the registration, evaluation and authorization of chemical substances as well as the restrictions applicable to these substances. SMO is also impacted by the new EU regulation on deforestation that requires any company importing or exporting certain wood-based products to conduct extensive due diligence on its supply chain to ensure that the relevant goods do not result from recent deforestation. This complex regulatory context potentially leads to risks of non-compliance, obsolescence, loss of competitiveness or distortion of competition. Also, as SMO manufactures products that may qualify as dual-use goods (items that can be used for both civilian and military applications), SMO must obtain export licenses from authorities for the concerned products before delivering them (See section 2.2.6.2 below "Risks of Non-Compliance/Trade Compliance").

The Earth Data activities acquires and licenses geophysical data to clients on a global basis. This exposes them to laws and regulations regarding seismic acquisition and marketing rights to seismic data in numerous countries. Evolving laws and regulations could affect our ability to acquire data and significantly impair the commercial value of our surveys.

Examples of mitigating activities

The following measures have been put in place to manage the risk of regulatory changes:

- a regulatory watch per country and segment has been set up for different business teams/services (including, legal, tax, finance, compliance and trade compliance) including alerts and impact analysis;
- contractual analysis is enhanced in geopolitically sensitive areas where laws are evolving;
- Group documentation (policies, procedures, reference documents) is regularly updated to incorporate new local and international requirements;
- regular interaction with operational teams to anticipate impacts on supply chains or project delivery to verify proper application of policies and to identify risk areas;
- internal audits and periodic controls focused on compliance with laws and regulations are performed; and
- training is provided to exposed stakeholders to ensure understanding of the risks and risk mitigation responsibilities.

2.2.6.2 Risks of Non-Compliance/Trade compliance

Operating in multiple jurisdictions requires us, along with our partners and agents, to comply with a wide range of international, national, and local laws and regulations. We dedicate financial and managerial resources to meet these compliance requirements.

We currently hold numerous regulatory authorizations, permits and licenses needed to operate in various countries, and we believe these are currently valid. However, we cannot guarantee that this is the case or that we will be able to successfully maintain or renew these authorizations upon expiry. Failure to comply with applicable laws, regulatory requirements or license conditions could lead to suspension, non-renewal or withdrawal of these authorizations, which could adversely affect our business, financial condition and results of operations.

In the normal course of our activities, we import or export products, services and know-how that are subject to national or international trade controls, export licenses regimes and other trade restrictions. As a result, we must maintain appropriate regulatory authorizations or licenses.

Under US legislation, non-US persons employed by our independently incorporated non-US entities may legally conduct business in certain foreign jurisdictions subject to US trade embargoes and sanctions by the US Office of Foreign Assets Control ("OFAC"). In these countries, we may generate revenue through activities like Earth-Data surveys, licensing, data processing, reservoir consulting services, software sales and maintenance, and SMO equipment sales. We may also maintain active relationships with customers in these countries.

Since the outset of the conflict between Russia and Ukraine, we have increased our vigilance and audit and verification procedures to ensure that transactions with third parties and a very limited number of Russian customers are in compliance with applicable international regulations and sanctions.

i For more details, please refer to Chapter 2, section 2.2.1.2 of this Document.

Main risk factors and control measures

Some of our subsidiaries and affiliates operate in countries where government corruption is a concern. We are committed to conducting business ethically and in compliance with all applicable laws. To support this, we maintain our Ethics Policy, as well as our Code of Business Conduct, and related training programs.

Despite our efforts, there is a risk that a director, employee, or agent may act in violation of these codes or laws. Any failure to comply could result in fines, enforcement actions, and potential damage to our reputation. In addition, we may not prevent or detect illegal, corrupt or unethical practices by third parties, such as subcontractors, agents, partners or customers, which may result in substantial civil and criminal fines and penalties, reputational damage to us and might materially adversely affect our business, results of operations, financial condition or reputation.

Examples of mitigating activities

The following measures have been put in place to manage legal, regulatory and non-compliance risks:

- delivery of general mandatory awareness and targeted training (including e-learning) to key stakeholders (employees and third parties (including business partners such as commercial consultants)), related to trade compliance, sanctions, anti-bribery and corruption risks, as well as data privacy;
- Ethics Committee and Code of Business Conduct covering the Group's values and fundamental principles;
- whistleblowing secured and confidential reporting process to assist stakeholders raising questions or concerns (such as EthicsPoint hotline administrated by an independent third party supporting anonymous reporting to enable employees to report any suspected behavior conflicting with the Code of Business Conduct);
- implementation and maintenance, as well as periodic audits of policies, procedures and processes to ensure applicability, compliance and efficiency and to identify opportunities for improvement; and
- compliance with all measures of the Sapin II law with a strong commitment of the Senior Management, a digitalized anti-corruption risk mapping and adequate corruption risk measures and procedures; and
- systematic due diligence screening and implementation of specific reinforced due diligence processes related to high-risk transactions and third parties.

i For more details, please refer to Chapter 3, section 3.4.1 of this Document.

Our debt documentation contains restrictive covenants.

The contracts governing the Group's outstanding debt securities and revolving credit facility ("RCF") as entered into on March 25,

2025, contain, and other current and future loan agreements will or may contain, restrictive clauses that limit the Group's ability to, among other things:

- incur or guarantee additional indebtedness or issue preferred shares;
- pay dividends or make other distributions;
- purchase equity interests or reimburse subordinated debt prior to its maturity;
- create or incur certain liens;
- enter into transactions with affiliates;
- issue or sell capital stock of subsidiaries;
- sell assets or merge or consolidate with another company; and
- enter into joint venture transactions.

In addition, the RCF contains a financial maintenance covenant that applies in certain circumstances. The requirements to comply with these provisions may adversely affect our ability to react to changes in market conditions, take advantage of business opportunities, obtain future financing, sell assets, fund capital expenditures, or withstand a continuing downturn in our business.

Moreover, if we are unable to comply with the restrictions and covenants in the indentures governing our debt securities or in other current or future debt agreements, there could be a default under the terms of these indentures and agreements.

Our ability to comply with these restrictions and covenants may be affected by events beyond our control. As a result, we cannot assure that we will be able to comply with these restrictions and covenants. In certain cases, lenders could terminate their commitments to lend or accelerate loans or bonds and declare all amounts outstanding due and payable. Borrowings under other current or future debt instruments that contain cross-acceleration or cross-default provisions may also be accelerated and become due and payable. If any of these events occur, our assets might not be sufficient to repay in full all of our outstanding indebtedness, and we may be unable to find acceptable alternative financing, which could have a material adverse effect on our reputation, business, financial condition and results of operations.

Examples of mitigating activities

The following measures have been put in place to manage our compliance with the covenants in the agreements governing our debt:

- regular meetings and communications of our Finance, Legal and FP&A Functions to review and assess our covenants compliance; and
- systematic pre-transaction assessment of covenants compliance.

i For more details on the refinancing, please refer to note 2 of the consolidated financial statements.

2.2.6.3 Risks of Fraud – internal & external

We are exposed to the threat of fraud, which can potentially be committed by employees (internal fraud) or by third parties (external fraud). Internal fraud threats can take the following forms: (i) misappropriation of assets through theft or misuse, perpetrated in the course of various processes, including payments, purchasing, payroll, management of inventory, fixed assets and IT; (ii) financial communication fraud by misreporting or manipulating financial information; and (iii) corruption such as accepting kickbacks or paying bribes.

External fraud threats include purchasing fraud (involving submission of false purchase invoices with requests for payment), email fraud, imposter fraud and account takeovers. Increasingly, such attempts take the form of cybercrimes with sophisticated phishing campaigns and scams, enhanced now by the use of artificial intelligence.

We have adopted policies and procedures to detect fraud attempts, including phishing and impersonation scams. We have trained our employees in fraud prevention, but there can be no assurance that our ongoing policies and procedures will be followed at all times or will detect and prevent every instance of fraud. As a result, we could be subject to direct financial losses as well as penalties and reputational damage, with material adverse consequences for our reputation, business, financial condition and results of operations.

Examples of mitigating activities

The following measures have been put in place to manage the risk of fraud:

- implementation of internal controls, which are regularly revised and improved to adapt to changing fraudsters' tactics, including preventive controls (e.g. contracts reviews, segregation of duties, delegation of authority) and detective controls (e.g. bank reconciliations and physical inventory checks);
- our tools are secured by passwords, multi-factor authentication and via encryption. Bank powers and access to Treasury tools given to employees are regularly reviewed and audited;
- we have also put in place a centralized ERP, extended cash pooling, an Internal Control Department, an Information Security Department, and a Disclosure Committee;
- we have implemented fraud reporting tools such as an Ethics hotline and an Internal Control Incident Form;
- we provide regular training and provide employees with a fraud risk management guide, Code of Business Conduct, internal

controls guide and local guides to business functional segregation of duties application; and

- we have implemented specific procedures on petty cash; Business Partner due diligence; Facilitation payments, Gifts and Entertainment; Management of the Commercial Consultants Network; Identification and Management of major internal control incidents.

2.2.6.4 Risks of Potential Liabilities arising from our Businesses

Contracts we enter with our suppliers and clients may generate risks, claims and litigation, exposing us to potential liabilities and losses. These risks may arise from, among other events, equipment malfunctions, equipment misuse, and natural disasters, any of which may result in hazardous situations and have a material adverse effect on us and our employees and contractors.

Although we generally incorporate contractual provisions limiting our liability and maintain insurance coverage tailored to our activities, certain situations in specific sectors or markets, particularly those related to New Businesses, expose us to increased risk. In such cases, the Group's liabilities may not be fully excluded, and its insurance policies may be subject to exclusions and are subject to limitations.

Additionally, the nature and scope of available insurance coverage may be insufficient to fully cover liabilities arising from claims or litigation. Insurance may also not be available under certain circumstances. Our ability to obtain insurance will largely depend on the capacity available in the insurance market to cover risks associates with our activities.

In the event of significant liabilities not covered by insurance or exceeding policy limits, or if adequate insurance is not accessible at the time of an incident, this could have a material adverse effect on our operations, financial performance, financial condition or cash flows.

Examples of mitigating activities

The Company implements measures to mitigate these risks, including:

- an integrated risk management system;
- a legal review of proposals, tenders and contracts with higher-risk exposure to include provisions limiting liabilities toward third parties; and
- a risk transfer to insurance by securing adequate coverage that addresses risks related to our Core and New Businesses.

2.3 Insurance

The Risk Management and the Insurance Departments determine whether the assessed residual risks to which the Group entities and businesses are exposed can be transferred through insurance policies.

A robust Insurance program has been implemented at the Group level. The key risks are covered by Master insurance policies, negotiated with leading reputable insurance companies.

Local insurance programs are subscribed worldwide either to cover specific risks or in response to local legal or regulatory insurance requirements.

We have put in place insurance coverage against certain operating hazards, including but not limited to product liability claims,

personal injury claims, Business interruption, in amounts we consider appropriate in accordance with industry practice. Our risk coverage policy reflects our objective of covering major claims that could affect the Group. We review the adequacy of insurance coverage for risks we face periodically.

Whenever possible, we obtain agreements from clients and contractors that limit our liability.

However, our insurance coverage may not be sufficient to fully indemnify us against liabilities arising from pending and future claims or our insurance coverage may not be adequate in all circumstances or against all hazards.

03 SUSTAINABILITY STATEMENT



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3.1 General information

3.1.1 GENERAL BASIS FOR PREPARATION OF THE SUSTAINABILITY STATEMENT (ESRS 2)

The Group declares that this report relating to sustainability information forming an integral part of the group management report, as required by Article L. 233-28-4 of the Commercial Code (hereinafter the "Sustainability Statement") has been prepared and written in accordance with the normative requirements set out by the ESRS on the one hand, and by *Delegated Regulation (EU) 2026/73 adopted on January 8, 2026 for taxonomy information on the other, which are applicable as of the date of preparation of this Sustainability Statement*. All data points included in the Environmental (E), Social (S), and Governance (G) sections correspond to the Impacts, Risks and Opportunities (IROs) we have identified as material through our Double Materiality Analysis (DMA). Information about the scope and methodology of our DMA can be found on subsequent pages. Greenhouse gas (GHG) emissions data (Scope 1-3) is reported in accordance with the Greenhouse Gas (GHG) Protocol.

These sustainability statements are an integral part of our Universal Registration Document (URD). The scope of the statement of sustainability is aligned with the scope of consolidation of the financial statements. Consequently, ESG data encompasses Viridien, the parent company, and its subsidiaries under control by Viridien. In 2025, we are continuing the work initiated in 2024 to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD) and its associated standards. We remain committed to the principle of continuous improvement that is embedded in the spirit of the CSRD and is the cornerstone of our approach to sustainable development. We regularly assess and enhance our environmental, social, and governance (ESG) practices. We continually strive to refine our strategies, policies, and operations to address emerging sustainability challenges, reevaluate material issues and align our efforts with the evolving expectations of our stakeholders, always foster transparency and accountability by improving the quality and depth of our sustainability disclosures and to improving the effectiveness of our stakeholder engagement to ensure that their perspectives are integrated into our decision-making processes.

The sustainability statements are organized into four sections: General Information, Environment, Social, and Governance. Certain strategy and governance disclosures from ESRS 2 are incorporated outside of the sustainability statement for coherence with financial performance and activity overviews. A detailed cross-reference guide to the placement of ESRS disclosure requirements within the URD report is available in section 3.5.1.

Cautionary note regarding the CSRD directive in this second year of declaration

This second year of application of the directive and the double materiality analysis it requires is characterized by uncertainties due to the limited hindsight on established practices or comparative data, as well as challenges in data collection within the value chain.

We had to resort to estimates for certain environmental data (GHG emissions) and to make certain interpretations that can be refined as the quality of available data improves and as additional information becomes available and internal control practices related to sustainability reporting are strengthened. These uncertainties will progressively reduce with the improvement of data collection and reporting processes.

The uncertainties and limits of the sustainability reporting are detailed below:

- We rely on estimates and judgments which introduce a high-level of uncertainties on several data points, such as:
 - Taxonomy turnover Key Performance Indicators where we use some allocations keys,
 - Purchase of goods and services of scope 3 upstream GHG emissions with a majority of emission factors applied to monetary data from macro-categories of services and,
 - Use of sold products of scope 3 downstream GHG emissions that are computed from assumptions on their lifespan and utilization rate by our clients for all the products manufactured by our Sensing & Monitoring (SMO) industrial division. For the rest of our activities, Viridien provides data and digital services that will be further refined through combining it with other external input and specific data managed through Client's internal workflows. The digital product we provide is subject to significant additional work from our clients to give more reliable insight. As a result, the emissions generated by downstream activities carried out on Viridien's data and images are not significant and are essentially limited to the impacts associated with IT storage within our customers' systems. They are therefore not included in our Scope 3 greenhouse gas (GHG) emissions disclosure.

The transition plan as defined under E1-1 was strengthened and expanded in 2025 to incorporate the three scopes of the carbon footprint in order to meet the requirements of the applicable standard.

3.1.2 STRATEGY – VALUE CREATION (ESRS2)

Viridien is an advanced technology, digital and Earth data company that pushes the boundaries of science for a more prosperous and sustainable future. With our ingenuity, drive and deep curiosity we discover new insights, innovations, and solutions that efficiently and responsibly resolve complex natural resources, digital, energy transition and infrastructure challenges.

In 2025, Viridien also committed to achieving carbon neutrality for Scope 3 GHG emissions by 2050. We must pursue these objectives in a sustainable manner, and Viridien has now defined its roadmap and net-zero trajectory for 2050.

Oil and gas, the cornerstone of our core business, will remain essential to long-term energy security, requiring active exploration and the development of new fields to counter declining production. This encourages advances in digital technologies and increases the volume of data to be processed, thus benefiting our industrial sector.

However, as fossil fuel productions are expected to plateau and possibly decrease, it is crucial to develop new businesses for long-term growth. E&P companies and service companies adopt various strategies to achieve this. We have chosen to leverage our core capabilities, focusing on three areas of diversification, climate change mitigation initiatives (such as Carbon Storage, Energy Transition and the minerals supporting that transition), Digital solutions (including Data Hub, HPC & Cloud services), and Infrastructure Monitoring.

Digital technologies will enhance our efficiency and effectiveness, providing a more precise understanding of the subsurface and making our clients more successful. Our industry is evolving to address energy challenges and become more sustainable, and our capabilities will be essential for many years to come.

Our business model is described in the introductory book of the URD and section 1.1.3.

Among the growing concerns about the role of companies in climate change, our societal, economic and environmental actions are at the heart of our concerns as a responsible company. Environment, Social, Governance (ESG) issues, and in particular climate change, are also a major concern of our external stakeholders (customers, suppliers, investors), our employees and civil society.

The ESG data made public by the company allows extra-financial rating agencies to assess Viridien. In November 2025, MSCI ESG Ratings⁽¹⁾, one of the most widely used rating agencies by investors, reaffirmed our AA rating, placing us in the top tier of companies in our industry. We continue to be recognized for our strong occupational health and safety and GHG emissions reduction practices compared to our peers.



We have received our 2025 score from CDP, the world's leading independent benchmark for environmental disclosure. Viridien was awarded a B rating for Climate Change, reflecting the implementation of structured and consistent actions to address environmental challenges. By reporting our data through CDP, we help provide essential information to support the transformations that our planet and our economy urgently require. We are proud to stand alongside the thousands of companies committed to building a resolutely planet-positive future.

We hold a Bronze Medal from EcoVadis, a world-class agency that evaluates sustainability commitments, practices, and performance. The EcoVadis assessment includes 21 sustainability criteria divided into four main areas: environment, labor and human rights, ethics, and sustainable sourcing. This medal places us in the top 84th percentile of our market and in the top 35% of companies evaluated by EcoVadis.

Finally, by joining the UN Global Compact corporate sustainability initiative in 2024, we commit to aligning our operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption. We pledge to uphold responsible business practices, contribute to sustainable development, and advance societal goals such as the UN's Sustainable Development Goals (SDGs) through transparent reporting on progress and fostering collaboration to create a more sustainable and equitable global economy.

(1) The use by Viridien of any MSCI Solutions Llc or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Viridien by MSCI. MSCI Services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

Our CEO and employees who receive grants under the LTI (Long Term Incentive) plan have a variable remuneration (including incentive scheme) that integrates sustainability performance. Our LTI plan, validated by the Appointment, Remuneration and Governance Committee of the Board, supports engagement and retention by aligning with the company's strategy and performance. LTI grants are made annually at the discretion of management based on a global envelope validated by the Board, based on company performance, and focusing on key contributors and talents across the organization. The current LTI plan, last reviewed in 2024, is valid for 2024/2025 and has been streamlined from four to three remuneration vehicles. These include Performance Shares (100% performance-based), Restricted Shares (100% presence-based), and a new Long-Term Cash (LTC) plan (50% performance/presence-based), with a sustainability target included in both the Performance Shares and LTC plans.

For the CEO:

In accordance with the rules of the Long-Term Incentive plan, the Chair is not eligible to receive an LTI grant. As such, no LTI award has or may be made in this capacity, and this position is reflected in the 2025 remuneration disclosures.

- Total compensation at target is split equally into Base Salary, Short Term Incentives (STI)⁽¹⁾, and LTI (each 1/3 of total compensation).

- Both STI and LTI include sustainability-related targets.
- In STI, 2/3 are financial objectives and 1/3 are non-financial, with sustainability representing 20% of non-financial goals.

Sustainability-related variables in CEO compensation are:

- 6.67% from STI;
- 20% from LTI;

As STI and LTI each contribute 1/3 of the total compensation, the total sustainability-related compensation for the CEO is 9%.

For the eligible employees:

- Sustainability criteria account for 20% of Performance Shares in the 2025 LTI plan and 10% of the LTC⁽²⁾ (due to half being presence-based). These criteria include 3 climate related indicators on decarbonization of our electricity mix, the Power Usage Efficiency of our Data Centers and our carbon intensity for a total of 40% of the sustainability criteria. One criterion related to employee's health & safety for 20% of the sustainability criteria and two social criteria including diversity in top management and employee attrition for the remainder, totalling 40% of the sustainability criteria.
- The weight of LTI in total compensation varies by job level, seniority, and performance.

3.1.2.1 Policy

Our ESG policy focuses on three main pillars, each of them broken down into four commitments:

Reduce our overall carbon footprint	Be an exemplary company	Strive to the highest standard of governance
Reduce our carbon footprint at all levels of our value chain	Promote and ensure the Health & Safety of our employees	Maintain a top tier company governance
Encourage internal initiatives supporting our ambitions for carbon neutrality for scopes 1 & 2 GHG emissions by 2030-2050	Promote an environment and a culture of Diversity and Inclusion	Ensure the highest level of ethics in all our activities
Work with our Supply Chain to improve their ESG performance	Promote a work environment that ensures engagement and development of our employees and attraction of the best talents	Maintain and promote an effective compliance program
Develop an offer of products & services enabling environmentally sustainable activities	Act as a positive influence towards our employees, suppliers and communities	Manage company's risks holistically, including cyber risk

(1) STI: Variable annual remuneration. Targets set each year by the Board of Directors. (2/3 financial, 1/3 non-financial).

(2) LTC: Long Term Cash. See section 6.1.5 Note 15.

This policy and its objectives are regularly reviewed and updated. The latest one was signed by our CEO in September 2024 and will guide our actions for the next two-year period.

This framework is cascaded throughout the business setting the focus for various to develop localized action plans starting with the creation of annual qualitative objectives.

Viridien tracks the performance against the framework and associated Standard Operational Procedures (SOPs), objectives and policies via a global network of employees using PRISM, the internally developed reporting platform for all HSE, Social Responsibility and InfoSec incidents. Deployed on all Viridien sites, and accessible by all our own workforce 24/7, PRISM allows the reporting of relevant ESG indicators to produce analyses, monitor performance, manage actions and record risk assessments with associated mitigation.

We strive to make continuous progress in conducting our operations in a responsible manner to ensure sustainable practices, enhance transparency and address stakeholder concerns about risks and impacts related to climate, social equity and governance.

3.1.2.1.1 Environment

We are committed to minimizing our environmental impact and promoting sustainable practices across our activities.

- We strive to set measurable targets and regularly assess our progress against these goals. We report environmental data across our operations, measuring and monitoring the Carbon Footprint.
- We are committed to reducing our overall carbon footprint by tackling direct and indirect emissions (scopes 1, 2 and 3) across our entire value chain. We aim to achieve net-zero by 2050.
- We foster the development of low-carbon products and sustainable services to cater for our customer needs and we collaborate on their carbon footprint reduction projects and initiatives.
- We aim at the complete decarbonization of our energy supply supporting our activities and we strive to reduce our energy consumption by encouraging smart technologies and constantly improving our energy efficiency.
- We focus on reducing waste, improving water management, and promoting circular economy principles to reduce our consumption and promote recycling and reuse.

3.1.2.1.2 Social

We are committed to promoting a diverse, equitable and inclusive workplace and positively impacting all our stakeholders.

- We strengthen our work environment and our culture around diversity, equity and inclusion.
- We ensure our work environment enables the engagement, development and training of our employees and attracts the best talents.
- We act as a positive influence for our employees, suppliers, and communities.
- We maintain a robust HSE-Operating Management System which is built around and complies with recognized

International and Industry standards and supports our commitments.

3.1.2.1.3 Governance

We are committed to maintaining a strong corporate governance which shall guide our operations.

- We maintain an independent Board of Directors with clear responsibilities for ESG reporting oversight and are committed to transparency through regular disclosure of our ESG performance.
- We conduct our business in a responsible manner, assessing the risks and potential impacts of our decisions.
- We act responsibly and ethically and abide by all applicable laws and regulations, providing our employees and contractors with guidance and support to enable compliance and we enforce strong ethical leadership through our Code of Business Conduct, mandatory trainings and whistleblower program.
- We are accountable on data security and privacy with comprehensive cybersecurity programs to protect our stakeholders' information ensuring compliance with all regulations.
- We collaborate with all stakeholders to develop a sustainable supply chain that integrates environmental, social and economic considerations into the process of sourcing, producing and delivering goods and services. We aim at minimizing negative environmental impacts, ensuring fair labor practices and promoting ethical sourcing, we prioritize sourcing with partners with strong ESG performance.

3.1.2.2 New Businesses

Viridien initiated its diversification strategy in 2018 to ensure the long-term resilience of the business model. The development of our New Businesses has the potential to bring growth and to contribute to the long-term sustainability of our business.

Viridien continued to focus on the growth and scaling of the new businesses in markets beyond Oil&Gas, whilst keeping steady delivery of the core activities. The portfolio of diversification offering was further focused and refined to deliver advanced technology solutions in new verticals.

To implement and operationalize the strategy, light governance has been implemented at group level, the ambition has been to transfer ownership to each of the operational entities to deliver on the diversification. This was further strengthened in 2024 with the establishment of a business development group focusing entirely on further enhancement of our diversification offering leveraging the breath of Viridien technologies.

The New Businesses are focused along three main axes, low carbon solutions, Digital solutions and Infrastructure monitoring, building on our core competencies. We aim at repositioning our technologies in new markets as well as developing solutions to serve new customers.

The share of revenue generated by diversification activities in 2025 reached 9% a decline compared to 2024 levels primarily due to uncertainty in the carbon storage markets.

3.1.2.2.1 Digital solutions and High Performance Computing

With the rapid and continuous advance of technology and digital solutions, Viridien leverages its historic leadership in digital technologies applied to geosciences to deliver unique solutions to both long-standing and new clients, increasingly focused on energy transition, reducing their environmental footprint, and decarbonization. Beyond its traditional activities, the company has capitalized on its technologies and expertise to expand into the fast-growing markets of Digital Sciences and Energy Transition.

In Digital Sciences, Viridien has developed an integrated solution combining hardware, middleware and specialized applications to deliver industry-leading seismic processing. Building on more than 70 years of advanced computing experience and its strong position in seismic imaging, Viridien aims to accelerate the adoption of High Performance Computing (HPC) and AI across a broader range of industries, from startups and SMEs to large corporations.

Viridien focuses on using HPC as an industrial production tool through a continuous co-design approach, optimizing hardware, software, middleware and algorithms together. Key areas of innovation include energy-efficient infrastructures and immersive cooling solutions to reduce power consumption and support decarbonization goals; scalable and cost-effective multi-scale HPC data centers; improved middleware to enhance software stack productivity; and advanced algorithms, including mixed-precision techniques for scientific computing. The company also develops hybrid HPC cloud architectures and large-scale computing farms with real-time monitoring, data analysis, fault tolerance and energy optimization capabilities.

In parallel, Viridien Data Hub provides data transformation services to extract, curate, integrate and validate subsurface datasets, enabling users to fully unlock the value of their data. By delivering high-quality data directly to users and integrating AI into client workflows, Data Hub further enhances efficiency and supports more effective data-driven decision-making.

3.1.2.2.2 Energy transition

3.1.2.2.2.1 Carbon capture, utilization and storage (CCUS)

Carbon capture, utilization and storage (CCUS) is one of the solutions chosen by the international community to contribute to the effort to decarbonize human activities and achieve the objectives of the Paris Agreements. In this domain, the commercial potential for Viridien is significant as its core competencies in underground reservoir expertise, including geological and petrochemical imaging, modeling and analysis, fit well within the framework of CO₂ storage planning, optimization and continuous monitoring of storage sites.

Building on more than a decade of CCUS experience, Viridien is well positioned to expand its CCUS business as the market matures. Viridien has performed imagery projects focused on CCUS storage, and Earth Data sales to support CCUS projects around the world. We perform screening studies to assess the optimal storage locations in areas focusing on the development of CO₂ storage offshore as well as onshore in the main locations worldwide.

Onwards, the focus will continue to be on cost efficient storage assessment and future monitoring, while continuing to support flagship CCUS projects for key customers.

3.1.2.2.2.2 Energy transition minerals

Critical minerals such as copper, lithium, nickel, cobalt and rare earth elements are essential to the development of clean energy technologies— from wind turbines and electric grids to electric vehicles and batteries. Supply of critical minerals is key to the growth in renewables and support to low carbon energy systems. Heightened geopolitical tensions lead countries to step up efforts to reduce dependencies and secure their own sources of these critical minerals. The requirement to search for these minerals and extract them safely, with the minimum possible impact on the surrounding environment and in a responsible manner managing associated risks, presents business opportunities for Viridien.

Viridien is well positioned to take advantage of the increased activity in the minerals and mining industry with our offering of integrated data to give valuable insight to our clients.

For exploration, these range from large-scale regional scouting studies considering individual minerals and associated mineral systems, to more targeted projects on specific areas. In addition to core geoscience expertise, these projects also leveraged our expertise in data and machine learning. On the monitoring side, we continued to expand our satellite monitoring offering allowing us to offer complete and integrated mine site monitoring solutions from space, air and floor. We shall expect more technology to be used to successfully explore for and extract additional resources efficiently. 3D seismic technology for hard rock mining is an emerging technology in hard rock mining, a concept derived from oil and gas industry.

3.1.2.2.3 Infrastructure monitoring (SHM & Geotechnical)

In a general context of aging infrastructure in the United States and Europe the diagnosis, inspection and repair of structures is in high demand. Estimated close to \$4-9 billion by 2030, the infrastructure monitoring market is a market for the future.

Viridien, through its Sensing & Monitoring division (SMO), has established itself in this promising market by developing a differentiating solution, such as S-Scan for geotechnical diagnosis of structures (rail, mines, civil engineering). This solution is based on Sercel's technologies and know-how in electronics (sensors), development of on-board software, physical and geophysical analyses up to geotechnical interpretation.

Geocomp acquisition in 2022, in the Infrastructure Monitoring sector, fulfills its objective of allowing us to strengthen our position worldwide, integrating SMO's products into a broader service offering spanning from Instrumentation & Monitoring to Consulting and Soil Testing. Recent successes include the monitoring of railways in Europe and in the Middle East, void characterization in various mines in Africa, subsurface characterization underneath pipelines in the US, and the monitoring of large public work sites on the East Coast of the US.

3.1.2.2.4 Other markets

3.1.2.2.4.1 Geothermal

Geothermal energy has traditionally been harnessed in tectonically active areas, and Viridien has always played a role in this market through its multi-physics imaging team and occasionally through its seismic imaging team.

To date, Viridien has undertaken more than 130 targeted projects, developing expertise and associated software. Today, the exploitation of geothermal energy also applies to sedimentary basins and offers new opportunities to Viridien. Underground geoscience expertise, including seismic imaging, reservoir modeling and geological analysis, are highly sought-after skills in this emerging energy sector where we remain focused on some key areas.

Viridien's expertise has also helped assess the broader geothermal value chain, for example by creating a global lithium screening product to implement highlights for the potential of lithium brines and assess offshore geothermal resources.

3.1.2.2.4.2 Satellite enabled solutions

Viridien has a long history of processing and interpreting satellite data, particularly difficult-to-manage Synthetic Aperture Radar (SAR) data. As more SAR satellites are launched into orbit, the ability to realistically monitor a wide range of surface facilities in real time is now within reach. This, combined with the growing ability of satellites to measure environmental data, makes it a rich area in which Viridien can develop substantial activities. Viridien technologies have the potential to be applied to both natural resource mapping and extraction as well as monitoring of the environment, we actively look at reposition technology developed for advanced oil- and gas exploration and extraction to new markets.

3.1.2.2.4.3 Defense

Viridien, through its Sensing & Monitoring (SMO) division, has always put its marine expertise and technological know-how at the service of French National Defense. Historical activity since the 1980s, SMO is a recognized supplier of equipment and solutions for the French Navy: mainly sensors, on-board systems or specific customized solutions. SMO has supported the French Navy throughout the successive Military Programming Laws (LPM), which have been constantly increasing since 2017. Through its subsidiary DeRegt, SMO also delivers marine dynamic cables to European and Allied Navies.

Since 2022, the Defense market has taken on a new dimension following the military conflict in Ukraine, the growing need for security energy infrastructure and the growing interest in exploring the deep seabed. SMO, as a recognized historic supplier, is well positioned in this market to support the navies with acoustic antenna components in these new challenges of tomorrow.

3.1.2.2.4.4 Energy transition at SMO

Viridien's commitment to a decarbonized future is evident through our dedicated efforts in assisting new energy clients in achieving more sustainable operations.

To that extend SMO addresses different markets such as Carbon Capture and Storage (CCS), Geothermal, Wind Energy, H2 Natural, Minerals & Minings as well as Earth & Ocean Monitoring.

Our value proposition in these markets can be as broad as:

- Seismic Equipment for Imaging at deep targets (Geothermal and Natural H₂)
- Pikel: a dedicated high-resolution solution for offshore shallow targets imaging (Wind Offshore)
- Autonomous nodes (MicrObs) for monitoring CO₂ injection in offshore fields
- Void characterization for Mining operations
- Onshore and Offshore seismometers for measurement of seismic activity
- Quietsea Marine Mammals monitoring system that provides real-time monitoring to detect the presence of marine mammals in advance of noisy maritime operations.

3.1.2.2.4.5 Offshore simultaneous operations monitoring (Marlin)

With the proliferation of offshore projects at sea around the world, which require the use of many boats with different profiles, and the global trend of increasing maritime transport activity, the management of maritime fleet operations becomes a critical activity for the world of today and tomorrow.

SMO, through the acquisition of Concept Ltd. in September 2022, has decided to establish itself in this promising market by developing and marketing the Marlin solution: centralized software solution for the management, piloting and monitoring of multi-ship offshore operations for ports and ship owners and operators. In 2025, Sercel Concept has delivered the Marlin solutions for the monitoring of offshore simultaneous activity in South America, the Persian Gulf and India.

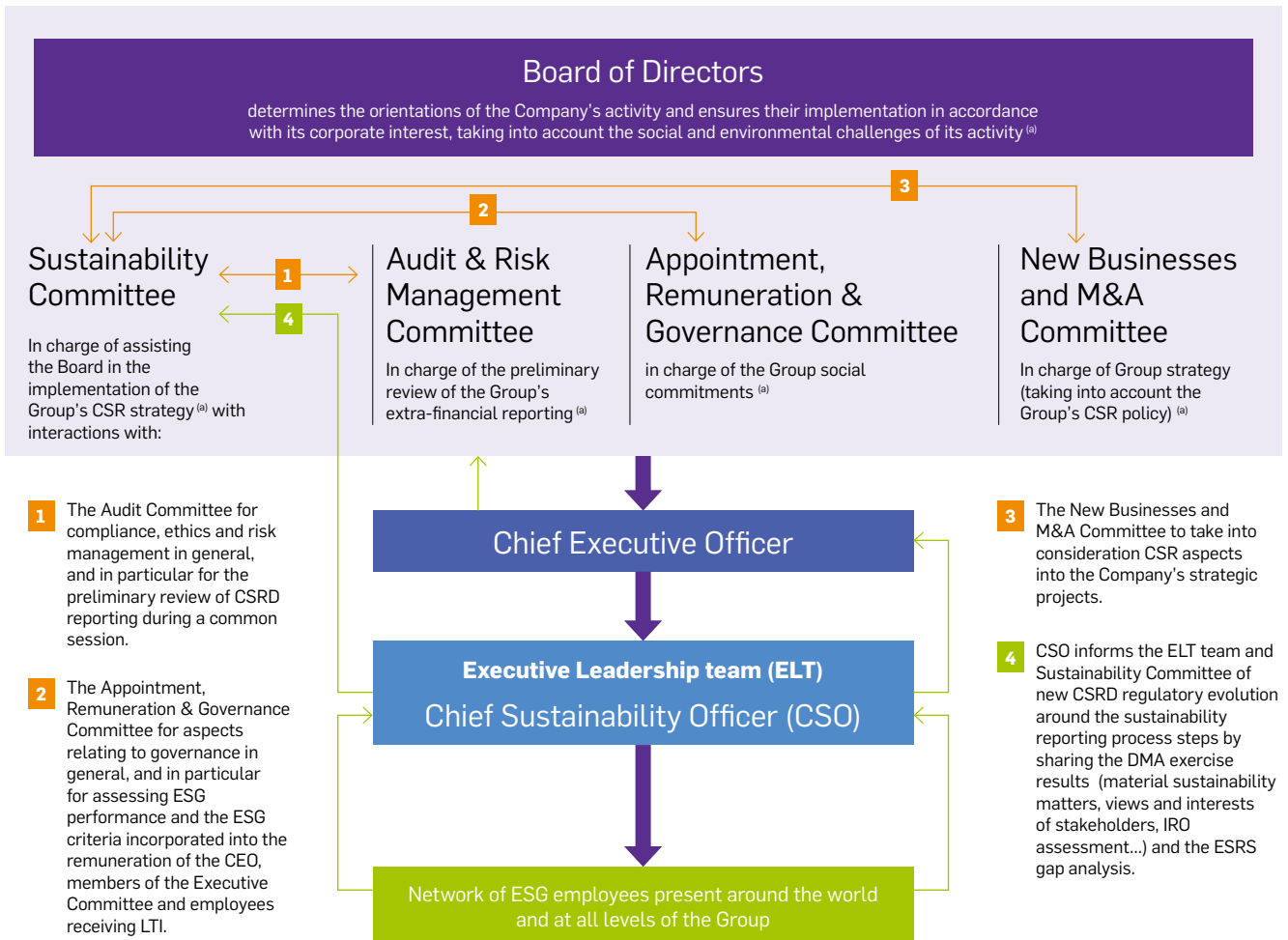
3.1.3 GOVERNANCE (ESRS 2)

ESG is one of the pillars of Viridien's strategy: the subject is taken to the highest level of the Company, as demonstrated by governance. Four Committees work together on ESG issues within the Board of Directors:

- the Audit & Risk Management Committee for governance, ethics and compliance commitments;
- the Remuneration Committee in charge of social commitments;
- the New Business and M&A Committee, overseeing ESG considerations in new business development and M&A activities;

- the Sustainability Committee in charge of the other commitments of the ESG strategy. Established by the Board of Directors and made up of three directors, the Chief Executive Officer (CEO) and the Chief Sustainability Officer (CSO), it meets three times a year.

The Board of Directors is composed of one executive member and seven non-executive members among which 50% are female and 50% are male. 87.5% of Board members are independent.



(a) For more information on the missions and works of the Board of Directors and its Committees, please refer to chapter 4.1.3.4

→ Information feedback

➔ Decisions

The progress of our GHG scope 1&2 reduction targets is analyzed twice a year along with the review of other relevant ESG data.

The Chief Sustainability Officer (CSO) reports directly to the CEO and is an active member of the Executive Leadership Team (ELT). He coordinates a network of employees whose main objective is ESG and who are present at all levels of the company. Their role

is to lead our ESG approach locally, communicate information and feedback relevant indicators through our internal information system: PRISM.

For a comprehensive understanding of corporate governance at Viridien, please refer also to the following chapter 4.

3.1.3.1 Risk management and internal controls over sustainability reporting

We have established the same risk management process for financial and non-financial data to identify, assess and prioritize material risks. *For more details, please refer to Chapter 2.1.2 of this Document.*

We are progressively implementing internal control processes to ensure the reliability, accuracy, and completeness of non-financial data disclosed in our sustainability reporting and mitigate the identified risks.

We are continuing the development and implementation of an internal control framework based on the COSO guide on achieving internal control over sustainability reporting (ICSR). From a risk and process-based approach, we capitalized in 2025 on existing process Risk Control Matrices (RCM) and where possible adding

controls to existing ones for greater efficiency, integration and assimilation by the teams concerned. These controls are intended to secure the collection and consolidation of the quantitative data contributing to this report. Where applicable, we have developed new RCMs specifically dedicated to the sustainability reporting process, drawing on the formats of existing matrices. We will enhance and secure information systems calculating and measuring non-financial indicators especially for environmental data.

Our governance structure includes clear roles and responsibilities for sustainability oversight, ensuring accountability at the board and executive levels.

Through these measures, we aim to align our reporting practices with ESRS 2 requirements, providing stakeholders with a transparent and trustworthy account of our sustainability performance and impact

3.1.4 DOUBLE MATERIALITY (ESRS 2)

3.1.4.1 Introduction

The results of our materiality assessment guide our strategy and reporting practices. They allow us to prioritize the issues that have a significant impact on Viridien's value chain as well as on its environmental and societal objectives. This structured evaluation is essential for aligning our operations with emerging regulatory requirements and for driving high-impact sustainability initiatives that contribute to the global transition toward a decarbonized future.

Since 2013, Viridien has integrated the assessment of its sustainability issues into the definition of its strategy and the direction of its sustainable development policies. This structured approach helps us identify and prioritize the key areas where Viridien can create the most value and address the most pressing challenges.

Since then, we have reviewed our materiality assessment every three years, and since 2019 we have engaged an independent third party to support this process. In 2022, we reviewed the analysis of our relevant sustainability issues and stakeholders to establish the foundations of our sustainability reporting for the 2023–2025 period. For the first year of sustainability reporting in 2024, we chose to leverage the existing 2022 data, incorporating the concept of Impacts, Risks and Opportunities, which was not required under the 2022 double-materiality analysis methodology. In 2025, Viridien updated its double materiality assessment process, notably to draw on the lessons learned from the first year of CSRD implementation. Viridien ensured that the analysis of sustainability issues resulting from this 2025 assessment was consistent with those from previous years.

3.1.4.2 Methodology

The double materiality approach provides a holistic assessment of how sustainability factors influence a company's activities (financial materiality) and of the company's impact on environmental and social issues—including those related to human rights—as well as governance matters (ESG) (impact materiality). This dual perspective ensures a comprehensive understanding of sustainability-related risks and opportunities, while supporting informed decision-making. By integrating both

viewpoints, we identify priorities that align financial performance with broader societal and environmental objectives.

Financial materiality, following an “outside-in” perspective, reflects how external sustainability-related risks and opportunities may affect Viridien's performance and financial position. Its purpose is to highlight the positive and negative impacts that a given sustainability issue may have on the company. By focusing on current or potential sustainability-related risks and opportunities, the company ensures that its strategic efforts contribute to long-term viability and address material topics relevant to investors, as they may influence financial and operational factors. The assessment prioritizes risks and opportunities with significant potential to affect financial outcomes.

Impact materiality, following an “inside-out” perspective, evaluates Viridien's influence on environmental and social factors. This approach identifies and analyzes how the company's activities and value chain affect sustainability issues—positively or negatively. The stakeholders concerned include employees, clients and ecosystems impacted by the company's operations. Key considerations include the magnitude, scope and irremediability of impacts, analyzed across upstream and downstream activities. The assessment focuses on actual and potential outcomes, helping identify material issues requiring our attention.

Identification of sustainability matters

The identification of sustainability matters represents the first step in Viridien's double-materiality assessment process.

The process followed five complementary steps:

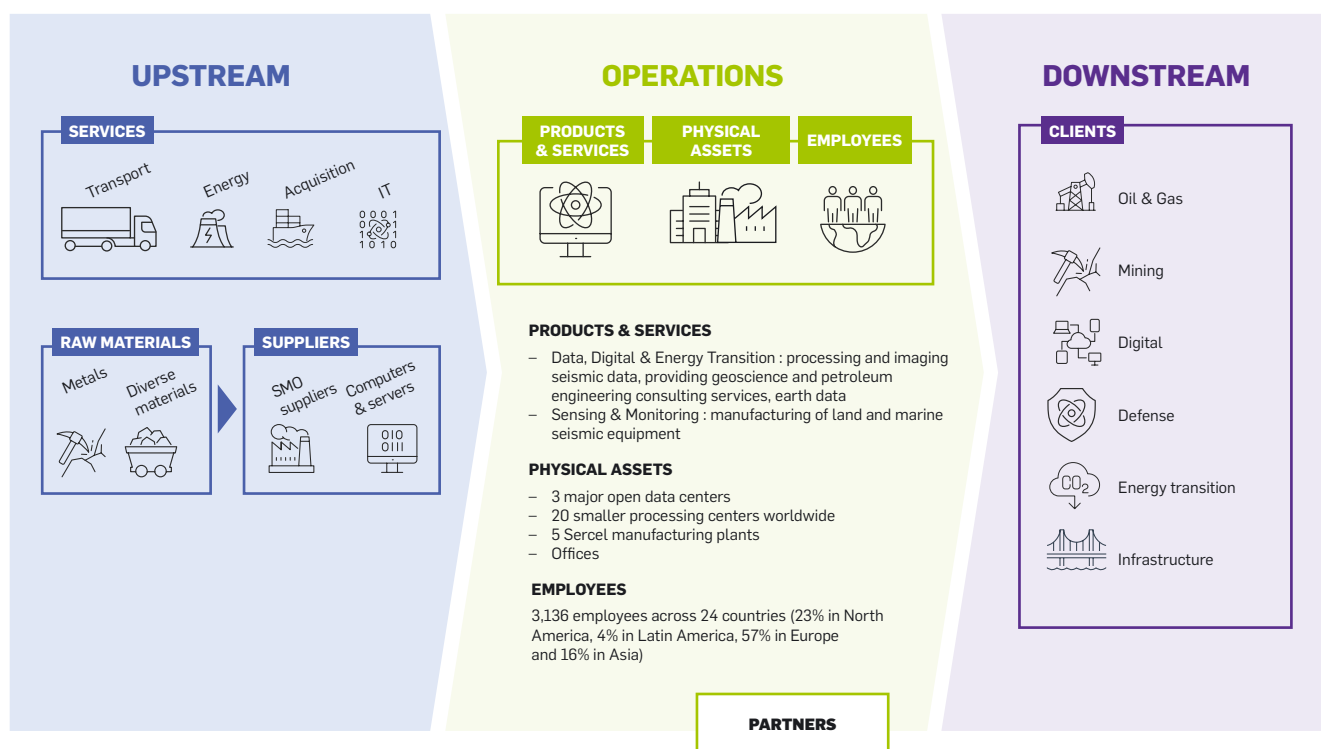
- An in-depth review of the ESG issues relevant to Viridien's sector, carried out by an independent external firm to ensure methodological consistency and reduce internal bias. The exercise combined an analysis of sector-specific sustainability reporting standards (including the SASB and GRI frameworks) with a benchmark of peers' ESG disclosures and sector literature. This review enabled the identification of the sustainability issues most frequently considered material by comparable companies and markets.

- Internal documentation review: This phase focused on reviewing Viridien's internal documents, including corporate policies, governance frameworks, audit results, and previous sustainability reports. It also incorporated technical documents and internally produced risk assessments, such as the 2024 adaptation assessments carried out by the Group's reinsurance partner for all operational sites, as well as longstanding scientific and environmental studies informing biodiversity-related evaluations. The objective was to identify ESG issues already recognized or addressed within the organization and to assess their alignment with the emerging topics highlighted in the external benchmark. This review ensured consistency between Viridien's internal commitments, its operational practices, and the sustainability challenges faced by the sector.
- Stakeholder mapping: an analysis of stakeholder groups was conducted to determine their relevance and level of interaction with Viridien's activities.
 - Internal stakeholders: Executive Committee, Directors, managers, employees.
 - Value chain stakeholders: Customers (oil companies, mining operations, companies in the defense sector, the digital sector, the energy transition sector, or in infrastructure monitoring), suppliers (IT, electronic components), business partners;
 - External stakeholders: Directors, shareholders, investors, banks, trade associations, institutional players, local authorities.

The value chain analysis highlights Viridien's integrated approach to sustainability, covering procurement, operations, and customer delivery, in alignment with requirements for transparency, impact measurement, and responsible business practices.

- Upstream: Viridien sources a variety of inputs, including metals, various materials, and energy. Key suppliers include SMO suppliers and partners involved in multi-client data acquisition and computing. Transportation logistics are also part of upstream activities. This segment is critical, as it requires monitoring the environmental and social impacts linked to sourcing, supplier practices, and raw-material extraction. This includes energy consumption, responsible procurement, and supply-chain transparency.
- Operations: Viridien's operations encompass two major activities: the manufacturing of seismic equipment and subsurface imaging, both of which require detailed reporting on resource use (energy, computing), working conditions, manufacturing impacts, and operational efficiency. Data centers and manufacturing facilities are key points for environmental performance and social responsibility.
- Downstream: Viridien provides products and services to clients in the oil and gas, mining, digital, defense, energy-transition, and infrastructure sectors. These activities relate to how Viridien's products and services enable clients to achieve their own sustainability objectives. Our efforts focus here on product management, customer relations, and the overall environmental and social impact of the products delivered and the services provided.

VALUE CHAIN



- Stakeholder interviews: A series of interviews was conducted with selected internal and external stakeholders by an independent third party. These discussions aimed to understand the specific concerns of each group, their perception of Viridien's priority issues, and their expectations regarding the company's role and commitments in addressing them. Recognizing the interests of key stakeholders is one of the fundamental principles of our ESG strategy and establishing a high-quality dialogue with these stakeholders is a key factor in ensuring the credibility of our sustainability approach.
- Employee consultation: A Group-wide survey was conducted to gather employees' perceptions of sustainability priorities within Viridien. The questionnaire, translated into four languages (Chinese, French, English and Dutch), was designed to inform the assessment of social topics under ESRS S1 by directly capturing employees' views on workplace- and sustainability-related issues. Unlike the regular 'Great Place to Work' surveys already carried out by the Group, this initiative was explicitly CSRD-oriented, focusing on how employees perceive and prioritize the sustainability issues relevant to Viridien's activities and value chain.

These steps made it possible to identify Viridien's priority ESG issues and to establish the corresponding list of Impacts, Risks and Opportunities (IRO). This consolidated list was then reviewed and validated by the steering committee, composed of representatives from the company's key functions, before moving on to the materiality scoring phase.

IROs evaluation

A total of 104 Impacts, Risks and Opportunities (IRO) were identified and assessed in collaboration with an external consulting firm and a dedicated steering committee composed of key internal stakeholders from across Viridien's various functions, ensuring a representative perspective of the company's activities and value chain

Each IRO was rated using predefined criteria on a scale of 1 to 4, in line with our risk-management framework and in accordance with ESRS recommendations. For impact-related IROs, the scoring considered magnitude, likelihood, scope and irremediability, while risk- and opportunity-related IROs were evaluated based on magnitude and likelihood. The interdependencies between impacts and the risks and opportunities that may arise from them were considered as part of the double-materiality assessment.

Financial materiality

Severity	1 - Not significant	2 - Moderate	3 - Important	4 - Critical
Financial impact	< \$5m	\$5m - \$20m	\$20m - \$50m	> \$50m
Image/Reputation	Involvement of local media and minor impact on customer satisfaction	The regional/local media mobilized for several days and had a tangible impact on consumer and community satisfaction.	Negative national publicity with a medium-term impact on reputation and consumers	Worldwide negative publicity with long-term impact on reputation and consumers
Business Continuity	Consequences absorbed under normal conditions	Operations significantly affected: at least one production line interrupted	Operations are severely affected: several production lines are interrupted	Suspension of operations
Strategic	No change to the business model	Very minor change to the business model	Moderate impact on the business model	Significant change to the business model
Probability	1 - Rare At least every 5 years	2 - Uncommon Every 1 to 5 years	3 - Common Once a year	4 - Very frequent Several times a year

Impact materiality

Severity	1 - Not significant	2 - Moderate	3 - Important	4 - Critical
Scale	Negligible impact, not very noticeable, with no effect	Limited impact, with minor and easily manageable effect	Notable impact with visible and lasting effect	Major impact with profound and lasting effect
Environmental impact	<ul style="list-style-type: none"> - The state of the local fauna, flora and environment - Acceleration of climate change to a very limited extent - Light and occasional pollution of water, air or soil - Limited reduction in groundwater/ watercourse levels 	<ul style="list-style-type: none"> - The state of the local fauna, flora and environment - Limited acceleration of climate change - The introduction of an invasive species - Pollution of water, air or soil resulting in damage to human health, fauna and flora. - Reduction in groundwater/ watercourse levels 	<ul style="list-style-type: none"> - The state of the fauna, flora, local environment and, by extension, biodiversity - The acceleration of climate change - Partial destruction of a species - Significant pollution of water, air or soil resulting in toxic effects for humans, fauna and flora. - Temporary drying up of water tables/ watercourses 	<ul style="list-style-type: none"> - The destruction of fauna, flora and the local environment and, by extension, a major impact on biodiversity - A significant increase in climate change - The total destruction of a species - Irreversible and significant pollution of water, air or soil, with lethal effects on humans, fauna and flora. - Permanent drying up of water tables and rivers
Social impact Individuals (employees, value chain workers, work environment)	<ul style="list-style-type: none"> - The physical and/or psychological well-being of individuals to a very limited extent - Accident without stopping - Exposure to temporary stress, poor work-life balance 	<ul style="list-style-type: none"> - The physical and/or psychological health of individuals without risk of death - Accident resulting in minor after-effects (temporary impairment of vision or hearing, sprain or fracture of a limb or joint) - Exposure to situations leading to illness with no mortality rate (infectious diseases, chronic illnesses, etc.) - Situations causing psychological distress 	<ul style="list-style-type: none"> - The physical and/or psychological health of people with a proven risk of death - Accident resulting in physical or mental disability (deafness, loss of sight, amputation, coma, etc.) - Exposure to situations leading to a disease with a high mortality rate (cancers, respiratory diseases, etc.) - Situations leading to serious depression (harassment, burnout, discrimination) or acute psychiatric disorders. 	<ul style="list-style-type: none"> - Death or total deterioration in the psychological health of individuals - Fatal accidents or accidents resulting in subsequent death - Exposure to situations leading to total impairment of psychological health

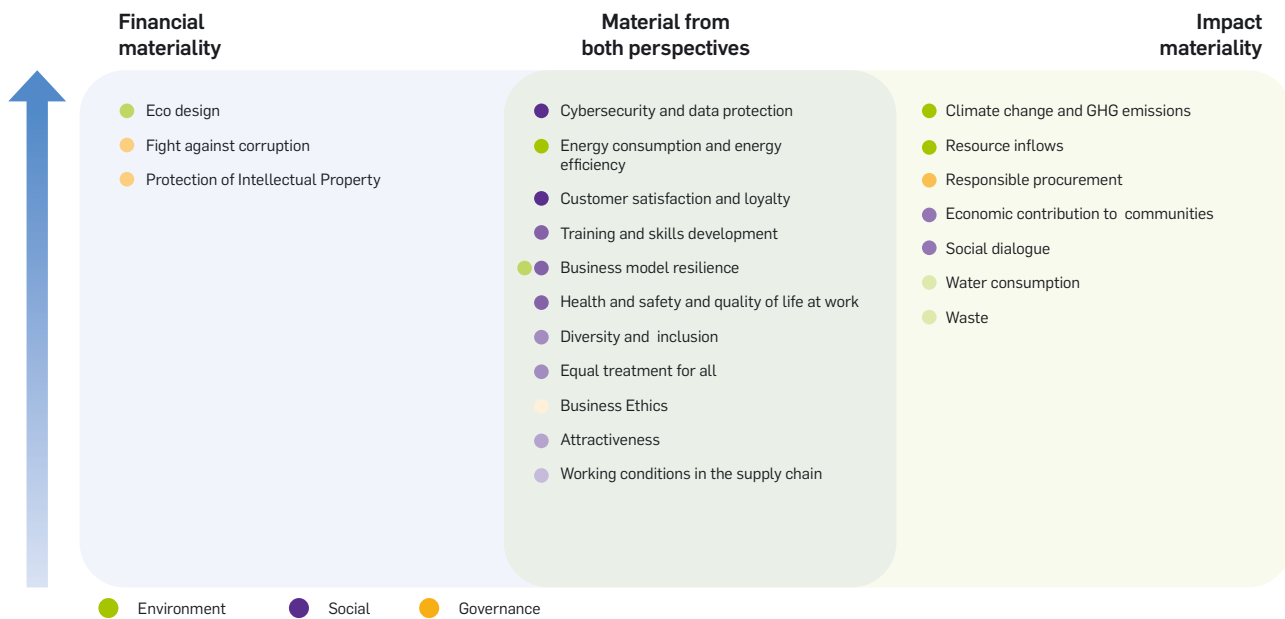
Severity	1 - Not significant	2 - Moderate	3 - Important	4 - Critical
Impact on third parties	- Consequences absorbed under normal conditions - Minor loss of business	- Operations significantly affected: at least one production line interrupted - Moderate loss of activity - Low trade-in costs	- Operations are severely affected: several production lines are interrupted - Major loss of business - High trade-in costs	- Total suspension of operations - Total loss of business - Very high trade-in costs
Customers, Partners, Suppliers				
Irremediability	Damage is easily repaired, with no side effects or after-effects.	A little effort is all it takes to repair or compensate for damage without leaving any side-effects or after-effects.	Damage can be partially repaired or compensated for with considerable effort. Side effects or after-effects are unavoidable.	Damage cannot be repaired without secondary effects or after-effects, and it is difficult to compensate for them despite major efforts.
Extent	Event limited to an individual or a part of a site.	Region-wide event limited to a moderate number of individuals.	National-wide event affecting a significant group of people.	Worldwide event with transboundary effects.
Probability	1 - Rare	2 - Uncommon	3 - Common	4 - Very frequent
	At least every 5 years	Every 1 to 5 years	Once a year	Several times a year

A normalization bounded within the [0,1] interval was then applied to all scores and subsequently presented as a percentage between 0 and 100%. Each criterion (magnitude, scope, irremediability, and likelihood) was weighted equally, with an independent assessment of impact materiality and financial materiality.

The materiality threshold is set at 60%, above which an IRO is considered material. Of the 104 IROs, 46 were identified as material for Viridien.

The final list of material topics was reviewed by the Steering Committee and presented to the Executive Committee, ensuring alignment with Viridien's strategic priorities and risk-management framework.

3.1.4.3 Result



3.1.4.4 Material impact, risks and opportunities (IROs)

The following table presents the main sustainability-related impacts, risks and opportunities identified as material in 2025. It categorizes these material topics according to whether they occur within Viridien's own operations or within its value chain, and specifies their expected time horizon. We have adopted the time horizons defined in ESRS 1, paragraph 6.4: short term corresponds to the reporting period, medium term up to 5 years, and long term beyond 5 years chapter.

The table links each material sustainability topic identified during the double-materiality assessment to the corresponding ESRS standards. A brief description is provided for each material IRO, while further details are included in the thematic sections 'Environment', 'Social' and 'Governance' of this chapter.

Impact, risk or opportunity (IRO)	Time scale	Type	Value chain	Sustainability topic
ENVIRONMENT				
CLIMATE CHANGE (ESRS E1)				
Adaptation to climate change				
As an established player in the oil & gas sector, Viridien faces a strategic risk regarding the resilience of its business model in a context of global transition towards low-carbon and alternative energy sources.	Long term	Potential Risk	Operations	Business Model resilience
Climate change mitigation				
Although Viridien's own operations have relatively low emissions, its upstream & downstream activities (such as seismic acquisition), as well as those of its clients in the oil and gas sector, contribute significantly to greenhouse gas emissions and are key drivers of climate change.		Real Negative impact	Upstream Operations Downstream	Climate change and GHG emissions

Impact, risk or opportunity (IRO)	Time scale	Type	Value chain	Sustainability topic
Energy				
Viridien's activities, particularly through its data centers and SMO sites, consume a significant amount of electricity. In many of the regions where the company operate, such as Texas, the UK, and China, the power grid still relies heavily on fossil fuels, thereby contributing to climate change and exacerbating resource scarcity.		Real Negative impact	Operations	Energy consumption and energy efficiency
With new high energy-efficiency solutions, Viridien can differentiate itself from its competitors, meet future regulatory requirements, and strengthen its relationships with customers.		Real Opportunity	Operations	Energy consumption and energy efficiency
With a negotiated Electricity Purchase Agreement (Corporate Power Purchase Agreement) Viridien can secure its operations against sudden surge in market prices.		Real Opportunity	Operations	Energy consumption and energy efficiency
WATER AND MARINE RESOURCES (ESRS E3)				
Water consumption				
Viridien operates data centers and factories in areas of water stress and participate to the scarcity of the resource affecting local communities and the environment.		Real Negative impact	Upstream Operations Downstream	Water consumption
CIRCULAR ECONOMY (ESRS E5)				
Resource inflows, including resource use				
The main resources consumed by Viridien are the components purchased for the production of systems and sensors, the computing computers and the data storage servers, all of which contribute to the depletion of resources.		Real Negative impact	Upstream	Resource inflows
Resource outflows related to products and services				
Implementing an eco-design approach for products sold (robustness, reparability and recyclability) would have a positive impact on customer satisfaction and Viridien's image.		Real Opportunity	Operations Downstream	Eco design
Waste				
Viridien's activities generate waste, mainly from the SMO segment, which produces systems and sensors, as well as electronic waste from the HPC and Cloud solutions segment.		Real Negative impact	Operations	Waste management
SOCIAL				
OWN WORKFORCE (ESRS S1)				
Working conditions				
Given Viridien's strong reliance on the oil and gas sector, market volatility may generate uncertainty among employees and impact workforce morale.		Real Negative impact	Operations	Business Model resilience
Should Viridien fail to reassure its employees about the long-term viability of its business model, the Group risks increased employee turnover and potential loss of key talent.	Medium term	Potential Risk	Operations	Business Model resilience
Should Viridien fail to comply with local legal working time regulations could lead to employee fatigue and health incident.	Medium term	Potential Negative impact	Operations	Health and safety and quality of life at work
Should Viridien fail to comply with local legal minimum remuneration regulations could lead to employee precariousness and dissatisfaction.	Medium term	Potential Negative impact	Operations	Equal treatment for all

Impact, risk or opportunity (IRO)	Time scale	Type	Value chain	Sustainability topic
Given Viridien's strong reliance on the oil and gas sector, market volatility may generate uncertainty among employees and impact workforce morale.		Real Negative impact	Operations	Business Model resilience
Offering competitive and attractive salaries would present a strategic opportunity for Viridien to retain key talents and strengthen its ability to attract highly qualified candidates in a competitive labor market.	Medium term	Potential Opportunity	Operations	Attractiveness
Insufficient social dialogue or failure to engage constructively with employee representatives could lead to increased social tensions.		Real Negative impact	Operations	Social dialogue
Any failure by Viridien to respect employees' rights to freedom of association, collective bargaining, or to comply with applicable collective agreements may expose the Group to social tensions.	Medium term	Potential Negative impact	Operations	Social dialogue
If Viridien fails to support a healthy work-life balance for its employees, this could lead to increased mental and physical exhaustion, ultimately impacting employee well-being.		Real Negative impact	Operations	Health and safety and quality of life at work
If Viridien fails to support a healthy work-life balance for its employees, this could lead to reduced motivation and higher absenteeism rates, ultimately impacting employee productivity, and talent retention.	Medium term	Potential Risk	Operations	Health and safety and quality of life at work
Work-related accidents involving Viridien employees can have negative consequences on their physical and mental health.	Short term	Potential Negative impact	Operations	Health and safety and quality of life at work
Equal treatment and opportunities for all				
Failing to ensure gender equality and equal pay at Viridien can foster a sense of injustice among employees.		Real Negative impact	Operations	Equal treatment for all
Promoting gender equality and ensuring equal pay represent key levers for attracting diverse talent, fostering a more inclusive work environment, and enhancing employee engagement and overall productivity		Real Opportunity	Operations	Equal treatment for all
By investing in employee training and skills development, Viridien strengthens individual employability, fosters professional growth, and enhances overall employee engagement and satisfaction		Real Positive impact	Operations	Training and skills development
By investing in employee training and skills development, Viridien could attract and retain key talents for its performance.		Real Opportunity	Operations	Training and skills development
By employing people with disabilities, Viridien ensures equal access to professional opportunities, fostering inclusivity and promoting diversity within the workplace.		Real Positive impact	Operations	Diversity and inclusion
Failure to prevent incidents of workplace violence and harassment can create a sense of insecurity and lead to psychosocial distress among employees, negatively impacting their well-being and overall organizational climate.		Real Negative impact	Operations	Health and safety and quality of life at work
Failure to prevent incidents of workplace violence and harassment can lead to legal risks, reputational damage, and decreased employee engagement.		Real Risk	Operations	Health and safety and quality of life at work

Impact, risk or opportunity (IRO)	Time scale	Type	Value chain	Sustainability topic
By integrating diversity into its recruitment policy, Viridien ensures equal access to professional opportunities, fostering inclusivity within the workplace.		Real Positive impact	Operations	Diversity and inclusion
Integrating diversity into its recruitment policy can have a positive impact on the company's image.		Real Positive impact	Operations	Diversity and inclusion
WORKERS IN VALUE CHAIN (ESRS S2)				
Working conditions				
Some of Viridien's global suppliers and subcontractors may operate under working conditions that fail to meet international human rights standards, including the prohibition of forced and child labour, the enforcement of fair wages and working hours, and the respect for freedom of association, social dialogue, and collective bargaining rights	Short term	Potential Negative impact	Operations	Working conditions in the supply chain
In the event of confirmed human rights violations within Viridien's value chain, the Group faces significant legal, financial, and reputational risks, including potential lawsuits, regulatory sanctions, and a loss of trust among customers and investors.	Short term	Potential Risk	Operations	Working conditions in the supply chain
Suppliers and subcontractors of Viridien, especially those engaged in offshore data acquisition activities, are exposed to a risk of work-related accidents, which could adversely affect the health and safety of their workers	Short term	Potential Negative impact	Upstream	Working conditions in the supply chain
AFFECTED COMMUNITIES (ESRS S3)				
Communities economic, social and cultural rights				
Viridien contributes to the economic development of local communities in the regions where its facilities are established, notably through job creation, local procurement, and partnerships with regional stakeholders.		Real Positive impact	Operations Downstream	Economic contribution to communities
CONSUMERS AND END USERS (ESRS S4)				
Information, related impacts for consumers and/or end users				
A failure by Viridien to ensure cybersecurity could lead to the exposure of customer sensitive information, with potentially severe consequences for them.	Short term	Potential Negative impact	Downstream	Cybersecurity and data protection
A data breach involving customer information could result in regulatory fines, litigation costs, loss of business opportunities, thereby negatively impacting Viridien's financial performance.	Short term	Potential Risk	Operations	Cybersecurity and data protection
By implementing effective tools to capture and understand customer expectations, Viridien can enhance customer satisfaction.		Real Positive impact	Downstream	Customer satisfaction and loyalty
Improved understanding of customer expectations can lead to increased client retention, higher sales volumes, and enhanced brand loyalty		Real Opportunity	Operations	Customer satisfaction and loyalty
By delivering high-quality, relevant information on its products and services, the company empowers customers to optimise their operations and enhance customer satisfaction.		Real Positive impact	Downstream	Customer satisfaction and loyalty

Impact, risk or opportunity (IRO)	Time scale	Type	Value chain	Sustainability topic
Providing customers with accurate and value-adding information can increase customer satisfaction and loyalty, and differentiate Viridien from competitors.		Real Opportunity	Downstream	Customer satisfaction and loyalty
In the event of misleading environmental claims made by Viridien, the Group could be exposed to the risk of legal and reputational sanctions.	Short term	Potential Risk	Operations	Customer satisfaction and loyalty
GOVERNANCE				
BUSINESS CONDUCT (ESRS G1)				
Corporate culture				
Non-compliance with its Code of Business Conduct could expose Viridien to regulatory sanctions, legal proceedings, and financial penalties, while also damaging its reputation and stakeholder trust.	Short term	Potential Risk	Operations	Business Ethics
Accidental or intentional infringement of Viridien's intellectual property rights could undermine the company's competitive advantage.	Short term	Potential Risk	Operations	Protection of Intellectual Property
Protection of whistle blowers				
A failure by Viridien to adequately protect a whistleblower could seriously harm the individual's professional life, including risks of retaliation, career setbacks, or reputational damage.	Short term	Potential Negative impact	Operations	Business Ethics
Management of relationships with suppliers including payment practices				
Through the implementation of a responsible purchasing policy, the company helps generate positive social and environmental outcomes across its supply chain.		Real Positive impact	Downstream	Responsible procurement
Delays in payment by Viridien could significantly affect the financial stability of smaller suppliers.		Real Negative impact	Downstream	Responsible procurement
Corruption and bribery				
In the event of corruption or bribery incidents, Viridien faces significant legal risks including investigations, fines, and sanctions imposed by regulatory authorities. Such incidents can also severely damage the company's reputation, eroding stakeholder trust and potentially leading to loss of business opportunities and partnerships.	Short term	Potential Risk	Operations	Fight against corruption

3.1.4.5 Non-material environmental topics

E2 - Pollution

The assessment identified a limited number of potential impacts and risks related to pollution, mainly linked to specific supplier operations or isolated activities such as marine field acquisition, handling of chemical substances, or VOC emissions. These impacts and risks are closely monitored through operational controls and regulatory compliance measures. In the scoring exercise, their likelihood of occurrence was rated very low, which, combined with their limited potential severity, led to pollution (E2) being assessed as not material.

E4 – Biodiversity

The assessment identified several potential impacts and risks related to biodiversity, the likelihood of which is considered very low given the nature and scale of Viridien's activities. These include limited land use associated with existing sites, small volumes of natural materials used in certain manufacturing processes, as well as marine data-acquisition activities carried out by subcontractors subject to strict environmental regulations. Although Viridien operates globally, its buildings and facilities are located in areas that are already highly developed, and the need for new construction is very limited.

Viridien's main potential impact on biodiversity is linked to the acquisition of seismic data in marine environments, either through the activities of our Earth Data (EDA) division or through the sale of geophysical equipment by our Sensing & Monitoring (SMO) division.

3.1.4.6 Interest and views of stakeholders

We are committed to maintaining constructive dialogue with our stakeholders. This commitment enables us to understand their perspectives, concerns and expectations, which in turn informs our sustainability initiatives, projects and operational processes. Insights gained from these periodic interactions guide our due-diligence efforts and our double-materiality assessment.

Our sustainability strategy is guided by the material issues that Viridien and its various stakeholders consider to be priorities.

Every three years, following the update of our double-materiality analysis, we review significant developments within the Sustainability Committee and adjust our strategy as necessary. No significant change in Viridien's material sustainability issues

All offshore seismic surveys funded by Viridien as part of its data-library business are subject to a prior Environmental Impact Assessment (EIA) and are carried out in accordance with the national and international environmental regulations of the countries in which we operate.

No environmental incidents (fuel/oil spills, marine mammals) were reported in connection with our offshore Earth Data operations in 2025.

Our Sensing & Monitoring (SMO) division has developed QuietSea™, a unique passive acoustic monitoring solution on the market. These sensors are designed to be directly integrated into Sercel's Sentinel seismic acquisition systems or navigation systems and significantly improve the reliability of marine-mammal detection. SMO is also working to better control the sound spectrum emitted by the compressed-air guns used by seismic sources, in order to minimize their impact on marine life. By reducing the emitted frequency spectrum—particularly high frequencies—it becomes possible to use only the useful band for seismic imaging while avoiding the range audible to marine mammals, thus significantly reducing the potential for disturbance.

During the scoring exercise, the likelihood of occurrence was considered very low, reflecting both the limited footprint of Viridien's operations and the high level of regulatory oversight across all regions of activity. Consequently, biodiversity and ecosystems (E4) were assessed as non-material.

was identified compared with previous years following the 2025 IRO review that would require adjustments to our strategy or business model.

As our portfolio expands to include new activities beyond oil and gas, the composition and priorities of our key stakeholders are also evolving.

Viridien maintains regular dialogue with most categories of stakeholders throughout the year to ensure a clear understanding of their priorities and the impact of our activities on them. However, we recognize that we still need to strengthen our engagement with our suppliers, and we will work to improve this area in 2026

Key stakeholders	Key matters	Viridien engagement
Customers	<ul style="list-style-type: none"> – Transparency on Products and Services: Quality, Safety, Sustainability of Offerings and accurate information on products or services – Data Protection and Privacy – Satisfaction and feedback mechanisms – Ethics of business conduct 	<ul style="list-style-type: none"> – Customer satisfaction surveys – CRM – Key Account Managers organization – Periodic reviews at senior management levels – Code of Business Conduct – Certifications: ISO 14001, 27001, 50001 – EU label Code of Conduct energy efficiency for Data Centre
Shareholders & investors	<ul style="list-style-type: none"> – Sustainable growth and profitability – Long term value creation – Governance and oversight – Transparency and Accountability – Alignment with regulatory expectations 	<ul style="list-style-type: none"> – Shareholders General Assembly – Capital Market Day – Road shows – Quarterly results conference calls – Investors section www.viridiengroup.com – ESG ratings/Bronze medal EcoVadis
Employees	<ul style="list-style-type: none"> – Well-being, health and safety – Diversity, equity and inclusion – Fair employment practices – Learning and development – Transparency and accountability 	<ul style="list-style-type: none"> – Employee representative Board member – Elected employees Group work council – Elected employees country work council – Annual people review (bottom-up HR process) – Performance reviews (HR process) – Engagement survey (Great Place to Work) – Questionnaire on priority CSRD issues
Main suppliers	<ul style="list-style-type: none"> – Environmental impacts (Climate change – Resource use) – Labor practices and human rights – Governance and business ethics – Integration into reporting 	<ul style="list-style-type: none"> – Supplier Due Diligence – Supplier Code of Conduct – Main suppliers ESG performance evaluation (Altares D&B)
Local communities	<ul style="list-style-type: none"> – Environmental impact on communities (pollution, climate change, biodiversity) – Social and economic impacts – Health and safety of local communities – Engagement and consultation 	<ul style="list-style-type: none"> – Partnership with Universities – Career/employment fairs – local social responsibility initiatives
Nature	<ul style="list-style-type: none"> – Marine mammals 	<ul style="list-style-type: none"> – Operational practices – QuietSea™ – TPS broadband acoustic source

3.2 Environmental information

3.2.1 EU GREEN TAXONOMY

3.2.1.1 EU Taxonomy at a glance

The European taxonomy aims to guide private investment towards sustainable activities in support of the Green Pact's commitments to achieve climate neutrality by 2050.

Following the adoption on 8 January 2026 of the updated requirements for European Taxonomy reporting - notably introducing a 10% materiality threshold for assessing eligible economic activities, as well as new table formats for the disclosure of key performance indicators (KPIs) - the Group has adjusted and enhanced its reporting approach to ensure full alignment with this new regulatory framework.

The Taxonomy sets performance thresholds for economic activities (eligible activities) which:

- make a substantive contribution to one of six environmental objectives
 - Climate change mitigation
 - Climate change adaptation
 - Sustainable use and protection of water and marine resources
 - Transition to circular economy
 - Pollution prevention and control
 - Protection and restoration of biodiversity and ecosystems
- do no significant harm (DNSH) to the other five, where relevant;
- meet minimum safeguards (e.g., OECD Guidelines on Multinational Enterprises and the UN Guiding Principles on Business and Human Rights).

The performance thresholds will help companies, project promoters and issuers access green financing to improve their environmental performance, as well as helping to identify which activities are already environmentally friendly. This framework aims to improve transparency, facilitate sustainable investment, and align with the EU's climate and environmental goals, helping

We have reviewed in detail the Taxonomy Compass file published by the EU, which lists all eligible activities, and we have identified, among Viridien's portfolio of activities, three that are likely to make a substantial contribution to climate change mitigation or adaptation:

NACE	Sector	Activity #	Activity
J63.11	Information and communication	8.1	Data processing, hosting and related activities
J61, J62, J63.11	Information and communication	8.2	Data-driven solutions for GHG emissions reductions
E39.00	Water supply, sewerage, waste management and remediation	5.12	Underground permanent geological storage of CO ₂

the growth of low-carbon sectors and decarbonize high-carbon ones.

Alignment is the result of the positive assessment that an eligible activity is considered sustainable by meeting the requirements of the taxonomy. Companies must disclose the proportion of their turnover, capital expenditure (CapEx), and operational expenditure (OpEx) linked to taxonomy-aligned activities, if any.

3.2.1.2 Viridien's activities eligible to the Taxonomy

Economic sectors and economic activities included in the Taxonomy to date have the potential to make a substantial contribution to climate change mitigation or climate change adaptation. The approach differs for each of these objectives, reflecting their nature.

In the context of the EU Green Taxonomy requirements, mitigation refers to activities aimed at reducing greenhouse gas emissions or enhancing carbon sequestration to combat climate change. It tackles the causes of climate change and refers to actions taken to reduce emissions and slow down the rate of change. For a non-financial undertaking, this might involve investments in renewable energy, improving energy efficiency, or transitioning to low-carbon technologies.

In contrast, adaptation focuses on reducing vulnerability and increasing resilience to the physical impacts of climate change. It tackles its effects focusing on making changes to better deal with the impacts of climate change that are already occurring or are projected to occur in the future. This includes measures like climate-resilient infrastructure, water management systems, or biodiversity conservation to ensure the business can withstand changing environmental conditions.

Both approaches are critical for a non-financial undertaking to align with the EU Green Taxonomy's goals of supporting a sustainable and climate-resilient economy.

3.2.1.2.1 Data processing, hosting and related activities (activity 8.1)

Viridien transforms seismic and geologic data into information and high-quality images of the subsurface to provide means to understand the structure of the subsurface as well as deduce various physical and mechanical qualities of rocks or fluids in those structures. To do so we Viridien must be able to rely on a very large data processing capacity and have our own servers and internal infrastructure.

Our data centers are spread over three major sites: Texas (United States), United Kingdom and France. Each site serves as a regional hub.

All of the activity that passes through these computing centers is eligible under the taxonomy for the Climate Change Adaptation objective.

3.2.1.2.2 Data driven solutions for GHG emissions reductions (activity 8.2)

We are active in the domain of Environmental Monitoring and Low Carbon Transition solutions. It provides data driven solutions to climate change mitigation in the following domains:

- Geothermal energy has traditionally been harnessed in tectonically active regions, where Viridien has consistently contributed through the efforts of its multi-physics imaging team. Over the years, Viridien has successfully completed more than 130 targeted projects, gained significant expertise and developed specialized software in the process. Today, the scope of geothermal energy has expanded to include sedimentary basins, presenting new opportunities for Viridien. The company's underground geoscience capabilities, such as seismic imaging, reservoir modeling, and geological analysis, are particularly valued in this growing sector, where Viridien continues to focus on key strategic areas.
- Critical minerals such as copper, lithium, nickel, cobalt and rare earths are essential to the development of clean energy technologies, whether for wind turbines, power grids, electric vehicles or batteries. Supply is key to the growth in renewables and support to the energy transition. Viridien is strategically positioned to capitalize on the growing momentum in the minerals and mining sector by providing integrated data solutions that deliver valuable insights to clients.

Viridien is well positioned to capitalize on increased activity in the mining industry thanks to its integrated data offering that allows its customers to obtain valuable information.

3.2.1.2.3 Underground permanent geological storage of CO₂ (activity 5.12)

Carbon capture, utilization and storage (CCUS) is one of the solutions chosen by the international community to contribute to the effort to decarbonize human activities and achieve the objectives of the Paris Agreements. In this domain, the commercial potential for Viridien is significant as Viridien's core competencies in underground reservoir expertise, including geological and petrochemical imaging, modeling and analysis, fit well within the framework of CO₂ storage planning, optimization and continuous monitoring of storage sites. Many of our existing and new customers are planning large CCUS projects and are beginning to incorporate the application of CCUS technologies into their activities. More details on the activity in section 3.1.2.2.2.1.

3.2.1.3 Eligibility and alignment gap analysis methodology

The approach to assess compliance with the EU Green Taxonomy was conducted in 2024 by an external consultant and was structured in five different phases. It begins with a preparation phase, where alignment criteria for relevant activities are defined based on the Taxonomy Compass. Standard documentation that can serve as evidence of compliance with the Taxonomy's technical requirements and minimum guarantees (social and environmental standards) is identified during this step. As there were no significant internal or external changes in 2025, nor any circumstances likely to call this analysis into question, we have carried it forward unchanged for the current reporting period.

Next, a data collection phase focused on gathering the necessary information for the activities under review. This includes documents and data relevant to the technical review criteria for both climate mitigation and adaptation. The collected data goes through an analysis phase, where it is evaluated for relevance, consistency, and alignment with the objectives of the Taxonomy. Any deviations or gaps in compliance with technical or minimum requirements were identified and documented.

To validate findings and gather additional insights, we conducted operational workshops. These workshops ensure that interpretations of the data are aligned and that stakeholders are involved in addressing any discrepancies. The results of the analysis are compiled into a deviation report, which summarizes areas of non-compliance, offers targeted recommendations to address the identified gaps and provides actionable steps to improve documentation, close gaps, and achieve alignment within specified timelines.

Environmental information

The following criteria were assessed for compliance with the minimum guarantees:

- Assurance that the procedures of responsible conduct implemented by the company satisfy its "duty of ", particularly in terms of social rights⁽¹⁾, labor law⁽²⁾ and the fight against corruption⁽³⁾, according to:
 - the OECD Guidelines for Multinational Enterprises
 - the UN Guiding Principles on Business and Human Rights,
 - the principles and rights set out in the 8 fundamental conventions identified the ILO Declaration on Fundamental Principles and Rights at Work
 - The International Bill of Human Rights
- The implementation of these procedures complies with the principle of do-not-do-significant-harm to the other 6 environmental objectives of the Taxonomy, relying, when necessary, on a life-cycle assessment of the products and services concerned and on the available environmental data.

The gap analysis revealed significant challenges in aligning activities with the European Taxonomy's requirements for climate mitigation. Across the assessed sites, non-compliance is primarily due to the use of refrigerants with a global warming potential (GWP) exceeding 675. As a result of the climate mitigation technical review our Data Center in Texas scored 94% and our sites of United Kingdom and France scored 92%, failing to achieve the 100% required for compliance. In that regard none of our eligible activities is aligned with the objective of climate mitigation.

In 2025, we capitalized on the initiatives launched in 2024 at our data centers that align our practices with the technical review criteria recommended by the Taxonomy for climate change adaptation:

- The EU label Code of Conduct on Data Center Energy Efficiency (Awaiting validation from the European Commission)
- The monitoring of a Water Usage Efficiency (WUE) indicator for each of our main Data Center
- We measured the 2025 carbon impact of our main data centers based on the life-cycle assessment we conducted in 2024.

Consequently, our three Data Centers, Texas (United States), United Kingdom and France keep their score of 100% at the technical review. Our activities are compliant with the second objective on climate adaptation.

However, if we consider the revenue criterion for the activity 8.2, the I solutions described in 2.1.2.2 above in their strict application to the reduction of GHG emissions do not reach the 10% materiality threshold required to be included in this report.

Our activity 5.12 in Underground permanent geological storage of CO₂ (CCUS) does not bring any substantial contribution to the adaptation to climate change objective as it is currently aimed at exploratory phases only of underground storage potential. It is not yet applied to operational sites with active underground storage. Consequently, the activity is not compliant with the adaptation objective and is not included in our 2025 taxonomy report.

In 2025, the only activity that brings a substantial contribution to the adaptation to climate change objective, meets the technical requirements and exceeds the 10% materiality threshold is our Data Processing activity (8.1).

3.2.1.4 Key Performance Indicators

Financial year (N)	2025				Breakdown by environmental objectives of Taxonomy-aligned activities										
	Total (2)	Proportion of Taxonomy - eligible activities (3)	Taxonomy-aligned activities (4)	Proportion of Taxonomy-aligned activities (5)	Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities considered non-material (14)	Taxonomy-aligned activities in previous financial year (N-1) (15)	Proportion of Taxonomy-aligned activities in previous financial year (N-1) (16)
KPI (1)	USD m	%	USD m	%	%	%	%	%	%	%	%	%	%	USD m	%
Turnover	1,071	46.8%	481.1	44.9%		44.9%					44.9%		53.2%	391	32.3%
CapEx	88	53.3%	47.0	53.3%		53.3%					53.3%		47.7%	31	30.0%
OpEx	610	5.6%	34.4	5.6%		5.6%					5.6%		94.4%	22	3.2%

(1) Refer also to section 3.3 Social information own workforce and section 3.4.2 Responsible Supply-chain/Management of the relationship with suppliers.

(2) Refer also to section 3.3.1.2 Collective bargaining coverage and social dialogue.

(3) Refer also to 3.4 Business conduct.

Reported KPI (Turnover/ CapEx/ OpEx)	Code (2)	Turnover 2025			Environmental objective of Taxonomy aligned activities								
		Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover) (3)	Taxonomy aligned KPI (monetary value of Turnover) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover) (5)	Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
<i>Financial year (N)</i>		%	USD m	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Economic Activities (1)													
Data processing, hosting and related activities	CCA 8.1	46.8%	481.1	44.9%	44.9%						44.9%		96%
Sum of alignment per objective					44.9%								
TOTAL		46.8%	481.1	44.9%	44.9%						44.9%		96%

Reported KPI (Turnover/ CapEx/ OpEx)	Code (2)	CapEx 2025			Environmental objective of Taxonomy aligned activities								
		Taxonomy eligible KPI (Proportion of Taxonomy eligible CapEx) (3)	Taxonomy aligned KPI (monetary value of CapEx) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned CapEx) (5)	Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
<i>Financial year (N)</i>		%	USD m	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Economic Activities (1)													
Data processing, hosting and related activities	CCA 8.1	53.3%	47.0	53.3%	53.3%						53.3%		100%
Sum of alignment per objective					53.3%								
ICP TOTAL (CapEx)		53.3%	47.0	53.3%	53.3%						53.3%		100%

Environmental information

Reported KPI (Turnover/ CapEx/ OpEx)	OpEx 2025	Environmental objective of Taxonomy aligned activities							Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)	
		Taxonomy eligible KPI (Proportion of Taxonomy eligible OpEx) (3)	Taxonomy aligned KPI (monetary value of OpEx) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned OpEx) (5)	Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)				Pollution (10)
Financial year (N)	Code (2)	%	USD m	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Economic Activities (1)												
Data processing, hosting and related activities	CCA 8.1	5,6%	34,4	5,6%	5,6%					5,6%		100%
Sum of alignment per objective					5,6%							
ICP TOTAL (OpEx)		5,6%	34,4	5,6%	5,6%					5,6%		100%

Nuclear and fossil gas related activities**Nuclear energy related activities**

1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO

Fossil gas related activities

4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Methodology

Turnover

- Activity 8.1:
 - Eligibility: Based on the Company's consolidated scope, we consider all our external revenue from Geoscience imaging activity less revenue from sales of our Geovation software. We also consider the share of Earth Data (EDA) external revenue enabled by internal Geoscience imaging. Indeed, Earth Data studies are a combination of data acquisition and data processing costs through Geoscience imaging activities. External sales of Earth Data studies do not show a price allocation between the two activities. We therefore apply a revenue allocation key that we believe represents the share

of revenue from the Geoscience imaging activity. We therefore calculate the ratio of the cost of processing data from the imaging activity (Geoscience costs) to EDA's total costs and apply this ratio to EDA's external revenue to obtain the share of revenue corresponding to the imaging activity.

- Alignment: Same calculation as for eligibility, removing our dedicated center in Oman and Russia.

At the denominator we used the Group Operating Revenues as reported in this document. We considered IFRS revenue for all calculations.

	Proportion of turnover / Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	-%	-%
CCA	44.9%	46.8%
WTR	-%	-%
CE	-%	-%
PPC	-%	-%
BIO	-%	-%

CapEx

CapEx is understood as per the definition of the Taxonomy as the increase in the gross value of tangible and intangible fixed assets for the financial year, considered before depreciation, amortization and any revaluation, including those resulting from revaluations and depreciations, for the financial year concerned and excluding fair value adjustments. Leases and long-term leasing are to be recognized in CapEx, in application of IFRS 16 (rights of use).

- Activity 8.1:
 - Eligibility: Reported in 2025 is the share of all of our Data Centers CapEx including IFRS 16.
 - Alignment: Idem Eligibility.

In the denominator, we have retained the acquisitions of tangible and intangible fixed assets, excluding multi-client studies, plus increases in rights of use.

	Proportion of CapEx / Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	-%	-%
CCA	53.3%	53.3%
WTR	-%	-%
CE	-%	-%
PPC	-%	-%
BIO	-%	-%

OpEx

The EU Taxonomy has defined as eligible OpEx, non-capitalized direct costs that relate to research and development, building renovation measures, short-term rentals, maintenance and repairs and any other direct expense related to the day-to-day maintenance of assets and which is necessary to ensure the continuous and efficient operation of these assets (e.g. maintenance supplies, cost of employees assigned to maintenance, IT dedicated to maintenance).

- Activity 8.1:
 - Eligibility: For 2025 we report non-capitalized direct costs of facilities, utilities, maintenance and related personnel necessary for the proper functioning of all our data processing centers.
 - Alignment: Idem Eligibility.

For the denominator, we used operating (or operational) cash costs, excluding amortization and depreciation. In the numerator, we considered all the direct costs of the data centers restated for electricity expenses attributable to production and property taxes calculated on the value of production equipment.

	Proportion of OpEx / Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	-%	-%
CCA	5.6%	5.6%
WTR	-%	-%
CE	-%	-%
PPC	-%	-%
BIO	-%	-%

3.2.1.5 Climate scenario analysis

Climate-related transition risks and opportunities are fully integrated into the feasibility studies for our investments in new assets and activities.

In 2024, we partnered with a global leader in reinsurance and insurance to prepare a report analyzing the physical impacts of climate change on ten of our strategic assets, including our 3 main Data Centers in Texas (United States), United Kingdom and France. This report evaluates the current risk landscape across various hazards and projects future risks using Climate Risk Scores, which quantify changes in the frequency and severity of each hazard. By combining the current risk assessment with Climate Risk Scores, Future Hazard Risk categories are defined, offering a comprehensive outlook on risks for the coming decades. The analysis incorporates three scenarios from the Intergovernmental Panel on Climate Change (IPCC), aligned with Shared Socio-economic Pathways (SSPs): SSP1 (1.5°–2°C by 2100), SSP2 (2.5°–3°C), and SSP5 (4°–5°C).

Our current physical risk profile for Viridien's sedentary facilities is primarily associated with severe weather events in Houston, Texas, and rising sea levels in Rotterdam. Risk management

measures at both locations are well-established and require no additional specific actions. According to the insurer's report, which assessed the three IPCC scenarios, climate risks at these sites are projected to remain stable through 2030 and 2050. Therefore, no immediate climate change adaptation measures are necessary for these locations.

In 2025, we engaged the same firm to conduct an equivalent assessment of the same climate scenarios for the site where we are considering, from 2027 onward, the construction of a new computing center in the United States to replace our Houston (Texas) facility. The resulting analysis confirmed that, for this location, climate-related risks across all scenarios assessed are lower than those identified for Houston and are not expected to deteriorate by 2050 or thereafter. Accordingly, no additional climate-change adaptation measures have been incorporated into the technical specifications for this future computing center.

As part of our commitment to continuous improvement, we will continue refining our methodology to enhance the accuracy of climate risk assessments and further integrate climate considerations into our processes.

3.2.2 CLIMATE CHANGE (ESRS E1)

Viridien's business remains partly reliant on the oil and gas sector, exposing the Group to long-term transition risks closely linked to the evolution of global energy systems. These challenges are already embedded in Viridien's strategic trajectory, through the diversification of its client portfolio and the development of services that contribute to reducing GHG emissions across its value chain (see 3.1.2).

The identification of climate-related impacts, risks and opportunities followed the double materiality process described in section 3.1.4.1 and relied on the climate resilience analysis detailed in the Taxonomy chapter (see 3.2.1.5). This analysis, conducted in 2024 in partnership with Viridien's reinsurance provider, assessed the exposure of all operational sites to physical and transition risks using IPCC-aligned scenarios and Swiss Re's Climate Risk Score.

This comprehensive assessment confirmed the relevance of all ESRS E1 subtopics for Viridien, particularly regarding its exposure to transition risks, its energy use, and the decarbonisation of its operations and value chain. These dimensions underpin the Group's first ESG pillar: "Reduce our overall carbon footprint."

The policies and actions detailed below are designed to address the climate-related impacts, risks and opportunities identified through this assessment, and to support the Group's long-term transition toward a low-carbon and resilient business model.

3.2.2.1 Environmental and climate policy

Viridien's environmental policy is integrated in our ESG policy described in section 3.1.2.1.

As one of our values, responsibility is at the core of everything we do. Viridien is committed managing the potentially negative impacts of its operations, making every possible effort to mitigate and minimize them, while acting as a positive influence on our stakeholders:

- We act responsibly and ethically and abide by all applicable laws and regulations, providing our employees and contractors with guidance and support to enable compliance.
- We will always have a precautionary approach towards challenges, taking the time to assess risks and manage the potential impacts of our operations.
- We use our prevailing influence with service providers and suppliers to support the continuous improvement of their environmental performance.

We are committed to minimizing our environmental impact and promoting sustainable practices across our activities.

1. We set measurable targets and regularly assess our progress against these goals. We report environmental data across our operations, measuring and monitoring the Carbon Footprint;
2. We are committed to reducing our overall carbon footprint by tackling direct and indirect emissions (scopes 1, 2 and 3) across our entire value chain;
3. We foster the development of low-carbon products and sustainable services to cater for our customers' needs and we collaborate on their carbon footprint reduction projects and initiatives;
4. We aim at the complete decarbonization of our energy supply supporting our activities and we strive to reduce our energy consumption encouraging smart technologies and constantly improving our energy efficiency;

5. We focus on reducing waste, improving water management, and promoting circular economy principles to reduce our consumption and promote recycling and reuse.

3.2.2.2 Transition plan for climate change

At Viridien, we regard all aspects of environmental, social and governance issues as core values essential to the long-term success of our business.

To support these core values, we define three-year group objectives to foster the right behaviors and culture, align our operations with sustainable practices, address environmental and social risks and ensure ethical governance. The latest objectives were validated by our CEO in October 2024 and cover the period 2025-2027.

Each business segment must then define and monitor its own specific objectives, in line with the framework defined by these three-year objectives, which they must renew at their level every year.

More specifically, with regard to climate change, the objectives defined in the three-year plan focus on reducing our overall carbon footprint:

- We communicate internally and externally about Viridien's energy efficiency and greenhouse gas (GHG) emissions reduction initiatives and stimulate new ideas to make progress towards our 2030 and 2050 commitments.
- We are committed to improving our energy efficiency, decarbonizing our energy supply and reducing our greenhouse gas emissions.
- We monitor our water consumption and improve the efficiency of our water use.
- We assess, consolidate and improve the sustainability of our supply chain as a key element of our overall ESG performance and economic success.
- We develop and offer products and services that enable environmentally sustainable operations.

Our pledge in 2025 to become net-zero by 2050 aligns well with our commercial strategy of continuously advancing our technologies to best support our clients in achieving both their business and transition goals.

In 2025, Viridien adjusted its target for reducing its Scope 1&2 GHG emissions from the 2019 baseline to an 80% reduction by 2030. We reinforced this commitment in 2025 setting ourselves the objective to reduce by 20% our scope 3 emissions in 2030 compared to our 2024 levels.

Company-wide efforts are focused on continuing to improve the power usage efficiency of its data centers, offices and workshops, along with increasing the share of sustainable energy in its energy supply mix, mainly through the energy purchased from utility providers. We also made progress in 2025 on implementing action levers that will enable us to address the reduction of our scope 3 emissions.

We confirm that our activities are not excluded from the "Paris Agreement" benchmarks.

Our transition plan has been strengthened and extended in 2025 to integrate the entire carbon footprint to meet the requirements of E1-1 current reporting standard.

The measures we have committed to implementing to achieve our carbon footprint targets for 2030 and 2050 are described in the remainder of this chapter.

3.2.2.2.1 Advanced high-performance computing (HPC)

As a high-performance computing (HPC) company, Viridien operates large-scale data processing infrastructures and owns and operates its own servers and dedicated facilities.

In line with the Group's long-term decarbonization trajectory to 2050, Viridien completed in December 2024 Life Cycle Assessments (LCA) of its main HPC sites in accordance with ISO 14040 and ISO 14044 standards. These assessments were complemented by carbon footprint calculations following the Greenhouse Gas (GHG) Protocol. During 2025, the results of these analyses have been consolidated and reviewed, providing a baseline to identify the main environmental impact drivers of our HPC activities. This work will enable the formalization of a multi-year improvement plan and the deployment of targeted actions aimed at reducing energy consumption and associated greenhouse gas emissions.

Viridien's dedicated HPC infrastructures are primarily located across three major sites, which act as regional hubs: Texas (United States), the United Kingdom and France. While additional computer rooms exist worldwide, these represent a limited share of total computing capacity and energy consumption.

To monitor energy consumption and efficiency across its main HPC hubs, Viridien systematically analyses energy bills and tracks Power Usage Effectiveness (PUE). PUE is evaluated as a Category 1 metric in accordance with ISO/IEC 30134-2:2016, calculated by dividing total data center energy consumption (including cooling, lighting, security, servers and network equipment) by IT equipment energy consumption (servers and network). In 2025, Viridien continued to pursue incremental efficiency gains through operational optimization and infrastructure upgrades, improving the weighted average PUE across Viridien's three main HPC sites to reach 1.32, compared to 1.33 in 2024 and 1.35 in 2023. The Group's ambition remains to reach a PUE of 1.30 by 2030 and to approach a PUE of 1.0 by 2050.

Where technically feasible and economically justified, Viridien implements measures to reduce energy consumption, including improvements in cooling efficiency, airflow management and IT equipment optimization.

The United States and United Kingdom HPC hubs process most of the Group's data volumes and together account for approximately 70% of Viridien's annual electricity consumption. These sites therefore remain a priority for energy efficiency initiatives and decarbonization actions.

In Texas, where Viridien operates its largest data center, a wind energy supply contract backed by Renewable Energy Certificates

(RECs) has been in place since May 2023, covering both the data center and the Houston Town Park offices.

In the United Kingdom, the new data center operates under a green electricity contract, as do all other Viridien activities in the country.

In France, all sites, including the data center, are supplied under electricity contracts backed by guarantees of renewable origin.

3.2.2.2.2 EU Code of Conduct on Data Centers

On November 14, 2024, Viridien filed its application to the European Union Code of Conduct on Data Centre Energy Efficiency and committed to comply with the principles set out in the "Commitments and Monitoring" framework for the data centers it owns or operates. As of today, the file is still pending validation by the European Commission.

The European Union's Code of Conduct on Data Centre Energy Efficiency is a voluntary initiative aimed at reducing energy consumption in data centers across Europe through the adoption of best practices, transparent monitoring and continuous improvement. By participating in the Code, Viridien commits to:

- Monitoring and reporting data center energy consumption on a regular basis;
- Implementing applicable best practices to improve energy efficiency;
- Pursuing continuous improvement in energy performance over time.

The Code of Conduct identifies best practices across several key areas, including:

- IT Equipment Efficiency: the use of high energy-efficient servers, storage and networking equipment;
- Cooling Optimization: including efficient cooling systems, free cooling solutions and optimized airflow management;
- Power Management: such as the use of high-efficiency uninterruptible power supplies (UPS) and power distribution units (PDU) designed to minimize energy losses.

Participants are required to submit annual reports detailing energy consumption and the actions implemented to improve efficiency. Viridien fulfilled this requirement in November 2025. The collected data is used to assess progress and benchmark performance, with all information treated confidentially.

In accordance with the Code's requirements, Viridien will conduct an independent audit within three years of the date of filing in 2024 to assess implementation progress, verify compliance and identify additional opportunities for energy efficiency improvements.

3.2.2.2.3 Sensing & Monitoring (SMO)

The Sensing & Monitoring (SMO) division has its own ESG governance, with a dedicated CSR manager and local correspondents, generally site managers and HSE/SD coordinators. An ESG strategy adapted from the group strategy has been put in place with the aim of fully integrating ESG topics within each business, in particular the specific businesses of this industrial division.

SMO's operational sites are all ISO 9001 certified; the objective is to move all these sites to an integrated management system by 2026: quality (ISO 9001), environment (ISO 14001) and energy (ISO 50001). The St-Gaudens site in France and the Junfeng site in China have been ISO 14001 certified in 2023 and the DeRegt site in the Netherlands in January 2024. In 2025, all operational sites: Junfeng, Saint Gaudens, Nantes, Rotterdam and Houston have been certified ISO 14001 and ISO 50001 (1st certification or renewal). Geocomp in US has been certified in January 2026 and Concept in the UK plans to be ISO 14001 certified by end of 2026.

SMO is also working on the eco-design of its products. In 2023, the methodology was applied to 4 projects in France with the organization of an eco-design week in September 2023, and 245 people took an online training course on the topic. In 2025, we generalized the use of this methodology, based on a simplified Life Cycle Assessment (LCA) in accordance with ISO 16524, to determine the environmental profile of products, improve the integration of recycled materials, lighten products and reduce emissions by reducing energy consumption during use. SMO continued also their efforts on packaging reuse, reparability and product life extension. The new land node ACCEL launched by SMO in 2025 has been developed according to this method and is our first product certified eco designed.

With a view to controlling our electricity consumption, we installed in 2023 non-intrusive meters at our industrial sites in Nantes and St-Gaudens in France. Since the end of 2024, all other operational sites are also using this technology to monitor their energy consumption.

Depending on the schedule of the French energy regulatory agency, we also plan to deploy photovoltaic shading systems at our sites in Nantes and St-Gaudens starting in 2026, which will cover 16% and 15% of our electricity consumption needs respectively.

In addition to carrying out Carbon Footprints for all its sites, in September 2024 SMO embarked on the ACT step-by-step approach, for Accelerate Climate Transition, an international benchmark for supporting companies that wish to implement a decarbonization plan for their activities and contribute to global carbon neutrality. SMO aims at structuring its decarbonization process and aligning its strategy and action plan to limit global warming. In 2025, two workshops were organized with SMO management to define the implementation schedule for the main actions to be taken to reduce greenhouse gas (GHG) emissions. The final commitment and action plan will be finalized during the first quarter of 2026 and deployed within the SMO organization.

Reduction actions have been launched across all GHG scopes. SMO's strategy to obtain ISO 50001 certification by 2025 for its

operational sites with the highest energy consumption (provides a framework for actions linked to scope 1 and 2).

The Sercel Junfeng site was the first to receive ISO 50001 certification in October 2024. The Nantes, Saint Gaudens, Rotterdam and Houston sites have been certified in 2025.

Example of actions by scopes:

Scope 1

We have implemented a series of actions to improve energy efficiency, targeting space heating at our Nantes site, by installing a centralized building management system with optimized controls, and by installing heat pumps in certain areas of the site where this was appropriate. At our St Gaudens site, we have renovated the old gas-fired boilers and revisited the painting processes for vibrator truck parts to limit the use of steaming and lower temperatures.

With a view to reducing our consumption of non-renewable fuels, whenever possible we replace combustion engine vehicles with electric ones, such as the forklift trucks at our St Gaudens site or the cars used at our Sercel Junfeng site in China.

At all SMO sites, specifications for the replacement of air-conditioning units have been modified to take into account the environmental impact of fugitive emissions linked to refrigerant gases.

Scope 2

We have also implemented a series of actions aimed at improving the energy efficiency of our processes, by shutting down certain equipment at night, reducing the heating time of certain parts, or optimizing the scheduling of the compressors used in our processes.

We are also studying the possibility of producing our own renewable energy and have launched several feasibility studies for the installation of photovoltaic shading systems at our Nantes and St-Gaudens sites in France, or photovoltaic panels on the roofs of Sercel Junfeng's buildings in Xushui, China.

Scope 3

Use of Sold Products

Analysis of the carbon balances carried out in France in 2023 and across the whole SMO perimeter in 2024 shows that around 85% of indirect emissions come from the impact of the use of products sold. Actions are therefore underway at the development level as part of the Ecodesign approach on issues such as battery autonomy and weight.

Several initiatives have also been launched on the transmission mode of vibrator trucks, or on optimizing trajectories in field operations to limit fuel consumption. We are also working on the electrical consumption of sensors and wired nodes. A broader approach is also being taken to optimizing the deployment of products in field operations, with a view to reducing their energy impact. The introduction on the market of new products certified eco-design like the Land Node ACCEL in 2025 is a good example of our efforts to help reduce the carbon footprint of our customer's field operations.

Inputs

Several initiatives have been launched on the recycling of plastic raw materials at the St Gaudens site, and an initiative is underway at the Sercel Junfeng site on aluminum, for which the manufacturing process uses only 15% of the raw material purchased and discards the rest.

Initiatives are also in place to reuse supplier packaging instead of throwing it away.

Outbound Freight

Since this year, we have been systematically informing our customers of the cost of transporting the equipment they have purchased by sea and by air, so that they can make an informed decision on the carbon impact associated with the chosen mode of transport.

Inbound Freight

Maritime transport is systematically preferred to air whenever supply lead times permit.

Inter-sites transport or pre-routing

Actions are underway on short-haul routes to encourage the use of electric trucks.

Travel

We promote soft mobility and car-sharing among our employees for their home-to-work journeys. For business trips, we limit non-essential travel and favor train travel to international airports in France.

Waste management

The gradual generalization of the ISO 14001 certification to all operational sites allows structuring SMO's approach to optimizing waste management. To date, the Junfeng, Saint Gaudens, Rotterdam, Nantes and Houston sites are certified Geocomp in Acton (USA) has obtained the certification in January 2026 and it is underway at our Concept site in Edinburgh

Actions are underway to improve sorting and promote recycling channels at all sites, and in manufacturing processes to limit waste generation, particularly for aluminum at Sercel Junfeng in China, tin and plastic at St-Gaudens, and cardboard at Nantes in France.

3.2.2.2.4 Other initiatives

We are continuing our policy of systematically decarbonizing our energy mix as we renew our electricity supply contracts. For example, in 2023, we switched to renewable energy contracts for our main data center in Texas (United States) and the DeRegt SMO site in the Netherlands. Our SMO site of Houston switched to renewable electricity supply in May 2025. From that date most of our electricity supply in the USA is guaranteed by Renewable Energy Certificate (REC).

Our fleet of company cars will be 100% electric by 2050. In France, all company vehicles at the end of their leases are

replaced by electric or hybrid cars. In addition, Viridien encourages carpooling on its various sites. In the United States and the United Kingdom, Viridien financially helps employees to purchase "greener" vehicles.

3.2.2.2.5 Pathway to 2030

In alignment with ESRS E1, Viridien is committed to implementing targeted actions and allocating the necessary resources to deliver its climate transition objectives and progress toward net-zero in 2050. Our climate change policies prioritize the deployment of decarbonization levers across our operations and value chain, including energy efficiency measures, transitioning to renewable energy sources, electrification of processes, and fostering circular economy practices.

Green taxonomy capital expenditures contribute to Viridien's transition efforts. In addition, Viridien continues to identify potential investment needs that may be required to support the transformation of the company in the coming years, following the introduction in 2025 of Scope 3 targets, in addition to those already defined for Scopes 1 and 2. At this stage, Viridien has not identified any significant investment needs required to achieve these objectives.

We have integrated climate considerations into our strategic planning, and we will, where beneficial to the realization of our objectives, develop relevant partnerships with stakeholders and investment in innovation to further strengthen our capacity to achieve reductions. Regular performance monitoring ensures alignment with our interim milestones and long-term objectives, enabling us to transparently disclose our progress.

These actions underscore our commitment to mitigating climate risks and contributing to global efforts to limit global temperature rise, while creating sustainable value for all stakeholders.

Methodology Scope 1&2 transition

- Base year 2019: as per our reporting in the URD 2023 section 3.6.1 and URD 2019 section 3.5.1. Which is our scope 1 & 2 emissions outside of our proprietary seismic Acquisition activity that we divested in 2020.
- Growth 2019-2030: using the carbon intensity pro-forma 2019
- Reductions 2019-2024⁽¹⁾: based on the scope 1 & 2 emissions published in our URD 2024.

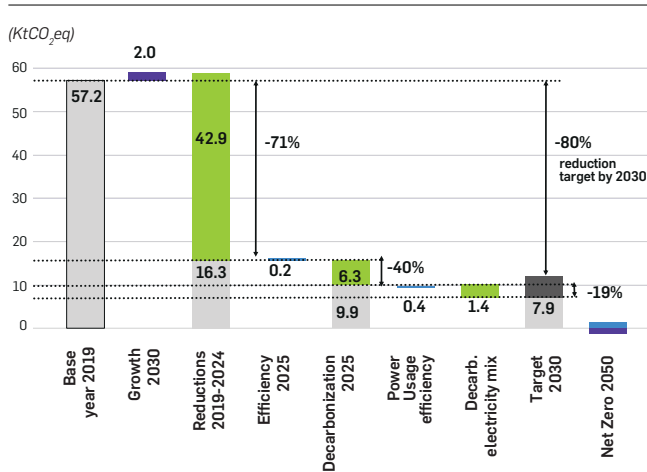
Viridien's published transition plan, as referenced in the URD 2024, shows that we have already achieved substantial emissions reductions since the 2019 baseline. With this trend set to continue in 2025, we have, with the approval of the Sustainability Committee in July 2025, reformulated our objective and are committed to reducing our Scope 1&2 market-based emissions by 80% by 2030 compared to 2019 levels.

The 2025 reduction effort was driven principally by the continued decarbonization of our electricity supply (97%), complemented by efficiency gains (3%), resulting in a 40% drop of our emissions of scope 1&2 compared to 2024 levels.

(1) The corresponding actions are described in the preceding paragraphs: 3.2.2.2.1-2-3 and 4.

Looking forward, Viridien's roadmap toward 2030 targets an additional 10% reduction from the 2025 level, equally driven by decarbonization and by efficiency gains.

SCOPE 1 & 2



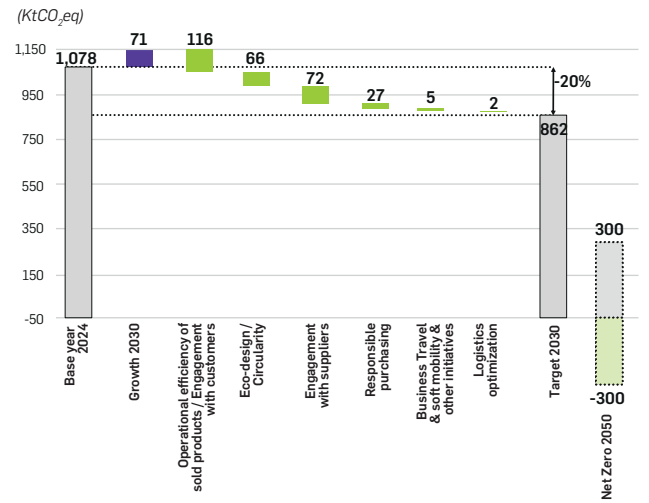
In 2025, Viridien initiated a dedicated Scope 3 transition plan to 2030 to address the requirements of CSRD climate transition plan disclosures (ESRS E1 – Climate Change). This plan was presented to and validated by the Sustainability Committee of the Board in July 2025.

Methodology Scope 3 transition

Viridien simulated several reduction trajectories, selected projection methods, and validated internal assumptions. Growth impact is based on a Scope 3 intensity approach for 2024 (including an intensity assumption and a revenue assumption for 2030). The modelling includes annual emissions for "Use of sold products" based on product mix assumptions; and the use of 2024 carbon intensities to model "Purchased goods and services" and "Fuel and energy related activities" toward 2030.

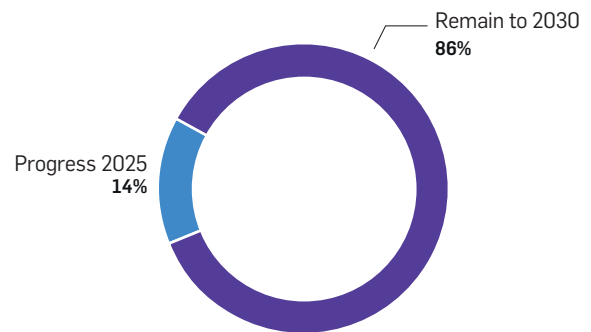
We identified six levers to design reduction actions by key Scope 3 categories: Responsible purchasing, Eco design / Circularity, Engagement with suppliers, Logistics optimization, Operational efficiency / engagement with customers, and Business travel & soft mobility. Based on these levers, we anticipate a potential reduction in our Scope 3 emissions in 2030 of around 20% compared to 2024 levels.

SCOPE 3



In 2025, we are not yet able to break down the reduction efforts for each of the six operational levers identified in the plan in a meaningful way. Overall, we are recording a decrease in Scope 3 emissions in 2025, which corresponds to 14% of the effort we need to make to achieve our target of a 20% reduction compared to 2024.

PROGRESS TOWARDS SCOPE 3 REDUCTION TARGET BY 2030



With regard to the net-zero target for 2050, we remain committed to maximizing reduction efforts across all scopes before implementing offset mechanisms.

3.2.2.3 Energy consumption and mix

We are committed to transparently reporting and actively managing our energy consumption and mix to align with our three-year climate goals.

We have set a clear ambition to increase the share of renewable energy in our energy mix, prioritizing green electricity, when available, at the end of each of our traditional contracts and energy efficiency initiatives. These efforts aim to reduce reliance on fossil fuels and contribute to achieving our decarbonization objectives.

As already addressed in 3.2.2.2, regular evaluations of our energy consumption patterns enable us to identify optimization opportunities and ensure progress toward a more sustainable energy profile.

In 2025, the largest share of our consumption still comes from electricity for 90% of our total energy consumption. The main purpose of our electricity needs is to power our data centers, which account in 2025 for slightly more than 70% of our total electricity consumption. In the US we will continue our policy to switch to renewable energy contracts backed by REC at the end of our current contracts. In that regard our SMO site in Texas is now using renewable electricity since May 2025 bringing our share of renewable electricity of 90% in our electricity mix compared to 80% last year.

Far behind electricity, our second largest energy consumers are natural gas and purchased heat, which account for short of 5% of our energy mix each

Globally in 2025, we have increased our share of renewable sources in our total energy consumption to 83% compared to 72% in 2024.

<i>Energy consumption and mix</i>	2025	2024
Fuel consumption from coal and coal products (in MWh)	0	0
Fuel consumption from crude oil and petroleum products (in MWh)	1,137	1,750
Fuel consumption from Natural gas (in MWh)	5,511	6,193
Fuel consumption from other fossil sources (in MWh)	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (in MWh)	16,022	30,601
TOTAL FOSSIL ENERGY CONSUMPTION (in MWh)	22,670	38,544
SHARE OF FOSSIL SOURCES IN TOTAL ENERGY CONSUMPTION (in %)	17.1%	28.4%
Consumption from nuclear sources (in MWh) ⁽¹⁾	N/A	N/A
SHARE OF CONSUMPTION FROM NUCLEAR SOURCES IN TOTAL ENERGY CONSUMPTION (in %)		
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (in MWh)	0	0
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (in MWh)	109,838	97,170
The consumption of self-generated non-fuel renewable energy (in MWh)	62	52
TOTAL RENEWABLE ENERGY CONSUMPTION (in MWh)	109,900	97,222
SHARE OF RENEWABLE SOURCES IN TOTAL ENERGY CONSUMPTION (in %)	82.9%	71.6%
TOTAL ENERGY CONSUMPTION (in MWh)	132,570	135,766

(1) In line with ESRS E1, the share of energy consumption by source may only be disclosed where it is supported by measurable, verifiable, and relevant data. However, with respect to purchased electricity consumption, Viridien lacks reliable and traceable information allowing the identification of the nuclear component of the electricity effectively consumed. 2024 data was removed for the same reason.

3.2.2.4 Greenhouse gas (GHG) emissions

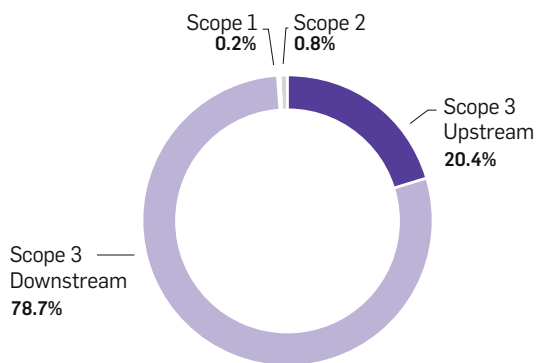
Viridien has a long history of reporting its greenhouse gas emissions. The boundaries of our GHG inventory cover exactly the same perimeter as our financial statements.

We have committed to the following emission reduction targets:

- to reduce the absolute value of our scopes 1 & 2 emissions by 80% by 2030 compared to 2019 levels;
- to reduce the absolute value of our Scope 3 emissions by 20% by 2030 compared to 2024 levels;
- achieve net-zero on all scopes by 2050.

In 2025 our total emissions establish at 1,044 ktCO₂eq compared to 1,094 ktCO₂eq in 2024, a 5% decrease year-on-year.

GHG EMISSIONS mix 2025 (CO₂eq)



We have continued our efforts to reduce Scope 1&2 emissions, which are down 40% year-on-year but have been completely absorbed by the Scope 3 emissions, which account 99% of our total emissions this year.

3.2.2.4.1 Scope 1

The data used to calculate our direct emissions is collected through our proprietary Prism environmental information system. At each Group site, a representative of the company's ESG network is responsible for collecting and entering the data.

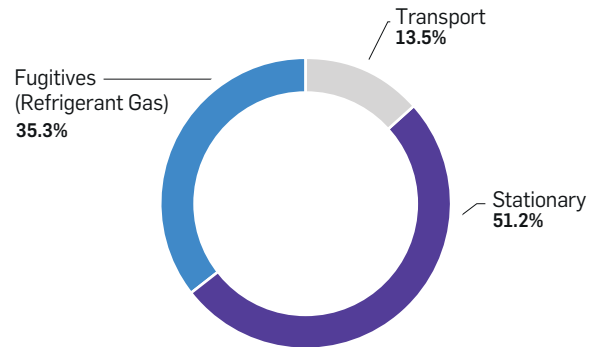
The mix is essentially made up of our consumption of natural gas for our industrial processes in our SMO division and more generally for heating our sites, mainly in the UK.

We collect also the leakages of refrigerant gases used in our activities.

The direct emissions linked to transport are relatively low in this mix. We account for work-related car journeys, vehicles owned or operated by the Company, and direct purchases or

reimbursements of fuel to our employees. Petrol and diesel consumption and the number of kilometers travelled are consolidated in our information system.

Emission mix 2025 scope 1 (CO₂eq)



Details of the emissions factors used are given in Appendix 4 of this chapter.

3.2.2.4.2 Scope 2

The consumption data in kWh, needed to calculate our indirect emissions from electricity and heat purchases also comes from our in-house information system Prism.

All our electricity purchase in Europe (including UK) is market based, as well as for 96% of our consumption in the US compared to 85% in 2024.

The rest of the world electricity purchase is still location based.

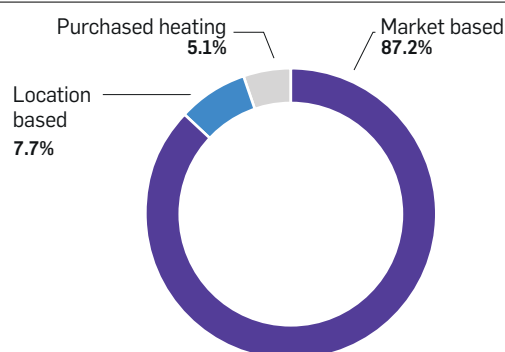
In 2025, the share of market-based purchased energy of scope 2 reached 87% compared to 76% in 2024, mainly driven by the switch to a market-based contract in May at our SMO site in Houston (Texas).

Emissions from the generation of location-based purchase is derived from the country specific grid emissions factor from the Carbon Footprint, release of June 2025.

For both location and market-based purchase we consider transmission and distribution emissions using the country specific Carbon Footprint T&D factor and we report in the scope 3.

In 2025 the share of purchased heating for our SMO site in Sercel Junfeng (China) and for our Geoscience office in Oslo (Norway) in our energy consumption of scope 2 remains similar to 2024 levels at 5%.

We do not purchase cooling or steam.

Scope 2 2025 Mix (kWh)

Details of the emissions factors used are given in Appendix 3.5.4 of this chapter.

3.2.2.4.3 Scope 3

In this section we will endeavor to give as exhaustive a description as possible of the state of data collection used to calculate scope 3 emissions.

Purchased goods and services:

This category includes both the flows of services and materials (purchases) entering the entity.

For service flows (purchases), it is uncommon to have precise CO₂ impact data for a service. In such cases, monetary ratios can be used as an alternative.

For material flows, this pertains to purchases entering the entity, either consumed on-site or integrated into production. Depreciated assets, however, are addressed in the fixed assets section. Whenever possible, physical data is prioritized, such as quantities of the input (e.g., number of units, tons of materials). If physical data is unavailable, monetary ratios may be used, as is the case with service purchases.

Monetary data is extracted from SAP for our division SMO or from the General Ledger for the rest of the Group and classified in generic categories.

In 2025, around 56% of the emissions of our SMO entity in this category are calculated using activity data, compared with only 1% for the rest of the Group. As a result, emissions calculated using activity data account for only 11% of total emissions in the purchased goods and services category. All remaining emissions are calculated using monetary ratios.

In December 2025, Viridien initiated the deployment of an end-to-end supplier management platform designed to provide enhanced oversight of supplier relationships throughout their lifecycle and to facilitate more efficient and structured data collection. As part of our ambition to progressively reduce reliance on monetary emission factors, a greenhouse gas (GHG) questionnaire was sent before year-end to 55 key suppliers, outside of SMO, to assess their readiness to provide product- and service-level carbon footprint data.

By the end of January 2026, the response rate reached 38%. Among respondents, 62% indicated that they had already assessed their carbon footprint; however, only 19% were able to allocate emissions specifically related to their activities with

Viridien. As a result, the data collected at this stage could not be robustly used for Scope 3 accounting purposes.

In 2026, Viridien will continue to engage with these suppliers to strengthen data quality and methodological alignment, with the objective of progressively integrating supplier-specific emissions into the "Purchased Goods and Services" category of Scope 3 emissions.

In 2025 only Microsoft provides us with the quantitative value of our emissions for our use on the MS 365 and Azure cloud. This represents an infinitesimal 0.004% of our Scope 3 emissions.

Capital Goods:

Emissions from the production of physical goods that are used by the organization over multiple years. These goods are considered capital assets and are used to provide products or services. The manufacturing of these goods generates GHG emissions and by convention, the methods allocate these manufacturing emissions over a certain period similar to accounting depreciation.

This covers tools and machineries for our SMO Division, buildings, IT equipment in a mix of physical data when available or monetary inputs based on the purchase value of the goods.

The scope of capital goods included in the reporting includes all our SMO and HPC divisions, which together account for the vast majority of our fixed assets, for the rest of the Group we have used the gross value of the tangible assets at 31st December, by family and amortization period, entered in the inventory in 2025.

Fuel- and Energy-Related Activities (Not Included in Scope 1 or 2)

Emissions related to the production of fuels and electricity consumed by the company, but not directly emitted through combustion or electricity use (captured under Scope 1 and 2).

In our reporting it mainly includes energy losses in electricity distribution. Emissions are assessed on the basis of consumption in KWh by applying the emission factor for transmission and distribution of the country of consumption published by "Carbon Footprint".

Upstream Transportation and Distribution

Emissions from transporting and distributing products purchased by the organization, which occur before the manufacturing of the products. It also includes emissions from third-party storage.

Inbound freight and inter-site internal freight generated by the operations of our SMO division are assessed in ton-kilometers. In 2025, these data remain incomplete and do not cover all operations. The impact of this limitation is difficult to quantify, and in 2026 we will continue our efforts to reduce this uncertainty as much as possible.

Waste Generated in Operations

Emissions from the treatment and disposal of waste generated during the company's operations. The type of waste treatment (e.g., landfilling, incineration, composting, or recycling) affects the quantity of emissions.

In 2025, we aligned SMO's waste management practices across the entire Viridien organization. As a result, we now have the most accurate possible inventory of direct waste—both hazardous and non-hazardous—generated at each of our sites, with a few exceptions for certain sites with fewer than 50 employees, on which we will focus our efforts in 2026.

Business Travel

Emissions generated by employee travel for business purposes, using modes of transportation not owned or controlled by the company.

All of our business travel agencies feed travel data into a travel tracker tool that consolidates distances travelled by air or train and hotel nights.

We also record, within our expense reimbursement information system, taxi expenses and reimbursed business travel mileage submitted through expense claims.

At this stage, only our SMO division has implemented the collection and consolidation of information related to visitors' modes of travel.

Employee Commuting

Employee commuting constitutes a component of Viridien's indirect (Scope 3) emissions.

Emissions from employees traveling to and from their place of work, using personal or public transport. This includes all modes of commuting, such as driving, biking, public transportation, or walking to the office.

So far, only SMO and HPC had completed a survey of commuting habits of their collaborators and were able to report detailed data for each site.

In June 2025, Viridien conducted an updated survey of employee commuting habits to assess mobility patterns and their contribution to greenhouse gas (GHG) emissions. The survey covered employees across all major sites, all segments except SMO, and support functions, providing a representative overview of commuting-related impacts at Group level.

The survey was based on a structured questionnaire designed to collect consistent and comparable data across Viridien's global workforce. It focused on three core dimensions: work organization (including remote working practices), commuting distances, and means of transportation. Employees were asked to report their main and, where applicable, secondary modes of transport, covering a wide range of options such as private vehicles (combustion engine, hybrid and electric), public transport (high-speed rail, suburban train, metro, bus and tram), and low-impact mobility solutions (walking, bicycle and electric bicycle), as well as other relevant modes.

This approach ensured comprehensive coverage of employee commuting behaviors while remaining sufficiently simple to support large-scale participation and reliable data processing. The collected data enabled the calculation of annual commuting distances per employee, by transport mode and by site, which were used as an input for Viridien's 2025 sustainability reporting.

Upstream Leased Assets

Emissions from the operation of assets leased by the company from another entity. This applies to assets not included in the company's Scope 1 or 2 emissions.

Not applicable to our activities

Downstream Transportation and Distribution

Emissions from transporting and distributing products sold by the company after they leave the company's control. This includes transportation to customers or retail locations and emissions from third-party storage. This only concerns our SMO Division for the transport of sold products or repaired equipment leaving the organization. All modes of transport are tracked road, air, maritime or rail, expressed in ton.kilometer.

The rest of the Group activity concerns digital products that do not require transportation nor distribution.

Processing of Sold Products

Emissions from the processing of intermediate products sold by the company, typically performed by another company before the product is ready for end-use.

Not applicable to our activities

Use of Sold Products

Emissions that occur when customers use the products sold by the company. This is particularly relevant for products that require energy consumption during use (e.g., fuels, vehicles, or appliances), as most of the sales from our SMO Division do.

Prior to 2022, apart from scopes 1 and 2, our carbon footprint calculation only covered upstream scope 3 emissions and downstream freight. Since then, the scope 3 measurement has been extended to include the downstream carbon footprint of the Sensing & Monitoring division's main products, namely vibrator trucks, 508^{XT} telemetry, land and marine nodes, streamer sections, downhole tools, marine cables from our affiliate DeRegt, marine software from Concept and geotechnical equipment from Geocomp. The teams in charge of product development have calculated the unit carbon footprint of all the products in the Sercel range making assumptions about their lifespan and the way they are used by our customers. All our products consume energy during use, so we have expressed their impact in liters of road or marine diesel or KWh. We use the quantities sold during the year to consolidate the calculation of the corresponding emissions. The impact of repair and maintenance is not taken into account here, as our customers can only source original spare parts or have their equipment repaired in our workshops. Scope 3 emissions corresponding to repair and maintenance activities are therefore consolidated over time as long as our products are used by our customers.

For the rest of our activities, Viridien provides data and digital services that will be further refined through combining it with other external input and specific data managed through Client's internal workflows. The digital product we provide is subject to significant additional work from our clients to give more reliable insight. Furthermore, Viridien deliver imaging products (data) to our clients, either electronically or by storage tape. The same method of delivery is applicable when delivering licensed data from our EDA libraries. The data is stored online on data repositories, within the clients' internal system or external cloud or on tapes. When disposed of, the data stored on online data-repositories will be deleted and the data on tapes are normally overwritten such that the tapes are reused. Hence, our imaging activities have no further impact on the value chain downstream beyond the transfer and the storage of our images at our Clients, consequently the emissions provided through the downstream activities performed on Viridien's data and images is insignificant and not included in our Scope 3 reporting.

End-of-Life Treatment of Sold Products

Emissions from the disposal and treatment of products sold by the company at the end of their useful life. This can vary depending on the disposal method.

This category only concerns products considered in the previous category. We know the weight of the main materials contained in the unit products, to which we apply the quantities sold during the year. We also take stock of the batteries used in our products, as well as the weight of plastic, cardboard and wood used to pack and ship our products.

Downstream Leased Assets

Emissions from the operation of assets owned by the company but leased to other entities, where the lessee has operational control.

Not relevant to our activity

Franchises

Emissions from franchise operations that are not directly included in the company's Scope 1 or 2 emissions. This typically applies to franchisors who indirectly control franchises.

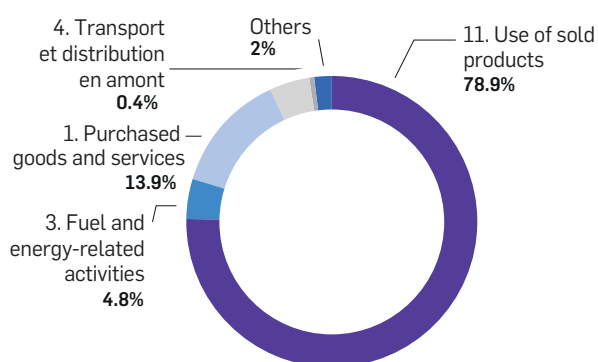
Not relevant to our activity

Investments

Emissions associated with investments made by the reporting company, including equity investments, debt investments, and project finance. This category is critical for financial institutions and investment firms.

Not relevant to our activity and no historical data for this scope 3 category.

Mix 2025 scope 3 (CO₂eq)



Details of the emissions factors used are given in Appendix 3.5.4 of this chapter.

3.2.2.4.4 Gross Scopes 1, 2, 3 and Total GHG emissions

	Base Year ⁽¹⁾	Retrospective					Annual % 2030/ base year
		2025	2024	% N/N-1	2030	(2050)	
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions (t CO ₂ eq)	2,224	1,975	2,165	91%	445	195	7.3%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (in %)							
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions (t CO ₂ eq) ⁽²⁾	54,444	39,443	44,351	89%			
Gross market-based Scope 2 GHG emissions (t CO ₂ eq) ⁽³⁾	54,444	7,885	14,181	56%	10,889	544	7.3%
Significant scope 3 GHG emissions							
Total Gross indirect (Scope 3) GHG emissions (t CO ₂ eq)	1,078,088	1,034,034	1,078,088	96%	862,470		3.3%
1. Purchased goods and services ⁽⁴⁾	297,522	143,764	297,522	48%	238,018		3.3%
2. Capital goods	7,422	7,688	7,422	104%	5,938		3.3%
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2) ⁽⁵⁾	82,101	49,238	82,101	60%	65,681		3.3%
4. Upstream transportation and distribution ⁽⁶⁾	7,161	4,266	7,161	60%	5,729		3.3%
5. Waste generated in operations	476	726	476	152%	381		3.3%
6. Business traveling	3,425	4,483	3,425	131%	2,740		3.3%
7. Employee commuting	3,331	2,550	3,331	77%	2,664		3.3%
8. Upstream leased assets	0	0	0		0		
9. Downstream transportation	4,140	1,070	4,140	26%	3,312		3.3%
10. Processing of sold products	0	0	0		0		
11. Use of sold products	667,012	816,047	667,012	122%	533,610		3.3%
12. End-of-life treatment of sold products	4,961	3,896	4,961	79%	3,969		3.3%
13. Downstream leased assets	0	0	0		0		
14. Franchises	0	0	0		0		
15. Investments	0	0	0		0		
Others	536	252	536	47%	429		3.3%
TOTAL GHG EMISSIONS							
Total GHG emissions (location-based) (t CO ₂ eq)	1,134,755	1,075,453	1,124,604	96%			
Total GHG emissions (market-based) (t CO ₂ eq)	1,134,755	1,043,894	1,094,434	95%	873,804		2.1%

(1) Base year: 2019 for Scope 1 and Scope 2 emissions, and 2024 for Scope 3 emissions.

(2) The 2024 data related to location-based and market-based emissions have been restated and correctly positioned in the table. This adjustment improves the comparability and reliability of the data.

(3) The 2024 data related to location-based and market-based emissions have been restated and correctly positioned in the table. This adjustment improves the comparability and reliability of the data.

(4) The significant variation in emissions in category 3-1 is mainly driven by a substantial decrease in operational expenditures for subcontracted services, which are largely calculated using monetary ratios. In particular, expenditures related to our multi-client EDA activity, which account for slightly less than 60% of the 2025 inputs in monetary value, decreased by more than 60% year-on-year.

(5) More than 95% of the emissions in this category arise from the indirect fuel consumption of the subcontracted marine fleet used for our multi-client EDA activity. In 2025, this consumption decreased by 45% compared to 2024, directly reflecting the significant year-on-year reduction in the number of vessel-months of use.

(6) The 2024 data relating to category 3-4 have been restated. Due to an incorrect allocation, emissions related to fuel consumption of the subcontracted marine fleet were reported under this category in 2024. These emissions have now been correctly reclassified under category 3-3.

Location-Based GHG Intensity: Reflects emissions based on the average energy generation emissions intensity within the regions where we operate.

Market-Based GHG Intensity: Reflects emissions adjusted for specific energy procurement decisions, such as renewable energy certificates (RECs) and power purchase agreements (PPAs).

We report our greenhouse gas (GHG) intensity per net revenue to provide a clear understanding of our emissions relative to our economic activity.

GHG intensity	2025	2024
Total GHG emissions (location based) per net revenue ^(a) (t CO ₂ eq/m\$)	910	1,007
Total GHG emissions (market based) per net revenue ^(a) (t CO ₂ eq/m\$)	883	980

(a) Net Segment Revenue as per note 19 of 6.1.5 Notes to the Consolidated Financial Statement.

3.2.2.4.5 GHG removals and GHG mitigation projects financed through carbon credits

We confirm that greenhouse gas (GHG) removals and mitigation projects financed through carbon credits are not applicable to our company. We do not purchase or utilize carbon credits as part of our strategy to achieve GHG reductions.

Our approach focuses on direct emission reductions through operational improvements, energy efficiency measures, renewable energy transitions, and supply chain engagement. This reflects our commitment to achieving sustainable decarbonization without reliance on external offsets as long as possible. We will only consider offsetting closer to 2050 to reach our net-zero ambition.

3.2.2.4.6 Internal carbon pricing

We confirm that an internal carbon pricing mechanism is not currently implemented within our company. Currently, our climate strategy focuses on direct emission reductions and operational improvements without utilizing internal carbon pricing as a tool for decision-making.

We recognize the potential value of internal carbon pricing in driving climate action and enhancing decision-making processes. As part of our ongoing commitment to sustainability, we will periodically review our position and assess the feasibility and the added value of introducing an internal carbon pricing mechanism in the future to align with evolving best practices and regulatory expectations.

3.2.2.4.7 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

At this stage, the Group does not anticipate any financial effects resulting from material physical and transition risks related to climate change, in the short, medium or long term, nor any

potential climate-related opportunities, other than those already identified as part of its diversification strategy.

Physical Risks: We have assessed several climate change scenarios for physical risks, such as extreme weather events and changing climatic conditions, which could affect our operations and asset values. Our risk profile remains stable up to 2050 and beyond, largely exceeding the lifetime of our infrastructures, and do not necessitate any specific actions in the coming years. For further details see 3.2.1.5.

Transition Risks: Transitioning to a low-carbon economy may result in financial implications due to evolving regulations, market dynamics, and stakeholder expectations. We are actively managing these risks by decarbonizing our energy mix, improving energy efficiency, and by gradually getting involved with our value chain to meet climate targets. Furthermore, we are diversifying our activities outside of our core business that is still firmly rooted in the Oil&Gas sector, as developed in 3.1.2.2.

All in all, these factors contribute to the resilience of our business model and confirm the soundness of our diversification choices outside the oil sector.

3.2.2.4.8 Locked-in Emissions

Locked-in greenhouse gas (GHG) emissions refer to future emissions that are essentially predetermined due to existing infrastructure, policies, or investment decisions.

The impact of our current infrastructure is already accounted for in our carbon inventory. We have not taken either any final investment decision that could have a significant impact on our future carbon footprint. We do not carry any stranded assets on our balance sheet, even fewer with a high climate impact. Emissions related to the use of sold products are accounted for in Scope 3, Category 3.11 "Use of sold products". (see paragraph 3.2.2.4.3)

3.2.3 WATER CONSUMPTION (ESRS E3)

The identification of impacts, risks and opportunities related to water and marine resources followed the same double materiality process as described in section 3.1.4.1 and applied for ESRS E1. The assessment incorporated findings from the Group's 2024 climate adaptation study, which identified potential exposure to drought conditions for certain sites. While these locations are not situated in high water-stress zones, the analysis recognized the need to monitor evolving climatic patterns that may affect local water availability.

These elements confirm the relevance of water-related issues for Viridien, considering that the Group's industrial and data-processing activities may contribute to local resource scarcity and affect surrounding ecosystems and communities. In this context, Viridien has strengthened its commitment to responsible water management through policies and initiatives designed to control consumption, reduce potential impacts on ecosystems, and preserve shared resources.

In 2025, the total water consumption reported in our PRISM tool amounts to 141,387m³, showing a 19% decrease year-on-year.

In 2025, consumption is mainly driven by our HPC activity, which accounts for 55% of total annual consumption, followed by SMO at 33%, with the remaining 12% attributable to the Group's other activities.

Most of the data reported by our SMO division comes from a direct reading of the meters and sub-meters installed on these sites, as does consumption at the entrance to our computing centers in Texas (United States), United Kingdom and France. For all other office sites, we report consumption based on invoices, except for some of our offices that are in shared building where we do not have a direct metric for our own water consumption. In that case we use an online tool to estimate the consumption based on the office headcount and the type of sanitary facilities available to our collaborators.

Through our ESG policy (see 3.2.2.1), we are committed to improving the way we manage our water needs, and we have set ourselves the three-year objective of monitoring our consumption and improving our water efficiency. However, we do not have a dedicated water policy and do not anticipate the need for one in the short-term.

We do not yet have enough experience of analyzing our water consumption at Group level to set quantitative annual reduction targets. We will regularly monitor the subject within our ESG governance bodies with a view to deciding on the issue in the medium term.

- **SMO:** For our division SMO most of the water consumption comes from the surface treatments necessary for the manufacturing of geophones on our site in China, followed by the extrusion process used on our sites in the US and Holland, and the rest corresponds to the consumption of sanitary facilities. We have installed water sub-meters at strategic locations on SMO's sites in China and Holland, and we now monitor the water consumption of these two industrial processes. In 2025, in China, we successfully continued our leak detection campaign. For the other sites, most of the industrial processes using water are in a closed loop. No significant Capex linked to water management has been engaged in 2025 on our SMO sites and we do not forecast any significant requirement other than preventive maintenance of our installations in the future.
- **HPC:** the vast majority of the water consumption of our HPC activity comes from our data center in the United States. In 2024 we have introduced a Water Usage Efficiency (WUE) indicator for each of our main data center. WUE is a key metric for measuring how efficiently a data center uses water for cooling or other operations. It is the ratio of the water used annually over the IT equipment energy annual consumption. The weighted average WUE for 2025 across our sites in Texas (United States), the United Kingdom and France stands at 1.18, representing an improvement compared to 1.20 in 2024.

KPIs	2025	2024
Water consumption (in m³)	141,387	173,550
<i>Water consumption in areas at water risk, including areas of high water-stress (in m³)</i>	0	0
<i>Total water recycled and reused (in m³)</i>	0	0
<i>Total water stored and changes in storage (in m³)</i>	0	0
Water intensity (Total consumption in m3 per m\$)^(a)	120	155

(a) Net Segment Revenue as per note 19 of 6.1.5 Notes to the Consolidated Financial Statements.

3.2.4 CIRCULAR ECONOMY (ESRS E5)

The identification of impacts, risks and opportunities related to resource use and the circular economy followed the double materiality process described in section 3.1.4.1. The topic was confirmed as material through the analysis of Viridien's business model and environmental strategy.

Viridien's activities involve the use of manufactured components, electronic equipment and data infrastructure, which generate resource consumption and waste across its value chain. At the same time, improving material efficiency and product durability offers opportunities to reduce environmental impacts and create value through eco-design and circular practices.

These considerations are fully aligned with the Group's environmental pillar "Reduce our overall carbon footprint" and its strategic objective to "Develop an offer of products and services enabling environmentally sustainable activities." Viridien therefore implements initiatives aimed at optimizing resource use, extending product lifecycles and promoting responsible waste management throughout its operations.

In 2025, Viridien applies a structured and harmonized approach to waste management across all its operations, guided by a dedicated Group Waste Management Policy dated June 2024, which was updated in May 2025 through a narrative covering waste management practices applicable to all Group sites. This approach applies to all locations generating significant volumes of waste and covers more than 90% of the Group's total waste generation.

Waste is classified into hazardous and non-hazardous waste, based on the most stringent regulatory framework, namely European Union waste regulations, to ensure consistency across geographies. Hazardous waste includes, in particular, waste electrical and electronic equipment (WEEE), batteries and accumulators, healthcare waste and contaminated soil, while non-hazardous waste mainly comprises materials such as metals, plastics, paper, cardboard, wood, glass and biodegradable waste. The Group does not generate radioactive waste.

For each waste stream, the corresponding treatment method is identified and reported, including landfill, incineration (with or without energy recovery), recycling and reuse.

Each site is responsible for the planning and management of its waste, taking into account the nature of materials entering the site and the availability of local waste treatment and recycling facilities. Sites also implement practical measures to reduce resource consumption and improve resource efficiency.

Waste data is collected at site level and reported monthly in the PRISM system, covering quantities of hazardous and non-hazardous waste as well as treatment types, expressed in metric tons. Reporting is primarily based on contractor invoices and supporting evidence. Where direct weight data is unavailable, estimation methodologies are documented.

To ensure data quality and reliability, waste-related KPIs are subject to reviews by ESG specialists, including year-on-year consistency checks, analysis of anomalies and sample verification against contractor documentation. Review conclusions and supporting evidence are documented within the reporting system.

All our sites must comply with local and national waste management regulations.

We have relied on international and industry best practice to define our approach:

- Remove: All waste disposal options have some impact on the environment, avoidance is achieved by not producing waste which we endeavor to do where possible;
- Reduce: Where waste cannot be eliminated, we commit to minimize waste by judicious purchasing, material selection and substitution;
- Reuse: before discarding any item, we examine all possibilities of reuse;
- Recycle: Viridien will recycle (where facilities are available) all items which cannot be reused or repurposed;
- Recover: once an item has been reviewed for reuse or recycling, then the possibility of sending it to a facility for material extraction or to be used as an energy source will be considered;
- Dispose: Where all other options are exhausted waste may ultimately be sent to an official landfill site or disposal facility which has been approved for use by local authorities or government bodies.

We are committed to minimizing our consumption of plastic and generation of plastic waste. Across our operations, we aim to reduce our consumption of resources through the elimination of virgin and single use plastics. Working with our main suppliers we encourage the elimination or reduction of plastic packaging.

We do not yet have enough hindsight on the analysis of our waste production at Group level to set ourselves quantitative annual targets on how we manage our waste. We will regularly monitor the subject within our ESG governance bodies with a view to deciding on the issue in the medium term.

- SMO: Waste management is primarily implemented within the Group's SMO industrial division, which has already put in place a number of initiatives to manage and reduce the waste generated by its activities.
 - The data collected on waste is used and communicated internally to the management of each site as part of an annual ESG review in order to analyze it and draw up guidelines to improve performance.
 - The six sites of Sercel Junfeng in China, St-Gaudens and Nantes in France, Houston and Acton in the US and Rotterdam in the Netherlands are now ISO14001 certified, which includes a waste management component. The certification is underway at our Edinburgh site and will be completed in 2026.

- SMO is also focusing on reducing packaging waste at source (particularly cardboard and plastic), in collaboration with suppliers and during deliveries between sites. Action is also being taken on production lines to reuse raw material waste in our processes (e.g. at St Gaudens for plastic or tin, and at Sercel Junfeng for aluminum).
- Efforts are made to sort waste at all sites to improve recycling and reduce the quantity of waste sent to landfill.
- SMO's eco-design methodology takes into account disassembly, repairability and recyclability criteria. Modifications have been made to certain molds to incorporate the symbol of the material used, to facilitate the recycling of all new components. This applies to all new products under development and wherever possible, on products currently in production, we engrave the type of plastic material used, with a view to end-of-life recycling and we work of the recyclability of our packaging.
- HPC: We have a procedure in place for the recycling of our IT equipment and we contract locally with specialized companies for the recycling process where appropriate. Note that most of our servers are rented so we usually return them to the leasing company. In the rare cases where we buy back this equipment, our recycling procedure applies when the servers are no longer used.
- Across all our office sites, selective waste sorting has been implemented and, since 2021 we have generally banned the use of single-use plastics in our tea rooms and canteens where we have control over them.

Current limitations in the availability of information relating to resources inflows

With regard to inflows of resources, SMO incorporates rare and strategic materials in its products to enhance their performance and reliability. Most of those materials are integrated in supplied components: Lithium is used in their Li-Ion batteries, Palladium, Tungsten and Titanium are used in semiconductors and

sensors. Some are used as raw materials in the manufacturing of cables like Drawn Copper and Polyurethane plastics, the last being highly dependent on the supply of MDI (Methylene diphenyl diisocyanate) in its manufacturing process. Other divisions upstream resources consist essentially in the utilization of services and purchase of IT equipment to run our Data Centers.

At this stage, Viridien does not yet have a formalised policy or consolidated operational processes specifically dedicated to the management, monitoring and characterisation of inbound resources across its activities and its upstream value chain. In particular, the information systems and internal procedures currently in place do not allow, for the 2025 financial year, for a reliable and comprehensive identification of the nature, volumes, origin (virgin, recycled or renewable materials) or flows of the main categories of inbound resources, as required under ESRs E5.

As a result, Viridien is not in a position to publish detailed information or to fully report on the qualitative and quantitative indicators relating to resource inflows under the disclosure requirement E5-4.

Viridien acknowledges the importance of this matter in view of its impacts, risks and opportunities related to resource use and the circular economy. Structuring work aimed at defining a dedicated policy, strengthening the traceability of inbound resources and upgrading data collection tools is currently being scoped, in order to enable a progressive improvement in the quality and completeness of disclosures in future reporting periods.

In general, the quantities of waste are recorded by weight from the removal slips of the various collection companies. For shared offices we use an allocation key based on headcount.

In 2025 we reported 1,598 metric tons of waste, two-thirds of which came from our SMO division.

Less than 10% was classified as hazardous, short of 60% generated by SMO.

Our activities do not produce any radioactive waste.

KPIs	2025	2024
Weight of waste generated	1,598 tons	1,374 tons
Hazardous waste	136	206
Non-hazardous waste	1,462	1,168
Weight of waste treated	1,598 tons	1,374 tons
Recycled or treated waste	971	649
Non-recycled waste	608	725
<i>Including Incinerated waste</i>	<i>268</i>	<i>284</i>
<i>Including Landfill waste</i>	<i>340</i>	<i>441</i>
Unknown type of treatment	19	
% non-recycled waste	38%	53%
Radioactive waste	0	0

3.3 Social information own workforce (ESRS S1)

3.3.1 GENERAL INFORMATION – POLICIES RELATED TO OWN WORKFORCE

The identification of social impacts, risks and opportunities followed the double materiality process described in section 3.1.4.1, which included a specific employee questionnaire aligned with CSRD social topics. The feedback collected provided valuable insights into employees' perceptions of the Group's key social challenges. Responses related to S1 themes, such as working conditions, health and safety, and employee engagement, were given greater weight in the overall assessment.

The results of this analysis confirmed the central importance of S1 topics within Viridien's ESG strategy, particularly training and skills development, diversity and inclusion, equal treatment, and health and safety. These themes directly support the Group's strategic ESG pillar "Be an exemplary company," which reflects Viridien's long-term commitment to fostering a safe, inclusive, and engaging work environment for all employees.

We have established comprehensive policies to support and manage our own workforce, prioritizing fair treatment, well-being, and professional development.

Our policies focus on ensuring equal opportunities, fostering diversity and inclusion, safeguarding health and safety, and promoting continuous learning and career growth. We are committed to upholding labor rights, fair wages, and compliance with international standards and regulations.

These policies, the implementation of which falls under the responsibility of the Human Resources Department, are an integral part of creating a supportive and engaging working environment that enables our employees to thrive and contribute to the long-term success of our organisation.

Our HR framework policy, applicable to all our own workforce, is developed under the following principles:

Our people are fundamental to the success of our high-end technology business. As a technology-based company, it is critical that we strive to attract, develop, and motivate our employees to perform their best and create value for our clients. In an ever-changing environment, HR's commitment to establish a positive work environment for our employees is fundamental to what we do and the service we deliver.

To support Viridien's broader business goals, the following principles reflect the culture that each of us, employee, manager and HR team, should aspire to establish across the Group. We focus our energy on:

- **Developing Viridien's Attractiveness:** We are committed to hiring people with the highest relevant competencies in support

of our short and long-term business needs. To attract the best people in a competitive market, we aim to develop new approaches consistent with our culture and values to attract and onboard candidates. We continually evaluate the recruitment process to ensure we provide the best candidate experience. This influences the way we source and select to ensure that we hire the right people into the right roles.

- **Enabling Employee Development:** Learning is part of our Company culture. We constantly encourage employees to take initiative and seize opportunities for their personal development. We offer a diverse range of opportunities for employee development such as mentoring, coaching, assignments, mobility and on-the-job learning. Viridien delivers tailored learning programs (through in-class programs, e-learning, virtual classes, conferences...), designed to support our employees' development, which are in alignment with our present and future business goals.
- **Strengthening Performance:** A high performing organization is in part driven by the alignment of individual goals and company business objectives. We encourage managers to provide clear expectations for their team members, to ensure employees understand how they contribute to the overall organizational performance. We promote continuous feedback through regular conversations between managers and their team members to engage and empower employees in their development. We encourage teams to strengthen their performance by developing employees through mutual trust, autonomy and collaboration for problem-solving and idea-sharing. We provide effective, fair and competitive compensation through appropriate reward structures so that employees feel appreciated and recognized for the full scope of their contributions and beyond. We offer a consistent and equitable approach to reward policies company wide, ensuring compliance with the legal and social frameworks of each country in which Viridien operates. We promote a variety of non-financial rewards to complement an employee's compensation which reflects recognition actions that support our values and business goals.
- **Providing a High-Quality Workplace:** We are committed to provide our employees with safe and healthy working conditions, which enable wellbeing. We promote flexible working environments that allow an appropriate work-life balance. We empower employees to act within a collaborative environment which encourages innovation and creativity. We foster dialogue and partner with managers and employees to challenge ourselves to support positive change for the workplace.

- **Promoting Ethical and Personal Responsibility:** Our ethical values and principles are based on integrity, sense of responsibility, mutual respect and teamwork, in all work relationships. We prohibit and track any form of harassment, including moral or sexual. We fully endorse and respect local and international principles and conventions regarding workers' rights and the protection of children against child labor everywhere we operate. We consider diversity as a core value and embrace difference. Through our commitment to non-discrimination, we foster equal opportunities without distinction of gender, origin, nationality, religion, race, sexual orientation, disability or age. We ensure that all employees have the opportunity to raise, in a confidential manner, any concerns or queries that they may have.

In addition to this HR framework policy, we have also developed specific policies covering Code of Business Conduct, Inclusion-Diversity-Equity-Action (IDEA), HSE and ESG. We also have specific general instructions on Non-discrimination & anti-harassment and on recruitment covering attractivity and retention.

Currently, we do not have specific quantitative targets associated with our material IROs corresponding to ESRS S1 & S2.

3.3.1.1 Characteristics of our workforce

Our employees represent a wide range of demographics, skills, and experiences, fostering a diverse and innovative workplace culture. We employ 3,136 people across 24 countries in the world. As a global leader in cutting-edge geoscience, we have a strong focus on innovation and technology. Our global geoscience team includes 1,135 office-based professionals including physicists, data scientists, geoscientists, mathematicians, engineers, working together to solve challenges combining geophysics and data science concepts, to deliver a high-quality service to our clients. Our global technology team includes 378 Software Developers, Machine Learning Engineers, Researchers, Data Scientists and Support staff who develop Earth data, HPC and advanced technology solutions for our clients. Our Sensing & Monitoring (SMO) business employs 1,323 experts in subsurface exploration, structural monitoring, defense, and underwater acoustics.

The following metrics were calculated using the headcount as of December 31, 2025, based on the following criteria:

- Including employees classified as regular⁽¹⁾ or fixed term⁽²⁾.
- Apprentices, paid interns, and non-employees are generally excluded. The key characteristics of non-employees are self-employed contractors and contingent workers.
- Only active employees are included. Inactive⁽³⁾ employees, who are not expected to return but cannot be removed from records due to local legal requirements, are excluded.

Headcounts

Gender	Number of employees (headcount)	
	2025	2024
Male	2,215	2,373
Female	911	994
Other	6	2
Not reported	4	9
TOTAL	3,136^(a)	3,378^(a)

(a) To be compared with note 25 of 6.1.5 Notes to the Consolidated Financial Statements

Breakdown by activities

Activities	Headcount as of December 31 st	
	2025	2024
Sensing & Monitoring (SMO)	1,323	1,448
Geoscience (GEO)	1,135	1,264
HPC & Cloud Solutions (HPC)	309	315
Support Functions	218	208
Earth Data (EDA)	142	143
New Businesses Development (NBD)	9	
TOTAL	3,136	3,378

(1) A regular employee is a person who works a regular schedule, year round.

(2) A fixed term employee is a person with a contract of employment which is due to end when a specified date is reached, a specified event does or does not happen, or a specified task has been completed.

(3) Inactive employees are identified based on leave of absence status.

Social information own workforce (ESRS S1)

Regional breakdown

	2025	2024
Total number of employees	3,136	3,378
Number of employees by region: EAME	1,790	1,993
Number of employees by region: NAM	721	697
Number of employees by region: LAM	112	145
Number of employees by region: APAC	513	543

Breakdown by Country

	2025	2024
	Number of employees (headcount)	Number of employees (headcount)
France	848	951
United Kingdom	587	702
United States of America	662	654
China	328	350

(a) for countries with >50 employees representing >10% total employees

Characteristics of employees

Number of employees (headcount)	Female		Male		Other		Not reported		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
TOTAL EMPLOYEES	909	994	2,209	2,373	6	2	12	9	3,136	3,378
Permanent employees	892	972	2,188	2,353	6	2	8	4	3,094	3,331
Temporary employees	17	22	21	20	0	0	4	5	42	47
Non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0
FULL-TIME EMPLOYEES	854		2,174		6		12		3,046	
PART-TIME EMPLOYEES	55		35		0				90	

Distribution by age group

Distribution by age ^(a) group	2025		2024	
	Number of employees	%	Number of employees	%
under 30 years old	365	11.6%	442	13%
30-50 years old	1,845	58.8%	1,997	59%
over 50 years old	920	29.3%	939	28%
Not reported	6	0.2%		

(a) Considering the age of the employees as of December 31st, 2024

Other metrics

KPI	2025	2024
Employee turnover ^(a)	13.4%	11.3%
Voluntary turnover (excluding retirements) ^(b)	5.2%	5.3%
Number of employees who have left Viridien during the period	437	390
Seniority of employees ^(c)	13.7 years	13.4 years
Equality index FRANCE CGG services SAS (method by index)	90	94
Equality index FRANCE Sercel SAS (method by socio-professional categories)	88	88
Gender split (M/F)	71% / 29%	70% / 30%
Gender diversity in the top 10% of positions of responsibility	26.8%	25%

(a) Percentage of employee turnover is calculated by dividing the number of employees who left by the average of headcount at the start of the period and the end of the period.

(b) Same calculation as (a) but removing employees who retired during the year and employees laid-off during the year. This indicator is much more representative of our retention efficiency

(c) Total years of service at Viridien as of December 31st over headcount as of December 31st.

3.3.1.2 Collective bargaining coverage and social dialogue (S1-2 & S1-8)

Viridien signed several Collective Agreements in some of the countries where we operate whenever it was feasible or required by law.

- In Singapore, we have a Collective Agreement with the union valid until 31 December 2027 that covers most of the elements of the employee handbook (Grievance and termination Procedures, General terms and conditions of employment, salary negotiation, flexiwork and benefits);
- In North Wales (UK) we have a Recognition Agreement with the union UNITE which covers all employees at our North Wales establishments that includes Consultation, negotiation and agreement on all changes to terms and conditions – pay and benefits, policies, etc. for all employees in the bargaining unit;
- In Brazil, we have the Union Agreement established yearly between Viridien and Sindaut. The agreement covers Salary negotiation and local benefits;
- In the Netherlands we have an employee handbook agreed with union that covers most of the employer to employee contractual relationship;

- In France for Viridien SA, CGG Services SAS and Sercel SAS, we have a collective agreement signed with the union, it includes all rules applicable to the employment contract, remuneration and the termination of the employment contract. We have also negotiated agreements for remote working, the protection and management of intellectual property, salary increase for 2025, healthcare scheme evolution and in the case of Sercel SAS workforce planning and adjustments. In addition, for all of our French entities, there are specific agreements with regards to working hours and flexi-work, benefits, company savings plan and retirement savings plan, rules for the organization of election governing the work council, gender equity, jobs and career path management, and profit sharing.

As of 31 December 2025, we estimate that 40% of our employees worldwide are covered by a Collective Agreement or equivalent.

We do not require any agreement with our employees for representation by a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council.

Coverage rate	Collective Bargaining Coverage		Social Dialogue
	Employee - EEA (for countries with >50 empl. representing >10% total empl.)	Employee - non EEA (for regions with >50 empl. representing >10% total empl.)	Workplace representation- EEA (for countries with >50 empl. representing >10% total empl.)
0-19%			
20-39%			
40-59%			
60-79%			
80-100%	France		France

Social information own workforce (ESRS S1)

3.3.1.3 Adequate wages

We affirm our commitment to ensuring that all employees are paid an adequate wage that meets or exceeds local minimum living wage standards and complies with applicable laws and regulations.

Our remuneration policies are designed to support a fair standard of living, recognizing the diverse geographic and economic contexts in which we operate. Regular reviews of wage structures are conducted to ensure alignment with living wage benchmarks and to address evolving economic conditions.

This commitment underscores our dedication to promoting fairness, equity, and well-being for all employees within our organization.

We confirm that all our own employees, defined as regular and fixed-term employees, receive a fair minimum wage in accordance with the local applicable legislation.

3.3.1.4 Remuneration metrics (pay gap and total remuneration)

3.3.1.4.1 Gender pay gap

The gender pay gap corresponds to the difference in average pay levels between female and male employees, expressed as a percentage of the average pay level of male employees. It was

calculated using a workforce snapshot as of 31 December 2025 and based on annual base salary data at that date.

The calculation perimeter excludes the Chief Executive Officer and includes regular and fixed-term employees, as well as employees on paid leave of absence. Employees on unpaid leave of absence, seasonal workers, interns, apprentices, and any other non-employee populations are excluded.

For employees paid in currencies other than USD, data has been normalized to a common currency, with annual base salary amounts converted into USD using the applicable exchange rates at the reporting date. As with the annual total remuneration ratio, the calculation includes an uplift related to social benefits, which represents an estimate of the employer cost of benefits in kind, including in particular health insurance and similar items, assessed on a country-by-country basis and updated annually.

The average gross hourly pay for all employees, excluding the CEO, is USD 39.32.

The gender pay gap was calculated using the following formula: $(\text{Average remuneration of male employees} - \text{Average remuneration of female employees}) \div \text{Average remuneration of male employees}$.

Applying this methodology results in a gender pay gap of 11.11% for 2025. The Chief Executive Officer was excluded from this indicator, as inclusion could materially distort the result.

	2025	2024
Average gross hourly pay for all employees, excluding the CEO (in USD)	39.32	34.99
Gender pay gap	11.11%	12.33%

3.3.1.4.2 Annual total remuneration ratio

The annual total remuneration ratio corresponds to the ratio between the annual total remuneration of the highest-paid individual and the median annual total remuneration for all employees.

For the purposes of this calculation, "all employees" corresponds to the workforce snapshot as of 31 December 2025. The population includes regular employees, fixed-term employees, employees on paid leave of absence. It excludes employees on unpaid leave of absence, seasonal workers, interns, apprentices, and any other non-employee populations.

Total annual remuneration for each employee is calculated using the following components:

- Annual salary: total base salary paid to employees.
- Annual bonus: bonuses and incentives paid to employees in 2025.
- Benefits markup: estimated employer cost of benefits in kind, including health insurance and similar items, assessed on a country-by-country basis.
- Long-term incentives (LTI): Performance Share Units (PSUs), Restricted Share Units (RSUs) and long-term cash awards granted during the year, and updated on an annual basis.

- Fair market value: valuation of shares based on external accounting calculations.

For employees paid in currencies other than USD, remuneration elements were converted into USD using the applicable exchange rates at the reporting date.

Total annual remuneration is calculated as follows: $(\text{Annual salary in USD} + \text{Annual bonus paid in 2025}) \times (1 + \text{Benefits Markup}) + \text{LTI (PSUs+RSUs)} \times \text{Fair stock value} + \text{Long-Term Cash}$.

Using this methodology, the resulting total annual remuneration ratio for 2025 is 34.

3.3.1.5 Human Rights

We are committed to respecting and promoting human rights on a global basis. As stipulated in our Code of Business Conduct (CBC) the Company adheres to the United Nations Universal Declaration of Human Rights which proclaims certain fundamental rights and freedoms. These include the right to life, liberty and security, equal rights for men and women, the right to protection under the law and against discrimination, slavery, servitude, torture or inhumane or degrading treatment, and freedom of speech, thought, conscience and religion.

Our CBC also reaffirms that:

- We prohibit child labor, forced labor, or human trafficking;

- We are committed to creating an environment that is free from discrimination and harassment in all its forms and;
- We are committed to being inclusive, ensuring that all people are valued, welcomed, included, heard, and respected.

3.3.2 HEALTH AND SAFETY & QUALITY OF LIFE AT WORK

Our approach to Health, Safety and Environment (HSE) is core in our aim to assure that Viridien remains a healthy, safe and environmentally conscious company in direct support of our ethos "Care and Protect what Matters". HSE principles are integrated into our risk management, business planning and processes. We believe that all incidents are preventable and strive for zero harm to our people, the environment and the communities in which we operate. We regularly review our HSE policy to ensure we make every effort preventing all workplace accidents or occupational diseases to our employees and contractors.

We recognize the International Labor Organization (ILO) conventions and laws and comply with all applicable national HSE regulations and industry standards. We also contribute actively to advancing industry standards and best practices. Viridien continues to play an active role in the HSE Committee of the EnerGeo Alliance and participates in workgroups organized by the International Oil and Gas Producers (IOGP).

3.3.2.1 Our HSE principles

Viridien's HSE principles are based on the following commitments:

- Protecting employees, contractors, assets, and operations from occupational, environmental, criminal, hostile, and malicious risks.
- Promoting employee health, wellbeing, and a working environment free from illicit substances and tobacco use.
- Preventing, reducing, and remediating environmental impacts through eco-design principles and mitigation measures.
- Respecting and promoting human rights and maintaining constructive relationships with local communities.
- Ensuring compliance with applicable national, industry, and international regulations, including International Labour Organization conventions.
- Encouraging leadership, accountability, and employee engagement, including the right and obligation to stop work when unsafe conditions are identified.

3.3.2.2 Reporting and communication

Effective HSE management relies on transparent communication as well as on fast and efficient reporting mechanism. Viridien

therefore defines clear requirements for the notification, escalation, and communication of all HSE events, in order to ensure a rapide response, appropriate investigations, and the implementation of corrective actions.

PRISM is Viridien's internal information system for managing HSE, Social Responsibility, and Information Security incidents. It is deployed across all Viridien sites and accessible to all employees.

The system enables incident analysis, performance monitoring, action management, and risk assessment with associated mitigation measures. Incidents are assessed using a risk-based approach to identify root causes and prevent recurrence

3.3.2.3 Governance, risks and the HSE operating management system (HSE-OMS)

Viridien maintains a robust HSE Operating Management System (HSE-OMS) that is deployed across all Group operations and applies to Viridien employees as well as all contractors working under Viridien's prevailing influence. The purpose of the HSE-OMS framework is to identify hazards, control risks, and deliver high HSE performance. This framework is aligned with the requirements of IOGP 510 and is subject to external assessment by independent pre-qualification schemes

Risk management is at the core of our HSE-OMS. The Group has a structured approach aimed at identifying, evaluating and controlling risks, based on a common Group-wide methodology and model for risk management. Risk assessments are performed on each operational site. They incorporate the history of incidents recorded in the Group information system as well as those in the database shared with the EnerGeo Alliance, covering several decades of incidents.

Our HSE program is supported by a HSE team at all levels of the business. The Chief Sustainability Officer (CSO) in charge of HSE and Sustainable Development reports directly to the CEO and is an active member of the Executive Leadership team (ELT).

A Board Committee made up of four administrators, the CEO and the CSO meeting three times per year with a systematic review of the global HSE performance, including near misses, and a focus on specific risks to review the measures which were implemented to mitigate the risks to employees and contractors.

Social information own workforce (ESRS S1)

3.3.2.4 Deployment of Care & Protect

In 2024, we deployed the three-year 2025-2027 goals of our "Care & Protect" brand. Set by our CEO, they present our Group Environmental, Social and Governance goals (incorporating HSE) and highlight both the fact that all accidents can be prevented and the importance of proactivity in HSE.

- We promote and ensure the health and safety of our employees and contractors under our prevailing influence through the implementation of active HSE Operating Management Systems that encompass both physical and psychological safety.
- We promote an active health & safety culture and we use our information systems to monitor, understand and learn from employee assessments and perceptions of health & safety in key areas.
- All Business travelers are made aware of their security risk, provided with training and comply with Viridien's Travel Policy.
- We measure our compliance with internal and external obligations through audit and actively improve compliance and performance.
- High Potential Incidents are reviewed at senior management level resulting in correcting actions and lessons learned communicated to all our segments throughout Viridien.
- Each employee is assigned at least one ESG related personal objectives each year and is required to complete at least two related ESG e-learning / training course annually.
- Award programs are held to promote our culture and reward exemplary efforts aligned with our key values.
- We continue the use and promotion of PRISM for all ESG related reporting and set segment objectives for closure of hazards and actions.

The segments define every year a set of specific objectives aligned with the Group's 3-year goals. To further their implementation, executive staff and line managers have personal objectives on the matter.

We also reward ESG initiatives at our "Care & Protect" awards, a yearly event that looks at the best practices among the Group for HSE and sustainable development.

Awarded Projects 2024 (Recognised in 2025)

Health, Safety and Security Excellence Category

Duo-Day

- Launched in 2024 as part of the European Week for the Employment of Disabled People, the Duo-Day initiative promoted workplace inclusion through professional immersion. Ten volunteer managers hosted individuals with disabilities for

a day of job shadowing and active participation, supported by prior disability awareness training. Following a structured selection process, four candidates secured roles across logistics, manufacturing, and technical functions, reinforcing the company's commitment to inclusion and social responsibility.

Sustainable Development Excellence Category

Tuned Pulse Source (TPS)

- The Tuned Pulse Source (TPS) Environmental Demonstration project reduced the environmental impact of seismic surveys on marine life, particularly low-frequency hearing marine mammals. Independent analysis confirmed that the dual TPS array produces Sound Exposure Levels 10–14 dB lower than conventional airgun arrays, resulting in a threefold reduction in exposure distance and a ninefold decrease in overall exposure, while maintaining data quality.

Sustainable Development Excellence Category – Special Mention

Perth Office Relocation Project

- The 2024 Perth Office Relocation Project delivered a more sustainable workspace while significantly reducing waste. Nearly 90% of surplus office items were repurposed, donated, or sold, generating over AUD 3,000, with remaining items recycled or redistributed. The relocation reduced packaging waste through reusable crates, and the new office achieved a 6-star NABERS rating, incorporating solar panels, energy-efficient lighting, advanced waste separation, and water-saving fixtures.

3.3.2.5 Security of employees and contractors

Viridien has implemented a security intelligence and monitoring system to identify and assess threats in areas prone to security risks. The projects in the areas at risk are reviewed at the highest level. Their assessment is supported by security experts. Local security plans, tied to the Site or project, are put in place. In addition, all personnel receive regular security information on their country of operations.

Viridien subscribes to the International Code of Conduct for Private Security Service Providers. Viridien further recognizes the importance of the Voluntary Principles on Security and Human Rights and supports its clients in implementing these.

All travel requests to high-risk security areas goes to a review and validation process at the Group level, up to the CEO.

3.3.2.6 Occupational Health & Safety

Employees and contractors may encounter health, safety, and security risks in the course of their work, including physical and mental health impacts, workplace incidents, and location-specific security risks. Safeguarding the well-being of employees and contractors is a fundamental priority for Viridien, and occupational health is a key pillar of its HSE approach.

Employees may be exposed to occupational health risks associated with inadequate or poorly designed equipment, potentially resulting in musculoskeletal disorders and increased mental workload. Additional risks include exposure to infectious diseases such as SARS-CoV-2.

Examples of mitigating activities

The following measures have been put in place to mitigate the risk of physical and mental health risks:

- implementation of a workspace/task specific ergonomics program, including provision of appropriate ergonomic equipment and training in its correct use;
- regular reviews of conditions and risks at various sites and implementation of action plans to address issues;
- delivery of health and wellness training to increase awareness of the risk and what people can do on an individual basis to manage fatigue and stress;
- provision of recreational and welfare facilities and implementation of tailored arrangements such as flextime or working from home;
- HSE induction training, on-going HSE training for general staff and specific advanced training for HSE specialists and HSE critical positions (Emergency Response Team, first aid, firefighting, risk analysis, defensive driving, etc.).

- Individual HSE objectives are rolled out within Viridien to all employees, who each have an HSE objective and an ESG objective adapted to their profile and position.

3.3.2.7 Health and safety metrics

100% of our own workforce and contractors under our direct prevailing influence are covered by the health and safety management system when working in any capacity including the office, home, or on business travel. This coverage extends to meeting legal and recognized standards and guidelines within each location. The HSE statistics monitored and published comply with our industry standard according to Occupational Safety and Health Administration (OSHA) standard and the EnerGeo Alliance guidelines.

Work-related ill health incidents cover acute, recurring, and chronic health problems caused or aggravated by work conditions or practices are included. These include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (for example, noise-induced hearing loss, vibration-caused diseases). Where local legislation requires mental illnesses will also be recorded (for example, anxiety, post-traumatic stress disorder). We include in our disclosures case examples outlined in the ILO List of Occupational Diseases.

Viridien may be notified of cases of work-related ill health through multiple channels, including reports from affected individuals, compensation agencies, and healthcare professionals. All such notifications are recorded and managed within PRISM, Viridien's internal HSE reporting system.

Disclosures may include cases of work-related ill health identified during the reporting period among individuals who were formerly part of Viridien's workforce.

Social information own workforce (ESRS S1)

Health and Safety indicators	2025	2024
Health and Safety management system coverage rate	100%	100%
<i>Own workforce</i>	100%	100%
<i>Contractors under direct prevailing influence</i>	100%	100%
Millions of exposure hours ^(a)	8.1	9.1
<i>Own workforce</i>	6.6	7.0
<i>Contractors</i>	1.5	2.1
Number of fatalities	0	0
<i>Own workforce</i>	0	0
<i>Contractors</i>	0	0
Number of days lost to work-related injuries	77	33
<i>Own workforce</i>	65	10
<i>Contractors</i>	12	23
Lost time injury frequency rate (LTIF) ^(b)	0.74	0.44
<i>Own workforce</i>	0.60	0.14
<i>Contractors</i>	1.36	1.44
Total recordable work-related cases ^(c)	9	9
<i>Own workforce</i>	6	5
<i>Contractors</i>	3	4
Total recordable occupational illness cases	0	0
<i>Own workforce</i>	0	0
<i>Contractors</i>	0	0
Total recordable work-related cases frequency rate (TRCF) ^(d)	1.11	0.99
<i>Own workforce</i>	0.9	0.71
<i>Contractors</i>	2.04	1.91
Severity rate (TRCF) ^(e)	0.010	0.004
<i>Own workforce</i>	0.010	0.001
<i>Contractors</i>	0.008	0.011

(a) Total number of hours of employment but excluding leave, sickness and other absences. (160 hours per person per month).

(b) The number of lost time injuries (including FAT) per million exposure hours.

(c) Number of recordable cases (FAT: fatality, LTI: lost time injury, RWC: restricted work case, MTC: medical treatment case).

(d) Number of recordable cases (FAT: fatality, LTI: lost time injury, RWC: restricted work case, MTC: medical treatment case) per million exposure hours.

(e) Number of lost workdays per thousand exposures hours.

3.3.3 ATTRACTIVENESS – RETAINING AND ENGAGING EMPLOYEES

Talent attraction and retention

Viridien operates in a competitive market in terms of talent acquisition and retention. Supporting our core business in Geoscience, Earth Data, Sensing and Monitoring, HPC and Cloud services and exploring Beyond the Core activities, the Company has positioned itself as Global Technology and HPC leader and made a shift in expected key competencies for our employees.

To recruit key talents in this new context, we have to provide an attractive and sustainable workplace environment within our existing and prospective markets and offer compelling career opportunities.

Retention of our talents is also a top priority. Satisfying our customers with high quality products and services is linked to developing the skills of our employees, offering them clear career opportunities and ensuring they have the best work environment. These are essential factors in exceeding our customers' expectations. In building and fostering a diverse, inclusive and equitable environment, we enhance our ability to solve complex problems for our clients and are the kind of company people want to work for and with.

We address attractiveness in a dedicated section of our global HR policy:

- We are committed to hiring individuals with the most relevant skills to support our short- and long-term business needs.
- To attract top talent in a competitive market, we aim to develop new approaches that align with our culture and values to attract and welcome candidates.
- We continuously evaluate the recruitment process to ensure we provide the best candidate experience. This influences how we search for and select candidates, ensuring we hire the right people for the right positions.

Viridien does not set a specific target for employer attractiveness beyond identifying key talents and tracking their career development. We monitor voluntary turnover - particularly among key talents - and systematically conduct exit interviews to understand the reasons for departure and take corrective actions when needed.

To support continuous improvement, the company conducts recurring engagement surveys with Great Place to Work, carried out in 2022 and 2024 with participation rates of 76% and 80% respectively, helping identify strengths and priority areas such as communication, work environment, fairness, recognition, and leadership. The next survey will be conducted in 2026 to continue measuring progress and guiding action plans aimed at strengthening employee engagement across the Group.

Attracting talents

We have developed a global recruitment process to manage all available job postings and applications. Our applicant tracking system is a smart tool that publishes the job postings where they can have the most impact, such as job boards, professional groups and social media. It also promotes our job positions to candidates who have a high match with the profile we are looking for, which means that those who are not actively seeking a job opportunity at Viridien will be made aware of the jobs and careers that we offer.

We have also rebranded our Employer Brand around an updated our Employee Value Proposition to increase the awareness of our company and the knowledge of our activities and career opportunities. By this, we aim to change potential applicants' perception of our company and ultimately improve our attractiveness. This rebranding started in 2019, was pursued in 2020 and finalized in 2021 as Viridien shifts towards more technology and digital oriented activities, requiring increased technical profiles such as data scientists.

Viridien has a long and proud tradition of working with universities around the world to raise awareness, help nurture students and develop the field of geoscience. We continued to foster these relationships and connect with the next generation of talented employees.

Since 2023, we have been continuously assessing our recruitment and hiring practices to determine both our areas of strength and opportunity. We leveraged these insights to introduce multiple initiatives that will help us better attract and retain diverse talent. Some of these initiatives included refinement of our global hiring process, strengthening our sourcing and recruiting capabilities, and leveraging our social media to increase connection with potential candidates and better promote our corporate culture externally.

Retaining talents

Viridien is a multicultural group with multiple locations throughout the world. Our talent management system is structured so that it can be adapted to each country needs and maximize their relevance to the local job market.

Benchmarks are used to help position ourselves competitively in comparison to our peers for each market and offer an attractive compensation and benefit package for all our employees. Training and career development are provided at the corporate level as well as adapted locally to suit to the local context and needs.

3.3.4 INCLUSION, DIVERSITY AND EQUITY

In 2021, Viridien launched a global initiative called IDEA to promote Inclusion, Diversity and Equity through Action at Viridien. IDEA aims to raise awareness among our employees and implement actions toward 3 axes: Attract, Develop and Engage.

Connected to IDEA there is a mandatory e-learning for all employees, and the current participation rate is 96%.

Furthermore, understanding that inclusion, diversity and equity (ID&E) is crucial for Viridien's performance, dynamism and capacity to innovate, the role of Global Head of ID&E position was created in the Human Resources function in 2022. This role reports to the Chief Human Resources Officer and is leading the roadmap globally.

In 2024, the Group IDEA policy was launched to reinforce the Company's commitment to creating a workplace where inclusion is essential, and diversity and equity are celebrated daily. The policy sends a clear message of action, outlining roles and responsibilities for all employees. It fosters an environment where every employee feels valued, respected, and included.

3.3.4.1 IDEA policy

At Viridien, we strive to cultivate a unique culture grounded in respect, inclusion, and diversity. Our policy aims to create a work environment that values diverse thoughts, identities, cultures, and experiences.

We seek to implement measures that increase the representation of underrepresented groups, foster inclusivity and eliminate discrimination by following the local requirements, adopting international best practices, and aligning with the UN Sustainable Development Goals, particularly on gender equality and reducing inequalities.

This approach helps create a more positive, attractive and productive workplace, by promoting a sense of belonging and contributing to our company's sustainable success. Diversity within our workforce is vital for Viridien's performance, dynamism, and capacity for innovation.

We reinforce our commitment to inclusion, diversity, and equity through IDEA@viridien, which is built on four core elements:

- **Inclusion:** build and support an environment in which all employees are welcomed, respected, supported, and able to fully contribute.
- **Diversity:** value the unique ways in which we differ, including (but not limited to) age, color, ethnicity, nationality, race, gender expression or identity, sexual orientation, academic background, culture, religion, and thoughts.
- **Equity:** commit to fair treatment of our employees and equitable access to opportunities.
- **Action:** we deliver our commitment to inclusion, diversity, and equity (ID&E) through building awareness on the topic, attracting and recruiting diverse talents, developing and engaging our employees in the discussion, and by taking action to strengthen ID&E in the company.

Each person has the responsibility to create and foster an inclusive workplace.

- **All employees:** Show respect for differences and work collaboratively with others.
- **Managers:** Establish an inclusive workplace where everyone feels respected. Support a collaborative team environment that leverages diverse thinking.
- **Executive leadership:** Ensure accountability by embedding IDEA into the core business strategy and integrating it into team responsibilities.
- **Human resources:** Advise and partner in providing support and resources for building an inclusive, diverse and equitable work environment.

Our people are fundamental to the success of our high-end technology business. At Viridien an inclusive, diverse, and equitable workplace is one where all employees are valued, respected, treated fairly and can perform at their best.

We foster a non-discriminatory culture and provide equitable opportunities for employment and advancement in all our segments and functions. In an ever-changing world, the commitment to establishing a positive work environment and leveraging the diversity of thought is fundamental to what we do and the service we deliver.

We are committed to:

- Fostering a more inclusive, diverse, and equitable workplace, as a critical factor, in accomplishing our company's purpose.
- Ensuring that our systems, policies, practices, and work environment are barrier-free and accessible. In so doing, we actively work to acknowledge and dismantle any biases and continually update and report on organizational progress.
- Expanding diversity in our employee population and leadership levels.
- Leading with respect and inclusion; questioning bias and assumptions that negatively interfere with inclusiveness.
- Having all employees embracing IDEA@viridien in their workplace interactions and practices.

We do not have specific targets for diversity beyond continuously improving the gender balance at all levels in the organization and across segments and support functions. We measure and analyze the voluntary turnover rate of women, the gender balance of our recruitments and of our internal promotions. We regularly follow the trend of these indicators and take corrective actions if necessary.

In our energy and technology industries environment that is traditionally male-dominated, Viridien strongly encourages all female candidates to join the Group and hopes to actively participate in the momentum and efforts that are underway to increase the diversity of our industry.

For the year 2025 the proportion of women in the Group, considering all levels, is stable at 29% (same calculation as in 3.3.1.1).

3.3.4.2 Group strategy for diversity

In 2024, the Group launched the General Instruction on non-discrimination and anti-harassment, a document that formalizes Viridien's commitment against discrimination and prejudice in the workplace. This General Instruction applies to all employees of Viridien, without exception, and encompasses all forms of discrimination and harassment, as defined and prohibited herein. It covers all work-related settings and situations, whether physical or virtual, including but not limited to offices, meetings, online interactions, emails, and company-sponsored events.

The principles outlined in this document extend to interactions among all employees, as well as interactions involving third parties such as clients, vendors, and visitors. Managers have additional responsibilities to enforce these standards proactively, address any reported incidents promptly, and support a culture of respect and inclusivity within Viridien.

Recruitment

Viridien absolutely believes that offering equal opportunities to all candidates and employees is an important part of attracting and retaining talents. We are committed to both equal opportunity and equal pay to all our employees regardless of gender, race or any other potentially discriminating factor.

As our target candidates are mainly from the Science and Technology fields, the Group is confronted with the reality that a low percentage of graduates from STEM (Science, Technology, Engineering and Mathematics) field schools are women. Therefore, we are implementing multiple actions and initiatives to increase the number of applications from women.

These initiatives may include partnerships with schools by participating and promoting training in industrial, scientific and technical professions, with the ambition to fight against stereotypes and misconceptions about the representation of women in certain occupations.

Identification of talents

Viridien identifies talented employees through an annual people review process that aligns workforce capabilities with organizational strategy, recognizing individuals who demonstrate strong competencies, sustained high performance, and clear potential for future growth.

Building on this, the company undertakes targeted development planning, talent assessment, and robust succession planning to ensure business continuity by preparing successors for immediate and long-term needs.

Viridien also places strong emphasis on minimizing bias and promoting gender balance to ensure equitable access to development and advancement opportunities.

Promotion

With equal skills, all employees, despite their gender, ethnicity, nationality, physical ability and sexual orientation must be able to benefit from equal career and development opportunities, which includes senior positions from professional, technical and managerial level.

The call for internal promotion is strongly developed within the Group. However, trying to promote gender balance, the Group seeks to promote the appointment of women to senior positions despite a current workforce mainly composed of men.

The objective of Viridien is to continue to pay particular attention and monitor women's internal promotions and career development, encouraging them to apply for job opportunities, with a strong technical and managerial footprint, increasing the female representation in the positions with the highest responsibilities.

Remuneration

Fairness and equity in remuneration is at the foundation of our compensation philosophy.

The Group undertakes not to discriminate on remuneration. A quantitative analysis is carried out during the cycles of salary increase, supplemented by a qualitative and individual approach to avoid any gender bias.

The Group's objective is to continue its action in this regard, to ensure that equity in remuneration is complied with at all levels of the organization.

Since 2022 the group has included ES G metrics including diversity and retention into the performance metrics criteria applicable to its Long-Term Incentives plan. (also refer to 3.1.2)

Retention

In order to retain women in the Group and to enable them to evolve internally, Viridien ensures that men and women are treated fairly throughout their careers: remuneration, promotion, training, etc.

Specific actions are carried out locally to improve the retention rate of women in these various fields (training, promotion, equal treatment, etc.).

To enable employees to reconcile their professional and private lives, the Group encourages the establishment of flexible working conditions (adapted according to the local regulations). The Group has also worked on the development of remote work, to be deployed according to each local context, promoting work-life balance and contributing to the retention of employees and women in particular.

Social information own workforce (ESRS S1)

Communication

In line with Viridien's strategy, IDEA Talks continued throughout 2025, reaching a total of 3,096 attendees — a 60.4% increase compared to 2024 — demonstrating ongoing engagement. These global virtual sessions aim to highlight the observance of key

dates while reinforcing knowledge and engagement around the themes featured in the IDEA Calendar. This initiative is open to all employees across Viridien's global locations.

IDEA Talks	2025	2024
International Women's Day	570	711
International day for the Elimination of Racial Discrimination	504	
Global Intergenerational Week	447	
Cultural Diversity Day	450	363
Pride Month	340	326
IDEA Day	484	-
International Day of Persons with Disability	301	526
TOTAL	3,096	1,926

3.3.4.3 Disability

As part of our disability policy, we mobilize and raise awareness of disability among all our employees through mandatory IDEA training. The objective is to create a climate of trust conducive to the integration and development of employees with disabilities.

We educate our employees to prevent behaviors, decisions or actions that could create a difference or a disadvantage for potential recruitment candidates or employees with disabilities. Our disability policy is also supported by management and by the Human Resources department in collaboration with the HSE department.

We are currently not tracking disability as a global metric. Viridien tracks gender indicators at Group level, allowing each country to determine which additional metrics—such as disability for example—should be tracked based on local regulations.

Focus on France:

- Employees who have been granted the status of RQTH (Recognition of the Status of Disabled Worker) represent 2.6% of our own workforce of Viridien SA & CGG Services SAS and 2.37% for Sercel SAS. For the calculation, we use the headcount as of December 31st 2025 of the corresponding entities at the denominator.
- We carry out regular follow-up with each person with a disability to take stock of the work situation and any adjustments to be made, whether to organizational or material aspects, etc. A questionnaire has been set up for this purpose at Sercel and is supplemented by an interview.
- We also organize events for employees to sensitize and promote social integration for people with disabilities, particularly during "Disability Week," during which several awareness sessions and dedicated communications were held in France in 2025.
- The necessary workplace adaptations were implemented with the support of specialized organizations (CapEmploi/Sameth) at Sercel. Specific adaptations were also made to improve accessibility for people with disabilities during the most recent refurbishment of our premises and workspaces in Massy.

- At Sercel in particular, we have developed subcontracting with companies in the "protected and adapted environment" (ESAT / EA) and long-term partnerships have been set up with structures employing people with disabilities. disabilities that we use to carry out support missions. Examples: product refill operations, sorting, cleaning, data entry operations.

3.3.4.4 Engaging with employees on diversity and inclusion

The company provides mandatory e-learnings on ID&E, aimed at raising employee awareness about the impact of unconscious biases on decision-making and workplace interactions, and on the Prevention of Discrimination and Harassment, which educates employees on identifying, reporting, and addressing discriminatory or harmful behaviors. Complementing these efforts, the organization has also released a comprehensive document with General Instructions for Non-Discrimination and Anti-Harassment, providing clear guidance on acceptable workplace conduct and steps for preventing and addressing misconduct.

To further promote inclusion, Employee Resource Groups empower employees to become active supporters of underrepresented groups. These groups foster ongoing dialogue, provide safe spaces for diverse voices, and encourage collaborative efforts to create a culture of inclusion. Additionally, Viridien organizes global talks aligned with the themes of diversity outlined in the IDEA Calendar. These talks bring together employees from all Viridien offices worldwide, creating opportunities for sharing and learning on a global scale.

To ensure accountability and maintain a respectful workplace, Viridien has established reporting channels and mechanisms for addressing misconduct. Employees are encouraged to report incidents of discrimination, harassment, or any other inappropriate behavior through confidential Ethics Hotlines and emails to the ethics committee. These channels are supported by clear ethics committee protocols for investigating and resolving issues promptly, ensuring that individuals feel safe and empowered to speak up.

3.3.4.5 Diversity metrics

The Group is committed to taking effective measures to promote gender balance at all levels and at the highest levels within the Company.

The Group's commitment to promoting gender equality is reflected in the composition of the Board of Directors of Viridien (Parent Company) and its committees. As of 31st December 2025, four out of the eight members of the Board of Directors are women. In addition, out of the four Committees of the Board of Directors, two are headed by women: the Audit and Risk Management Committee and the Appointment, Remuneration and Governance Committee.

The gender balance objective also materialized in the Executive Leadership team (ELT), with Sophie ZURQUIYAH as Chief Executive Officer in 2018 and Emma Muller as Chief Human Resources Officer in 2024. As a reminder, the "loi Rixain" requiring businesses with more than 1000 employees to report on the gender balance and women in senior management is not applicable to Viridien.

The Group continued its long-term policy aimed at promoting women's access to the highest levels of governance, including within the Group's management bodies. To this end, the Group acts in accordance with the methods and objectives defined by its strategy in favor of diversity.

The top management level, as per our own definition, includes all male and female employees in managerial roles and above, such as: Managers at varying levels, Directors, Vice Presidents, Senior Vice Presidents, and the ELT. It excludes individual contributors.

Employees are categorized based on our internal job architecture and grading system, which includes career streams such as technical experts (typically individual contributors), managers, directors, and executives. This classification is reviewed annually or as needed following organizational or job changes.

The Compensation team, in collaboration with HR business partners and managers, evaluates roles based on criteria such as required level of expertise and seniority, scope size and complexity, number of reports, P&L responsibility, to ensure consistency and accuracy across all functions.

Gender balance at top management level as of 31st December	2025		2024	
	Number of employees	%	Number of employees	%
Female at top management level	122	26.8%	124	25.3%
Male at top management level	334	73.2%	366	74.7%

In November 2021, the Company's Board of Directors has set the objective of reaching 25.5% of women in the 10% of positions with the highest responsibilities in 2025. The objective is met, the proportion of women in top management stands at 26.8% in 2025.

The basis for calculating the headcount uses the same methodology as for top management, which represents 14.5% of our total headcount.

3.3.5 ENGAGING WITH OUR OWN WORKFORCE – CHANNELS TO RAISE CONCERNS (S1-2)

We are committed to fostering meaningful engagement with our workforce and providing accessible channels for raising concerns.

We actively engage with employees through regular surveys, town hall meetings, and structured feedback sessions to ensure their voices are heard and considered in decision-making processes. In addition, we maintain open and confidential grievance mechanisms, such as whistleblowing hotlines and dedicated HR support channels, to address workplace concerns promptly and transparently.

Viridien fosters a culture of trust and honest communication, with high standards of behavior in alignment with Viridien values. Inappropriate behavior is not tolerated and as such, reporting violations and/or concerns is encouraged. In the event an employee has a violation or concern to report, there are multiple avenues available: their Line Management, Human Resources Representative, internal Legal Counsel, Country Manager, VP Group Compliance Officer and/or any member of the Ethics Committee

Viridien encourages the use of EthicsPoint Hotline, hosted by NAVEX Global, an independent specialized third-party service

provider. Via EthicsPoint Hotline, employees may file a confidential concern at any time – 24 hours per day, 7 days per week, 365 days per year. Exchanges remain confidential and anonymous. All alerts are managed on a confidential basis and in conformity with applicable laws.

Employee feedback and perspectives are essential for Viridien Group to identify organizational strengths and areas for improvement. To ensure objectivity, the Great Place to Work® (GPTW) is administered by an independent third-party consulting firm which guarantees anonymity through aggregated reporting and adheres to strict data privacy standards. Surveys were conducted in 2022 and 2024, achieving participation rates of 76% and 80% respectively, and will be repeated in 2026.

Viridien strives to create a workplace where employees trust their leaders, take pride in their contributions, and collaborate effectively. The GPTW survey measures employee experience and managerial practices across three core relationships: with management, with colleagues, and with the work itself. These relationships are assessed through five dimensions — credibility, respect, fairness, pride, and camaraderie.

Social information own workforce (ESRS S1)

Insights from the 2022 and 2024 surveys have shaped four key action areas: Leadership, Business Communication, Fairness & Recognition, and Positive Work Environment. A guiding principle for these initiatives is "We make it a great place to work," emphasizing shared responsibility between the organization and employees at all levels to foster a positive and productive work culture.

We are committed to addressing significant concerns on our workforce, managing associated risks, and pursuing opportunities to foster a sustainable and supportive work environment.

- **Material Impacts:** We take targeted actions to mitigate significant impacts on our workforce, such as improving workplace safety, enhancing mental health support, and ensuring equitable treatment across all levels.

- **Managing Risks:** We proactively identify and manage material risks, including workforce retention, skill gaps, and health and safety concerns, through robust policies, training programs, and risk mitigation strategies.
- **Pursuing Opportunities:** We pursue opportunities to enhance employee engagement, professional development, and inclusion by investing in training, career growth initiatives, and diversity programs.

The effectiveness of these actions is regularly monitored at Chief Human Resources (CHR) level through performance metrics, employee feedback, and independent assessments, ensuring continuous improvement and alignment with our strategic.

3.3.6 SOCIAL RESPONSIBILITY INITIATIVES

Viridien aims to have a positive societal impact in the local communities of which each of our sites operate, with employees at our sites being encouraged to take constructive actions.

All main Viridien sites have a Sustainable Development Committee, with the following social responsibility objectives being cascaded during 2025 for Geoscience, Earth Data and HPC:

- work to develop a global community around issues of social responsibility, allowing Viridien to have a global vision of the areas in which resources and efforts would be most effective, while increasing the impact of our efforts locally;
- work to improve the ESG culture through training and employee engagement campaigns throughout the year.

Local initiatives are not managed at Group level with decisions being made by each Committee or site. In 2025, the maturity of the Committees continued to develop with new internal social media channels enabling discussions and sharing of best practice and ideas throughout the global Viridien communities.

In 2025 we improved our level of commitment to social development initiatives compared to last year with 156 projects being supported. Our local social development actions have involved community services, charities, environmental preservation, education and health and safety.

All initiatives are recorded in PRISM, where details on scope, participants, and outcomes are maintained for reporting and continuous improvement

Environment Initiatives

In celebration of Earth Day 2025, many sites organized environmental projects, including an electronics, battery and

plastic recycling event at our Houston offices, and in the UK all employees received packs of native wild seed to plant wildflower beds in their backyards to help preserve biodiversity

Throughout 2025, many sites participating in various "Clean up" activities in local green areas, rivers and beaches, including Australia, Canada, Norway and USA. Viridien Employees also participated in various waste collection and recycling initiatives around the world, including Canada, China, France, Norway, Oman and UK.

The global deployment of the Climate Fresk workshops (virtual and in-person) continued, with the Viridien Climate Fresk facilitators hosting employee workshops at our sites in the UK, France, China, Mexico and USA.

Community Initiatives

Viridien employees continued to support local food, clothing and hygiene banks by donating goods, raising funds and volunteering their time totaling 87 initiatives and involving 685 employees during 2025. France, Houston Malaysia participated in regular onsite blood donation campaigns and 35 employees from our Singapore office volunteered for ½ day at the Migrant Worker Center (MWC).

In the UK sites 75 EDA employees used their annual teambuilding to take part in building a "homeless shelters with the charity 'SleepPod' and learned to cook nutritious menu at a cookery school with the final meals being donated to local homeless shelters.

To help populations affected by humanitarian crises around the world, Viridien continued to support the ICRC by matching employee donations up to US\$25,000.

Education Initiatives

Viridien employees supported 23 Educational initiatives during 2025, these included Viridien employees from our Oman site who volunteered around 100 hours to organize a two-day workshop on Seismic Data Processing at the Geovation lab of Sultan Qaboos University (SQU) for 14 Geoscience students from The German University of Technology (GUTech).

Health & Safety Initiatives

Flu vaccination campaigns are organized at most of our larger sites, as are year-round workshops on mental health and well-being.

2026 objectives

- All Viridien sites continue to “explore and engage in” external partnerships and collaborations to increase their societal impact within their local communities.
- continue to develop Sustainable Development Committees on each site so that they are more efficient, and to create a global network to share best practices.
- to expand the new internal ESG social media platforms/channels to encourage discussion and exchange of best practice sharing among our employees.
- encourage the commitment of its employees to long-term volunteering.
- Continue the worldwide deployment of Climate Fresk workshops, both virtually and in person, to embed climate awareness throughout the organization

KPIs	2025	2024
Total Number of Social Development initiatives	156	126
<i>Community service</i>	87	59
<i>Education</i>	23	28
<i>Environment</i>	29	29
<i>Health & Safety</i>	17	10
Number of employees involved in volunteering	1,783	1,336
Number of volunteering hours	3,876	2,024
Cash granted by Viridien & employees	US\$ 173,155	US\$ 110,617

3.3.7 TRAINING AND SKILLS DEVELOPMENT

Individual career management

Viridien is dedicated to the development of its employees throughout their careers. In fostering a culture of feedback that drives results and continuous improvement, the organization utilizes an adaptable performance management platform that focuses on the development of individual performance with flexibility to update objectives in response to real-time changes.

Viridien also supports the identification of Talent and Potential within the organization through the annual People Review and Succession Planning cycle along with ongoing learning and development including self-service learning, coaching, mentoring, and leadership development programs.

Across the Viridien Group, training and development are key to the continuous improvement of our employees. To efficiently and effectively respond to learning and development needs, each segment and transverse function manages technical training requirements for their employees. In terms of core People Skills programs, these are coordinated at the Group level through Corporate People Development.

In 2025 Female employees received an average of 7 hours of training annually, same as our male employees. Individual

Contributors received an average of 8 hours, Team Leads received 3 hours, Supervisors received 4 hours, Managers and Directors received 4 hours, and Vice Presidents/Senior Vice Presidents received 9 hours. These training hours are inclusive of conference attendance.

Performance Management

Viridien fosters effective performance management through a modern, user-friendly platform that supports continuous improvement and development. Employees and managers are prompted to initiate a performance discussion every quarter, with the organizational expectation of a minimum of one each year for the annual performance review.

Viridien's Performance Management: Check-In is a structured, recurring conversation between a manager and an employee, supported and documented in our HCM, focused on reflection, alignment, and forward action. Discussion topics focus on the following areas:

- Work Life Balance – Viridien aims to foster a positive work environment and work/life balance. Within the performance discussion, the employee and manager discuss the work environment and the employee's overall well-being.

- Highlights – Within the discussion, the employee and manager highlight recent achievements along with outlining progress.
- Lessons Learned – By reflecting on recent actions, the employee and manager identify strengths and opportunities for improvement by focusing on constructive actions to be repeated by employee, and providing clear feedback on areas where performance needs improvement.
- Future Focus – The employee and manager identify employee actions going forward, and development for the short and long term.

In 2025, the Group completed 8,068 manager–employee Check-Ins across its segments, exceeding the minimum

expectation of one annual Check-In per employee for its 3,136 employees, thereby ensuring full workforce coverage through a structured and documented dialogue on work-life balance, achievements, lessons learned, and future development.

Employee Assistance Program

We have developed an employee assistance program (EAP) partnership, as a resource to employees who may require confidential support or counseling on a variety of personal topics such as mental wellbeing, legal assistance, financial planning and child or elder care.

3.4 Business conduct

3.4.1 BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE (ESRS G1)

Viridien expects all employees to maintain the highest standards of integrity in both our operational processes and business conduct. Business Ethics at Viridien is centered on creating value by adhering to applicable laws and regulations while promoting ethical behavior.

Viridien's Board of Directors, its CEO, the Executive Leadership team as well as the Audit and Risk Management Committee or the Compliance Department and the Ethics Committee, play a crucial role in overseeing business conduct, ensuring compliance through robust procedures and fostering a culture of ethical accountability. These stakeholders bring expertise in business conduct matters, guiding employees to align their actions with Viridien's Ethics Policy and Code of Business Conduct, and reinforcing Viridien's commitment to responsible and ethical practices.

3.4.1.1 A Compliance Department and an Ethics Committee

Viridien is committed to fostering a corporate culture that upholds the highest standards of business conduct. Our policies are designed to promote ethical behavior and ensure compliance with applicable laws while aligning with Viridien's values.

Viridien has traditionally managed Ethics through the dedicated Ethics Committee and the Compliance Department. The Ethics Committee is constituted of five members (with representatives of the Human Resources, the Earth Data, Geoscience and Sensing & Monitoring, as well as the Group compliance officer), based in different locations, to ensure both a diverse geographical and professional background and diversity.

The Ethics Committee plays a pivotal role in fostering a strong and ethical corporate culture, meeting every six to eight weeks to deliberate on cultural and ethical considerations, with regular reporting to the Executive Leadership Team (ELT), the CEO, and the Audit Committee, at least annually or as needed.

Key themes promoted within the corporate culture include transparency, collaboration, diversity, and sustainability, communicated through consistent messaging, policies, and leadership actions.

Management and Ethics Committee members as well as the Compliance Department actively provide direction by implementing comprehensive training programs and awareness initiatives designed to embed these values across all organizational levels.

Furthermore, Viridien's ethics policy is an important statement of the commitments that all employees must make regarding business ethics. It complements our Code of Business Conduct, which outlines the company's ethical expectations in terms of protecting our employees and the environment, safeguarding our business and its reputation, and securing our assets and information.

3.4.1.2 Code of Business Conduct

Viridien's Code of Business Conduct was updated and released on June 16th, 2024. It summarizes, in one universal framework, Viridien standards for employee conduct, helping us to act consistently with our Group Values. It helps guide each of us as we work towards delivering our products and services with integrity. The Code of Business Conduct is a reference to important information all employees need to know – including a dedicated section on where to get additional help and how to report a violation to the Code of Business Conduct or any concerns with regards to unlawful behavior.

Viridien's Code of Business Conduct outlines the company's ethical expectations around the topics of:

- Protecting our People and the Environment,
- Protecting our business and its Reputation, and
- Protecting our Assets and Information.

We clearly inscribe in our Code of Business Conduct our commitment to respecting and promoting human rights on a global basis.

Viridien's Suppliers' Code of Conduct is based on Viridien's Code of Business Conduct and sets the basic standards Viridien's Suppliers are expected to comply with.

Viridien recognizes and adheres to the ten principles of the United Nations Global Compact. Our Suppliers are an integral part of the business operations of Viridien. We are committed to doing business with Suppliers who conduct business in a safe, legal and ethical manner with respect for employees, local communities and the environment. Consequently, we request our Suppliers to ensure their operations are undertaken in accordance with Viridien's Suppliers' Code of Conduct's principles.

3.4.1.3 Trainings and Workshops

Workshops and presentations on Viridien's Code of Business Conduct, the Ethics Policy and our Compliance program have been organized throughout 2025 for the segments, the support functions and the country managers.

Eight e-learnings are mandatory at Group level for all employees regarding different topics falling under the Code of Business Conduct (Anti-corruption, Discrimination, Ethics, Information Security, Trade Compliance, Introduction to IDEA, Hazard Awareness, ESG Risk Mitigation). Mandatory training courses are repeated every year.

Although the e-learning modules are managed within the scope of each department, Viridien ensures that these modules are aligned with the objectives of the Ethics Committee to ensure harmonized communication within the Group.

As of December 31st, 2025, completion percentages of the ethics and anti-corruption mandatory e-learnings were as follows:

Training module	% completion as of December 31st 2025	% completion as of December 31st 2024 ^(a)
Anti-corruption	96%	96%
Ethics	96%	96%

(a) Headcount as of 31st December

As part of our global awareness initiative, regular communication is sent to employees under several means.

In 2025, nine communications with regards to ethics and compliance were sent by email to all employees - through emails or posters deployed in each Viridien offices - including topics such as data privacy, anti-corruption, third party screening, or general information and links to Viridien's EthicsPoint hotline (whistleblowing platform) to remind that the platform provides a web intake as well as a telephone line to report a violation of the Code of Business Conduct, confidentially or anonymously. Both the web intake and the telephone line are available 24/7, 365 days a year in 10 countries and in 10 languages.

Activities were carried out throughout the year according to international events in order to raise employee awareness: Data Protection Day, Anti-Corruption Day, Whistleblower Day, Holiday Season do's and don't's, etc.

As part of our commitment to ethical business practices, we have identified personnel exposed to potential corruption risks for targeted anti-corruption training. While raising awareness across all employees remains essential, we recognize that those engaged in high-risk activities require focused training to mitigate corruption risks effectively.

The identification process of exposed personnel was guided by our anti-corruption risk matrix, developed through a thorough analysis of the company's processes to pinpoint areas vulnerable to corrupt practices.

We further assessed aggravating factors, such as operations in countries with low Corruption Perceptions Index (CPI) scores and interactions with intermediaries like commercial consultants, freight forwarders and agents.

Therefore, we identified employees from job families engaged in high-risk activities, including Supply Chain Management, Marketing and Market Research, Sales, Marketing & Customer Support Management, Procurement and Purchasing, Logistics, Business Development, and Sales. Using the Learning Hub Group employee list as of December 31, 2025, we identified 269 exposed employees. Of these, 256 employees completed the anti-corruption e-learning, resulting in 95.2% of the exposed population successfully finishing the training in 2025.

In addition to the mandatory e-learning modules, we organized a new training and awareness format was deployed called "Compliance Learning Series" on various ethics and compliance topics (Gifts & Entertainment, Facilitation Payments, Ethics Speak Up! ...), with a short reminder of ethics and compliance principles followed by a couple quiz questions.

2 workshops dedicated trainings for the Country Managers were conducted with a focus on Viridien's compliance program and especially eliminating conflicts of interest.

Each communication is available on Viridien's internal website (In the Loop).

3.4.1.4 Prevention and detection of corruption and bribery

Viridien encourages a culture of trust and honest communication where inappropriate behavior is not tolerated and where doing the right thing also means reporting violations and/or concerns.

Viridien is committed to complying with all applicable national and international laws and regulations and any requirements that apply to the conduct of business in the countries in which we operate.

To ensure this commitment is fulfilled, Viridien's Compliance Department is dedicated to supporting all Viridien's functions and employees in their daily activities by being involved and advising on various topics, notably the fight against corruption, anti-trust and data protection laws and regulations.

A dedicated Compliance page is available to all employees on the Group's internal website (InTheLoop) with access to all the compliance resources, policies and procedures including fight against corruption, preventing conflicts of interests, business partner due diligence process, facilitation payments, gifts and entertainment, political donations and charities guidelines, etc.

Anti-corruption risk map

Viridien has developed and maintains an anti-corruption and influence-peddling risk map. This risk map identifies, assesses, and prioritizes potential corruption and influence-peddling risks across the organization's operations and activities. It serves as a foundational tool for implementing effective preventive measures and controls, ensuring compliance with legal standards while fostering a culture of transparency and integrity.

Viridien has identified its key corruption risks and developed corresponding procedures to mitigate them and continues to reinforce its anti-corruption approach at Group level in compliance with Sapin II law. The Compliance Department, with the segments and Finance teams, internal control, Group internal audit and enterprise risk management (ERM) has released anti-corruption risk matrices for each segment, further consolidated at Group level.

These matrices are in a digitalized format (software application) which aims at facilitating the reporting to the Management and follow-up of our action plans, while confirming our compliance with Sapin II requirements. In this process, the Compliance Department with the contribution of stakeholders from the segments and/or support functions, has updated and reviewed in 2025, potential corruption scenarios identified.

In 2025 Key Risk Indicators (KRIs) have been monitored and compared to 2024 to measure the effectiveness of our compliance program as well as policies and procedures put in place, and help define and prioritize the action plan of the compliance department.

Incidents of corruption or bribery

We confirm that during the reporting period, there were no reported incidents of corruption or bribery within our operations. Likewise, no sanction or conviction have been handed down against Viridien.

We remain vigilant in monitoring and enforcing our anti-corruption policies, supported by internal controls, employee training, and confidential reporting mechanisms.

3.4.1.5 Alert system

Any employee who has a violation or concern to report, can discuss with (i) their Line Management, (ii) their Human Resource Representative, (iii) their internal Legal Counsel, (iv) their Country

Manager, (v) the VP Group Compliance Officer and/or (vi) with any member of the Ethics Committee

Viridien also encourages employees, third parties as well as external stakeholders to use its alert system EthicsPoint Hotline, administered by an independent third party on a web base solution. Via EthicsPoint Hotline, anybody has the possibility to file a confidential and anonymous report via the internet to alert Viridien on a concern and/or alleged violation in relation with the Code of Business Conduct.

EthicsPoint Hotline is available 24 hours a day, 7 days a week, 365 days a year. Reports received and registered with EthicsPoint Hotline will be transferred to the Viridien Ethics Committee.

All alerts are managed by the Ethics Committee diligently, on a confidential basis and in conformity with all applicable laws.

The EthicsPoint Hotline system is designated so that implicated parties within the Ethics Committee are not notified or granted access to reports in which they have been named to ensure the investigators are independent from the chain of management involved in the matter.

As part of our ongoing commitment to integrity and transparency, and in alignment with our Code of Business Conduct, the Ethics Committee has implemented a more comprehensive tracking process for all ethics-related claims with the support of HR and the Country Managers.

In 2025, nineteen work-related claims were reported to the Ethics Committee.

The increase in the number of alerts of non-compliance with the principles of our Code of Business Conduct compared to 2024 is mainly explained by the implementation of a more comprehensive tracking process.

Excluding claims related to Personal Data topics, out of 14 claims, 11 claims were HR related (harassment and discrimination). All allegations were thoroughly investigated in accordance with our internal procedures. After a comprehensive review, the Ethics Committee concluded there were no findings of misconduct as no supporting evidence was found, and the cases were subsequently closed, while issuing an official report and recommendations to involved employees and managers, and when appropriate, to the Executive Leadership team, the CEO or the Audit & Risk Management Committee.

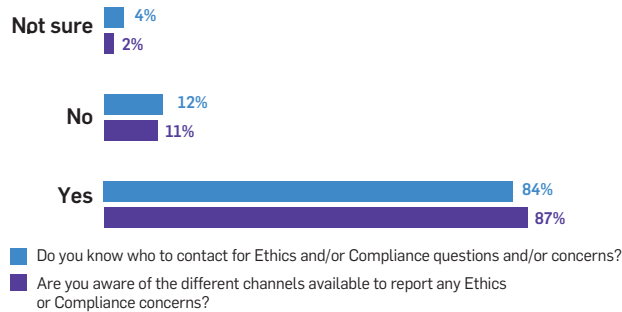
In 2025 no fines, penalties or compensation for damages resulting from incidents and complaints were paid by the Company.

No violation or incident with regards to Human Rights were reported to the Ethics Committee in 2025.

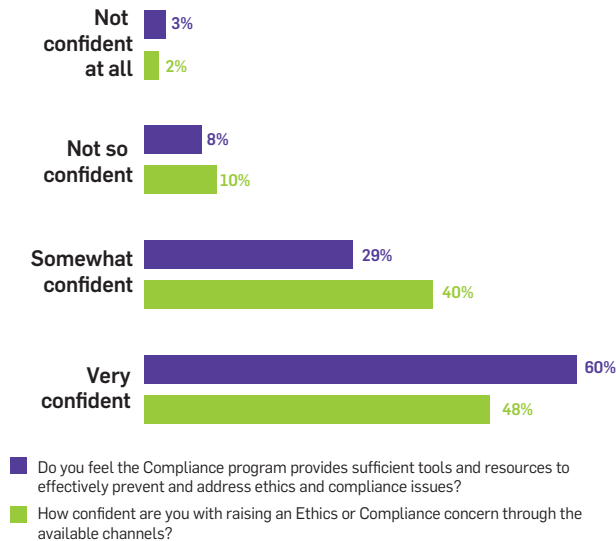
To follow up on the evaluation of employees' trust and awareness of our compliance structures and processes, we reiterated the deployment of a Compliance Survey in December 2025. The survey was distributed to all employees via email and designed to encourage participation by allowing anonymous responses. To ensure broad engagement, the survey remained open for one month, and was also made accessible through our internal platform, *InTheLoop*. To further promote participation, reminder emails were sent to all employees.

The results from the 372 responses are detailed in the table below:

ETHICS AND COMPLIANCE AWARENESS ASSESSMENT



TRUST IN ETHICS AND COMPLIANCE TOOLS AND DOCUMENTATION



Following the completion of the survey, a company-wide communication was sent to thank all employees for their participation and to acknowledge the continued improvement in key indicators, notably the increased awareness of reporting channels, with 87% of respondents declaring they are aware of the available channels compared with 79% in 2024. The communication also reaffirmed our commitment to further strengthening Viridien's Compliance Program based on the feedback received. As in 2024, it served as a reminder of the various channels available for reporting concerns. Employees were encouraged to utilize Navex, our independent third-party service provider, which offers a secure and anonymous platform for reporting any misconduct in the workplace.

No retaliation

Viridien's Code of Business Conduct explicitly addresses the prohibition of retaliation in its "Speak Up" section, emphasizing that any form of retaliation against individuals who report concerns in good faith will not be tolerated and will itself constitute a violation of the Code. The Ethics Committee is dedicated to upholding this principle.

3.4.1.6 Political influence and lobbying activities

We confirm that our organization does not engage in political influence or lobbying activities.

Viridien observes strict political and religious neutrality.

Viridien is committed to respecting the right of employees to express themselves and voice their opinions and their right to participate in public and political activities as citizens. However, employees shall state that they do not represent Viridien in their public or political activities, shall not commit Viridien's resources in support of political candidates or parties and shall refrain from taking part in any decision by a public agency or other government body regarding Viridien.

We are not concerned by the EU Transparency Register or any equivalent register.

3.4.1.7 Fight against tax evasion

For this exercise, no impact on the Group's activities has been identified in this regard during the implementation of appropriate internal control measures.

3.4.2 RESPONSIBLE SUPPLY-CHAIN/MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

The global performance of Viridien depends significantly on our suppliers' own performance in terms of delivering products and services.

Whereas they represent opportunities in terms of the quality and the price of their products and services, their delivering capabilities, their innovation, the possibility to share risks and to access market intelligence, they also introduce risks to Viridien, through possible sudden variations of the above, our dependency to their technology or volume capacity, their direct and indirect impact on their stakeholders and the environment, the exposure of our reputation, would they not adhere to our values and compliance principles, the confidentiality and integrity of our data and systems and our intellectual property.

3.4.2.1 Framework of principles and organization

In line with its Environmental, Social & Governance (ESG) policy, Viridien is committed to building a resilient, sustainable, compliant and ethical supply chain that integrates environmental, social and economic considerations into the process of sourcing, producing and delivering goods and services. Viridien has carried out work on the identification of level 1 suppliers and has implemented policies tailored to these suppliers.

Our relationship with suppliers is governed by a framework of Group policies, the implementation of which falls under the responsibility of the Chief Sustainability Department, and procedures (including our Sustainable Procurement Policy, Codes of Business Conduct and specific procedures covering each step of sourcing, procurement and other interactions with suppliers) which are implemented within each segment and support unit. Designated Supply Chain Focus persons within each organization are responsible for ensuring that the performance of Viridien's suppliers is properly assessed, in accordance with minimum requirements covering all key aspects which could impact our performance and reputation.

We have developed a specific policy on sustainable procurement endorsed by our CEO in October 2024. We are committed to:

Transparency

The interactions between Viridien and its suppliers are governed by respect, honesty, fairness, responsiveness, and impartiality, in order to promote long-lasting working relationships.

Suppliers are required to report promptly and in full transparency to Viridien any events, issues or emerging risk that may disrupt or impact Viridien business or Viridien ESG performance and reputation, as well as the actions they may take and progress they may make which would positively impact the same.

Compliance

Viridien tier one suppliers are required to comply with this policy, and with the Suppliers Code of Business Conduct and must, as reasonably feasible, cascade this compliance request to their own tier one suppliers, and so on.

Suppliers are required to comply with all relevant national, regional and local laws and regulations in the countries or regions in which they operate.

Measure and Report

Suppliers are required to measure and report regularly through Viridien recommended channels or platforms key indicators of their ESG performance.

Continuous Improvement:

Suppliers are required to train their personnel and develop, communicate and implement strategies of continuous improvement of their ESG performance, with particular focus on the topics highlighted by VIRIDIEN, such as:

- Health Safety and Environment
- Green House Gas emissions measurement & reporting as per recognized standards.
- Reduction of carbon footprint caused by:
 - Transport (Scope 1)
 - Manufacturing energy consumption (Scope 2), and
 - Energy efficiency of manufactured products when relevant (Scope 3).

3.4.2.2 Suppliers typology and associated risks

Viridien spend to external suppliers' spreads between a wide range of sectors of activity but generally concentrates (more than 50% in 2025) on subcontracted seismic data acquisition, engineering services, wholesale of computer products, real estate and various consultancy.

These industries are predominantly associated with ESG risks related to the health and safety of their employees, their impact on the environment, energy and water consumption, and corruption.

These identified risks are given a particular attention in our analysis.

At this stage of our analysis, the risk of human right violation in our upstream value chain, which was identified as a potential negative impact, is rather limited. In that regard the perspectives of value chain workers do not inform our decisions or our strategy.

3.4.2.3 Selecting new suppliers

All new suppliers are screened through a due diligence process which includes their financial health, ESG performance, corruption risk and specific compliance items.

The ESG performance is screened through the platform of our partner Altares (Dun & Bradstreet), a trusted web-based platform providing sustainability ratings. Suppliers which would not satisfy a minimum requirement would be flagged for specific follow-up or would be rejected. All suppliers must formally abide by our Suppliers Code of Conduct prior to being accepted as approved vendor. As for our 2025 spend, around 50% of our suppliers, covering almost 90% of the spend are assessed and monitored through the platform, and more than 80% of our spend is with suppliers rated from Very good to Medium on ESG criteria.

3.4.2.4 Main and “Focus” suppliers

Main suppliers are defined depending upon their criticality within our concerned supply chain and our volume of transaction with them; we review regularly their financial situation and market position, their dependency on Viridien as well as the risks related to their ESG, information security, trade compliance, legal & regulation performances.

We define as “Focus” suppliers those which are strategic or critical to our supply chain, those which are more specifically exposed to risks through the nature of their activity or the environment where they operate, and those whose performance in any of domain of risk listed above is below our expectation. The performance of “Focus” suppliers is reviewed at least annually, in order to identify any risk and to devise mitigation measures.

Specific action plans are derived from the assessed performance and communicated to these suppliers. Progress against these action plans is reviewed on an annual basis and may trigger measures, ranging from removal from the “Focus” suppliers list to removal from the suppliers list. This practice is implemented, specifically at our division SMO and has been deployed in 2025 in other segments.

3.4.2.5 Code of Business Conduct (CBC)

Our Group Code of Business Conduct (CBC), which covers protection of people and the environment, protection of activities and the brand, protection of assets and information, explicitly mentions that each subcontractor working for the Group must comply with the CBC.

3.4.2.6 Suppliers Code of Conduct (SCC)

We are committed to doing business with suppliers who conduct business in a safe, legal and ethical manner with respect for employees, local communities and the environment. Consequently, we ask our suppliers to ensure their operations are undertaken in accordance with the commitments listed and that they sign our Supplier Code of Conduct.

It covers Business Ethics, Compliance, Local Communities, Human and Labor Rights as well as Health, Safety, Security & the Environment. This Code of Conduct is dated and signed (if applicable) by our suppliers.

If this is not possible (our suppliers may follow their own CBC and/or be so large that it would be impossible to follow all their customers' codes), we may include terms in our purchasing orders, mentioning that they should conform themselves to our Supplier Code of Conduct.

3.4.2.7 Training

It is important that our procurement/supply chain workforce is mobilized and trained on risk, and specifically ESG risk management. Viridien provides an anti-corruption e-learning to our staff, which was complemented in 2025 by a broader ESG module.

3.4.2.8 2025 events

We conducted a thorough analysis of our Upstream Value Chain and its associated risk, in order to better prioritize our mitigations and controls.

We issued a Sustainable Procurement Policy, in order to set specific orientations in this domain for our teams and external suppliers, beyond the general framework of our ESG Group policy. The main points of attention set for the coming 2 years are Health, Safety and Environment, the measurement and reporting of GHG emissions according to recognized standards, and the reduction of the carbon footprint. Workers of the value chain were not directly involved in the definition of these objectives.

Viridien ESG performance was reassessed by EcoVadis, a trusted web-based platform providing sustainability ratings; Viridien received a bronze medal for its ESG performance in 2025, placing it in the 84th percentile of companies assessed by EcoVadis over the past twelve months.

The Supply Chain, Procurement Performance and Sustainability Lead contributed in 2025 to coordinate our supply chain actions, ensure the alignment of our sourcing strategy, ensure process efficiency and consistency across all our divisions and establish a plan for the continuous improvement of the ESG performance of our Supply Chain. A quarterly Performance dashboard was established, which synthesizes for the management the Supply Chain activities and key operational, financial and ESG indicators.

In accordance with our Sustainable Procurement Policy, we introduced in 2025 a sustainable procurement clause into our strategic vendors Master Agreement. We also updated our General Terms of Purchasing with a reference to our Sustainable Procurement Policy.

3.4.2.9 Payment practices

We are committed to maintaining fair and transparent payment practices across our operations and value chain.

We prioritize timely payments to suppliers and business partners, adhering to agreed terms and local regulations. Regular monitoring of our payment processes ensures compliance and fosters trust with stakeholders.

For the year 2025, the average payment term for our suppliers was 36 days. Average payment term is based on the average delay in days between payment date and invoice date weighted, based on the information entered in our accounting information systems, by the total quantity of invoices. We do not have a standard payment term at Group level, however 79% of our payment are made as per the due date of the invoice.

We do not have any outstanding legal proceedings for late payment.

3.4.2.10 Human rights and fundamental freedoms (ESRS S2)

Our supplier's selection process and procurement activities integrate ESG risk and performance analysis. They must endorse our Supplier's Code of Business Conduct, which explicitly refers to the ten principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption. SMO suppliers must acknowledge their adherence to the Code of Conduct via a trusted SaaS platform to enable monitoring. The same platform will be deployed in 2026 to the rest of the Group. Furthermore, our Purchase Orders include the general terms and conditions of purchase, which stipulate that the supplier confirms that it adheres to the strictest ethical rules, as well as to the "Supplier Code of Conduct".

Through this engagement, they commit to strive to minimize the negative impacts of operations on communities where we operate and to optimize potential positive impacts.

Specifically, their commitment to Human and Labor rights, among others, includes not employing workers under the age of 16, not tolerating any unacceptable, humiliating, threatening, abusive or exploitative treatment of employees or supporting trafficking in human beings, and not making anyone work against his/her will.

As part of our joint commitment to the key values of Transparency, Compliance, Measure and Report, and Continuous improvement which we stressed in our Sustainable Procurement Policy, they are required to report promptly and in full transparency to Viridien any events, issues or emerging risk that may disrupt or impact Viridien business or Viridien ESG performance and reputation, as well as the actions they may take and progress they may make which would positively impact the same.

No human rights violations or incidents involving our suppliers were confirmed in 2025.

3.4.2.11 2026 goals

In 2026, Viridien will strengthen the onboarding of new suppliers and the monitoring of our strategic suppliers performance through the deployment of SaaS tools; We will focus on low ranking vendors and reassess their ESG score. We have already planned to launch a campaign to collect the carbon footprints of our main suppliers in order to reduce the impact of using monetary ratios in calculating our scope 3 emissions generated by our purchases of products and services. We will continue to fulfil our commitment to engage with our suppliers on ESG matters by introducing sustainability clauses into all our framework agreements and strengthening sustainability criteria in the selection process for new suppliers.

3.4.3 PROTECTION OF INTELLECTUAL PROPERTY (IP)

Viridien invests heavily in R&D and relies on innovation to offer differentiating products and services to its customers. Effective management of our intellectual property rights is key to protecting our investments and leading-edge innovations from being unlawfully accessed by external sources, and to ensure Viridien respects IP rights belonging to other parties.

Our IP rights are managed through dedicated IP Departments that work closely with the various innovation departments of Viridien. We have a Group policy that provides specific adaptations for each segment, with the goal of considering specificities related to their products and services. A unique General Instruction document addressing various sections of IP called "Protecting and Managing Intellectual Property" has been deployed within the Group. We continue to update our documentation and procedure to guide our employees to understand the procedures to follow for all IP matters. Our IP Department provides internal counselling and advice and engages external specialists to assist the Group with specific matters if and when they arise. All employment contracts contain the protection of Viridien intellectual property rights.

We hold regular IP reviews at various business levels for covering internal technology developments and issues. We regularly check competitors' patent activity in our businesses with dedicated Patent Watches and we also compile and update competitive IP landscape on core and diversification technologies several times a year.

In the Geoscience segment, our IP focus is the protection of the innovative algorithms, workflows and system integration. The IP team works closely to define the ownership of each element of the data we produce and of their use and prevent any potential confusion or litigation.

In the HPC & Cloud Solutions department we ensure that our innovations are protected, which includes our algorithms, our workflows, our solutions, our knowledge and the design of innovative data center systems – including technologies of cooling, while ensuring that any development requiring specific patent protection is also protected.

In SMO division, product development teams follow a methodology which covers, among many other topics, IP rights. As a result of its full deployment, the development of products or services follows a dedicated workflow which is characterized by validation milestones which includes IP matters.

For the New Businesses activities, we ensure that our innovative developments for our diversification activities are protected, which includes all innovative algorithms, workflow, solutions and knowledge, along with ensuring that any developments requiring specific protection are patented.

In 2025, the training effort for employees and the deployment of solutions for the retention of know-how were continued and consolidated. New employees are trained through e-learning courses as soon as they join.

The IP Departments also provide training at the request of the teams according to their needs. R&D employees are mainly trained to ensure confidentiality rules. At Viridien, 100% of employees have access to continuous training. Regular reminders are made throughout the year.

As a result of the actions implemented by the Group, no IP right infringements litigations were brought against Viridien in 2025, as was the case for the three previous years.

KPIs	2025	2024
Total capital expenditure (in US\$m) ^(a)	54.4	56.7
Share of Group revenues invested in research and development	5.1%	4.7%
Share of SMO revenues invested in research and development	11.7%	12.1%
Share of Viridien (excluding SMO) revenues invested in research and development	2.3%	1.9%

(a) Gross R&D costs

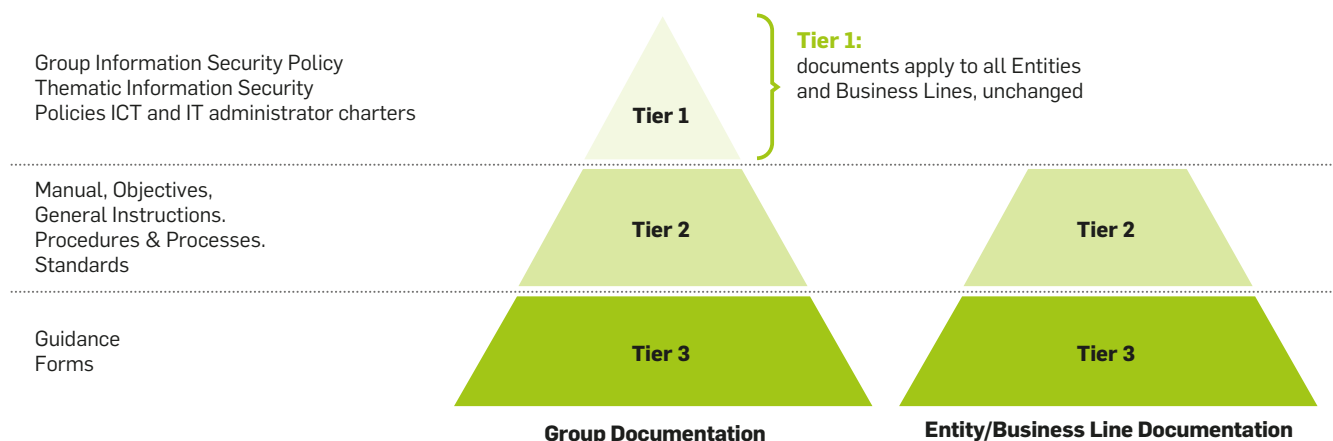
KPIs	2025		2024	
	Titles	Patents	Titles	Patents
Number of DDE patents (excluding HPC)	519	365	506	344
Number of HPC & Cloud Solutions patents	32	13	24	9
Number of SMO patents	581	495	665	562

3.4.4 INFORMATION SYSTEMS SECURITY (INFOSEC)

As the Group creates value by processing data, data management and data protection are crucial to our business. Viridien makes every effort to protect the information of its clients, employees and partners.

We have a three-tiered information security management system (ISMS). Its goal is to prevent breaches that could impact the confidentiality, availability and/or the integrity of Viridien's

information assets. Policies are defined at Group level (Tier 1) and apply to all entities and segments. Those policies remain unchanged for all but can be adapted at segment level through manuals and procedures, processes and standards with more specific objectives (Tier 2). Tier 3 covers guidelines and forms. The three tiers cover topics such as Human Resources Security, Operational Security, Incident Management and Supplier Relations.



The Group Information Security Policy (GISP) is signed by the Chief Executive Officer for the entire Group. A Chief Information Security Officer (CISO) leads a dedicated information security team to oversee its application, supported by regional information security officers and business information security officers. The GISP is applicable to all entities including our Sensing & Monitoring division. A cyber risk matrix is maintained and is updated at least annually, and in response to incidents and current events. The effectiveness of the measures taken to manage risks is monitored by a dashboard of internal KPIs.

The CISO is placed under the supervision of the Group Steering Committee (which includes the Chief Executive Officer) and to the Audit & Risk Committee of the Board.

Viridien considers its employees as the strongest line of defense. To this effect, Information Security e-learning is available in multiple languages, is mandatory annually for all employees and is updated on a regular basis to reflect new and emerging threats. In addition, the Group performs bi-monthly phishing simulations across all employees to gauge awareness levels, allowing us to focus specific training effectively. Any employee who submits their credentials in a simulation is enrolled in dedicated phishing e-learning with in-person follow-up for repeat submitters. Additionally, we have deployed training modules covering several specific topics including secure coding practices.

We have implemented several technical measures to secure our information systems. These controls include, but are not limited, to advanced network firewalls, intrusion detection systems, multi-factor authentication, virtual private networks (VPN) and network segmentation. Security updates and anti-malware signatures are systematically deployed.

To continually evaluate our exposure and identify areas for improvement we conduct weekly vulnerability scans of our infrastructure and annual third-party penetration tests of our perimeter and critical systems, resolving any findings appropriately.

KEY PERFORMANCE INDICATOR

KPIs	2025	2024
Number of InfoSec incidents with a significant impact	0	0
Participation rate of the InfoSec e-learning ^(a)	95%	99%
Number of people trained directly onsite by the InfoSec team	414	320

(a)) Headcount as of 31st December.

In 2025 we successfully achieved ISO27001: 2022 certification for several scopes across the group, with a plan to extend this to further scopes and additional relevant certifications in 2026. This demonstrates our commitment to preserving the confidentiality, integrity and availability of both Viridien's and our client's data.



The Viridien ISMS is based on the NIST Cyber Security Framework, is aligned to the ISO27001:2022 standard and comprises five major elements, each containing several sections of controls. The existing and desired state of these controls is analyzed and a current and a target profile is created. These profiles are used to determine projects and actions to close any gaps, leading to a stronger security posture. Appropriate governance is employed to ensure the effective performance and integrity of the framework.

Our main information security objectives for 2025 - the establishment of a Third Party Risk Management process, the deployment of continuous control framework, the strengthening of our data management framework, and the implementation of data loss prevention technologies - have all been achieved.

3.4.5 CUSTOMER SATISFACTION AND LOYALTY

At Viridien, we believe that unwavering commitment to quality is fundamental to our success and a key driver of value for our customers and investors. Our robust quality system ensures that we consistently deliver best-in-class products, data, and services that meet and exceed our clients' expectations, leading to strong customer relationships, repeat business, and sustainable growth reflecting our value "We Are Driven To Go Beyond Expectations".

3.4.5.1 Viridien quality & customer satisfaction policy

Viridien's quality policy, reviewed and signed by the Chief Executive Officer (CEO) in January 2025, aims to:

- create value by optimizing the discovery, development and management of the Earth's natural resources;
- understand and solve global natural resource, environmental and infrastructure challenges for a more sustainable future;
- foster the development of environmentally sustainable activities and progress towards our 2030 and 2050 GHG emissions ambitions.

To this end, we are committed to:

- Deliver the highest quality service to our customers and constantly improve internal and external performance. It is a key element of the Company's sustainability and financial performance;
- Monitor customers satisfaction through a formal project performance evaluation process, implementing lessons learned to strengthen our relationships. Engage with our main suppliers and strengthen our relationships enhancing our common interests.
- Meet applicable legal, regulatory, and customer requirements, as well as relevant industry standards.
- Identify and mitigating risks that could affect the quality of our products and services. Make the best use of our resources through excellent project management practices and establishment of best practice.
- Develop all our employees' skills and knowledge to meet with our shared ambitions.
- Continuously improve the quality and performance of our products and services leveraging our talents and technological innovation.
- Embed a culture of continuous improvement in all aspects of our business, including with our suppliers and subcontractors.
- Integrate sustainability considerations into all aspects of our business operations.

The application of this policy is supported by quality and performance objectives, which, although adapted to each sector of activity to be relevant, are guided by two overriding objectives:

- monitor customer satisfaction: take customer feedback into account, follow up on issues raised, implement corrective actions and share examples of exceptional practices;

- align talent, organization and dialogue with employees, so that each activity is recognized as a leader in its field.

Customer satisfaction is monitored through surveys conducted with Viridien customers and external studies. This combination allows us to get direct feedback on a range of key performance indicators, to benchmark our performance against previous projects and our direct competitors.

Additionally, using the Net Promoter Score (NPS) also allows us to benchmark against other industries and measures long term customers' loyalty to Viridien alongside satisfaction.

The feedback we have received in 2025 has been incredibly positive with a NPS at 85 placing us at the highest levels in all sectors measured.

3.4.5.2 Viridien customer surveys

Viridien's annual Quality Objectives set targets for the continued improvement of our products, services and the quality system itself. These objectives will be tailored to the segment, but all will align with the Group Quality Policy and the purpose and values of Viridien.

Progress against these objectives and other measures of quality performance will be reviewed at intervals throughout the year in segments management review meetings. Quarterly feedback reports then update staff on the current customer satisfaction results, and an annual customer satisfaction report is sent each year to all staff to present a global view of the year's performance.

Our projects include periodic customer satisfaction surveys conducted at key stages throughout the execution phase. These surveys enable proactive engagement, continuous service improvement, and sustained customer satisfaction during project delivery. In addition, a formal end-of-project evaluation is conducted and distributed to client teams directly involved in the project. This evaluation is used to assess overall project performance, including the effectiveness of our experts and project management, and to identify successes as well as areas for improvement.

Interaction is constant throughout a project, and we always strive to act immediately on the feedback we receive from our clients.

Equally, we are increasingly involving end-users at our customers' sites to better understand the application of our deliverables in real-life conditions and thus ensure the superior technical quality of our products and services. Like project teams and management, Viridien key account managers monitor the development of their projects. They are the client's first contact in case of issues or opportunities. They are responsible for their customers globally.

3.4.5.3 External third-party reviews

Kimberlite is an independent third-party market research company which provides an external point of view of both the market's view of Viridien and of its recent customers' satisfaction with our products and services (it surveys only customers which worked with Viridien and other providers within the last two years). This report is produced every two years, and the last one is based on the research material collected in 2025.

We use this third-party survey and report to position ourselves on the market and identify our strengths and potential improvement areas. A summary of the report is sent and reviewed by the CEO.

	2025	2024	2023
Viridien position in the Kimberlite review	Ranked highest performing supplier	No survey	Ranked highest performing supplier
Net Promoter Score	85	85	76

3.4.5.4 Sensing & Monitoring division (SMO)

For our SMO division, customer satisfaction is also synonym with quality. We are committed to meeting our customers' expectations in terms of the reliability, quality and delivery of the products and services we provide. Our customers expect an equally high quality of service: expert support teams, up-to-date trainings and fast reactions. We must do our utmost to be the most dependable supplier to all our customers to maintain our leadership position.

To pilot and monitor quality levels at Equipment level, we have set annual objectives. These objectives are set and then adapted in collaboration with each Sercel Site Manager.

The Sensing & Monitoring division has set three key objectives in terms of quality:

1. cost of non-quality;
2. customer satisfaction;
3. operational and system continuous improvement.

Those objectives are monitored to analyze processes, product quality and their reliability, financial efficiency and customer satisfaction. Monthly reviews are conducted to evaluate the progress on each of the objectives set. Some of our employees also have individual incentives linked to quality.

To monitor our customer satisfaction externally, the Marketing and Sales Department conducts a survey every two year which identifies our strong points and improvement areas. A new "Voice of the Customer" study for SMO has been conducted in 2025, achieving outstanding results alongside a very high level of

customer satisfaction and strong recommendation rate for Sercel brand.

As part of the study, our customers review us and our competition on a wide range of criteria (including on-time delivery, reparability, quality of products, ease of use and customer support).

The main strengths of SMO remain trust in the brand and excellent customer relations based on technical progress, expertise and customer support.

We are recognized internationally as a leader in our field. SMO also prides itself on the fact that all our sites have been certified ISO 9001 (v2015) and that during the last three years, there has been no major operational disturbance caused by its products on the field while recording data.

Furthermore, SMO has fulfilled its objectives by getting in 2025 all its operational sites ISO14001 (Environment) and ISO 50001 (Energy Management) certified.

We firmly believe that the quality of our Sercel products is matched by the quality of our services and that both together contribute to our customers' satisfaction. Our experts train our customers onsite, get out on the field for the launch of our machines, and will only leave once the customer is satisfied. In addition to our field experts, we have a 24/7 hotline which will assist our customers. If the hotline cannot find a solution to our customers' solution, an expert will be sent to assist in person.

One of Sercel's strengths is its proximity to its customers. SMO's main objective is to better understand the needs of its customers in order to respond to them quickly.

3.5 Appendix

3.5.1 CROSS-REFERENCING

3.5.1.1 General disclosure

ESRS	Disclosure requirement	Section	Additional information
ESRS 2 – GENERAL DISCLOSURES			
BP-1	General basis for preparation of sustainability statements	3.1.1	
BP-2	Disclosures in relation to specific circumstances	3.1.1	
GOV-1	The role of the administrative, management and supervisory bodies	3.1.3	
		4.1.3.3	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	3.1.3	
GOV-3	Integration of sustainability-related performance in incentive schemes	3.1.2	
GOV-4	Statement on due diligence	3.5.2	
GOV-5	Risk management and internal controls over sustainability reporting	2.1.2	
		3.1.3.1	
SBM-1	Strategy, business model and value chain	3.1.2.2	
		1.2	
		1.1.3	
SBM-2	Interests and views of stakeholders	3.1.4.6	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.4.4	
		3.2.2.4.7	
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	3.1.4	
		3.1.4.2	
		3.1.3.1	
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	3.5.1	

3.5.1.2 Environment

ESRS	Disclosure requirement	Section	Additional information
ESRS E1 – CLIMATE CHANGE			
ESRS2 G OV-3	Integration of sustainability related performance in incentive schemes	3.1.2	
E1-1	Transition plan for climate change mitigation	3.2.2.2	
ESRS2 S BM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.4.4 3.2.1.5	
ESRS2 IRO -1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	3.1.4.2 3.2.1.5	
E1-2	Policies related to climate change mitigation and adaptation	3.2.2.1	
E1-3	Actions and resources in relation to climate change policies	3.2.2.2	
E1-4	Targets related to climate change mitigation and adaptation	3.2.2.2 3.2.2.4	
E1-5	Energy consumption and mix	3.2.2.3	
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	3.2.2.4.4	
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	3.2.2.4.5	
E1-8	Internal carbon pricing	3.2.2.4.6	
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	3.2.2.4.7	
ESRS E3 – WATER AND MARINE RESOURCES			
ESRS2 IRO -1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	3.1.4.2	
E3-1	Policies related to water and marine resources	3.2.3	
E3-2	Actions and resources related to water and marine resources	3.2.3	
E3-3	Targets related to water and marine resources	3.2.3	No target
E3-4	Water consumption	3.2.3	
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	3.2.3	Possibility to delay reporting year 2026
ESRS E5 – CIRCULAR ECONOMY – WASTE			
ESRS2 IRO -1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	3.1.4.2	
E5-1	Policies related to resource use and circular economy	3.2.4	
E5-2	Actions and resources related to resource use and circular economy	3.2.4	
E5-3	Targets related to resource use and circular economy	3.2.4	No target
E5-4	Resource inflows	3.2.4	
E5-5	Resource outflows	3.2.4	
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities		Possibility to delay reporting year 2026

3.5.1.3 Social

ESRS	Disclosure requirement	Section	Additional information
ESRS S1 – OWN WORKFORCE			
ESRS2 S BM-2	Interests and views of stakeholders	3.1.4.6	
ESRS2 S BM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.4.4	
S1-1	Policies related to own workforce	3.3.1	
S1-2	Processes for engaging with own workers and workers' representatives about impacts	3.3.1.2 3.3.5	
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	3.3.5 3.4.1.5	
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	3.3.2 3.3.3 3.3.4 3.3.5	
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.3.1	No target
S1-6	Characteristics of the undertaking's employees	3.3.1.1	
S1-7	Characteristics of non-employee workers in the undertaking's own workforce		Possibility to delay reporting year 2026
S1-8	Collective bargaining coverage and social dialogue	3.3.1.2	
S1-9	Diversity metrics	3.3.4.5	
S1-10	Adequate wages	3.3.1.3	
S1-11	Social protection		Possibility to delay reporting year 2026
S1-12	Persons with disabilities	3.3.4.3	Possibility to delay reporting year 2026
S1-13	Training and skills development metrics	3.3.7	
S1-14	Health and safety metrics	3.3.2.7	
S1-15	Work-life balance metrics		Possibility to delay reporting year 2026
S1-16	Remuneration metrics (pay gap and total compensation)	3.3.1.4	
S1-17	Incidents, complaints and severe human rights impacts	3.4.1.5	
ESRS S2 – WORKERS IN THE VALUE CHAIN			
ESRS2 S BM-2	Interests and views of stakeholders	3.1.4.6	
ESRS2 S BM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.4.4	
S2-1	Policies related to value chain workers	3.4.2.1	
S2-2	Processes for engaging with value chain workers about impacts	3.1.4.6 3.4.2	
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	3.4.1.5 3.4.2.2	

ESRS	Disclosure requirement	Section	Additional information
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	3.4.2.8 3.4.2.11	
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.4.2.2	No target
ESRS S3 – AFFECTED COMMUNITIES			
ESRS2 SBM-2	Interests and views of stakeholders	3.1.4.6	
ESRS2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.4.4	
S3-1	Policies related to affected communities	3.1.2.1	
S3-2	Processes for engaging with affected communities about impacts	3.1.4.6	
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	3.4.1.5	
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those action	3.3.6	
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.3.6	Possibility to delay reporting year 2026
ESRS S4 – CONSUMERS AND END USERS			
ESRS2 SBM-2	Interests and views of stakeholders	3.1.4.6	
ESRS2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.4.4	
S4-1	Policies related to consumers and end users	3.4.3 3.4.4 3.4.5.1	
S4-2	Processes for engaging with consumers and end users about impacts	3.1.4.6 3.4.5	
S4-3	Processes to remediate negative impacts and channels for consumers and end users to raise concerns	3.4.1.5	
S4-4	Taking action on material impacts on consumers and end users, and approaches to managing material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those action	3.4.3 3.4.4 3.4.5	
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.4.4 3.4.5	Possibility to delay reporting year 2026

3.5.1.4 Governance

ESRS	Disclosure requirement	Section	Additional information
ESRS G1 – BUSINESS CONDUCT			
ESRS2 G OV-1	The role of the administrative, management and supervisory bodies	4.1.3	
ESRS2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	3.1.4.3	
G1-1	Business conduct policies and corporate culture	3.4.1	
G1-2	Management of relationships with suppliers	3.4.2	
G1-3	Prevention and detection of corruption and bribery	3.4.1.4	
G1-4	Incidents of corruption or bribery	3.4.1.4	
G1-5	Political influence and lobbying activities	3.4.1.6	
G1-6	Payment practices	3.4.2.9	

3.5.2 STATEMENT ON DUE DILIGENCE

The table below outlines where our sustainability statements detail our due diligence process, including how we implement its key aspects and steps.

Core elements of due diligence	Reference
Embedding due diligence in governance, strategy and business model	3.1.2 / 3.1.3
Engaging with affected stakeholders	3.1.4.6
Identifying and assessing negative impacts on people and environment	3.1.4.4
Taking actions to address those negative impacts	3.2.2.3 / 3.2.2.4 / 3.2.3 / 3.2.4 / 3.2.2.4.7 / 3.4.4 / 3.4.2.10
Tracking the effectiveness of these efforts	3.2.2.3 / 3.2.2.4 / 3.2.3 / 3.2.4 / 3.4.4 / 3.4.2.10

3.5.3 SUSTAINABILITY METRICS

3.5.3.1 General

DR title	DR	Metric	Section	Unit	2025
The role of the administrative, management and supervisory bodies	GOV-1	Executive members	3.1.3	Number	1
	GOV-1	Non-executive members	3.1.3	Number	7
	GOV-1	Gender diversity (female/male)	3.1.3	Percentage	50%/50%
	GOV-1	Independent Board members	3.1.3	Percentage	87.5%
	GOV-1	Employee representatives on Board	4.1.3.1.g	Number	0
Integration of sustainability-related performance in incentive schemes	GOV-3	Variable remuneration (including incentive scheme) dependent on sustainability-related targets and/or impacts for for members of the administrative, management and supervisory bodies	3.1.2		
Strategy, business model and value chain (Headcount)	SBM-1	Total number of employees	3.3.1.1	Number	3,136
	SBM-1	Number of employees by region: EAME	3.3.1.1	Number	1,790
	SBM-1	Number of employees by region: NAM	3.3.1.1	Number	721
	SBM-1	Number of employees by region: LAM	3.3.1.1	Number	112
	SBM-1	Number of employees by region: APAC	3.3.1.1	Number	543
Strategy, business model and value chain (Financial statements)	SBM-1	Total revenue (IFRS)	6.1.1	USD millions	1,070.7
	SBM-1	Breakdown of total revenue by segment: Earth Data	5.2.2	USD millions	311.4
	SBM-1	Breakdown of total revenue by segment: Geoscience	5.2.2	USD millions	444.4
	SBM-1	Breakdown of total revenue by segment: Sensing&Monitoring	5.2.2	USD millions	314.8
	SBM-1	Breakdown of total revenue from fossil fuel (coal, oil and gas) sector		USD millions	
	SBM-3	Current financial effects of material IROs	3.1.4.2 3.2.2.4.7	USD millions	
	SBM-3	Current financial resources allocated to action plan (CapEx)	3.2.1.4	USD millions	47
	SBM-3	Current financial resources allocated to action plan (OpEx)	3.2.1.4	USD millions	34.4
	SBM-3	Future financial resources allocated to action plan (CapEx)	N/A	USD millions	
	SBM-3	Future financial resources allocated to action plan (OpEx)	N/A	USD millions	

3.5.3.2 E1-Climate change

DR title	DR	Metric	Section	Unit	2025
Integration of sustainability-related performance in incentive schemes	E1.GOV-3	Variable remuneration (including incentive scheme) dependent on sustainability-related targets and/or impacts for members of the administrative, management and supervisory bodies	3.1.2		
Transition plan for climate change mitigation	E1-1	Financial resources allocated to transition plan (CapEx) with a reference to the Taxonomy-aligned CapEx	N/A		
	E1-1	Financial resources allocated to transition plan (OpEx) with a reference to the Taxonomy-aligned OpEx	N/A		
Actions and resources in relation to climate change policies	E1-3	Achieved GHG emission reductions during the reporting period	3.2.2.4.4	kt CO ₂ eq	50.5
	E1-3	Expected GHG emission reductions until 2030	3.2.2.4.4	kt CO ₂ eq	170.1
Targets related to climate change mitigation and adaptation	E1-4	Total GHG emission reduction target until 2030	3.2.2.4.4	kt CO ₂ eq	873.8
	E1-4	GHG emission reduction target for scope 1 until 2030	3.2.2.4.4	kt CO ₂ eq	0.4
	E1-4	GHG emission reduction target for location-based scope 2 until 2030	3.2.2.4.4	kt CO ₂ eq	
	E1-4	GHG emission reduction target for market-based scope 2 until 2030	3.2.2.4.4	kt CO ₂ eq	10.9
	E1-4	GHG emission reduction target for scope 3	3.2.2.4.4	kt CO ₂ eq	862.5
Energy Consumption and mix	E1-5	Total energy consumption	3.2.2.3	MWh	132,570
	E1-5	Total fossil energy consumption	3.2.2.3	MWh	22,670
	E1-5	Consumption from nuclear sources	3.2.2.3	MWh	
	E1-5	Total renewable energy consumption	3.2.2.3	MWh	109,900
	E1-5	Fuel consumption from renewable sources (biomass, biofuel...)	3.2.2.3	MWh	0
	E1-5	Consumption of purchased or acquired energy (electricity, heat...) from renewable sources	3.2.2.3	MWh	109,839
	E1-5	Consumption of self-generated non-fuel renewable energy	3.2.2.3	MWh	62

DR title	DR	Metric	Section	Unit	2025
Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6	Gross scope 1 GHG emissions	3.2.2.4.4	t CO ₂ eq	1,975
	E1-6	Percentage of scope 1 GHG emissions from regulated emission trading schemes	3.2.2.4.4	Percentage	0%
	E1-6	Gross location-based scope 2 GHG emissions	3.2.2.4.4	t CO ₂ eq	39,443
	E1-6	Gross market-based scope 2 GHG emissions	3.2.2.4.4	t CO ₂ eq	7,885
	E1-6	Total gross indirect (scope 3) GHG emissions	3.2.2.4.4	t CO ₂ eq	1,034,034
	E1-6	Total GHG emissions (location-based)	3.2.2.4.4	t CO ₂ eq	1,075,453
	E1-6	Total GHG emissions (market-based)	3.2.2.4.4	t CO ₂ eq	1,043,894
	E1-6	Biogenic emissions of CO ₂ from the combustion or bio-degradation of biomass not included in Scope 1 GHG emissions	N/A		
	E1-6	MWh Percentage of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to Scope 2 GHG emissions	3.2.2.3	Percentage	83%
	E1-6	MWh Percentage of contractual instruments used for sale and purchase of unbundled energy attribute claims in relation to Scope 2 GHG emissions	3.2.2.3	Percentage	17%
	E1-6	Percentage of GHG Scope 3 calculated using primary data from value chain partners	3.2.2.4.3	Percentage	0.004%
	E1-6	Total GHG emissions (location based) per net revenue	3.2.2.4.4 6.1.5 Note19	t CO ₂ eq/mUSD	910
	E1-6	Total GHG emissions (market based) per net revenue	3.2.2.4.4 6.1.5 Note19	t CO ₂ eq/mUSD	883

3.5.3.3 E3-Water consumption

DR title	DR	Metric	Section	Unit	2025
Water consumption	E3-4	Water consumption	3.2.3	m ³	141,387
	E3-4	Water consumption in areas at water risk, including areas of high-water stress	3.2.3	m ³	
	E3-4	Total water recycled and reused	3.2.3	m ³	
	E3-4	Total water stored and changes in storage	3.2.3	m ³	
	E3-4	Share of the measure obtained from direct measurement	3.2.3	Percentage	Data not available
	E3-4	Share of the measure obtained from sampling and extrapolation	3.2.3	Percentage	Data not available
	E3-4	Share of the measure obtained from best estimates	3.2.3	Percentage	Data not available
	E3-4	Water intensity	3.2.3 6.1.5 Note19	m ³ /m\$	120

3.5.3.4 E5-Waste

DR title	DR	Metric	Section	Unit	2025
Waste	E5-5	Weight of waste generated	3.2.4	t	1,598
	E5-5	Hazardous waste	3.2.4	t	136
	E5-5	Non-hazardous waste	3.2.4	t	1,462
	E5-5	Weight of waste treated	3.2.4	t	1,598
	E5-5	Recycled or treated waste	3.2.4	t	971
	E5-5	Non-recycled waste	3.2.4	t	608
	E5-5	Including Incinerated waste	3.2.4	t	268
	E5-5	Including Landfill waste	3.2.4	t	340
	E5-5	% non-recycled waste	3.2.4	t	38%
	E5-5	Radioactive waste	3.2.4	t	0

3.5.3.5 S1-Own workforce

DR title	DR	Metric	Section	Unit	2025
Own workforce	S1-6	Total number of employees	3.3.1.1	Number	3,136
	S1-6	Total number of female employees	3.3.1.1	Number	911
	S1-6	Total number of male employees	3.3.1.1	Number	2,215
	S1-6	Number of employees in countries with 50 or more employees representing at least 10% of total number of employees	3.3.1.1	Number	2,425
	S1-6	Total number by head count of (i) permanent employees, and breakdown by gender, (ii) temporary employees and breakdown by gender, and (iii) non-guaranteed hours employees, and breakdown by gender.	3.3.1.1		See table
	S1-6	Number of employees who have left Viridien	3.3.1.1	Number	437
	S1-6	Employee turnover	3.3.1.1	Percentage	13.4%
	Social dialogue	S1-8	Percentage of total employees covered by collective agreements	3.3.1.2	Percentage
S1-8 (AR69)		In the EEA, overall percentage of employees covered by collective bargaining agreements in countries with 50 or more employees representing at least 10% of total number of employees	3.3.1.2	Percentage	See table
S1-8		Outside EEA, overall percentage of employees covered by collective bargaining agreements in regions with 50 or more employees representing at least 10% of total number of employees	3.3.1.2	Percentage	See table
S1-8		Overall percentage of employees covered by workers' representatives, reported at the country level for each EEA country i with 50 or more employees representing at least 10% of total number of employees	3.3.1.2	Percentage	See table

DR title	DR	Metric	Section	Unit	2025
Diversity	S1-9	Total number of female employees at top management level	3.3.4.5	Number	122
	S1-9	Total number of male employees at top management level	3.3.4.5	Number	334
	S1-9	Percentage of female employees at top management level	3.3.4.5	Percentage	26,8%
	S1-9	Percentage of male employees at top management level	3.3.4.5	Percentage	73,2%
	S1-9	Distribution of employees by age group: under 30 years old	3.3.1.1	Number	365
	S1-9	Distribution of employees by age group: 30-50 years old	3.3.1.1	Number	1,845
	S1-9	Distribution of employees by age group: over 50 years old	3.3.1.1	Number	920
Health and safety	S1-14	Percentage of own workforce covered by the Company's health and safety management system employees	3.3.2.7	Percentage	100%
	S1-14	Number of fatalities as a result of work-related injuries and work-related ill health in own workforce	3.3.2.7	Number	0
	S1-14	Number of fatalities as a result of work-related injuries and work-related ill health of other workers working on Viridien sites	3.3.2.7	Number	0
	S1-14	Number of recordable work-related accidents	3.3.2.7	Number	9
	S1-14	Rate of recordable work-related accidents	3.3.2.7	Cases/mhours worked	1.11
	S1-14	Number of cases of recordable work-related ill health of non-employees	3.3.2.7	Number	0
	S1-14	Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to non-employees	3.3.2.7	Number	77
Remuneration	S1-16	Gender pay gap	3.3.1.4.1	Percentage	11.11%
	S1-16	Annual total remuneration ratio (of the highest paid individual to the median annual total remuneration for all employees)	3.3.1.4.2	Number	34
Incidents, complaints and severe human rights impacts	S1-17	Number of incidents of discrimination	3.4.1.5	Number	0
	S1-17	Number of complaints filed through channels for people in own workforce to raise concerns	3.4.1.5	Number	11
	S1-17	Amount of fines, penalties, and compensation for damages as result of incidents of discrimination, including harassment and complaints filed	3.4.1.5	USD	0
	S1-17	Number of complaints filed to National Contact Points for OECD Multinational Enterprises	N/A		
	S1-17	Number of severe human rights issues and incidents connected to own workforce	3.4.1.5	Number	0

DR title	DR	Metric	Section	Unit	2025
	S1-17	Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	3.4.1.5	Number	0
	S1-17	Amount of fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	3.4.1.5	USD	0

3.5.3.6 S2-Workers in the value chain

DR title	DR	Metric	Section	Unit	2025
Action on material impacts on value chain workers	S2-4	Number of severe human rights issues and incidents reported and connected to its upstream and downstream value chain	3.4.2.10	Number	0

3.5.3.7 G1-Business Conduct

DR title	DR	Metric	Section	Unit	2025
Prevention and detection of corruption and bribery	G1-3	Percentage of functions-at-risk covered by training programs	3.4.1.3	Percentage	95.2%
Incidents of corruption or bribery	G1-4	Number of convictions for violation of anti-corruption and anti-bribery laws	3.4.1.4	Number	0
	G1-4	Amount of fines for violation of anti-corruption and anti-bribery laws	3.4.1.4	USD	0
Political influence and lobbying activities	G1-5	Financial political contributions made	3.4.1.6	USD	0
	G1-5	In-kind political contributions made	3.4.1.6	USD	0
Payment practices	G1-6	Average delay between payment date and invoice date weighted by total quantity of invoices	3.4.2.9	Number of days	36
	G1-6	Percentage of payments aligned with due date	3.4.2.9	Percentage	79%
	G1-6	Number of outstanding legal proceedings for late payments	3.4.2.9	Number	0











3.5.4 EMISSION FACTORS











GHG Category	Type of data	Unit	Emission factor	Source
1-1 Direct emissions from stationary combustion	Physical data	kWh	Natural gas, Europe Natural gas – 2022 (average consumption mix), France	Carbon Base v23.0
1-2 Direct emissions from mobile combustion	Physical data	Liters, Km	Petrol (E10) France Diesel fuel (B7) France Car gasoline engine or diesel engine or average engine size 2018 France	Carbon base v23.0
1-4 Fugitive emissions	Physical data	Kg	Refrigerant gases - Factory cooling R407c, R22, R410a, R513a R134A air conditioning gas (leak / maintenance & charge) R449 refrigerant fluid for climatic chambers and refrigeration units R452A refrigerant fluid for climatic chambers and refrigeration units refrigerant climate chamber and cooling unit R454B refrigerant climate chamber and cooling unit R23 refrigerant climate chamber and cooling unit R404a refrigerant climate chamber R407C Refrigerant Gases - Factory Cooling	Carbon base v23.0 Kyoto halocarbon emissions Carbon base v23.0 Non-Kyoto gas emissions Fritec Umweltbundesamt Deutschland, 2019, PRG100 GIEC 4th report 2019-fluorinated-gas-observatory-data-2018
2-1 Purchased electricity	Physical data	kWh	Generation factor per country (location based)	Carbon Footprint Ltd – June 2025 – Country specific Electricity Grid GHG emission factors
2-2 Purchased heat	Physical data	kWh	Steam from coal/anthracite (mix of combustion technologies and flue gas cleaning at boiler outlet > 50MW) China, Asia, using a conversion factor of 3,6 MJoules per kWh	Footprint Base
3-1 Purchased goods and services	Physical data	Kg m ² .year m m ² Go Nights Meals KgCO ₂ Units	Metals, Plastics, Glass, Paper, Cardboard, Chemicals, Printed Circuit Boards SSD hard drives Electric cables in length Hotel room per night Technical maintenance and building (equipment and security). Average meals, mainland France Viridien usage MS 3656 cloud & Azure Computer servers, world	Carbon Base v23.0 Footprint Base GreenIT Eco Invent BEIS OID

GHG Category	Type of data	Unit	Emission factor	Source
3-1 Purchased goods and services	Monetary Data	k€ k\$	Insurance, banking services, advice and fees Construction Mail Transport storage and auxiliary services Electronic Equipment Accommodation and catering Machines and equipment Buildings & maintenance Metals (aluminum, copper, steel, etc.) R&D Furniture and other manufactured goods Stationaries Repair and installation of machinery and equipment Digital services Telecommunication Road Transport Other services for companies Subcontracted Services	Carbon Base v23.0 Exiobase GHG Protocol Quantis CDP GES1point5
3-2 Capital Goods	Physical Data	m ² Units	Buildings, area-based method Vehicles, tools & machines, method by weight IT equipment, unit method	Carbon Base v23.0
3-2 Capital Goods	Monetary Data	k€ k\$	Tools and Machinery – Construction Tools and Machinery – Electronic Equipment Tools and Machinery – machinery & Equipment Tools and Machinery – Transport Equipment Tools and Machinery – Furniture & Other manufactured goods Tools and Machinery – Repair & Installation of machinery and Equipment Tools and Machinery – Telecom IT Equipment, price method	Carbon Base v23.0 Exiobase GES1point5 ADEME
3-3 Fuel and related activities (not accounted in scope 1 and 2)	Physical Data	kWh	Transmission & Distribution factor per country (location & market based)	Carbon Footprint Ltd – June 2025 – Country specific Electricity Grid GHG
3-4 Upstream Transportation and Distribution	Monetary Data	k€ k\$	Freight for Supplies	Carbon Base v23.0
3-4 Upstream Transportation and Distribution	Physical Data	ton.km liters	Air, sea and road transport MDO (Marine Diesel Oil) (ISO 8217 classes DMX à DMC) Aviation Fuel (Jet A1)	Carbon Base v23.0

GHG Category	Type of data	Unit	Emission factor	Source
3-5 Waste Generated in Operations	Physical Data	ton	Hazardous waste Packaging & plastic waste Organic & household waste Batteries Construction waste (metals)	Carbon Base v23.0
3-6 Business Travel	Monetary Data	k€ k\$	Payment for transportation (taxi, metro, bus, Uber) Excluding rental Business travel rentals	Carbon Base v23.0 Exiobase
3-6 Business Travel	Physical Data	passenger. km km liters	Air, Rail Long-haul passenger aircraft with contrails Mainline train – 2019 Petrol (E10) France	Carbon Base v23.0 Exiobase ADEME
3-7 Employee Commuting	Physical Data	passenger. km km Headcount	Car gasoline engine or diesel engine or average engine size 2018 France Mainline train – 2019 RER-Metro - 2019 - Ile de France, mainland France Urban public transportation Medium-sized bus - urban area with over 250,000 inhabitants, mainland France Moped - mixed - 2018, mainland France Electrically assisted bicycle, mainland France,	Carbon Base v23.0 Labo1.5 GHG Protocol Quantis ADEME The Shift Project
3-8 Upstream leased assets				
3-9 Downstream transportation	Physical Data	ton.km	Cargo plane, 26 to >100 tons, 500 - 1000 – 3500 km, with trails, mainland France, Container ships, Dry, average value, mainland France Truck 7.5 to 12 T, road diesel, CNG, mainland France	Carbon Base v23.0
3-10 Processing of sold products				
3-11 Use of sold products	Estimates	kWh Kg liters	Electricity purchased, average per country, USA, France MDO (Marine Diesel Oil) (ISO 8217 classes DMX à DMC) Heavy fuel oil (commercial), Europe Diesel fuel (B7) France	Carbon Base v23.0
3-12 End of life treatment of sold products	Estimates	Ton	Hazardous waste Packaging & plastic waste Batteries Construction waste (metals)	Carbon Base v23.0
3-13 Downstream leased assets				
3-14 Franchises				
3-15 Investments				

3.5.5 CROSS-REFERENCE TABLE GLOBAL COMPACT, SDG, GRI, OECD

Items	Sub-items	Chap.	OECD	Global Compact	GRI	SDG
BUSINESS MODEL	Group presentation	1.1.2			GRI 2	
SOCIAL ISSUES	Talent attraction and retention	3.3.3				  
	Inclusion, Diversity and Equity	3.3.4	II: General principles V: Employment and Industrial Relations V-1-a&b V-5	1: Promote and respect the protection of international human rights law 2: Be careful not to be complicit in human rights violations 6: Contribute to the elimination of all discrimination in employment and occupation	GRI 405	 
	Health, safety and security of staff and sub-contractors	3.3.2	VI: Environment VI-7 VI-8	1: Promote and respect the protection of international human rights law 2: Be careful not to be complicit in human rights violations	GRI 403	 
GOVERNANCE AND SOCIETAL ISSUES	Business ethics	3.4.1	II-General principles IV: Human rights IV-1 IV-4&5 IV-38 V: Employment and Industrial Relations V-1-a V-1-e V-2 V-4 VII: Fight against corruption, solicitation of bribes and other forms of extortion	1: Promote and respect the protection of international human rights law 2: Be careful not to be complicit in human rights violations 3: Respect freedom of association and recognize the right to collective bargaining 4: Contribute to the elimination of all forms of forced or compulsory labor 5: Contribute to the effective abolition of child labor 6: Contribute to the elimination of all discrimination in employment and occupation 10: Act against corruption in its forms, including extortion and bribery	GRI 205 GRI 406	
	Responsible supply chain	3.4.2	II: General principles II-A12 II-A13 II-B2	8: To take initiatives aimed at promoting greater environmental responsibility.	GRI 204 GRI 308 GRI 414	
	Relationship with local communities	3.3.6	II: General principles II-A3		GRI 413	

Items	Sub-items	Chap.	OECD	Global Compact	GRI	SDG
	Intellectual property	3.4.3	IX: Science and technology IX-0			
	Security of information	3.4.4			GRI 418	
ENVIRONMENTAL ISSUES	Energy efficiency and carbon footprint	3.2.2	VI: Environment VI-0 VI-1 VI-6	7: Apply the precautionary approach to environmental issues 8: Take initiatives to promote greater environmental responsibility 9: Promote the development and diffusion of environmentally friendly technologies	GRI 302 GRI 305	 
						  
	Water and waste management	3.2.3 3.2.4	VI: Environment VI-0 VI-1	8: Take initiatives to promote greater environmental responsibility	GRI 306	  

3.6 Certification report on sustainability information and on the control of the disclosure requirements set out in Article 8 of Regulation (EU) 2020/852 for Viridien, for the year ended 31 December 2025

To the General Meeting,

This report is issued in our capacity as statutory auditors of Viridien. It covers the sustainability information and the information required under Article 8 of Regulation (EU) 2020/852 relating to the year ended 31 December 2025 and included in Chapter 3 of the Group Management Report (hereinafter the "Sustainability Statement").

Our procedures, which relate to this information, have been performed in an evolving context characterized by uncertainties regarding the interpretation of the laws and regulations, and the development of established practices.

Pursuant to Article L. 233-28-4 of the French Commercial Code, Viridien is required to include the above-mentioned information in a separate section of its Group Management Report.

This information enables an understanding of the impact of the activity of the Group on sustainability matters as well as the way in which these matters influence the development of the business of the group, its performance and position. Sustainability matters include environmental, social and governance matters.

Pursuant to Article L. 821-54 paragraph II of the aforementioned Code, our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

- compliance with the requirements set out in the sustainability reporting standards adopted by the European Commission pursuant to Article 29 b of Directive (EU) 2013/34 of the European Parliament and of the Council of 26 June 2013, as amended by Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for *European Sustainability Reporting Standards*) of the process implemented by Viridien to determine the information reported, including, where applicable, the obligation to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labor Code;
- compliance of the sustainability information included in the Sustainability Statement with the provisions of Article L. 233-28-4 of the French Commercial Code, including ESRS; and
- compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including independence, and quality control rules prescribed by the French Commercial Code.

It is also governed by the H2A guidelines on "*Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852*".

In the three separate sections of the report that follow, we present, for each of the sections of our engagement, the nature of the procedures that we carried out, the conclusions that we drew from these procedures and, in support of these conclusions, the elements to which we paid particular attention and the procedures that we carried out with regard to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken individually and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three sections of our engagement.

Finally, where deemed necessary to draw your attention to one or more disclosures of sustainability information provided by Viridien in the group management report, we have included an emphasis of matter paragraph hereafter.

Limits of our engagement

As the purpose of our engagement is to express limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.

This engagement does not provide guarantee regarding the viability or the quality of the management of Viridien, in particular it does not provide an assessment of the relevance of the choices made by Viridien in terms of action plans, targets, policies, scenario analyses and transition plans, which would go beyond compliance with the ESRS reporting requirements.

Furthermore, as forward-looking information is inherently uncertain, actual future outcomes may differ, sometimes significantly, from the forward-looking information presented in the group management report.

Our engagement does, however, allow us to express conclusions regarding the entity's process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Sustainability information and the information required under Article 8 of Regulation (EU) No 2020/852 may be subject to inherent uncertainty arising from the state of scientific knowledge and from the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates applied in preparing it and presented in the group management report.

Compliance with the requirements set out in the ESRS of the process implemented by Viridien to determine the information reported, including the obligation to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labor Code

Nature of procedures carried out

Our procedures consisted in verifying that:

- the process defined and implemented by Viridien, has enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify the material impacts, risks and opportunities, that lead to the publication of information disclosed in the Sustainability Statement, and
- the information provided on this process also complies with the ESRS.

Conclusion of the procedures carried out

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by Viridien with the ESRS.

Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided in section 3.1.4.1 "Introduction" of the Sustainability Statement, which describes the facts and circumstances that led Viridien to update its double materiality assessment process, as well as to the information presented in section 3.1.4.5 "Non-material environmental topics," which describes the facts and circumstances that led Viridien to consider ESRS E4 Biodiversity as non-material.

Elements that received particular attention

We set out below the elements that have been the subject of particular attention in relation to our assessment of the compliance with the ESRS of the process implemented by Viridien to determine the reported information.

The information relating to how the entity updates its double materiality assessment process is provided in section 3.1.4 "Double Materiality (ESRS 2)" of the Sustainability Statement, and in particular in point 3.1.4.1 "Introduction".

Through interviews with management and/or the individuals we deemed appropriate, and through inspection of the available documentation, we obtained an understanding of:

- the analyses carried out by the entity, in particular the assessment of the internal factors that led to the update of the double materiality assessment ("DMA") process;
- the changes made, in comparison with the prior reporting period, to the list of negative or positive impacts, risks and opportunities ("IRO"), whether actual or potential, identified by the entity, and the process implemented by the entity to assess impact materiality and financial materiality in order to determine the material information disclosed (including the setting of thresholds);
- changes in the decision-making process and, where applicable, internal control procedures implemented by the entity during the reporting period.

Based on our professional judgement, our procedures consisted primarily of:

- exercising professional skepticism regarding the documentation of the analyses carried out by the entity, as well as the approach taken to identify the internal and external factors to be considered;
- assessing the appropriateness of the internal and external factors considered by the entity with regard to our knowledge of the entity/the facts and circumstances specific to the entity;
- assessing the relevance of the significant changes made by the entity to the assessment of actual and potential impacts, risks and opportunities identified;
- assessing whether the relevant sector analyses and competitive benchmarks we deemed pertinent call into question the actual and potential impacts, risks, and opportunities identified by the entity;
- assessing the appropriateness of the description provided in this respect in section 3.1.4 "Double Materiality (ESRS 2)" of the Sustainability Statement.

Based on our professional judgment, our procedures also consisted of:

Concerning the identification of stakeholders

Information concerning the identification of stakeholders is provided in points 3.1.4.2 "Methodology" and 3.1.4.6 "Interest and Views of stakeholders" of the Sustainability Statement.

We interviewed management and inspected the available documentation. Our procedures consisted in assessing the consistency of the main stakeholders identified by the Group with the nature of its activities and geographic footprint, taking into account its business relationships and value chain.

Concerning the identification of impacts, risks and opportunities

Information relating to the identification of impacts, risks, and opportunities (IRO) is disclosed in points 3.1.4.2 "Methodology", 3.1.4.3 "Results", and 3.1.4.4 "Material Impacts, Risks and Opportunities (IROs)" of the Sustainability Statement.

We reviewed the process implemented by the entity for identifying actual or potential impacts (positive or negative), risks, and opportunities ("IRO") in connection with the sustainability matters referred to in paragraph AR 16 of the "Application Requirements" of ESRS 1. This notably includes the description of their distribution across the entity's own operations and value chain, and, where applicable, the stakeholder engagement carried out.

We also assessed the consistency of this analysis with our understanding of the entity.

We assessed the completeness of activities included within the scope used for identifying the IRO.

We assessed the consistency of the actual and potential IRO identified by the entity with our knowledge of the Group.

We reviewed the mapping prepared by the Group of the identified IRO, including their distribution across own operations and the value chain, as well as their time horizons (short, medium, or long term), and assessed the consistency of this mapping with our knowledge of the Group.

We also assessed the appropriateness of the disclosures provided in point 3.1.4.2 "Methodology" of the Sustainability Statement.

Concerning the assessment of impact materiality and financial materiality

Information relating to the assessment of impact materiality and financial materiality is provided in point 3.1.4.2 "Methodology" of the Sustainability Statement.

Through interviews with management and inspection of the available documentation, we reviewed the process implemented by the Group for assessing impact materiality and financial materiality and assessed its compliance with the criteria defined in ESRS 1. We notably assessed how Viridien established and applied the materiality criteria defined by ESRS 1, including the determination of thresholds, to identify the material information disclosed.

Compliance of the sustainability information included in chapter 3 of the group management report with the provisions of Article L. 233-28-4 of the French Commercial Code, including the ESRS

Nature of procedures carried out

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the disclosures provided enables an understanding of the general basis for the preparation and governance of the sustainability information included in the Sustainability Statement, including the basis for determining the information relating to the value chain and the exemptions from disclosures used;
- the presentation of this information ensures its readability and understandability;
- the scope determined by Viridien for this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, that this information does not contain any material errors, omissions or inconsistencies, i.e. that are likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in the Sustainability statement, with the provisions of Article L.233-28-4 of the French Commercial Code, including the ESRS.

Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided in points 3.1.1 "General basis for preparation of the Sustainability Statement (ESRS 2)", 3.2.2.4.3 "Scope 3", and 3.2.2.5 "Pathway to 2030" of the Sustainability Statement, which outline the context in which these

disclosures were prepared, the uncertainties stemming from limited hindsight on established practices or the lack of comparative data, the estimates and judgements that introduce a high level of uncertainty and limitations, as well as the challenges encountered in collecting value chain data relating to these disclosures.

Elements that received particular attention

Information disclosed under ESRS E1 – Climate Change

We set out below the elements that have been the subject of particular attention in relation with the compliance of the climate-related information (ESRS E1) disclosed in points 3.2.2.2 "Transition plan for climate change", 3.2.2.4.3 "Scope 3", and 3.2.2.4.4 "Gross Scopes 1, 2, 3 and total GHG emissions" of the Sustainability Statement.

Our procedures consisted primarily of:

- based on interviews with management and the relevant teams—particularly those responsible for the Group's carbon trajectory – whether the description of the entity's policies, actions, and targets covers the themes of climate change mitigation and adaptation;
- the appropriateness of the information presented in section 3.2.2 of the Sustainability Statement and its overall consistency with our understanding of the Group.

Regarding the greenhouse gas emissions disclosures:

- we assessed the consistency of the scope used for GHG emissions measurement with the scope of the consolidated financial statements, the activities under operational control, and the upstream and downstream value chain;
- we reviewed Viridien's GHG emissions inventory process and assessed its application, on a selection of emission categories and sites, for Scope 1 and Scope 2;
- regarding Scope 3 emissions, we assessed the information-gathering process and the assumptions and estimates used;
- we assessed the appropriateness of a selection of emission factors used and the related conversion calculations, as well as certain calculation assumptions, taking into account the inherent uncertainty arising from the state of scientific or economic knowledge and the quality of external data used;
- for physical data (such as energy consumption), we reconciled selected underlying data used to prepare GHG emissions with supporting documents;
- we verified the arithmetic accuracy of selected calculations used to establish these disclosures.

Regarding the climate change mitigation transition plan (Scope 3), our procedures mainly consisted in assessing whether the information disclosed under this plan meets the requirements of ESRS E1 and appropriately describes the key underlying assumptions of the plan. We note that we are not required to express an opinion on the relevance or ambition of the transition plan's targets.

Certification report on sustainability information and on the control of the disclosure requirements set out in Article 8 of Regulation (EU) 2020/852 for Viridien, for the year ended 31 December 2025

Compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852

Nature of procedures carried out

Our procedures consisted in verifying the process implemented by Viridien to determine the eligible and aligned nature of its activities.

They also involved verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involves checking:

- the compliance with the rules applicable to the presentation of this information to ensure that it is readable and understandable;
- on the basis of a selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e. information likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies relating to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Elements that received particular attention

We set out below the matters to which we paid particular attention with regard to compliance with the disclosure requirements laid down in Article 8 of Regulation (EU) 2020/852.

Concerning the alignment of eligible activities

Information on the alignment of activities is provided in section 3.2.1.3 "Eligibility and Alignment gap analysis methodology" of the Sustainability Statement. As part of our procedures, we notably analyzed, on a selection basis, the elements on which management relied when exercising its judgement to assess whether eligible economic activities met the cumulative conditions set out in the Taxonomy Framework necessary to qualify as aligned.

Key performance indicators and accompanying information

As part of our verification work, we notably assessed:

- the methodology used to calculate estimated data and the sources of information used in preparing these estimates, particularly with respect to the revenue allocation key applied by the company; and
- the consistency between the data used by the entity and the accounting data underlying the preparation of the financial statements.

Paris, 20 March 2026

BDO Paris

Audrey LEROY
Partner

Eric PICARLE
Partner

04 CORPORATE GOVERNANCE



4.1 GOVERNANCE BODIES	150	4.2 REMUNERATION	184
4.1.1 Governance structure	150	4.2.1 Remuneration policy for corporate officers (ex-ante)	184
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4.1.4 Regulated agreements and ordinary agreements	182		

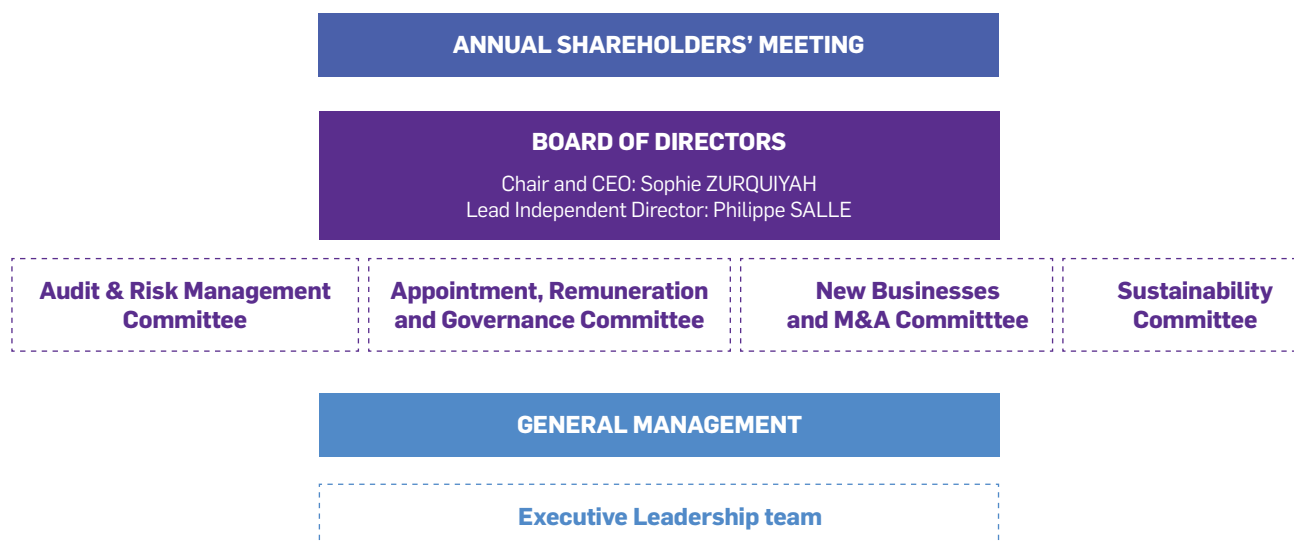
4.1 Governance bodies

This chapter includes in particular the elements constituting the report on corporate governance established by the Board of Directors at its meeting on February 26, 2026, following the recommendation of the Appointment, Remuneration and Governance Committee pursuant to Article L. 225-37 of the French Commercial Code. The sections of this report relating to the composition of the Board of Directors and the conditions for preparing and organizing its works have been prepared based on contributions from several functional departments of the

Company, in particular the Legal, Financial and Human Resources Departments.

For further information regarding the description of the main characteristics of the Company's internal control and risk management systems within the process of preparing financial information in accordance with Article L. 22-10-10 7° of the French Commercial Code, please refer to section 2.1 of this Document.

4.1.1 GOVERNANCE STRUCTURE



4.1.1.1 Code of Corporate Governance

In accordance with Article L. 22-10-10 of the French Commercial Code, the Company complies voluntarily with the AFEP-MEDEF Code of Corporate Governance for listed companies (the "AFEP-MEDEF Code") and applies all its recommendations. This Code is available on the websites of the AFEP (www.afep.com) and the MEDEF (www.medef.com).

4.1.1.2 Evolution of Corporate Governance

Since 2010, the Company has chosen the principle of separation of functions of Chair of the Board and Chief Executive Officer. This separation was introduced to ensure sustainable and agile governance, thereby safeguarding a balanced distribution of powers. This dissociated governance was maintained until April 30, 2025.

Temporary unification of the Chair and Chief Executive Officer's functions from April 30, 2025 and until June 3, 2026⁽¹⁾

Given the new responsibilities taken on by Philippe SALLE, at another publicly listed company in France, the Board of Directors of the Company decided at its meeting held on December 18, 2024 to implement the succession plan designed for the Chair of the Board of Directors. Accordingly Sophie ZURQUIYAH, Chief Executive Officer and Director since 2018, was appointed for a transitional period, as Chair and Chief Executive Officer ("CEO"). This unified governance has been effective since April 30, 2025 and will remain in place until June 3, 2026, date of the Annual General Meeting called, notably, to approve the financial statements for the fiscal year ended December 31, 2025. To preserve the balance of power, the Board of Directors has decided to appoint Philippe SALLE as Lead Independent Director and Vice-Chairman of the Board.

For more information on the role of the CEO, see section 4.1.2.1, and on the Chair and Lead Independent Director, see section 4.1.3.3. of this Document.

(1) Cf. press release dated December 18, 2024.

Dissociation of functions of Chair and Chief Executive Officer starting June 3, 2026⁽¹⁾

In line with its commitment, the Board has decided to reinstate a dissociated governance as from June 3, 2026, which remains its preferred governance model.

Therefore Sophie ZURQUIYAH will retain the Chair of the Board and will step down from her executive functions, subject to the renewal of her term of office as Director at the 2026 Annual General Meeting.

Henning BERG⁽²⁾ will become Chief Executive Officer as from June 3, 2026, in accordance with the recommendation of the Appointment, Remuneration and Governance Committee and following a rigorous selection process⁽³⁾. His appointment as Director will also be submitted for shareholder approval at the 2026 Annual General Meeting⁽⁴⁾.

Maintaining Sophie ZURQUIYAH as Chair of the Board will ensure strategic continuity and the Group's long-term vision, while supporting a smooth transition with Henning BERG.

4.1.2 GENERAL MANAGEMENT

4.1.2.1 Chief Executive Officer

a) Appointment

In accordance with Article 10 of the articles of association, the Board of Directors appoints the Chief Executive Officer, sets his/her term of office, and determines his/her compensation. The Chief Executive Officer may be revoked at any time by the Board of Directors. The functions of Chief Executive Officer end no later than the end of the Ordinary General Meeting following the date on which he/she reaches the age of 65. However, the Board of Directors may extend the term of the Chief Executive Officer beyond this limit, on one or more occasions, for a total period which may not exceed three years.

The Board of Directors held on March 23, 2018 appointed Sophie ZURQUIYAH as Chief Executive Officer, effective as of April 26, 2018. She was renewed in her functions by the Board following the General Meeting of May 5, 2022 for a period of four years, i.e. until the Ordinary General Meeting called to approve the financial statements for the financial year ending December 31, 2025.

b) Cumulative mandates

Sophie ZURQUIYAH combines her term of office as Chief Executive Officer with that of Director of the Company for concurrent four-year terms expiring at the end of the Ordinary General Meeting called to approve the financial statements for the financial year ending December 31, 2025. From April 30, 2025 and until June 3, 2026 she temporarily assumes the position of Chair of the Board in addition to her term of office as Chief Executive Officer.

In accordance with Article L. 225-54-1 of the French Commercial Code, Sophie ZURQUIYAH does not hold any other office as Chief Executive Officer within a public limited company having its registered office in France. She also holds another directorship in another listed company.

For more details see section 4.1.3.1.g) of this Document.

c) Powers and limitations

The Chief Executive Officer is granted the broadest powers to act on behalf of the Company in any circumstances within the limit of the corporate object and subject to the powers allocated expressly by applicable laws to the Company's General Meeting or Board of Directors, and to the corporate governance rules applicable to the Company. He/She represents the Company vis-à-vis third parties. He/She is responsible for the financial information released by the Company and presents, on a regular basis, the Group's results and prospects to the shareholders and the financial market. He/She reports on significant events for the Group's business to the Board.

The Internal Rules and Regulations of the Board of Directors (hereafter the "Internal Rules and Regulations") which are available on the Company's website (www.viridiengroup.com) provide certain limits to the powers of the Chief Executive Officer. In particular, the prior authorization of the Board of Directors is required for any transaction that impacts significantly the Group's strategy, such as in particular the completion of external growth operations, partnerships, divestitures or strategic investments above the threshold of US\$10 million (*for more information on the missions of the Board of Directors, see section 4.1.3.4.a) of this Document*).

(1) Cf. press release dated November 19, 2025.

(2) The curriculum vitae of Henning BERG is presented in section 4.1.3.1.g) of this Document.

(3) For more information on the selection procedure of the Chief Executive Officer, see section 4.1.3.1.f) of this Document.

(4) Cf. press release dated November 19, 2025.

4.1.2.2 Executive Leadership team

The Chair and Chief Executive Officer is supported by an Executive Leadership team which she chairs. It meets at least once a month and as often required to serve the Company's interests, for the analysis and general conduct of the Group's business.

The Chair and Chief Executive Officer is the only corporate officer (*mandataire social*) member of the Executive Leadership team.

Composition of the Executive Leadership team as of the date of this Document

Sophie ZURQUIYAH	Chair and Chief Executive Officer ^(a)
Henning BERG	Chief Operating Officer ^(b)
Jérôme SERVE	Chief Financial Officer
Jérôme DENIGOT	Head of Sensing & Monitoring
Dechun LIN	Head of Earth Data
Peter WHITING	Head of Geoscience
Chris PAGE	Head of New Businesses Development
Anil VATTALAI	Head of HPC & Cloud Solutions
Eduardo COUTINHO	Chief Legal Officer
Hovey COX	Chief Marketing Officer
Emma MULLER	Chief Human Resources Officer
Emmanuel ODIN	Chief Sustainability Officer

(a) Sophie ZURQUIYAH will be Chair and Chief Executive Officer until June 3, 2026. After this date, she will be Chair of the Board of Directors, while Henning BERG will be appointed Chief Executive Officer and will replace Sophie ZURQUIYAH in the Executive Leadership Team (see evolution of corporate governance as presented in section 4.1.1.2. of this Document).

(b) Henning BERG was appointed Chief Operating Officer effective March 3, 2026 up until June 3, 2026, when he will assume the position of Chief Executive Officer.



From left to right:

Top row: Hovey COX, Eduardo COUTINHO, Dechun LIN, Peter WHITING, Jérôme SERVE, Jérôme DENIGOT.

Bottom row: Emmanuel ODIN, Anil VATTALAI, Sophie ZURQUIYAH, Chris PAGE, Emma MULLER.

4.1.3 BOARD OF DIRECTORS⁽¹⁾

4.1.3.1 Composition of the Board of Directors and its Committees

In accordance with Article 8 of the articles of association, the Company is administered by a Board of Directors composed of at least six members and at most fifteen members, unless there is a decision to raise this maximum to a higher figure in the event of a merger. The Directors are appointed for a term of four years by the Ordinary General Meeting, upon proposal from the Board of

Directors following the recommendation of the Appointment, Remuneration and Governance Committee. They can be dismissed at any time by decision of the Ordinary General Meeting.






































As of the date of this Document, the Board of Directors is composed of eight Directors.



From left to right : Anne-France LACLIDE-DROUIN, Mario RUSCEV, Colette LEWINER, Michael DALY, Sophie ZURQUIYAH, Philippe SALLE, Amélie OYARZABAL, Olivier JOUVE.

(1) This section allows to respond to the data point ESRS2 GOV-1, paragraph 19.

a) Overview of the composition of the Board of Directors and its Committees as of the date of this Document

	NATIONALITY	INDEPENDENT	GENDER	AGE	DATE OF FIRST APPOINTMENT	DATE OF THE LAST RENEWAL	DATE OF EXPIRY OF TERM OF OFFICE	NUMBER OF YEARS AS DIRECTOR	NUMBER OF SHARES	NUMBER OF TERM OF OFFICES IN LISTED COMPANIES (excl. Viridien)	COMMITTEES			
											AUDIT & RISK MANAGEMENT	APPOINTMENT REMUNERATION & GOV.	NEW BUSINESSES AND M&A	SUSTAINABILITY
 Sophie ZURQUIYAH ^(a) <i>Chair and CEO</i>			F	59	2018	2022	GM 2026	8	8 592	1				
 Philippe SALLE <i>Vice-Chairman Lead Independent Director</i>			M	60	2018	2025	GM 2029	8	2 830	1				
 Michael DALY			M	72	2015	2025	GM 2029	11	345	0				
 Olivier JOUVE			M	60	2024	n.a	GM 2028	2	850 ADR	0				
 Anne-France LACLIDE-DROUIN			F	58	2017	2025	GM 2029	9	225	0				
 Colette LEWINER			F	80	2018	2023	GM 2027	8	500	1				
 Amélie OYARZABAL			F	58	2024	n.a	GM 2028	1	750	0				
 Mario RUSCEV			M	69	2018	2023	GM 2027	8	201 ADR	0				

(a) Director whose term is proposed for renewal at the 2026 General Meeting.

 Chair  Member

b) Changes in the composition of the Board of Directors and its Committees in 2025

The changes in the composition of the Board of Directors and its Committees that occurred in 2025 are presented in the following table:

	Date	Departure	Appointment	Renewal as director
Board of Directors	April 30, 2025 ^(a)	Patrick CHOUPIN	n.a.	n.a.
	April 30, 2025 ^(b)	n.a.	n.a.	Philippe SALLE
	April 30, 2025 ^(b)	n.a.	n.a.	Michael DALY
	April 30, 2025 ^(b)	n.a.	n.a.	Anne-France LACLIDE-DROUIN
	April 30, 2025 ^(b)	n.a.	Amélie OYARZABAL ^(c)	n.a.
	April 30, 2025 ^(b)	Philippe SALLE (as Chair of the Board)	Sophie ZURQUIYAH (as Chair of the Board in addition to her duties as Chief Executive Officer) ^(e)	n.a.
	April 30, 2025 ^(b)	n.a.	Philippe SALLE (Vice President and Lead Independent Director)	n.a.
New Businesses and M&A Committee	April 30, 2025 ^(b)	Sophie ZURQUIYAH (Interim Chair)	Michael DALY (Chair) ^(d)	n.a.
Sustainability Committee	April 30, 2025 ^(b)	Michael DALY (Chair) ^(e)	Philippe SALLE (Chair) ^(f)	n.a.

(a) Director representing the employees whose term of office expired at the end of the Annual General Meeting held on April 30, 2025.

(b) Cf. press release dated April 30, 2025.

(c) Amélie OYARZABAL was co-opted as a director by the Board of Directors at its meeting on October 31, 2024, in replacement of Helen LEE BOUYGUES, who had resigned. This provisional appointment was ratified by the Annual General Meeting on April 30, 2025.

(d) Sophie ZURQUIYAH, Chief Executive Officer, has been temporarily appointed as Chair of the Board of Directors, replacing Philippe SALLE. Since that date, she has served as both Chair of the Board of Directors and Chief Executive Officer of the Company.

(e) Michael DALY took over the Chair of the New Business and M&A Committee, of which he was already a member.

(f) Philippe SALLE took over the Chair of the Sustainability Committee, replacing Michael DALY, who remains a member of this Committee.

c) Independent Directors

In accordance with the recommendations of the AFEP-MEDEF Code (Article 10), the qualification of the Directors as independent is reviewed every year by the Appointment, Remuneration and Governance Committee and decided by the Board of Directors.

The Board of Directors considers that a Director is independent when he has no relationship of any kind whatsoever with the Company, its group or its management that may impair his freedom of judgment. It therefore assesses the individual situation of each Director on an annual basis based on the following criteria as defined by the AFEP-MEDEF Code:

Criterion no. 1	Not being and not having been within the previous five years (i) an employee or executive officer of the Company (ii) an employee, executive officer or Director of a company consolidated within the Company, or (iii) an employee, executive officer or Director of the Company's parent company, or a company consolidated within this parent company.
Criterion no. 2	Not being an executive officer of a company in which the corporation holds a directorship, directly or indirectly, or in which an employee appointed as such or an executive officer of the Company (currently in office or having held such office within the last five years) holds a directorship.
Criterion no. 3	Not being a customer, supplier, commercial banker, investment banker or consultant (or being linked directly or indirectly to these persons), that is significant to the Company or its group, or for which the Company or its group represents a significant portion of its activities.
Criterion no. 4	Not being related by close family ties to a company officer.
Criterion no. 5	Not having been an auditor of the Company within the previous five years.
Criterion no. 6	Not having been a Director of the Company for more than twelve years.
Criterion no. 7	For Non-Executive Directors: not receiving variable compensation in cash or in the form of securities or any compensation linked to the performance of the Company or its group.
Criterion no. 8	For Directors representing major shareholders of the Company or its parent company: they may be considered independent, provided these shareholders do not take part in the control of the corporation. Nevertheless, beyond a 10% threshold in capital or voting rights, the Board of Directors, upon a report from the Nominations Committee, should systematically review the qualification of a Director as independent in the light of the make-up of the Company's capital and the existence of a potential conflict of interest.

Upon recommendation of the Appointment, Remuneration and Governance Committee, the Board of Directors, at its meeting of February 26, 2026, decided to qualify as independent, based on the criteria set by the AFEP-MEDEF Code above, seven Directors out of the eight Directors appointed by the General Meeting, i.e. an independence rate of 87.5%. It should be noted that in companies with dispersed capital and without controlling shareholders

– which is the case of Viridien – the AFEP-MEDEF Code recommends compliance with the rule of at least 50% of Independent Directors. The following Directors were therefore considered to be independent: Philippe SALLE, Michael DALY, Olivier JOUVE, Anne-France LACLIDE-DROUIN, Colette LEWINER, Amélie OYARZABAL and Mario RUSCEV.

Name of the Director	Criterion no. 1	Criterion no. 2	Criterion no. 3	Criterion no. 4	Criterion no. 5	Criterion no. 6	Criterion no. 7	Criterion no. 8	Qualification of independence established by the Board of Directors
Sophie ZURQUIYAH	X	✓	✓	✓	✓	✓	n.a.	n.a.	X
Philippe SALLE	✓	✓	✓	✓	✓	✓	✓	n.a.	✓
Michael DALY	✓	✓	✓	✓	✓	✓	✓	n.a.	✓
Olivier JOUVE	✓	✓	✓	✓	✓	✓	✓	n.a.	✓
Anne-France LACLIDE-DROUIN	✓	✓	✓	✓	✓	✓	✓	n.a.	✓
Colette LEWINER	✓	✓	✓	✓	✓	✓	✓	n.a.	✓
Amélie OYARZABAL	✓	✓	✓	✓	✓	✓	✓	n.a.	✓
Mario RUSCEV	✓	✓	✓	✓	✓	✓	✓	n.a.	✓

Concerning in particular criterion 3 defined by the AFEP-MEDEF Code, the Board of Directors ensured that none of the Directors likely to be considered as independent was related directly or indirectly to a customer, supplier, commercial banker, investment banker or consultant that is significant to the Company or the Group.

To this end, during its meeting on February 25, 2026, the Appointment, Remuneration and Governance Committee conducted a case-by-case assessment. It relied on multiple criteria (quantitative and qualitative) in order to identify whether or not there was any business relationship between the Group companies and companies at which certain Directors hold operational functions or directorships, and if so, to determine the level of materiality of such relationship:

- direct involvement of the Director in the business relationship;
- duration and continuity of the business relationship;
- turnover triggered by the business relationship, economic dependence or exclusivity;
- application of normal market conditions to the business relationship.

The Committee concluded there were no significant business relationships for Philippe SALLE, Michael DALY, Olivier JOUVE, Anne-France LACLIDE-DROUIN, Colette LEWINER, Amélie OYARZABAL and Mario RUSCEV likely to impact their independence (see their detailed biographies under section 4.1.3.1.g) of this Document).

d) Diversity objectives within the Board of Directors

The Board of Directors considers that diversity of its membership is key to ensure a good performance. That is the reason why the Board has set composition targets and, to this end, applies diversity criteria in terms of gender, age, independence, nationalities and skills, as described below, in particular in the selection process for new Directors. In accordance with recommendation 7.2 of the AFEP-MEDEF Code, it is hereby specified that these targets aim to ensure that the Directors' areas of expertise are complementary, their backgrounds and nationalities are diverse, as well as a balanced representation of women and men on the Board.

These criteria are reviewed each time a new candidate is proposed to be elected as a Board member.

Details on education, directorships, professional experiences and information about the age and nationality of each Director are presented in section 4.1.3.1.g) of this Document.

The gender diversity policy adopted by the Board of Directors for the Group, applicable in particular (i) to the members of the Board of Directors in accordance with the recommendation of Article 7.2 of the AFEP-MEDEF Code and (ii) to management bodies in accordance with the recommendation of Article 8.2 of the AFEP-MEDEF Code, is set out in section 3.3.4.5 of this Document.

The table below sets out the existing diversity within the Board of Directors in accordance with the policy presented above.

DIVERSITY WITHIN THE BOARD OF DIRECTORS AS OF DECEMBER 31, 2025

8 members

PARITY	INDEPENDENT DIRECTOR	DIRECTOR REPRESENTING THE EMPLOYEES	NATIONALITIES ^(b)	AVERAGE AGE	AVERAGE TENURE ON THE BOARD
50% of women ^(a)	87.5%	0	3	64 years	7 years

(a) in accordance with Article L.225-18-1 of the French Commercial Code.

(b) USA, France and United Kingdom.

Global and individual skills⁽¹⁾

The Board relies on a wide variety of skills and a deep expertise in key areas of the Company's current and future activities. The table below presents the global and individual skills for each Director.

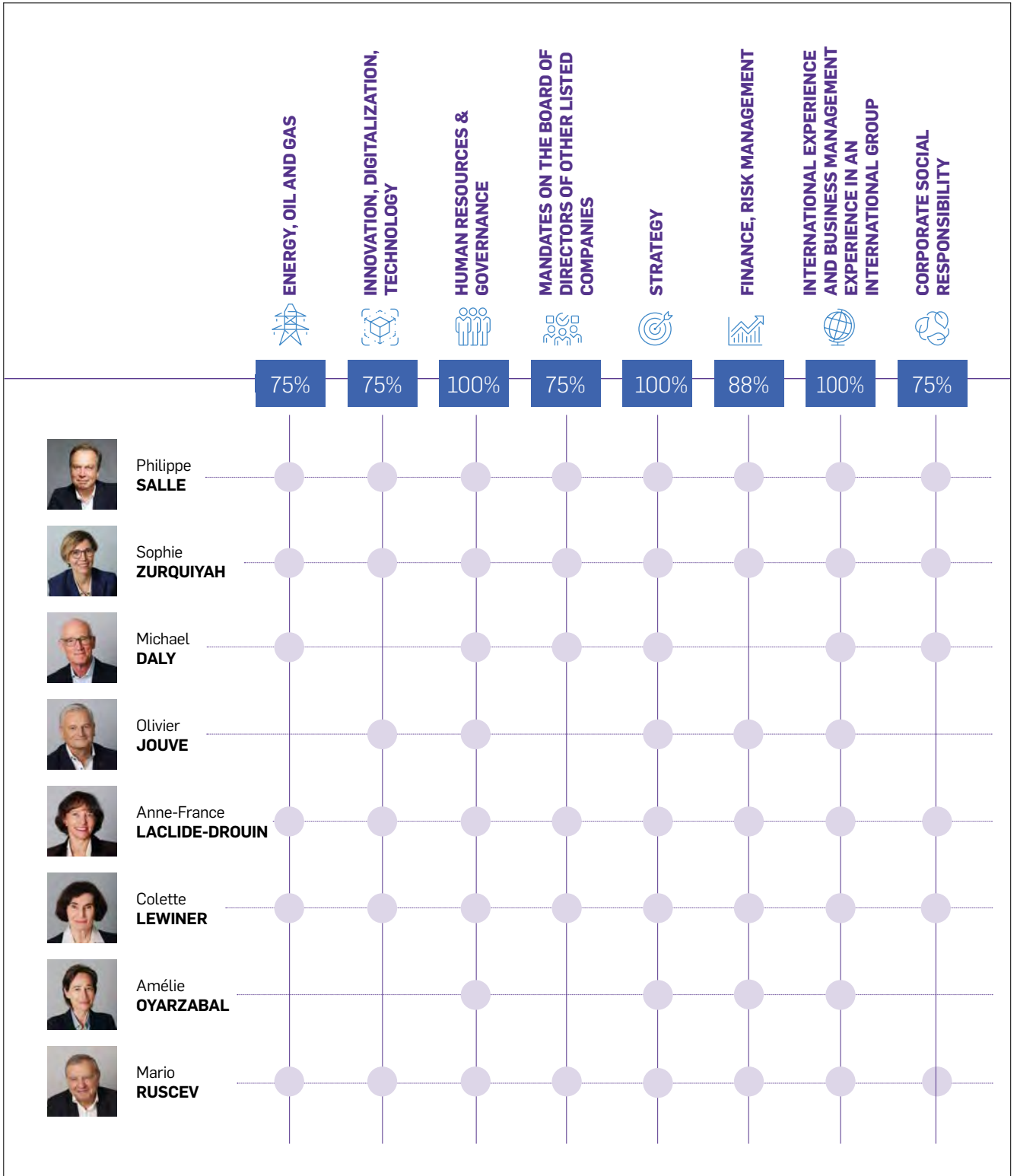
Skills	Definition
Energy, oil and gas	Experience in the energy, oil, and gas sectors, with a deep understanding of the operational, economic, environmental, and geopolitical factors that shape the energy sector.
Innovation, digitalization, technology	Experience in driving technological innovation, digital transformation, and IT advancements. Skilled at leveraging new technologies and digitalization to develop innovative products and services, and enhance overall business efficiency.
Human Resources & Governance	Experience in human resources and establishing effective governance frameworks to drive organizational efficiency and success.
Mandates on the Board of Directors of other listed companies	Experience as a Board member in other listed companies (in France and abroad) beyond Viridien.
Strategy	Ability to develop, implement, and evaluate strategies to achieve a company's objectives, taking into account the external environment and internal resources.
Finance, risk management	Extensive experience in corporate finance, including risk management, financial planning, investment management, and financial decision-making.
International experience and business management experience in an international group	Experience in executive and management positions within an international group, involving strategic and operational decision-making as well as experience working in multicultural and global environments.
Corporate Social Responsibility	Awareness and commitment to the principles of corporate social responsibility, including environmental sustainability, social responsibility, and ethical governance.

(1) This section allows to respond to the data points ERS2 GOV-1, paragraphs 21c and 23a.

04

CORPORATE GOVERNANCE

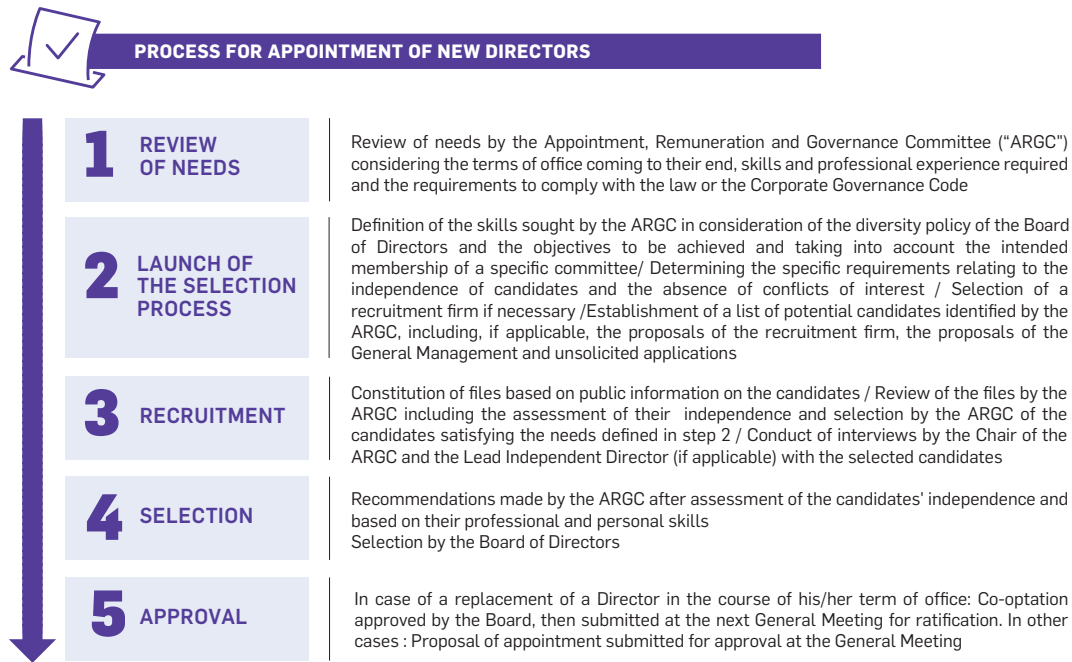
Governance bodies



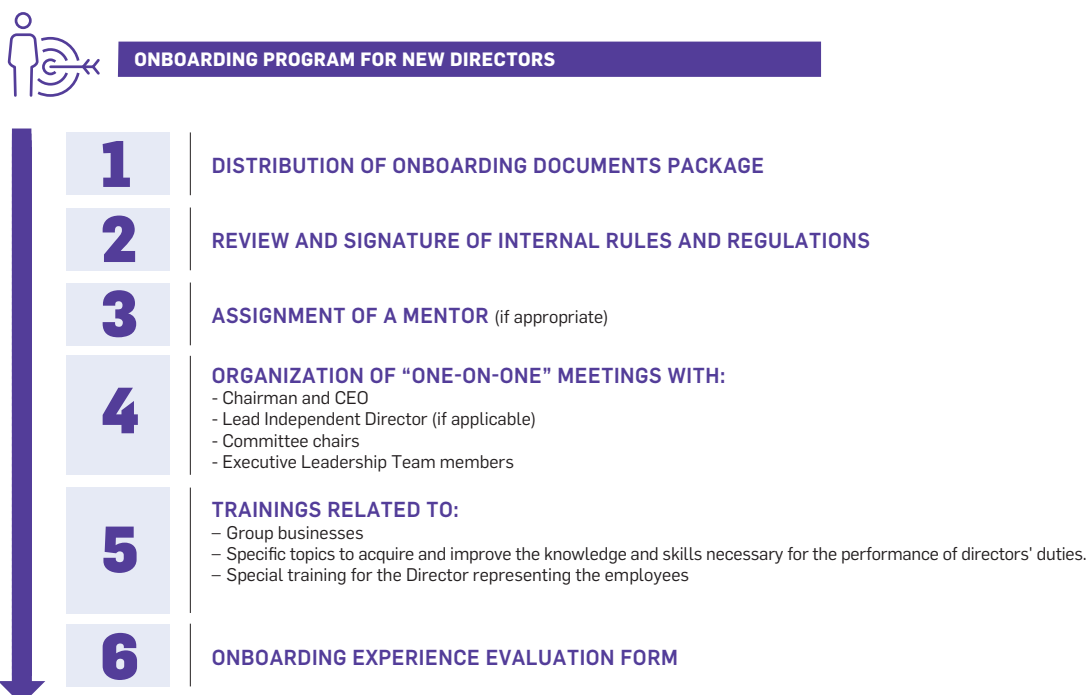
e) Process for appointment of new Directors and onboarding program

The Board of Directors refers to the recommendation of the Appointment, Remuneration and Governance Committee to propose to the General Meeting the appointment of new Directors or renewal of existing ones (except, where applicable, the Director representing the employees, appointed by the Group Committee pursuant to the provisions of Article 8 of the articles of association). The process to appoint new Directors is described below and has been incorporated into the Board of Directors' Internal Rules and Regulations.

In 2025, this process was also used as a reference for the selection of the new Chief Executive Officer, whose appointment as Director will also be submitted for shareholders' approval at the 2026 General Meeting. However, the process was adapted, due to the specific nature of the position to be filled, as its primary objective was to identify a candidate for the position of Chief Executive Officer (*For further information on the CEO succession plan, see section 4.1.3.1.f) of this Document*).



In addition, an integration program to facilitate the onboarding for new Directors is implemented and included in the annex of the Board of Directors' Internal Rules and Regulations.



f) Succession plan for corporate officers and Executive Leadership Team

The Company has implemented a succession plan for the Chair of the Board of Directors, its Chief Executive Officer, and the members of its Executive Leadership team.

The succession plan for the Chair of the Board of Directors follows the procedure for selecting new Directors as outlined in section 4.1.3.1.e) above. It should be noted that, the Chair may only be a physical person who is a member of the Board of Directors (article 9 of the Articles of Association).

During the meeting held on February 26, 2026, the Board of Directors approved, upon recommendation of the Appointment, Remuneration and Governance Committee, a short- or medium-term succession plan in the event the Chair of the Board position becomes vacant. Accordingly, should the Chair be unable to perform their duties, whether temporarily or permanently, the Chair of the Board shall be assumed on an interim basis by the Lead Director or, failing that, by the Chair of the Appointment, Remuneration and Governance Committee.

The succession plan for the Chief Executive Officer, which is not subject to the requirement of combining the role with that of a Director, may differ in certain aspects from the procedure for selecting Directors⁽¹⁾.

In addition to the possibility that the Chair of the Board may temporarily also hold the position of Chief Executive Officer⁽²⁾, the Appointment, Remuneration and Governance Committee may rely on the internal talent identification process (People Review) to organize succession planning for the Group's key positions, including that of Chief Executive Officer. This system constitutes a pool of experienced internal candidates who are likely to take on the role of future leaders. This internal succession plan would be intended to be implemented in the event of a vacancy in the Chief Executive Officer position. It is developed and revised regularly under the responsibility of the Chief Human Resources Officer, in consultation with all segments and the Chief Executive Officer, and is presented annually to the Appointment, Remuneration and Governance Committee.

In the occasion of a planned vacancy, arising from the expiry of the Chief Executive Officer's term of office, and if the Committee does not identify suitable internal profiles for the position of Chief Executive Officer, it may use external firms to launch a recruitment process.

In all cases, the current Chief Executive Officer is consulted and provides an opinion on the planning of his/her own succession, without however directing the process, which remains the primary responsibility of the Committee, led by its Chair, in close collaboration with the Lead Independent Director.

Thus, in 2025, under the leadership of Colette LEWINER, Chair of the Appointment, Remuneration and Governance Committee, and in coordination with Philippe SALLE, Lead Independent Director, the work of the Appointment, Remuneration and Governance Committee focused primarily on organizing the succession of the corporate officers. In addition to the meetings already scheduled in the calendar, the Appointment, Remuneration and Governance Committee convened two extraordinary meetings, held on July 29, 2025 and October 28, 2025. In particular, the Committee members (i) engaged an external executive search firm, (ii) defined candidate profiles and the expertise sought, (iii) determined the components of the corporate officers' remuneration based on market benchmarks, and (iv) interviewed candidates who had been pre-selected by the Chair of the Committee and the Lead Independent Director following individual interviews.

The latest annual review of the Chief Executive Officer succession plan by the Board of Directors took place on December 17, 2025, during the executive session (held in the absence of the Chair and Chief Executive Officer).

The succession plan of the members of the Executive Leadership team relies primarily on the internal talent identification process (People Review), which safeguards the preservation of know-how and technical expertise and, thus, ensures continuity of operations. If the Committee does not identify suitable internal profiles, it may use external independent firms to launch a recruitment process. This plan is annually reviewed by the Appointment, Remuneration and Governance Committee, its latest review dating from December 15, 2025, and then presented at the Board of Directors on December 17, 2025.

Finally, a mechanism to **prevent conflicts of interest** in the context of establishing the succession plan for executive corporate officers has been implemented through the following measures:

- the annual organization of executive sessions in the absence of the concerned corporate officer, allowing for discussion of questions related to his/her performance and succession;
- the independence of the Appointment, Remuneration and Governance Committee, which is exclusively composed of Independent Directors;
- the active collaboration between the Chair of the Appointment, Remuneration and Governance Committee and the Lead Independent Director, ensuring a balance and separation of powers.

(1) See section 4.1.3.1.e) above.

(2) See section 4.1.1.2 on the temporary unification of the Chair and CEO functions from April 30, 2025 and until June 3, 2026.

g) Individual information on Directors in office during the 2025 fiscal year and candidate to the Board

**Sophie ZURQUIYAH****Director and Chief Executive Officer** until April 30, 2025**Chair and Chief Executive Officer** since April 30, 2025As from June 3, 2026: **Chair of the Board of Directors****Age:** 59**Nationality:** American and French**Address:** Viridien, 27 avenue Carnot
91300 Massy, France**First appointment:** 2018**Last renewal:** 2022**Expiry of the current term of office:** 2026**Number of Viridien shares held on December 31, 2025:** 8,592 shares**ROLE IN BOARD COMMITTEES:**

Interim Chair of the New Businesses and M&A Committee (until April 30, 2025)

Sophie ZURQUIYAH is a graduate of the École Centrale of Paris. She holds a Master's in Numerical Analysis from Pierre et Marie Curie University (Paris VI) and a Master's in Aerospace Engineering from the University of Colorado.

Sophie ZURQUIYAH started her career in 1991 in the oilfield services industry as a geophysical engineer at SLB in P&L and in positions covering R&D, Operations and Support, in France, the United States and Brazil. She was then appointed Chief Information Officer (CIO) and then President of SLB Data and Consulting Services that provided Processing, Interpretation and Consulting services. She was also Vice President of Sustaining Engineering, which included all support and improvements to commercial products, services and technologies worldwide. She joined Viridien (ex CGG) on February 4, 2013 as Senior Executive Vice President Geology, Geophysics & Reservoir (GGR) segment. Prior to her appointment as Chief Executive Officer of Viridien on April 26, 2018, Sophie ZURQUIYAH was Chief Operating Officer in charge of the GGR segment, Global Operational Excellence and Technology of Viridien.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> - Chair and Chief Executive Officer of Viridien - Director of Viridien <p>Outside of the Group:</p> <p>Foreign companies:</p> <ul style="list-style-type: none"> - Director and Member of the Audit and Risk Management Committee of Technip FMC (USA, a company listed on New York Stock Exchange) 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> - None <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> - Director of Bazean Corp. (USA) - Director and Member of the Audit and Risk Management Committee of Safran (France, a company listed on Euronext Paris)



Philippe SALLE

Chairman of the Board of Directors until April 30, 2025

Vice-Chairman and Lead Independent Director as from April 30, 2025

Age: 60

Nationality: French

Address: Viridien, 27 avenue Carnot
91300 Massy, France

First appointment: 2018 (by co-optation)

Last renewal: 2025

Expiry of the current term of office: 2029

Number of Viridien shares held on December 31, 2025: 2,830 shares

ROLE IN BOARD COMMITTEES:

Chair of the Sustainability Committee

Philippe SALLE is a graduate of the École des Mines of Paris (France) and holds an MBA from the Kellogg Graduate School of Management, Northwestern University (Chicago, USA).

Philippe SALLE began his career at Total in Indonesia before joining Accenture in 1990. He then joined McKinsey in 1995 and became senior manager in 1998. In 1999, he joined the Vedior group (which later became Randstad, a company listed on Euronext Amsterdam). He became Chairman and CEO of Vedior France in 2002; in 2003, he became a member of the Managing Board of Vedior NV and was then appointed President for South Europe in 2006 (France, Spain, Italy and Switzerland). From 2007 to 2011, he served first as Deputy CEO and then Chairman and CEO of the Geoservices group (sold to SLB in 2010, listed on the New York Stock Exchange), a technological company operating in the petroleum industry with 7,000 associates in 52 countries. From 2011 to 2015, he was Chairman and CEO of the Altran group. He then became Chairman and CEO of Elix where he remained until October 31, 2017. Since December 1, 2017, he has been Head of the Emerica group (formerly Foncia). On October 14, 2024, he is appointed as Chairman of the Board of Directors of Atos and CEO of Atos from February 1, 2025. He is a Knight of the French National Order of Merit and of the Legion of Honor and Commander of the Order of Merit of the Italian Republic.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> – Vice-Chairman and Lead Independent Director of Viridien – Chair of the Sustainability Committee <p>Outside of the Group:</p> <p>French companies:</p> <ul style="list-style-type: none"> – Chairman and CEO of Atos (a company listed on Euronext Paris) – Director of Emerica – Chairman of Finellas – Chairman of Hodpar – Director of CIC Banque Transatlantique <p>Foreign companies:</p> <ul style="list-style-type: none"> – Manager of Hodlux SARL (Luxembourg) – Chairman of Hodlon Limited (United Kingdom) 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – Chairman of the Board of Directors of Viridien <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – Director of Diot Siaci (France) – Chairman of Emerica Holding (France) – Chairman of the Supervisory Board of Foncia Saturne (France) – Director of Mister Temp group (France) – Co-manager of Emerica Germany Management GmbH (Germany) – Chairman of the Board of Directors of Emerica Switzerland (Switzerland) – Chairman of LHG Square Limited (United Kingdom) – Director of Emerica Belux (Belgium) – Permanent representative of Emerica, Chairman of Emerica Europe (France) – Chairman of the Supervisory Board of Efficity (France) – Chairman of the Supervisory Board of Efficity International (France) – Member of the Supervisory Board of Tech-Way (France) – Director of Emerica Res Newco Limited (United Kingdom) – Director of Emerica Res UK Limited (United Kingdom)



Patrick CHOUPIN

Director representing the employees until April 30, 2025 (term expired)

Age: 49

Nationality: French

Address: Viridien, 27 avenue Carnot
91300 Massy, France

First appointment: 2021

Effective end date: April 30, 2025

Number of Viridien shares held on December 31, 2025: 0 share

ROLES IN BOARD COMMITTEES:

Member of the Sustainability Committee (until April 30, 2025)

Member of the Appointment, Remuneration and Governance Committee (until April 30, 2025)

Patrick CHOUPIN graduated from the École Nationale d'Ingénieurs de Brest (France) and Fachhochschule Ulm (Germany).

He began his professional activity in 2000 as a front-end developer at Xilinx International in Grenoble (France). After a year spent in Xilinx European HQ in Dublin, he oriented his career toward internal support and software quality. He joined Sercel Nantes in 2011 as a hardware verification engineer at the early stages of 508^{XT} development, and acted as a senior software validation engineer for Solution Acquisition team until 2025.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> - None <p>Outside the Group:</p> <ul style="list-style-type: none"> - None 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> - Senior software validation engineer at Sercel (France) - Director representing the employees of Viridien - Member of the Appointment, Remuneration and Governance Committee of Viridien - Member of the Sustainability Committee of Viridien <p>OUTSIDE THE GROUP:</p> <ul style="list-style-type: none"> - None



Michael DALY

Independent Director

Age: 72

Nationality: British

Address: Viridien, 27 avenue Carnot
91300 Massy, France

First appointment: 2015 (by co-optation)

Last renewal: 2025

Expiry of the current term of office: 2029

Number of Viridien shares held on December 31, 2025: 345 shares

ROLES IN BOARD COMMITTEES:

Chair of the New Businesses and M&A Committee

Member of the Sustainability Committee

Michael DALY is a graduate of The University College of Wales, Leeds University (Ph.D.) and Harvard Business School (PMD).

Michael DALY is a British geologist, oil and gas executive and academic. He joined the Geological Survey of Zambia in 1976, mapping the remote Muchinga Mountains of northeast Zambia. He began his business career with BP in 1986 as a research geologist. After a period of strategy work and exploration and production positions in Venezuela, the North Sea and London, he became President of BP's Middle East and S. Asia Exploration and Production business. In 2006, Michael DALY became BP's Global Exploration Chief and a Group Vice President. He served on BP's Group Executive team as Executive Vice President from 2010 until his retirement in 2014 after 28 years with the Company. He is a Visiting Professor in Earth Sciences at the University of Oxford where he leads a copper basin analysis group, and is a Director of Snowfox Discovery Ltd., a hydrogen exploration company. He was recently President of the Geological Society of London, a registered Charity.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> – Director of Viridien – Chair of the New Businesses and M&A Committee of Viridien – Member of the Sustainability Committee of Viridien <p>Outside of the Group:</p> <p>Foreign companies (non-listed) and institutions:</p> <ul style="list-style-type: none"> – Visiting Professor in Earth Sciences at the University of Oxford (United Kingdom) – Director of Snowfox Discovery Ltd. (United Kingdom) 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – Chair of the the Sustainability Committee of Viridien – Member of the New Businesses and M&A Committee of Viridien <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – Director of Tullow Oil (United Kingdom, a company listed on the London Stock Exchange) – President of the Geological Society of London (United Kingdom) – Director of Macro Advisory Partners (MAP) (United Kingdom) – Director of Daly Advisory and Research Ltd. (United Kingdom)



Olivier JOUVE

Independent Director

Age: 60

Nationality: American and French

Address: Viridien, 27 avenue Carnot
91300 Massy, France

First appointment: 2024

Expiry of the current term of office: 2028

Number of Viridien shares held on December 31, 2025: 850 ADRs

ROLES IN BOARD COMMITTEES:

Member of the Appointment, Remuneration and Governance Committee

Member of the New Businesses and M&A Committee

Olivier JOUVE holds two master's degrees in computer science and geophysics/geochemistry from Pierre and Marie Curie University.

Olivier JOUVE started his career in 1989 as a Software engineer at CISI before founding several companies of his own, in particular, Instoria that he sold to LexiQuest. Olivier JOUVE has been a pioneer in artificial intelligence, in particular in natural language processing. He also served as an Associate Professor of Computer Science at Leonardo Da Vinci University in Paris and held his first executive positions at LexiQuest as COO and at SPSS Inc, a leading Public data mining company, as VP Product Management and Marketing and then Corporate Development. In 2009, he joined IBM after the acquisition of SPSS Inc. where he held several senior executive roles for almost 8 years including Global Director of Product Management for IBM Industry Solutions and Global Vice President of Offering Management for IBM Watson IoT. Since 2017, Olivier JOUVE has been working at GENESYS, a \$2B+ company, where he spent 7 years in the position of Executive VP and General Manager of Cloud and AI development and holds now the position of EVP and Chief Product Officer. He is responsible for the overall product direction and innovation of Genesys, including oversight of the Genesys CloudTM platform. Through this transformation to the Cloud, Olivier JOUVE supports the Genesys goal to be carbon neutral by 2030. Over the course of his career, Olivier JOUVE has built an expertise in Cloud Hyperscalers, artificial intelligence, product management and development, as well as a deep understanding of business transformation and corporate development.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> – Director of Viridien – Member of the Appointment, Remuneration and Governance Committee of Viridien – Member of the New Businesses and M&A Committee of Viridien <p>Outside of the Group:</p> <p>Foreign companies:</p> <ul style="list-style-type: none"> – EVP & Chief Product Officer of Genesys 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – None <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – None



Anne-France LACLIDE-DROUIN

Independent Director

Age: 58

Nationality: French

Address: Viridien, 27 avenue Carnot
91300 Massy, France

First appointment: 2017

Last renewal: 2025

Expiry of the current term of office: 2029

Number of Viridien shares held on December 31, 2025: 225 shares

ROLES IN BOARD COMMITTEES:

Chair of the Audit and Risk Management Committee

Member of the Sustainability Committee

Anne France LACLIDE-DROUIN is a graduate from the Institut commercial of Nancy (ICN) and Mannheim University. She also holds a *diplôme d'études supérieures comptables et financières*.

Anne France LACLIDE-DROUIN began her career at PricewaterhouseCoopers before occupying various positions in the Financial division of international groups in different sectors, such as the distribution sector, where she acquired international experience. In 2001, she became Financial Director of Guilbert, then Staples, AS Watson and GrandVision. Anne France LACLIDE-DROUIN has been CFO of Oberthur Technologies, comprising the responsibility of the Financial and Legal Functions of the Group, from 2013 to 2017 and of Consolis Holding SAS and a member of the Executive Committee of Consolis Group SAS, from 2017 to 2020. From 2021 to 2022, she has been Group CFO of RATP Dev. In 2023 and 2024, she was CFO and member of the Executive Committee of Ingenico. Since September 2014, she is CFO and member of the Executive committee of Biogroup, a leader in the private medical diagnostics.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> – Director of Viridien – Chair of the Audit and Risk Management Committee of Viridien – Member of the Sustainability Committee of Viridien <p>Outside of the Group:</p> <p>French companies:</p> <ul style="list-style-type: none"> – Chief Financial Officer and member of the Executive committee of Biogroup 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – None <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – Director and Chairwoman of the Audit Committee of Solocal (France, a company listed on Euronext Paris) – Chief Financial Officer and Compliance Director of RATP Dev (an affiliate of the RATP group) (France), some positions of Non-Independent Director within RATP Dev – Chief Financial Officer of Consolis Group SAS (France), member of the Executive Committee, General Manager of Compact (BC) Lux II S.C.A. (Luxembourg), some positions of Non-Independent Director within Consolis – Chief Financial Officer and member of the Executive Committee of Ingenico (France)



Colette LEWINER

Independent Director

Age: 80
Nationality: French
Address: Viridien, 27 avenue Carnot
 91300 Massy, France

First appointment: 2018 (by co-optation)
Last renewal: 2023
Expiry of the current term of office: 2027
Number of Viridien shares held on December 31, 2025: 500 shares

ROLES IN BOARD COMMITTEES:

Chair of the Appointment, Remuneration and Governance Committee
 Member of the Audit and Risk Management Committee

Colette LEWINER graduated from the École Normale Supérieure (a leading French higher education University) and has a Ph.D. in physics.

Colette LEWINER started her career as an academic at University of Paris VII as a physics researcher. In November 1979, she joined Electricité de France (EDF), first in the Research Department, before being responsible for all fuels (notably nuclear fuel) purchasing. In 1989, she became EDF's first woman Executive Vice President, in charge of the Commercial division that she created. Colette LEWINER was appointed Chairwoman of the Board and Chief Executive Officer of SGN (the engineering affiliate of Cogema) on March 1992. In 1998, Colette LEWINER joined Capgemini and headed the Utilities Global Market Unit. She was Non-Executive Chairwoman of TDF (2010-2015) and member of the European Union Consultative group on Energy (2008-2012). In 2012, she became Energy Advisor to the Capgemini Chair. Colette LEWINER is a member of the French Academy of Technology. She is a *Grand Officier* of the French National Order of Merit and *Grand Officier* of the Legion of Honor.

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CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> – Director of Viridien – Chair of the Appointment, Remuneration and Governance Committee of Viridien – Member of the Audit and Risk Management Committee of Viridien <p>Outside of the Group:</p> <p>French companies:</p> <ul style="list-style-type: none"> – Director, member of the Audit Committee, and Chairwoman of the Selection and Compensation Committee of Colas (a company 100% controlled by Bouygues) – Director and Chairwoman of the Selection and Compensation Committee of Equans (a company 100% controlled by Bouygues) – Director and Chair of the Nominating and Compensation Committee of Arverne (a company listed on Euronext Paris), as representative of Cowin <p>Foreign companies (non listed):</p> <ul style="list-style-type: none"> – Director of Technoenergy AG (Switzerland) 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – None <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – Director, Chairwoman of the Audit Committee and member of the Ethics and ESG Committee of Getlink (France, formerly Eurotunnel, a company listed on Euronext Paris) – Director, Chairwoman of the Selection and Compensation Committee of Bouygues (France, a company listed on Euronext Paris) – Director, member of the Strategy and Sustainable Development Committee and member of the Selection and Compensation Committee of Nexans (France, a company listed on Euronext Paris) – Director, Chairwoman of the Appointment, Remuneration and Governance Committee, and member of the Nuclear Commitments Monitoring Committee of EDF (France)



Amélie OYARZABAL

Independent Director

Age: 58

Nationality: French

Address: Viridien, 27 avenue Carnot
91300 Massy, France

First appointment: 2024 (by co-optation)

Expiry of the current term of office: 2028

Number of Viridien shares held on December 31, 2025: 750 shares

ROLES IN BOARD COMMITTEES:

Member of New Businesses and M&A Committee

Member of the Audit and Risk Management Committee

Amélie OYARZABAL graduated from Sciences Po, Paris and from the London School of Economics and Political Science (LSE).

Amélie OYARZABAL has more than 25 years of financial advisory experience. Partner at Lazard Frères for 16 years, Amélie OYARZABAL played leadership roles in launching Lazard's Beijing office and later in Chicago. In 2019, Amélie OYARZABAL joined Greenhill & Co., Inc. as a Managing Director to open the French office of Greenhill for which she is responsible.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> – Director of Viridien – Member of New Businesses and M&A Committee of Viridien – Member of the Audit and Risk Management Committee of Viridien <p>Outside of the Group:</p> <p>Foreign companies (non-listed):</p> <ul style="list-style-type: none"> – Managing Director, Head of France of Greenhill & Co. (USA) 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – None <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – None



Mario RUSCEV

Independent Director

Age: 69
Nationality: American and French
Address: Viridien, 27 avenue Carnot
 91300 Massy, France

First appointment: 2018 (by co-optation)
Last renewal: 2023
Expiry of the current term of office: 2027
Number of Viridien shares held on December 31, 2025: 201 ADRs

ROLES IN BOARD COMMITTEES:

Member of the New Businesses and M&A Committee
 Member of the Appointment, Remuneration and Governance Committee
 Member of the Sustainability Committee

Mario RUSCEV is a Nuclear Physicist by training holding a Ph.D. from Pierre and Marie Curie University and from Yale University.

Mario RUSCEV spent 23 years with SLB in various responsibilities in the R&D and operational areas. He was the head of the Seismic, Testing, Water & Gas services and Wireline Product Lines. He has since been CEO of FormFactor, a provider of unique nanotech connectors for the semi-conductor industry, CEO of IGSS (GeoTech), CTO at Baker Hughes and EVP at Weatherford until 2017. Mario RUSCEV was EVP TAQA International and CTO of TAQA until January 1, 2025.

During his career, Mario RUSCEV had the opportunity to evolve in many environments where technology was a differentiator and his teams successfully introduced systems as diverse as:

- luggage scanners differentiating between organic and inorganic materials still in use after 30 years;
- the first container scanner based on unique gas sensors;
- many Wireline and Testing tools including the PlatForm Express Wireline combo still unequalled after 25 years;
- the first single-sensor seismic systems called Q;
- the first ever Aquifer Storage and Recovery in the Middle East;
- simulators of the formation and propagations of fractures during Frac operations or analytics applications in the oilfield operations.

His combined technological and operational experiences give him a unique perspective on the evolution of the oilfield business.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>Within the Group:</p> <ul style="list-style-type: none"> – Director of Viridien – Member of the New Businesses and M&A Committee of Viridien – Member of the Appointment, Remuneration and Governance Committee of Viridien – Member of the Sustainability Committee of Viridien <p>Outside of the Group:</p> <ul style="list-style-type: none"> – None 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – None <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – Director of Asco Group Ltd (United Kingdom) – Director of Noven, Inc. (USA) – Director of Expro Group Holdings International Ltd. (Cayman Islands) – Director of Global Carbon Capture and Sequestration Institute (Australia) – EVP TAQA International and Chief Technology Officer of TAQA (Saudi Arabia)



Henning BERG

Candidate proposed to be appointed as a non-independent Director

Age: 53
Nationality: Norwegian
Address: Viridien, 27 avenue Carnot
 91300 Massy, France

Henning Berg holds two Master of Science degrees. His first MSc is in Thermal Energy and Fluid Mechanics from the Norwegian University of Science & Technology (NTNU) in Trondheim, completed in collaboration with the University of California, San Diego (USA). He holds a second MSc in Oil and Gas Management from the Edinburgh Business School, Heriot-Watt University (UK).

Henning BERG began his career in SLB in 1998 as a Field Engineer, later progressing to Operations Manager for Wireline in the North Sea. In 2004, he was appointed Wireline Business Development Manager, a role he held until 2006, when he became Vice President, Wireline Russia. In 2010, he became VP of WesternGeco for Europe, Africa and Russia. From 2011 to 2013, he led SLB's subsea strategy as Vice President of Subsea in Norway, before moving to the United States in 2013 to serve as President of Subsea Services. Between 2016 and 2020, Henning was CEO of the Subsea Integration Alliance, where he played a key role in the Framo Engineering acquisition and the creation of the OneSubsea JV. In 2020, he became Business Line Director of SLB's newly established Midstream business. In 2022, as Integration Manager for OneSubsea JV, he oversaw its integration with Aker Solutions and Subsea 7. He left SLB in 2025 to establish Henning Consulting and Investments LLC, while advising Subsea 7 on its merger and integration with Saipem.

CURRENT POSITIONS	POSITIONS WHICH EXPIRED OVER THE LAST FIVE YEARS
<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – Chief Operating Officer of Viridien <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – None 	<p>WITHIN THE GROUP:</p> <ul style="list-style-type: none"> – None <p>OUTSIDE OF THE GROUP:</p> <ul style="list-style-type: none"> – Integration Manager of OneSubsea JV (USA) – Midstream Business Line Director/President (USA) – CEO of Henning Consulting and Investments LLC

The Board of Directors unanimously approved the appointment of Henning BERG as Group Chief Executive Officer effective June 3, 2026, following recommendation of the Appointment, Remuneration and Governance Committee, after a thorough selection process, coordinated by Colette LEWINER, Committee Chair, and Philippe SALLE, Lead Independent Director⁽¹⁾.

In addition, the Board of Directors proposes the appointment of Henning BERG as Director for a four-year term, until the end of the General Meeting to be held in 2030 and called to approve the financial statements for the previous financial year. Henning BERG would thus combine his position as Director with that of Chief Executive Officer of the Company, in accordance with the previous practice of holding both roles simultaneously. The terms of these two offices would be aligned. Henning BERG brings over 27 years of solid experience in the oil and gas services

industry, where he held senior global leadership roles. His career combines deep operational expertise with strong exposure to technology, business development, and international management.

The Board of Directors believes that combining the function of Chief Executive Officer with that of Director contributes to an efficient governance, allowing the Chief Executive Officer to be fully involved in Board discussions. Thus, while sharing his operational vision as Chief Executive Officer, this combination also allows him to have the right to vote as a Director in the same way as her peers for the decisions taken collectively by the Board of Directors. Insofar as the vote of the Chief Executive Officer, who is also a Director, is not decisive in the event of a tie, the Board of Directors considers that there is no violation of the balance of powers.

(1) Cf. press release dated November 19, 2025.

4.1.3.2 Attendance during Board and Committee meetings in 2025

The table below summarizes detailed information concerning the individual attendance of Directors at meetings of the Board of Directors and its Committees during fiscal year 2025:

	Board meetings	Audit & Risk Management Committee meetings	Appointment, Remuneration & Governance Committee meetings	New Businesses and M&A Committee meetings	Sustainability Committee meetings
Total number of meetings in 2025	9	6	7	3	3
Philippe SALLE	100%	n.a.	n.a.	n.a.	100%
Sophie ZURQUIYAH	100%	n.a.	n.a.	100% ^(b)	n.a.
Patrick CHOUPIN ^(a)	100%	n.a.	50%	n.a.	100%
Michael DALY	100%	n.a.	n.a.	100%	67%
Olivier JOUVE	100%	n.a.	100%	100%	n.a.
Anne-France LACLIDE-DROUIN	100%	100%	n.a.	n.a.	100%
Colette LEWINER	100%	100%	100%	n.a.	n.a.
Amélie OYARZABAL	100%	100%	n.a.	100%	n.a.
Mario RUSCEV	100%	n.a.	100%	100%	67%
TOTAL ATTENDANCE RATE IN 2025	100%	100%	96%	100%	83%

(a) Director representing the employees whose term of office expired at the end of the Annual General Meeting held on April 30, 2025.

(b) Interim Chair until April 30, 2025.

4.1.3.3 General rules, structure and functioning of the Board of Directors and its Committees

a) Operating rules for Board of Directors' meetings

The operating procedure of the Board is governed by the Internal Rules and Regulations of the Board of Directors which are available on the Company's website (www.viridiengroup.com). Their main provisions are summarized below.

Chair of the Board of Directors

In accordance with Article 9 of the articles of association, the Board of Directors must appoint among its members a natural person as Chair, for a term that cannot exceed the duration of his term of office as Director, i.e. four years. The Board may revoke the Chair at any time. The Chair's duties end at the latest at the end of the annual Ordinary General Meeting following the date on which he/she reaches the age of 65. However, the Board of Directors may extend the term of the Chair beyond this limit, on one or more occasions, for a total period which may not exceed three years.

The Chair can speak on behalf of the Board of Directors. He/she organizes and directs the work of the Board of Directors and ensures the efficient functioning of the corporate bodies in accordance with the principles of good governance. He/she ensures, in particular, that the Directors are able to fulfill their missions and that they have all the information necessary for the accomplishment of their missions. He/she is kept regularly informed by the Chief Executive Officer of significant events and situations related to the day-to-day business of the Group and may ask for any information likely to enlighten the Board of Directors and its Committees. He/she may interview the Statutory

Auditors to prepare the work of the Board of Directors. At the request of General Management, he/she may also represent the Company in its high-level relations with the public authorities and the Group's major partners, both nationally and internationally. He/she may be required to interact with shareholders, particularly on corporate governance issues.

Philippe SALLE served as Chairman of the Board of Directors from January 1st, 2025 to April 30, 2025. From April 30, 2025 to June 3, 2026, Sophie ZURQUIYAH, the Chief Executive Officer and Director, takes on the combined roles of Chair and Chief Executive Officer for a transitional period ⁽¹⁾. From June 3, 2026, and subject to the renewal of her term of office as Director by the General Meeting, Sophie ZURQUIYAH will assume the role of Chair of the Board of Directors ⁽²⁾.

Information to be provided to Directors

In preparation of every Board meeting, the Board's Secretary sends documentation to the Directors containing all useful information on each of the points appearing on the Meeting agenda. This documentation is generally uploaded on the secured website of the Board of Directors and its Committees to enable the Directors to review it before the Meeting.

Furthermore, Directors are kept informed and consulted by the Chief Executive Officer between Board meetings about all events or operations of importance to the Company.

A draft version of press releases related to financial statements and all events or operations of importance to the Company are sent to Directors sufficiently in advance of their publication so they can transmit their comments to the Chair of the Board of Directors. Other press releases are systematically sent to them at the same time they are published by the Company.

(1) Cf. press release dated December 18, 2024.

(2) Cf. press release dated November 19, 2025.

Board meetings

At every meeting, the Board is informed of the evolution of the operating and financial performance of the main segments of the Group taking into account social and environmental concerns. This segment information is supplemented by a particular review of the consolidated financial situation of the Group in terms of debt, cash flow and financial resources available on a short-term basis and in the light of forecasts. All transactions with a material impact on the strategy of the Group such as acquisitions, partnerships, disposals or strategic investments above a threshold of US\$10 million are subject to the prior authorization of the Board. The Board is regularly informed on the progress of the transaction in question.

The Board of Directors meets when convened by its Chair, as often as the interests of the Company require and at least four times a year, and in accordance with Article L. 821-65 of the Commercial Code meets in the presence of the Statutory Auditors when reviewing the annual or interim financial statements.

The Board of Directors deliberates validly only if at least half of the Directors are present. Board decisions are made by a majority of members present or represented. In the event of a tie vote, the vote of the Chair of the Board of Directors is the decisive vote, in the event of the latter's absence, the vote of the Chair of the Meeting is not decisive.

In accordance with Article L. 225-37 of the French Commercial Code and the Internal Rules and Regulations of the Board of Directors, the Directors who participate in the deliberations of the Board by a means of telecommunication allowing their identification and guaranteeing their effective participation are deemed present for the calculation of the quorum and the majority.

An attendance register is kept and the minutes of the deliberations are drawn up in accordance with the law.

Executive session

In accordance with the recommendation of the AFEP-MEDEF Code (Article 12.3), the Board held an executive meeting on December 17, 2025, without the presence of Sophie ZURQUIYAH, Chair and Chief Executive Officer. During this Executive session, the following topics were discussed, among others: the governance model, the succession plan, the performance and compensation policy of the executive officers, and the Group's strategic orientations. The executive session is taking place at least once a year.

Lead Independent Director

The Lead Independent Director plays a vital role in ensuring effective governance. The Lead Independent Director is appointed from among the Independent Directors by the Board as long as the roles of Chair and Chief Executive Officer are unified. His/her duties and powers are clearly defined in the Company's Internal Rules and Regulations of the Board of Directors, ensuring transparency and robust governance.

In accordance with the AFEP-MEDEF Code and in cooperation with the Chair of the Appointment, Remuneration and Governance Committee, the Lead Independent Director actively manages and prevents conflicts of interest, ensuring proper identification, declaration and resolution. Another mission is to help preparing the Board's agenda, ensuring key information is shared with members on time, and supporting the recruitment and onboarding of new Directors.

Additionally, the Lead Independent Director plays a role in facilitating communication with shareholders regarding governance matters if any concern is raised. He/She also ensures compliance with the Board's Internal Rules and Regulations and oversees the smooth functioning of the Board in coordination with the Appointment, Remuneration and Governance Committee. The Lead Independent Director reports his/her activities in the corporate governance report, promoting transparency regarding his/her responsibilities and impact, in line with AMF recommendations.

Through his/her role and missions, the Lead Independent Director ensures valuable governance standards, supporting the Company and safeguarding the interests of all stakeholders.

For further information about the Lead Independent Director, please refer to the Board's Internal Rules and Regulations which are available on the Company's website (www.viridiengroup.com).

Report on the activity of the Lead Independent Director:

Philippe SALLE, Independent Director, has been serving as Lead Independent Director since April 30, 2025. As he continued providing guidance and input on key Company matters to the CEO, his activities during the 2025 fiscal year particularly focused on the following main areas:

- he engaged in in-depth discussions with the Chair and CEO and the Chair of the Appointment, Remuneration and Governance Committee focusing mainly on the Company's governance change;
- He played an active role in the selection of a new CEO. This process was carried out in collaboration with the Appointment, Remuneration and Governance Committee, and in particular with the Chair of this Committee;
- Finally, he worked closely with the Chair of the Appointment, Remuneration and Governance Committee in organizing the Board's annual external evaluation. This collaboration was mainly reflected in exchanges with the independent third party responsible for conducting the evaluation. He helped define the focus of the questions, ensuring their relevance. In addition, he participated in the in-depth review of the evaluation results and the proposal of actions to be implemented for 2026.

Director representing the employees

Until April 30, 2025, the Board of Directors included one Director representing the employees, Patrick CHOUPIN⁽¹⁾, whose term expired at the end of the Combined General Meeting held on April 30, 2025. He was elected in accordance with the provisions of Article L. 225-27-1 of the French Commercial Code and Article 8 of the Company's articles of association.

As the Company no longer exceeds the workforce thresholds⁽²⁾ requiring the appointment of a Director representing employees, and with Patrick CHOUPIN's term having expired, no new Director representing employees was appointed at the end of the 2025 General Meeting. It is further clarified that, if the Company meets the legal conditions again, a Director representing employees will be appointed to join the Board of Directors.

Representative of the Economic and Social Committee

In accordance with Article L. 2312-72 of the French Labour Code, a representative of the Company's Economic and Social Committee attends the meetings of the Board of Directors in an advisory capacity.

(1) A biography of Patrick CHOUPIN is presented in section 4.1.3.1.g) of this Document.

(2) In accordance with Article L. 225-27-1 of the French Commercial Code.

Observers (*Censeurs*)

In accordance with Article 13 of the Company's articles of association, the Board of Directors may appoint up to a maximum of three observers (*Censeurs*) for a two-year period. They are convened to the meetings of the Board of Directors and take part in deliberations in an advisory capacity. As of the date of this Document, the Company has not appointed any observer (*Censeur*).

Rules and obligations applicable to Directors

i. Respect of social interest, duty of expression and diligence

The Director represents all the shareholders of the Company and must act in all circumstances in the corporate interest of the Company.

Each Director has a duty to clearly express his/her opinions and shall endeavor to convince the Board of the relevance of his or her position.

Each Director must devote the necessary time, care and attention to his/her duties. Before accepting any new position or office, he or she must consider whether he/she will still be able to fulfil this obligation. Unless he/she is genuinely unable to do so, he/she must attend all meetings of the Board of Directors and of any Committees of which he/she is a member. In addition, he/she is invited to participate in the General Meetings of shareholders.

ii. Minimum number of shares to be held by members of the Board of Directors

In accordance with the Board's Internal Rules and Regulations, each Director (with the exception of the Director representing employees) should own at least no later than six months after the Director's appointment date:

- 200 shares for Directors with first appointment at the Board of Directors before May 15, 2024; and
- a number of shares amounting to at least €30,000 (based on the share price at the purchase date), for Directors with first appointment at the Board of Directors as of May 15, 2024.

iii. Duty to report conflicts of interest

In accordance with the Board's Internal Rules and Regulations, each Director must inform the Board of any conflict of interest situation, even potential, that may directly or indirectly involve him/her because of the duties he/she may hold in other companies or because of personal interest.

The Chair of the Appointment, Remuneration and Governance Committee will be responsible for addressing and managing any conflicts of interest involving any Directors including the Lead Independent Director, except the Chair and the Director acting as Chief Executive Officer.

The Lead Independent Director will be responsible for managing and overseeing any potential conflicts of interest that concern the Chair of the Board, the Chief Executive Officer and the Chair of the Appointment, Remuneration and Governance Committee.

In case of potential conflict of interests, the relevant Director shall abstain from attending the debate and taking part in voting on the

related resolution. This obligation is complemented by an annual formal statement provided to the Company by each Director, testifying that he/she is not involved in any conflict of interest.

In addition, the Chair of the Board of Directors, the Directors, the Chief Executive Officer will not be required to communicate to the Director concerned or to the Director whom they have serious grounds for believing to be in a situation of conflict of interest, any information or documents relating to the agreement or transaction at the origin of the conflict of interest. The Board of Directors will be informed if such information is not provided.

To the Company's knowledge and as of the date of this Document:

- there is no family link between the Company's corporate officers;
- none of the corporate officers (*mandataires sociaux*) has been subject to any fraudulent offense conviction, bankruptcy, receivership or liquidation process or companies put into administration, or received any official public incrimination and/or sanctions by statutory or regulatory authorities during the past five years;
- none of them has been prevented by a tribunal to act as member of a Board or Supervisory Board of an issuer or to participate in the management or the conduct of business of an issuer during the last five years;
- there are no potential conflicts of interests between the duties of the Directors, the Chair of the Board and the Chief Executive Officer towards the Company and their respective private interests or their other duties;
- there is no service agreement between the Directors and corporate officers, and the Company or any of its subsidiaries, providing for specific benefits under this agreement.

iv. Stock market ethics

Directors are bound by a duty of care and due diligence, as well as an obligation to take special care with respect to any transactions involving the Company's shares or any financial instruments related to such shares. They must comply with regulations governing insider trading. In particular, they are required to comply with the applicable stock exchange regulations related to (i) the definition, use and disclosure of inside information, (ii) the provision of a list of persons closely associated with them, (iii) compliance with blackout periods, and (iv) the reporting of transactions on Company's shares. These rules are detailed in the Board's Internal Rules and Regulations which are available on the Company's website (www.viridiengroup.com).

v. Continued training ⁽¹⁾

All Directors receive ongoing training to acquire and improve the knowledge and skills necessary for the performance of their duties. The training is tailored to each Director's background, experience, and specific responsibilities.

During 2025, the Directors received training to raise awareness about the geopolitical risks. They also had access to all mandatory internal trainings (including Ethics, Anti-corruption, IT security) as well as numerous trainings on ESG topics, in particular on the impact of Corporate Sustainability Reporting Directive (CSRD) implementation.



(1) This section allows to respond to the data points ESR2 GOV-1, paragraph 23 and ESR2 G1-3, paragraph 23c.

b) Evaluation of the operations of the Board of Directors and its Committees

The Board of Directors conducts an annual evaluation of its operations and those of its Committees. Every three years, this evaluation is conducted with the assistance of an external consultant.

Evaluation procedure of the Board of Directors and its Committees



The procedures for each type of evaluation (internal or external) are defined in the table below and have been incorporated into the Board of Directors' Internal Rules and Regulations.

	 INTERNAL Evaluation	 EXTERNAL Evaluation
LAUNCH OF THE EVALUATION PROCESS	Preparation of the evaluation by the Appointment, Remuneration and Governance Committee ("ARGC") based upon a proposal from the Chief Legal Officer	Selection of the independent external consultant by the ARGC on the basis of a proposal by the Chief Legal Officer / Definition of the process by the Chair of the ARGC, the external consultant and the Lead Independent Director (if applicable)
WRITTEN QUESTIONNAIRE	Anonymous online questionnaire sent by the Chair of the ARGC to all Directors, relating to the global performance of the Board and of its Committees	Online questionnaire sent by the external consultant to all Directors, relating to the global performance of the Board and of its Committees and to the individual contribution of each Director
INDIVIDUAL MEETINGS	Individual meetings held with the Chair of the ARGC and the Lead Independent Director (if applicable), on a voluntary basis, relating to any topic requested by the Director having requested the meeting, including but not limited to the individual contribution of each Director	Individual mandatory meetings (Directors, Chief Legal Officer, Chief Financial Officer, Chief Human Resources Officer) with the external consultant and relating to topics prior listed by the Chair of the ARGC and the Independent Lead Director (if applicable), including the individual contribution of each Director
COMPILATION OF RESULTS	Compilation of the results received by the Chief Legal Officer and review by the Chair of the ARGC and the Lead Independent Director (if applicable)	Compilation of the results received by the external consultant and review by the Chair of the ARGC, the Lead Independent Director (if applicable), the Chief Legal Officer and the Chair of the Board of Directors
REPORTING OF THE RESULTS	<p>Global reporting of the results of the evaluation by the Chair of the ARGC to the ARGC and then to the Board of Directors</p> <p>Discussion of the results at the Board of Directors' meeting and developing an action plan</p> <p>Individual reporting by the Chair of the ARGC to each director, if necessary</p>	<p>Global reporting of the results of the evaluation by the external consultant to the ARGC, and then to the Board</p> <p>Discussion of the results at the Board of Directors' meeting and developing an action plan</p> <p>Individual reporting by the external consultant to each director</p>

c) Results of the external evaluation performed in 2025

In 2025, the Appointment, Remuneration and Governance Committee mandated an independent external firm to conduct an evaluation of the Board of Directors in accordance with Recommendation 11.3 of the AFEP-MEDEF Code. A summary of

the conclusions of this external evaluation is presented in the following table. The Board also noted with satisfaction that the action plan for 2025, resulting from the internal evaluation conducted in 2024, has been fully implemented.

2025 EXTERNAL EVALUATION	
 <p>COMPLETED ACTIONS IN 2025</p> <p>Human Resources topics and succession planning effectively addressed:</p> <ul style="list-style-type: none"> → Talents regularly introduced to the Board → Board composition evolution anticipated → Strategy continued improvement: shareholding evolution, geopolitical developments, core evolution etc... <p>Improvement of the Board and Committees functioning:</p> <ul style="list-style-type: none"> → Review of the New Businesses and M&A Committee's composition and role, → Committees' recommendations followed-up → CSRD implementation, → Training: Macro/Geopolitical considerations - impact on Oil & Gas, energy, minerals & Mining and IT/HPC 	 <p>ACTION PLAN FOR 2026</p> <p>Purpose & Strategy:</p> <ul style="list-style-type: none"> → Refine Viridien's long-term vision and strategy, and support the new CEO in driving their implementation → Maintain sustained focus on the equity story and shareholder structure shareholding evolution → Prolonging the Strategy Seminar <p>Succession & Development:</p> <ul style="list-style-type: none"> → Continuous improvement of succession processes (Board, Chair, CEO and ELT) → Continue to improve the development of next-generation leaders within Viridien → Reinforce the forward-looking view on the Board composition evolution <p>Board & Committees' organization:</p> <ul style="list-style-type: none"> → Refine the scope of the New Businesses and M&A Committee to reflect Viridien's evolving priorities → Enhance individual Director's feedback on contribution through one-on-one meetings with the Chair → Increase visibility of Viridien's culture at Board level

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4.1.3.4 Missions and works of the Board of Directors and its Committees in 2025

a) Missions of the Board of Directors and works over 2025

NUMBER OF MEMBERS	NUMBER OF MEETINGS	ATTENDANCE RATE ^(a)	% OF INDEPENDENT MEMBERS
8	9	100%	87.5%

(a) The individual attendance rates are detailed under section 4.1.3.2. of this Document.

MAIN MISSIONS AND WORKS CARRIED OUT OVER 2025 (NON-EXHAUSTIVE LIST)

Main missions In accordance with Article L. 225-35 of the French Commercial Code, the Board of Directors determines the orientations of the Company's activity and ensures their implementation in accordance with its corporate interest, taking into account the social and environmental challenges of its activity. Subject to the powers expressly granted to the General Meetings of Shareholders and within the limits of the corporate purpose, it takes up any question concerning the smooth running of the Company and settles by its deliberations the matters that concern it. Moreover, the prior authorization of the Board of Directors is required for any transaction that impacts significantly the Group's strategy, such as in particular the completion of external growth operations, partnerships, divestitures or strategic investments above the threshold of US\$10 million.

Main activities in 2025

Governance

- Approval of the 2024 Universal Registration Document including the management report and the report on corporate governance;
- Approval of draft resolutions and related reports to the Annual General Meeting;
- Convening of the Annual General Meeting;
- Review of the qualification of Directors as independent;
- Annual review of the regulated agreements and periodic assessment of agreements relating to usual operations and entered into under normal conditions;
- Review of the voting results of the 2024 General Meeting and debriefing on discussions with proxy advisors and main shareholders;
- Review of the composition of the Board Committees;
- Approval of the report on the Group Policy on equal opportunity for an equal treatment of employees, including the diversity policy applicable to the Group;
- Review of gender balance in governance bodies;
- Review of the results of the external evaluation of the Board of Directors' operations and adoption of an action plan for 2026 (see section 4.1.3.3.c) of this Document);
- Approval of the succession plan of the corporate officers and members of the Executive Leadership team, on the basis of the works of the Appointment, Remuneration and Governance Committee and in coordination with the Lead Independent Director (see section 4.1.3.1.f) for more details);
- Selection of a new CEO to be also appointed Director, on the basis of the works of the Appointment, Remuneration and Governance Committee and in coordination with the Lead Independent Director (see section 4.1.3.1.f) for more details);
- Draft of the Board and Committee meetings' calendar for year N+1;
- One executive session, i.e. a meeting held in the absence of the Chair & Chief Executive Officer, in accordance with AFEP-MEDEF Code recommendations. Main topics discussed were the governance structure, the performance and the succession plan of the Chair & Chief Executive Officer and of the Executive Leadership team;
- Reports on the works of the Board Committees;
- Approval of the revised Board internal rules;
- Training on macro and geopolitical considerations, impact on Oil & Gas, energy, minerals & mining and IT/HPC.

Remuneration

- Approval of the variable remuneration of the Chief Executive Officer for 2024, review of the remuneration components for the Chair of the Board, the Chief Executive Officer and the Chair & CEO for fiscal year 2025, and the method of allocation of Directors' fees for 2025;
- Long Term Incentives: Review of the fulfillment performance conditions of past plans and allocations for 2026.

Finance and strategy

- Approval of the 2024 annual and consolidated financial statements, review of the interim quarterly and half-year results for fiscal year 2025, approval of related press releases and the 2025 forecasts;
- Approval of the 2026 budget review;
- Review, approval and monitoring of M&A projects;
- Approval of the 3-year Business Plan;
- Review of guarantees, sureties and securities and of related-party agreements;
- Analysts & investors' expectations;
- Refinancing;
- Investors Relations update.

b) Missions of the Board Committees and works over 2025

The Internal Rules and Regulations of the Board of Directors define the composition, duties and operating procedures of the Committees established by the Board. These rules are available on the Company's website (www.viridiengroup.com).

The works of the Committees are recorded in minutes. Each Committee reports to the Board on its proceedings after each meeting.

Individual attendance rates are provided for in section 4.1.3.2. of this Document.

Appointment, Remuneration and Governance Committee

The Chair of the Board of Directors and the Chief Executive Officer are regularly involved in the works of this Committee, in particular those related to the appointment of Directors and with the exception of questions concerning them personally.

COMPOSITION AS OF THE DATE OF THIS DOCUMENT	NUMBER OF MEMBERS	NUMBER OF MEETINGS	ATTENDANCE RATE ^(c)	INDEPENDENT MEMBERS ^(d)
Colette LEWINER, Chair ^(a) Olivier JOUVE ^(b) Mario RUSCEV ^(b)	3	7	96%	100%

(a) The Committee is chaired by an independent director in compliance with the AFEP-MEDEF Code.

(b) Independent Director.

(c) The individual attendance rates are detailed under section 4.1.3.2 of this Document.

(d) The Company is compliant with the AFEP-MEDEF Code under which the Committee must be composed of a majority of Independent Directors.

MAIN MISSIONS AND WORKS CARRIED OUT OVER 2025 (NON-EXHAUSTIVE LIST)

Main missions	<p>The Appointment, Remuneration and Governance Committee is responsible for monitoring governance matters, notably the appointment and renewal of Board members and corporate officers, as well as matters involving their compensation, especially with respect to the AFEP-MEDEF Code on corporate governance. The Committee is also in charge of the review of the succession planning of Board members and corporate officers as well as the Executive Leadership team, the gender equality and equal opportunity policies, including the diversity policy, the assessment of the functioning of the Board and its Committees.</p> <p>The missions of the Appointment, Remuneration and Governance Committee are detailed in the Board of Directors' Internal Rules and Regulations available on the Company's internet website (www.viridiengroup.com).</p>
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Main activities in 2025	<p>Governance</p> <ul style="list-style-type: none"> – Review of the independence of the Directors and of the Directors' terms of office and renewals for 2025; – Review of the Committees' composition; – Review of the update of the Board of Directors' Internal Rules; – Follow-up on meetings with proxy advisors on governance and remuneration topics; – Implementation and follow-up of the external evaluation process for the Board of Directors and its Committees for 2025; proposal of an action plan for 2026; follow-up of the action plan defined in 2024 and actions carried out in 2025; – Annual review of the succession plan for corporate officers and the members of the Executive Leadership team; – Implementation of the succession plan for the Chair and CEO; – Exceptional meetings dedicated to the selection of candidates for the appointment of a new Director and CEO: definition of the profiles sought based in particular on the diversity policy within the Board, analysis of applications, analysis of independence, individual interviews with preselected candidates; – Review of the report on the Group Policy on equal opportunity for and equal treatment of employees, including the diversity policy and objectives for feminization of governance bodies; – Diversity and Inclusion initiatives update. <p>Remuneration</p> <ul style="list-style-type: none"> – Review of the remuneration of the Chair of the Board and the Chief Executive Officer (including the determination of the criteria applicable to the variable remuneration and the determination of the achievement of these criteria) for 2024; – Review and implementation of the remuneration policies applicable to corporate officers for 2025 and preliminary discussions on the remuneration policy for 2026; – Review of directors' compensation for 2024; – 2025 GPIF Financial Multiplier: finalization of 2024 GPIF financial multipliers and confirmation of CEO's payout; – 2024 CEO non-financial objectives evaluation & financial results pre-assessment; – 2025 LTI plan: preliminary review of 2025 plan details; – Draft resolutions to be approved by the 2026 General Meeting; – Review of the achievement of performance conditions for active LTI plans; – Review of the 2024 Universal Registration Document: Say on Pay tables/Compensation policy; – Short-term incentives related to fiscal year 2024; – Review of the Executive Leadership team members compensation benchmarks.
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New Businesses and M&A Committee

COMPOSITION AS OF THE DATE OF THIS DOCUMENT	NUMBER OF MEMBERS	NUMBER OF MEETINGS	ATTENDANCE RATE ^(b)	INDEPENDENT MEMBERS
Michael DALY , <i>Chair</i> ^(a) Olivier JOUVE ^(a) Amélie OYARZABAL ^(a) Mario RUSCEV ^(a)	4	3	100%	100%

(a) Independent Director.

(b) The individual attendance rates are detailed under section 4.1.3.2 of this Document.

MAIN MISSIONS AND WORKS CARRIED OUT OVER 2025 (NON-EXHAUSTIVE LIST)

Main missions	<p>The New Businesses and M&A Committee is responsible for reviewing and regularly monitoring the investment expenditure budget, as well as merger & acquisition transactions, and making recommendations to the Board of Directors. In particular, the main tasks of the Committee are to examine in particular:</p> <ul style="list-style-type: none"> – New Business Strategies and Plans; – Progress of the various initiatives; – Associated People, Organization and Capex; – Potential other diversification initiatives; – All M&A projects over \$10 million or of a strategic reach. Projects shall be submitted to the Committee at such point where the project appears likely to go forward and before the execution of a final purchase and sale agreement or any other significant financial commitment; – Reviewing in detail all EDA authorization for expenditure which are strategic for the Company or over \$50 million, before approval by the Chief Executive Officer and making recommendations to the Chief Executive Officer; – Reviewing in detail net cash exposure on capital expenditure, comparing cash received and committed pre-funding levels to actual and projected capital expenditures for all approved EDA projects over \$50 million capital expenditure; – Interacting with the Sustainability Committee on the Company's strategic projects to take into consideration the Corporate Social Responsibility aspects; – Reviewing all divestitures. <p>The missions of the New Businesses and M&A Committee are detailed in the Board of Directors' Internal Rules and Regulations available on the Company's internet website (www.viridiengroup.com).</p>
Main activities in 2025	<ul style="list-style-type: none"> – Review of EDA 2025 capex update, including surveys in progress and new authorized financial expenditures exceeding \$50 million; – Review of New Business updates; – Review of ongoing and proposed investments in internal HPC capacity; – Review of M&A activities; – Minerals & Mining Market Review; – Review of the Group's investment strategy for 2025; – Review and monitoring of the investment budget; – Follow-up on special projects.

Sustainability Committee

COMPOSITION AS OF THE DATE OF THIS DOCUMENT	NUMBER OF MEMBERS	NUMBER OF MEETINGS	ATTENDANCE RATE ^(b)	INDEPENDENT MEMBERS
Philippe SALLE, Chair^(a) Michael DALY ^(a) Anne-France LACLIDE-DROUIN ^(a) Mario RUSCEV ^(a)	4	3	83%	100%

(a) Independent Director.

(b) The individual attendance rates are detailed under section 4.1.3.2 of this Document.

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MAIN MISSIONS AND WORKS CARRIED OUT OVER 2025 (NON-EXHAUSTIVE LIST)

Main missions	<p>The Sustainability Committee assists the Board of Directors in overseeing the Group's Corporate Social Responsibility (CSR) strategy and performance, covering health, safety, environmental, social and governance matters relevant to the Group's activities, risks and long-term development. The Committee reviews the robustness, relevance and consistency of the Group's sustainability reporting, including the double materiality analysis and the statutory sustainability audit process, notably following a joint session discussion with the Audit and Risk Management Committee.</p> <p>The missions of the Sustainability Committee are detailed in the Board of Directors' Internal Rules and Regulations available on the Company's internet website (www.viridiengroup.com).</p>
Main activities in 2025	<ul style="list-style-type: none"> – Follow-up on Group's health and safety performance and review of significant incidents, trends and corrective action plans; – Oversight of initiatives to strengthen health and safety culture, including training, leadership engagement and proactive risk reporting; – Group's environmental performance review, including greenhouse gas emissions, energy consumption and data-center efficiency indicators; – Oversight and approval of the updated climate transition plan and environmental strategy, including Scope 1, 2 and 3 reduction targets; – Validation of the updated double materiality analysis in accordance with CSRD and ESRS requirements and its application to sustainability reporting; – Monitoring of Group's compliance with European sustainability regulations and assessed the impacts of regulatory developments and simplifications; – Oversight on progress of the statutory sustainability audit and the transition to a new sustainability auditor; – Group's social responsibility initiatives review, including employee engagement and sustainability awareness programs; – Oversight on the development of supply-chain sustainability practices, including supplier ESG assessments and ratings; – Review and endorsement of internal sustainability recognition initiatives, including the annual Care & Protect awards; – Pin-pointing of emerging sustainability-related risks and topics requiring future Board-level oversight, including climate-related risks and preparedness.

On February 25, 2026, a joint session of the Sustainability Committee and the Audit and Risk Management Committee was

held to review the feedback provided by the sustainability auditor following its verification of the 2025 Sustainability Statement.

Audit and Risk Management Committee

COMPOSITION AS OF THE DATE OF THIS DOCUMENT	NUMBER OF MEMBERS	NUMBER OF MEETINGS	ATTENDANCE RATE ^(b)	INDEPENDENT MEMBERS
Anne-France LACLIDE-DROUIN, <i>Chair</i> ^(a) Colette LEWINER ^(a) Amélie OYARZABAL ^(a)	3	6	100%	100%

(a) Independent Director.

(b) The individual attendance rates are detailed under section 4.1.3.2 of this Document.

All the members of the Audit and Risk Management Committee are all Independent Directors with special competencies in financial or accounting matters or statutory auditing as requested for at least one of its members by Article L. 821-67 of the French Commercial Code. Their professional backgrounds are described in more detail in section 4.1.3.1.g). With a 100% independence rate, the Company complies with the recommendation of the AFEP-MEDEF Code, according to which the Board must be composed of two thirds or more of Independent Directors.

The following persons attend the Committee meetings: the relevant members of the Executive Leadership team, the Group Chief Financial Officer, the Chief Legal Officer, the SVP Group Controller and Chief Accounting Officer, the Group Internal Audit Director. Sometimes the Chair and Chief Executive Officer attends the Committee meetings. The Statutory Auditors are invited to

present the conclusions of their assignments to the Audit and Risk Management Committee in connection with the annual and half-year financial statements and meet with the Audit Committee once a year, without the presence of the Company's senior management.

The Audit and Risk Management Committee usually meets before each Meeting of the Board of Directors. For practical reasons, meetings of the Audit and Risk Management Committee are held in general on the eve of the Board of Directors. In order that this constraint does not prevent the proper functioning of the Committee, the Chair and the Chief Executive Officer ensures that the members of the Committee receive the necessary documents and information sufficiently in advance in order to have sufficient time to be able to review the accounts.

MAIN MISSIONS AND WORKS CARRIED OUT OVER 2025 (NON-EXHAUSTIVE LIST)

Main missions	<p>The Audit and Risk Management Committee is responsible for monitoring issues relating to the preparation and control of the Company's accounting and financial information. Its main missions are:</p> <ul style="list-style-type: none"> – examining the draft corporate and consolidated financial statements, annual and half-yearly and draft press releases; – monitoring the effectiveness of internal control, internal audit and risk management systems as well as compliance policies; – monitoring the term of office, duties and independence of the Statutory Auditors; – providing a prior opinion regarding the quality, comprehensiveness, accurateness and sincerity of the Company's sustainability reporting to the Sustainability Committee during a common session. <p>The missions of the Audit and Risk Management Committee are detailed in the Board of Directors' Internal Regulations available on the Company's internet website (www.viridiengroup.com).</p>
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Main activities in 2025	<p>Financial information</p> <ul style="list-style-type: none"> – Review of the annual, semi-annual and quarterly consolidated financial statements; – Review of the detailed report from statutory auditors and analysis of the key audit points identified, with a focus on significant risks which may impact the financial statements; – Review of the 2024 Universal Registration Document (annual report); – 2025 updated CAPEX plan and 2026 CAPEX budget; – Review of the new Authorised Financial Expenditures (AFEs) over \$10 million, except EDA projects; – Review of the 2025 forecasts; – Meeting with statutory auditors without the presence of the General Management (overview of the audit work performed for the closing of the 2024 financial statements); – Monitoring of the Group's situation with respect to cash and cash flow forecasts, especially refinancing, Group hedging policy; – Review of the EDA activity, the composition of its library and the valuation of the related surveys including accounting treatment (impairment test) and monitoring of impacts; – Review of the tax situation of the Group; – Follow-up on the reduction of the Group legal entities;
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Main activities in 2025 (continued)**Risk management**

- Enterprise risk management review and validation of 2026 group risks map;
- Risk review: Climate change;
- Risk review: Adverse regulatory change;
- Risk review: Fraud & accounting incident
- Risk review: Cyberattack
- Committees' scope update
- Auditors' presentation, including statutory auditors' risk matrix, 2025 auditors' mission and budget approval;

Internal Control and Audit

- Review of Group internal audit missions conducted in 2025; audit plan for 2026;
- Review and prior approval of non-audit services provided by the members of our auditors' network performed in 2025 and annual review of the audit and non-audit services pre-approval policy;
- Ethics Committee report & Compliance presentation;

CSR/Sustainability

- joint review and approval with the Audit and Risk Management Committee of the 2025 report on sustainability.

On February 25, 2026, a common session between the Sustainability Committee and the Audit and Risk Management Committee was held to review the feedback from the

sustainability auditor on their verification of the 2025 Sustainability Statement.

4.1.4 REGULATED AGREEMENTS AND ORDINARY AGREEMENTS

4.1.4.1 Review of the regulated agreements entered into by the Company

During 2025 financial year, no new regulated agreement was submitted for the prior authorization of the Board of Directors and consequently none will be submitted for the approval of the General Meeting to be held in 2026 pursuant to the provisions of Articles L. 225-38 et seq. of the French Commercial Code (see the special report of the Statutory Auditors on regulated agreements under section 4.1.4.4 of this Document).

4.1.4.2 Assessment procedure for agreements entered into in the ordinary course of business

In accordance with Article L. 225-39 of the French Commercial Code, prior approval is not required for agreements if they relate to usual operations and if they are entered into under normal conditions or for agreements concluded between two companies, one of which holds, directly or indirectly, the entire capital of the other. Article L. 22-10-12 of the French Commercial Code requires however, for companies whose share are admitted on a regulated market, the Board of Directors to establish a procedure for regularly assessing whether the agreements relating to usual operations and entered into under normal conditions, still fulfill these conditions and for analyzing their classification. The Board

of Directors' meeting has adopted an Internal Charter applicable to the Group in that respect, which is available on the Company's website (www.viridiengroup.com/investors/corporate-governance). In addition to describing the regulatory framework applicable to the agreements entered into in the ordinary course of business, the Internal Charter provides for an annual assessment of the conditions under which agreements are entered into in the ordinary course of business to be carried out by the Legal Department. Any parties that have a direct or indirect interest in an agreement are prohibited from taking part in the corresponding assessment.

The latest annual assessment on the agreements relating to usual operations and entered into under normal conditions was reviewed by the Board of Directors on February 26, 2026 which noted the absence of any such agreement.

4.1.4.3 Agreements between officers or reference shareholders and a controlled company

In accordance with the provisions of Article L. 225-37-4 2° of the French Commercial Code, at the date this document was drawn up, there were no agreements between a corporate officer or shareholder holding more than 10% of voting rights and a controlled company within the meaning of Article L. 233-3 of the French Commercial Code.

4.1.4.4 Statutory Auditors' special report on regulated agreements

Annual General Meeting held to approve the financial statements for the year ended December 31, 2025

This is a translation into English of the statutory auditors' report on related party agreements issued in French and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To the annual general meeting of Viridien,

Opinion

In our capacity as your Company's statutory auditors, we hereby report to you on related party agreements.

We are required to inform you, on the basis of the information provided to us, on the main terms, conditions and reasons justifying the benefits for the Company of the agreements that have been disclosed to us or that we may have identified as part of our engagement, without commenting on their relevance or substance or identifying any undisclosed agreements. Under the provisions of article R. 225-31 of the French Commercial Code, it is your responsibility to determine whether the agreements are relevant and should be approved.

Where applicable, it is also our responsibility to provide you with the information required by article R. 225-31 of the French Commercial Code in relation to the continuation of the implementation during the year ended December 31, 2025 of the agreements previously approved by the Annual General Meeting.

We performed the procedures that we deemed necessary in accordance with professional standards applicable in France to such engagements.

Agreements submitted for approval to the Annual General Meeting

Agreements authorized and entered into during this financial year

We hereby inform you that we have not been advised of any agreements authorized and signed during the year ended December 31, 2025 that should be submitted for approval to the Annual General Meeting in accordance with article L. 225-38 of the French Commercial Code.

Agreements previously approved by the Annual General Meeting

Agreements approved during previous fiscal years and whose execution continued during this financial year

We hereby inform you that we have not been advised of any agreement previously approved by the Annual General Meeting, whose execution continued during the year ended December 31, 2025.

Paris-La Défense, March 20, 2026

The Statutory Auditors

French original signed by

BDO Paris

Éric PICARLE

Deloitte & Associés

Emmanuel ROLLIN

4.2 Remuneration

4.2.1 REMUNERATION POLICY FOR CORPORATE OFFICERS (EX-ANTE)

This remuneration policy has been established in accordance with the provisions of Article L. 22-10-8 of the French Commercial Code.

As of the date of this report, the Company's corporate officers are Sophie ZURQUIYAH, Chair and Chief Executive Officer of the Company, as well as all the members of the Board of Directors ("the Directors").

For the purposes of this report and pursuant to the provisions of the Corporate Governance Code of Listed Corporations (hereinafter "the AFEP-MEDEF Code"), "executive corporate officers" shall mean the Chair and Chief Executive Officer, the Chief Executive Officer and the potential Chief Operating Officers. The executive corporate officers, the Chair of the Board of Directors and the Directors are collectively referred to as "corporate officers".

4.2.1.1 Information relating to all corporate officers

a) Decision-making process and general principles

HR AND LEGAL DEPARTMENTS

- Remuneration benchmark based on market practices and comparable companies
- Analysis of AMF, HCGE and AFEP-MEDEF's recommendations
- If necessary, intervention of an external firm

APPOINTMENT, REMUNERATION AND GOVERNANCE COMMITTEE

- Review of the remuneration paid for the elapsed financial year in accordance with the ex-ante policy
- Recommendation of remuneration policies including the definition of performance criteria (together with CSR) to the Board
- Assessment of performance criteria achievement

BOARD OF DIRECTORS

- Annual executive session (without the presence of the CEO or Chairperson and CEO) to discuss, among other things, the remuneration of the Chief Executive Officer
- Approval of the remuneration paid to corporate officers for the elapsed financial year
- Determine the ex-ante remuneration of the Chief Executive Officer or Chairperson and Chief Executive Officer, based on the recommendations of the Appointment, Remuneration and Governance Committee
- Publication of the Universal Registration Document



POST GENERAL MEETING

- Board analysis of the voting results immediately after the General Meeting
- Dialogue with the main shareholders and proxy advisors in case of significant dissent
- Ongoing shareholder information via immediate publication on the Group's website of any remuneration awarded to senior executives

GENERAL MEETING

- Ex-post vote on remuneration paid for the elapsed financial year
- Ex-ante vote on remuneration policies determined by the Board for the ongoing financial year

DIALOGUE WITH SHAREHOLDERS

- Dialogue with the main shareholders and proxy advisors regarding the plan for the evolution of the Company's governance and corporate officer remuneration prior to the General Meeting

Determination of the remuneration policy

The remuneration policy for corporate officers is determined by the Board of Directors on the recommendation of the Appointment, Remuneration and Governance Committee. This policy is regularly reviewed and discussed by the Board of Directors in order to be in accordance with the corporate interest of the Company, contribute to its sustainability and to be in line with its business strategy.

The Company's remuneration policy was created based on four cornerstones which form the heart of the Company's day-to-day focus – its employees, its sustainability as a company, the fight against corruption, and the environment. Through an ongoing and forward-looking approach, every effort has been made to identify, prevent, manage and resolve all risks linked to these four fields, both at a site and/or project level as well as at the level of governance bodies. These key areas of focus are at the foundation of the Company's commercial strategy, which is defined via promotion and development objectives within the industry,

building long-term relationships, developing alliances with major clients and partners, and on a global level, sustaining operational performance. These various elements are implemented by ensuring the Company attracts and retains key skills in a stimulating work environment while maintaining the health and safety of all.

As such, the remuneration policy complies with the following general principles, which are established in accordance with the AFEP-MEDEF Code recommendation.

The global remuneration policy for executive corporate officers is intended to drive performance and align executive remuneration with the Group's business strategy. Therefore, the variable portion of remuneration is performance-based and contingent on the executive's performance. The long-term remuneration tools put in place by the Company also represent a significant part in linking the remuneration of the executive corporate officers to the interests of the shareholders.

Therefore, this policy makes it possible to compensate decision-making that creates long-term value for the Company, ensuring its sustainability. A suitable remuneration policy is essential, particularly taking into account the cyclical nature of the Group's activity, in order to attract, motivate and retain talent while generally ensuring a good level of competitiveness for remuneration packages. This dual objective of attracting and retaining talent was one of the principal strands of the general sustainable development policy across all employees.

Review of the remuneration policy

The Group remuneration policy is regularly reviewed, taking into account market practices and how competitors have evolved in order to ensure consistency at both a global and industry level. Concerning executive corporate officers, the Company works with specialized external firms whose comments are submitted to the Appointment, Remuneration and Governance Committee. The latter then shares its recommendations with the Board of Directors for their decision-making process.

Implementation of the remuneration policy and role of the Appointment, Remuneration and Governance Committee

The remuneration policy applicable to the corporate officers will be implemented by the Board of Directors, as recommended by the Appointment, Remuneration and Governance Committee and in compliance with applicable legal, regulatory and statutory frameworks and in respect of the general principles outlined above.

The Appointment, Remuneration and Governance Committee meets regularly to verify that the remuneration policy adopted by the General Meeting is correctly applied.

The composition and tasks of the Appointment, Remuneration and Governance Committee in determining, reviewing and implementing the remuneration policy are defined above and in the Board's Internal Rules and Regulations.

b) Application of the remuneration policy

Principle

The remuneration policy is submitted for approval at the ordinary General Meeting each year, commonly referred to as "ex-ante vote." In the event the General Meeting does not approve the resolution, the remuneration policy for corporate officers previously approved by the General Meeting would continue to apply, and the Board of Directors would submit a draft resolution for approval at the next General Meeting, presenting a revised remuneration policy and indicating how the shareholders' vote and, where applicable, the opinions expressed at the General Meeting have been taken into account. In the absence of a previously approved remuneration policy, remuneration would be determined in accordance with the remuneration awarded for the previous financial year or, in the absence of remuneration awarded for the former financial year, in accordance with the existing practices within the Company.

Appointment of new corporate officers

The principles, criteria and elements of compensation provided for in the remuneration policy are applicable to any corporate officer appointed during the financial year.

The Board of Directors, on the recommendation of the Appointment, Remuneration and Governance Committee, will then determine the objectives, performance levels, parameters, structure and maximum percentages in relation to their fixed annual remuneration, which may not exceed those of the replaced corporate officer.

Exceptions to the application of the remuneration policy

In the event of exceptional circumstances, the Board of Directors may, in accordance with Article L. 22-10-8, III paragraph 2 of the French Commercial Code, depart from the application of the remuneration policy when this departure is temporary, in accordance with the Company's interests and necessary to guarantee the Company's continuity or viability.

The Board of Directors will justify these adjustments in detail in view of the impact on the Company's performance and the economic consequences resulting from these exceptional circumstances. Under no circumstances may the ceiling of the annual variable remuneration be modified.

These exceptions will be strictly implemented.

c) Consideration of the last vote of the General Meeting

As each year, prior to the General Meeting, the Company initiates a dialogue with the main shareholders and proxy advisors to inform them, in particular, of corporate officers' remuneration policies. It is on this occasion that the Company discusses the voting policies implemented at the previous meeting, in particular when these have led to negative votes or recommendations to vote against certain resolutions. The purpose of these regular exchanges is to ensure that the various expectations of stakeholders converge as much as possible on all governance issues while complying with corporate interest.

At the General Meeting of April 30, 2025, all of the resolutions related to "Say on Pay" were approved at more than 97%.

Based on the dialogue initiated with the main shareholders and proxy advisors, and given the positive results obtained at the last General Meeting, the Company did not identify a necessary modification of the principles of its remuneration policy applicable to corporate officers.

d) Changes in remuneration policy

Remuneration Policy for the Chair of the Board of Directors

It is proposed that the remuneration of the Chair of the Board of Directors consists exclusively of a fixed remuneration (instead of a fixed and variable portions), thereby demonstrating a desire to simplify the structure. This fixed remuneration will be revalued compared to the remuneration policy previously applied in a context of separated governance, to take into account the increased expertise and responsibilities of the position. For further details, see section 4.2.1.2. c) of this Document.

Remuneration Policy for Directors

It is also proposed to increase the remuneration for Directors, as detailed in section 4.2.1.2. d) of this Document, in order to ensure the attractiveness and competitiveness of positions within the Board. The annual total envelope at €550,000 remains unchanged.

Remuneration Policy for the Chief Executive Officer

It is proposed to adapt the financial and non-financial performance indicators used in the annual variable compensation and in the long-term variable compensation of the Chair and Chief Executive Officer, and subsequently of the Chief Executive Officer, as well as to adjust the vesting scale of the long-term compensation, in order to better reflect the Company's current strategy (see sections 4.2.1.2.a) and 4.2.1.2.b) of this Document for further details).

4.2.1.2 Information relating to each corporate officer

For a clearer reading of this report, the words "Remuneration policy applicable in 2026" will be added. This remuneration policy will be applied in 2026, subject to a positive vote by the Annual General Meeting.

At its meeting of February 26, 2026, the Board of Directors, upon the recommendation of the Appointment Remuneration, Governance Committee, determined the remuneration policies for the corporate officers for the year 2026.

During the 2026 financial year, considering the evolution of the corporate governance, four remuneration policies will apply:

- the policy for the Chair and Chief Executive Officer for the period from January 1, 2026 to June 3, 2026 inclusive,
- the policy for the Chair of the Board of Directors for the period from June 3, 2026 to December 31, 2026,
- the policy for the Chief Executive Officer for the period from June 3, 2026 to December 31, 2026,
- the policy for directors for the year 2026.

The remuneration policies for the Chair of the Board of Directors, the Chief Executive Officer, and the directors will continue to apply until a new policy is adopted by the General Meeting.

a) Remuneration policy applicable in 2026 for the Chair and Chief Executive Officer

The remuneration policy applicable to the Chair and Chief Executive Officer is designed to compensate performance, measured in the short, medium and long term. Each component of this policy has distinct yet complementary objectives.

As a result, every effort is made to ensure that it complies with the Company's corporate interests, contributes to its long-term sustainability and is in line with its business strategy. The Board ensures that the remuneration policy for corporate officers remains consistent with that of the Group's other executives.

In accordance with Article L. 22-10-8 of the Commercial Code, this remuneration policy will be the subject of a resolution submitted for approval to the General Meeting called to approve the financial statements for the financial year ending December 31, 2025.

The duties of the Chair and Chief Executive Officer are described in Section 4.1.2.1 of this Document and are currently performed by Sophie ZURQUIYAH, whose biography is presented in Section 4.1.3.1.g).

Her term of office as Chief Executive Officer took effect following the Board meeting held on April 26, 2018, for a four-year period, and was renewed for a further four-year term at the Board meeting held on May 5, 2022. As from the Board of Directors meeting of April 30, 2025, Sophie ZURQUIYAH also combined this role with that of Chair of the Board of Directors. In addition, Sophie

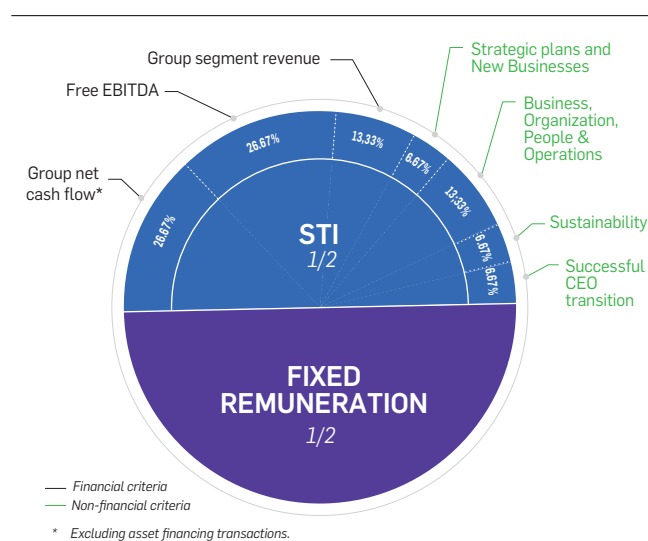
ZURQUIYAH holds the position of director of the Company alongside her mandate as Chair and Chief Executive Officer, with aligned terms of office (see Section 4.1.2.1.b)). As from the Board meeting of June 3, 2026, Sophie ZURQUIYAH will solely perform the role of Chair of the Board of Directors, subject to the renewal of her term of office as Director by the 2026 General Meeting.

Accordingly, the remuneration policy applicable to the Chair and Chief Executive Officer will apply to Sophie ZURQUIYAH for the period from January 1, 2026 to June 3, 2026.

Total remuneration and benefits

i. Respective importance of remuneration elements

2026 CHAIR & CEO REMUNERATION POLICY



Sophie ZURQUIYAH will not receive any performance shares in 2026 in respect of her duties as Chair and Chief Executive Officer for the period from January 1, 2026 to June 3, 2026, which results in only her fixed remuneration and variable remuneration for that period being presented in the chart above.

The chart above demonstrates the target package structure. Details of the maximum achievable are outlined below.

ii. Fixed remuneration

In accordance with the AFEP-MEDEF Code's recommendations, the Chair and Chief Executive Officer's remuneration, including its fixed portion, is reviewed annually by the Appointment, Remuneration and Governance Committee. The annual fixed remuneration is in principle only updated at relatively long intervals and the Company has not opted for an annual change. In the event of a significant increase, the reasons for this increase are explained.

The fixed compensation serves as a reference to determine the percentage of annual variable compensation and the valuation of the long-term compensation. Its amount is paid monthly.

Following the recommendation of the Appointment, Remuneration and Governance Committee, the Board of Directors meeting of February 26, 2026 decided to maintain the current fixed remuneration for Sophie ZURQUIYAH, at €755,400 gross on an annual basis. This fixed remuneration will be paid to Sophie ZURQUIYAH on a prorated basis between January 1, 2026 and June 3, 2026.

iii. Annual variable remuneration

Methods of determination

The Board of Directors and the Appointment, Remuneration and Governance Committee pay particular attention to ensuring that the Chair and Chief Executive Officer's annual variable remuneration policy is aligned with Company performance and focused on creating value for the Company. Therefore, objectives within the remuneration policy align the Chair and Chief Executive Officer's remuneration with the Company's strategy, and rewards financial and operational performance.

In accordance with the AFEP-MEDEF Code, and in order to ensure that they are in line with the Company's short-term strategy, the criteria for annual variable remuneration are reviewed by the Board of Directors every year, without necessarily being modified.

The variable annual remuneration of the Chair and Chief Executive Officer is broken down into two parts:

- the first part is based on financial criteria (2/3);
- the second is based on non-financial criteria (1/3).

Financial and non-financial objectives are precisely defined by the Board of Directors in relation to the Group's budgetary objectives.

The Board of Directors decides on the weighting assigned to the achievement of each of the considered criteria according to the context and their importance for the Group.

As an incentive to overperform on quantifiable criteria, the annual variable remuneration program allows for the payment of amounts in excess of the target remuneration. This mechanism does not apply to non-financial criteria. Therefore, annual variable remuneration may attain a maximum amount of 166.67% of the fixed remuneration.

Target objectives are not disclosed for reasons of confidentiality. Nevertheless, the rate of achievement of each of the criteria is communicated *a posteriori*.

The indicators are set each year by the Board of Directors for the Chair and Chief Executive Officer.

Performance criteria evaluation method

The performance evaluation for the Chair and Chief Executive Officer is carried out by the Appointment, Remuneration and Governance Committee. The Appointment, Remuneration and Governance Committee shares its recommendations with the Board of Directors to reach a decision. It is specified that the Chair and Chief Executive Officer does not take part in the vote or in the deliberations on the compensation items that concern her.

Terms of payment

The variable portion allocated in respect of a given financial year is determined by the Board of Directors approving the accounts for the same financial year. Thus, in accordance with Article L. 22-10-34, II of the Commercial Code, the payment of the variable portion allocated in respect of the year 2026 will be subject to the approval by the General Meeting called in 2027 to approve the financial statements for the financial year 2026, of the resolution relating to the Chair and Chief Executive Officer's individual say on pay *ex-post*. It shall be paid in the month following the validation of this payment by the General Meeting.

Once the annual variable remuneration is paid, the Company cannot claw back this amount.

Appointment or termination of mandate

In the event of the appointment or departure of the Chair and Chief Executive Officer during the year, these same principles would apply *pro rata temporis* for the period of office.

However, in the event of an appointment during the second half of the year, the Board of Directors on a recommendation of the Appointment, Remuneration and Governance Committee, would have the latitude to adapt the criteria.

Objectives applicable to the annual variable remuneration in 2026

For the 2026 financial year, during the Meeting held on February 26, 2026, the Board of Directors decided not to modify the annual variable remuneration system applicable to the Chair and Chief Executive Officer and determined the structure of the annual variable remuneration of Sophie ZURQUIYAH and the applicable objectives. The amount to be paid will be prorated based on the period during which she served as Chair and Chief Executive Officer between January 1, 2026 and June 3, 2026.

The Board of Directors defined the financial objectives in relation to the Group's budgetary Objectives. The non-financial objectives have been defined in relation with the annual priorities of the Group and are based on:

- the definition and implementation of the Group's **strategic plans and New Businesses** through 2028. This notably includes qualitative objectives such as the structuring and progress of initiatives relating to our new businesses, the review of new commercial opportunities, as well as specific quantitative objectives linked to performance indicators (market shares, new multiclient projects and new technology delivery...) whose detailed criteria remain confidential;
 - the achievement of these objectives will be assessed by the Board based on the status of our new businesses backlog buildup and progress of Viridien's strategic initiatives;
- the achievement of quantitative and qualitative objectives related to **business, organization, people and operational plan** with a strong focus on customer relations, market position, technological differentiation of the Company, business models, financial resilience of operations as well as key projects delivery. These objectives also include the Company organization, the management of employees and talents, the key successions' management, the employee engagement, and the Company attractiveness through an appealing employee value proposition;
 - the achievement of these objectives will be measured based on the effective implementation of defined actions for each segment reviewed by the Board of Directors, including among others the transformation of leads into projects, actions towards compensation transparency and gender diversity plans;
- the Company's performance in terms of **Environmental and Social responsibility and Governance**, and the consolidation and development of new initiatives related to the energy transition. This area includes the following objectives and will be measured by the Board as follows:
 - maintain Health Safety and Environment performance within industry benchmarks with no fatalities (quantitative criteria),
 - continue to progress the environmental performance in the area of carbon emissions and water utilization (quantitative criteria),
 - progress plans to improve the Environmental performance of our supply chain (qualitative criteria);
- **For the 2026 financial year**, a criterion was introduced aimed at ensuring a successful transition, continuity, and alignment of priorities between the Chair and Chief Executive Officer, Sophie ZURQUIYAH, and the new Chief Executive Officer, Henning BERG. This criterion will rely on achievements such as ensuring a seamless CEO transition by equipping the new CEO with comprehensive insights, access to key stakeholders, and the governance framework necessary for his effective integration

into the role. The departing and the new Chief Executive Officer will, together, actively engage across the organization, build critical internal and external relationships, assume leadership responsibilities, and during the transition period participate in client and investor meetings to secure business continuity and deliver the expected 2026 performance.

The variable remuneration target amount is set at 100% of the fixed remuneration, split between 2/3 of financial objectives and 1/3 of non-financial objectives. Its maximum amount is set at 166.67% of the fixed remuneration.

Variable remuneration for the 2026 financial year breaks down as follows:

Indicator	Target	Maximum
	As a % of fixed remuneration	As a % of fixed remuneration
Financial objectives	66.67%	133.33%
Group net cash flow ^(a)	26.67%	53.34%
Free EBITDA	26.67%	53.34%
Group Segment revenues	13.33%	26.66%
Non-Financial objectives	33.33%	33.33%
Strategic plans and New Businesses	6.67%	6.67%
Business, Organization, People & Operations	13.33%	13.33%
Sustainability	6.67%	6.67%
Successful CEO transition	6.67%	6.67%
OBJECTIVES TOTAL	100.00%	166.67%

(a) excluding asset financing transactions

In order to take into account the economic consequences resulting from exceptional circumstances, the Board of Directors may, after consultation with the Appointment, Remuneration and Governance Committee, modify the criteria and/or performance conditions of the annual variable remuneration. The Board will justify these adjustments in detail in view of the impact on the Company's performance and the economic consequences resulting from these exceptional circumstances. In any case, the annual variable remuneration may not exceed the maximums provided for in this policy, i.e. 166.67%.

iv. Exceptional remuneration

No exceptional remuneration may be granted to the Chair and Chief Executive Officer by the Board of Directors, except in very special circumstances.

In the event of the payment of exceptional remuneration, it will be justified and explained by the Board of Directors both in terms of the determination criteria and the amounts awarded.

In any case, the exceptional remuneration could not exceed 150% of the Chair and Chief Executive Officer's fixed remuneration.

In accordance with Article L. 22-10-34, II of the French Commercial Code, payment of such exceptional remuneration would be subject to the approval of the *ex-post* vote by the General Meeting convened to approve the financial statements for the previous financial year.

v. Other short-term remuneration components

Social protection plans

The Chair and Chief Executive Officer may benefit from the social protection plans set up for the Group's employees. Consequently, the Chair and Chief Executive Officer may benefit from an insurance plan covering death and disability risks.

For the 2026 financial year, this coverage will continue to be provided by the insurance policy subscribed with SwissLife.

Benefits are calculated on the basis of the contribution base consisting of gross annual remuneration. The Chair and Chief

Executive Officer may also benefit from medical coverage covering medical fees.

Premiums are paid on the beneficiary's gross annual remuneration.

Premium amount and associated coverage are reviewed yearly, without necessarily being modified.

The above insurance contracts can be terminated by following standard legal procedure.

International medical insurance

The Chair and Chief Executive Officer may benefit from an international medical insurance policy, as frequent travel abroad is required.

Benefits

The Chair and Chief Executive Officer may receive a benefit in kind related to the allocation of a company car.

For the 2026 financial year, Sophie ZURQUIYAH will benefit, as in 2025, from the social protection plans applicable to the Group's employees, from an international medical insurance and from a company car.

vi. Multi-year variable remuneration

The Board of Directors has decided not to use a long-term variable remuneration mechanism to be paid in cash, preferring to align the remuneration of the Chair and Chief Executive Officer with the interests of the shareholders by favoring equity instruments, which helps ensure that the remuneration policy respects the corporate interest.

However, it is specified that this type of remuneration could be considered in the event of regulatory changes or circumstances that would make the use of equity instruments unfeasible or ineffective. In this case, the principles and criteria described for share-based plans will be incorporated in the structuring of such multi-annual remuneration by adapting the terms and conditions.

vii. Long-term remuneration

The Board of Directors, on the recommendation of the Appointment, Remuneration and Governance Committee and with the authorization of the General Meeting, grants the Chair and Chief Executive Officer long-term remuneration which may take the form, in particular, of performance shares covered by Articles L. 225-197-1 et seq. and L. 22-10-59 et seq. of the French Commercial Code, or any other plan linked to the growth of the shares.

The long-term remuneration instruments implemented by the Company contribute to the objective of the remuneration policy by rewarding executives' by linking executive corporate officer remuneration to shareholder interests and more globally to the Company's corporate purpose. This policy enables the Company to reward long-term value creation ensuring its sustainability.

The implementation of this plan is subject to performance and presence conditions for Group executives. Thus, the Chair and Chief Executive Officer may benefit from a performance share plan subject to the fulfilment of performance conditions in respect of the following years, with an acquisition period of at least three years.

The target of the long-term remuneration in shares is equal to 100% of the Chair and Chief Executive Officer's fixed remuneration, without being able to exceed a ceiling of 150% of this same fixed remuneration.

For the 2026 financial year, it is proposed to maintain the requirement to provide detailed justification in the event of a decision to retain long-term remuneration in the event of the Chair and Chief Executive Officer's departure.

In the event of exceptional circumstances, the performance conditions may be modified during the period in question. In this case, these amendments shall be made public after the Meeting of the Board of Directors that adopted them. Changes in performance conditions must maintain the alignment of the interests of shareholders and beneficiaries. In the event of the departure of Executive Directors before the expiration of the period provided for the performance conditions assessment, the Board of Directors will decide whether to maintain all or part of their long-term remuneration. Its decision will be duly justified if this remuneration is maintained or paid.

In the event of retirement, performance shares in the process of acquisition will be reduced in proportion to the time spent in service over the acquisition period and the beneficiary will remain subject to all the provisions of the plans.

The Board of Directors is required to determine the minimum number of shares to be held in registered form by the Chair and Chief Executive Officer until the end of his or her term of office. In this context, the Board of Directors has also decided that, in accordance with the provisions of Articles L. 225-185 and L. 225-197-1 of the French Commercial Code:

- the quantity of shares resulting from the exercise of stock options that Sophie ZURQUIYAH is required to hold in registered form for the duration of her mandate should represent 25% of the net acquisition gain at the time of exercising the options granted by the Board of Directors; and
- the quantity of shares resulting from the acquisition of shares that Sophie ZURQUIYAH is required to keep in registered form, for the duration of her mandate, should represent 25% of the shares allocated by the Board of Directors.

Furthermore, the Chair and Chief Executive Officer must, if appointed as a Director of the Company, hold a number of shares

of the Company amounting to at least 30,000 euros (based on the share price at the purchase date). The combination of these obligations will enable the Chair and Chief Executive Officer to hold a significant number of securities.

The obligation to keep in registered shares resulting from the allocation of performance shares and the exercise of stock-options granted applies until the value of all the shares retained in registered form represents at least two years of fixed and variable annual cash remuneration.

Considering the share price at the time of grant and the ceiling of the authorization, the Board of Directors may decide to award the Chair and Chief Executive Officer a number of shares whose overall valuation will be lower than the target of the remuneration policy. This approach ensures a balanced allocation of the LTI envelope, maintaining the Chair and Chief Executive Officer's grant reasonably proportionate, and therefore preserving sufficient shares for allocation to the other eligible employees.

Allocation for the 2026 financial year

For the 2026 financial year, the Board of Directors does not intend to grant performance shares to the Chair and Chief Executive Officer.

Treatment of long term remuneration

As from the 2026 Annual General Meeting, as part of the separation of the roles of Chair of the Board of Directors and Chief Executive Officer, Sophie ZURQUIYAH will serve as Chair of the Board of Directors.

In accordance with the rules of the existing plans and following the decision of the Board of Directors dated February 26 2026, the performance shares and stock options granted in 2023 and 2024, which are currently in the vesting period, will be maintained, subject to compliance with the Group's continued service condition. The performance share plan granted in 2025 will vest on a pro rata basis between the grant date and the date of the 2026 Annual General Meeting.

The continuation of these rights reflects Sophie ZURQUIYAH's commitment and length of service within the Group and is consistent with market practices as well as applicable regulatory provisions.

viii. Supplementary pension plans

Defined contribution pension plan (Article 83 of the CGI (Code général des impôts [General Tax Code]))

In order to enable the Group's senior executives to supplement the level of pension paid by the mandatory French pension plans, a supplementary funded collective pension plan has been put in place since January 1, 2005.

The Chair and Chief Executive Officer benefits from this pension plan.

This plan is capped as such and calculated with reference to the *plafond annuel de sécurité sociale* [annual social security ceiling] (PASS):

- tranche A – up to 100% of the PASS: 0.5% beneficiary contribution and 1% company contribution;
- tranche B – above 100% of the PASS and up to 400% of the PASS: 2% beneficiary contribution and 3% company contribution;
- tranche C – above 400% of the PASS and up to 800% of the PASS: 3.5% beneficiary contribution and 5% company contribution.

The contribution base consists exclusively of the gross annual remuneration for the year declared, the base salary, the annual variable remuneration and the benefits in kind (company car). This base excludes, as a matter of principle, any other element of remuneration.

Pension rights under this plan may be liquidated, at the earliest, when the beneficiary has liquidated his pension rights under the general social security scheme.

The above plan can be terminated by following standard legal procedure.

For the 2026 financial year, Sophie ZURQUIYAH will benefit, as in 2025, from the above-mentioned defined contribution pension plan. The estimated amount for the period between January 1 2026, and June 3 2026, for her position as Chair & Chief Executive Officer, is €9,911, of which €5,888 to be borne by the Company and €4,023 to be borne by Sophie ZURQUIYAH.

Alternative pension plan

The Board of Directors may decide to set up an alternative retirement plan for the benefit of the Chair and Chief Executive Officer, giving preference to defined contribution plans or any other similar mechanism, depending on legislative and regulatory developments.

This plan would be subject to the fulfillment of demanding performance conditions defined by the Board of Directors, in accordance with the legislation in force and with the recommendations of the AFEP-MEDEF Code to which the Company refers.

ix. Individual unemployment insurance

The Chair and Chief Executive Officer, not benefiting from an employment contract, is not subject to common right legislation concerning remuneration for unemployment when he/she loses his/her job. The Board of Directors may therefore authorize the Company's entering into a specific unemployment guarantee for the Chair and Chief Executive Officer's benefit.

For the period between January 1 2026 and June 3 2026, Sophie ZURQUIYAH will benefit from the individual unemployment insurance's benefit in kind. The amount to be borne by the Company is €6,213 for her position as Chair and Chief Executive Officer.

x. Contractual termination indemnity in the event of departure from the Group

The Chair and Chief Executive Officer of the Company may benefit from a contractual termination indemnity in the event of departure from the Group, the terms and conditions of which are defined by the Board of Directors with recommendation from the Appointment, Remuneration and Governance Committee.

The contractual termination indemnity may only be paid in the event of a forced departure (in the absence of serious or gross misconduct). The amount of this indemnity is set as the difference between (i) a gross amount equal to 200% of the annual reference remuneration of the corporate officer and (ii) any sums to which the Chair and Chief Executive Officer may be entitled as a result of the termination of his/her corporate office, in particular, the indemnity likely to be paid under the Chair and Chief Executive Officer's non-compete commitment. The total amount of the contractual termination indemnity is therefore capped at 200% of the annual reference remuneration.

The annual reference remuneration is exclusively comprised of the annual fixed remuneration paid over the 12-month period prior to the notice date, to which is added the annual average variable remuneration due over the previous three financial years before date of departure or date of notice (if applicable).

The aggregate of the contractual termination indemnity and the non-compete indemnity may under no circumstances exceed 200% of the corporate officer's Annual Reference remuneration. If the aggregate amount exceeds that amount, the contractual termination indemnity will be reduced to the level of the aforementioned cap.

No remuneration will be paid if the Chair and Chief Executive Officer is able to exercise his/her retirement rights at the time of his/her departure.

The payment of the contractual termination indemnity is contingent on achieving a performance condition. This performance condition is defined by the Board of Directors, as the average rate of achievement of the objectives related to the Chair and Chief Executive Officer's annual variable remuneration, as measured over the three complete financial years prior to the date of the Chair and Chief Executive Officer's termination.

The above performance condition, derived from the achievement of annual variable remuneration performance criteria, contributes to the remuneration policy's objectives by aligning the Chair and Chief Executive Officer's remuneration with Group strategy and social purpose while encouraging operational and financial performance.

The payment of the indemnity will be contingent upon the recognition by the Board of Directors of the achievement of the above performance condition as appraised on the date of termination, following the conditions contained in the applicable legal framework.

The terms of payment and the assessment of the performance conditions of the indemnity comply with the recommendations of the AFEP-MEDEF Code.

Contractual termination indemnity in force

Sophie ZURQUIYAH benefits, as Chief Executive Officer since her appointment in 2018, from a contractual termination indemnity in the event of termination of her corporate office. As part of her renewal by the Board of Directors on May 5, 2022 and her nomination as Chair and Chief Executive Officer in 2025, this indemnity was maintained under the following terms and conditions:

- Sophie ZURQUIYAH benefits from a contractual termination indemnity in the event of dismissal, and in the event of non-renewal of her term of office within twelve months following a change of control, in the absence of any situation of failure characterized by the non-achievement of the performance conditions described below;
- no payment may be made in the event of serious or gross misconduct, regardless of the reason for departure.

The payment of the contractual termination indemnity will depend on the average rate of achievement of the objectives relating to the annual variable portion of Sophie ZURQUIYAH's remuneration for the last three financial years ended prior to the departure date, in accordance with the following rule:

- if the average achievement rate is less than 80%, no contractual termination indemnity will be paid;
- if the average achievement rate is equal to or greater than 80% and less than 90%, the contractual termination indemnity will be due at 50% of its amount;
- if the average achievement rate is equal to or greater than 90%, the contractual termination indemnity will be due on a straight-line basis between 90% and 100% of its amount.

This contractual termination indemnity will be equal to the difference between (i) a gross amount capped at 200% of the Annual Reference Remuneration and including all sums of any nature whatsoever, and on any basis whatsoever, to which Sophie

ZURQUIYAH may be entitled as a result of the termination, and (ii) all sums to which she may be entitled as a result of the implementation of the non-compete commitment.

The aggregate of the contractual termination indemnity and the non-compete indemnity may under no circumstances exceed 200% of the executive corporate officer's Annual Reference remuneration. Should the combined amount of the two benefits be greater, the contractual indemnity would be reduced to the level of this cap.

It is specified that the Board of Directors must acknowledge, prior to the payment of the contractual termination indemnity, (i) that the performance conditions described above have been met and (ii) that the contractual termination indemnity complies with the recommendations of the AFEP-MEDEF Code in force at the date of the departure of the person concerned.

xi. Non-compete commitment

In order to protect the Group's interests in the event of the departure of certain senior executives, including the Chair and Chief Executive Officer, the Company provides for the application of non-compete commitments.

This commitment applies to activities involving the acquisition, processing or interpretation of geophysical data, or the provision of equipment or products designed for the acquisition, processing or interpretation of geophysical data, and involving the individual's contribution to projects or activities in the same field as those in which he or she participated within the Viridien group.

In consideration for this commitment for a term defined when the agreement is entered into, the Chair and Chief Executive Officer receives remuneration corresponding to a percentage of his/her annual reference remuneration. For the determination of these elements, the Company refers to the recommendations of the AFEP-MEDEF Code and also provides for a stipulation authorizing the Board of Directors to waive the implementation of the clause upon the beneficiary's departure.

The indemnity shall be paid in instalments and shall not be payable when the person concerned claims his/her pension rights and, in any event, beyond the age of 65 years.

The non-compete commitment exists for the protection of the Group's interest, and the non-compete indemnity fulfils the imperative financial remuneration in response to the restrictions incurred. However, the Board of Directors reserves the right to unilaterally renounce the enforcement of the non-compete commitment, at the date of termination of the Chair and Chief

Executive Officer, in which he/she would be free from any non-compete commitments and no related financial remuneration would be owed on that basis.

Non-compete commitment in force

Sophie ZURQUIYAH is bound by a non-compete commitment which applies to activities involving services for the acquisition, processing or interpretation of geophysical data, or the supply of equipment or products designed for the acquisition, processing or interpretation of geophysical data, and involving the contribution of the person concerned to projects or activities in the same field as those in which Sophie ZURQUIYAH has participated within the Viridien group.

In consideration for this commitment for a period of 18 months from the date of Sophie ZURQUIYAH's departure from the Group, she would receive a remuneration corresponding to 100% of her annual reference remuneration.

The annual reference remuneration is exclusively comprised of the annual fixed remuneration paid over the 12-month period prior to the notice date, to which is added the annual average variable remuneration due over the previous three financial years before the date of departure or the date of notice (if applicable). The indemnity would be paid in instalments and would not be paid if the person concerned claims his/her pension rights and, in any event, beyond the age of 65.

xii. Indemnity for starting the position

The Board of Directors may, if applicable grant an indemnity for starting the position to a new Chair and Chief Executive Officer coming from a company outside the Group in accordance with the AFEP-MEDEF recommendations. The payment of this indemnity, which may take different forms, is limited to compensating for the loss of the benefits enjoyed by the executive and must be duly substantiated.

xiii. Remuneration allocated for the office of Director

The Chair and Chief Executive Officer do not receive any compensation in the event of the accumulation of a directorship in accordance with the remuneration policy applicable to Directors in 2026 presented in section 4.2.1.2.d) of this Document.

Sophie ZURQUIYAH will not receive any specific compensation for her directorship between January 1, 2026 and June 3, 2026, during her term as Chair and Chief Executive Officer.

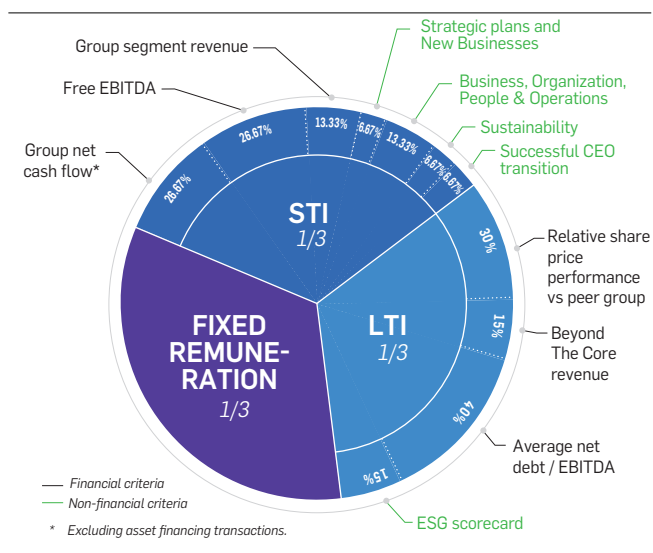
b) Remuneration policy applicable in 2026 for the Chief Executive Officer

Sophie ZURQUIYAH will perform the duties of Chair and Chief Executive Officer until the General Meeting of June 3, 2026. As from that date, the roles of Chair of the Board of Directors and Chief Executive Officer will be separated. Henning BERG will be appointed Chief Executive Officer as of June 3, 2026.

In accordance with Article L. 22-10-8 of the Commercial Code, this remuneration policy will be the subject of a resolution submitted for approval to the General Meeting called to approve the financial statements for the financial year ending December 31, 2025. This remuneration policy will apply for Henning BERG starting from the General Meeting on June 3, 2026.

i. Respective importance of remuneration elements

2026 CEO REMUNERATION POLICY



ii. Fixed remuneration

Following the recommendation of the Appointment, Remuneration and Governance Committee, the Board of Directors meeting of February 26, 2026 decided to set the fixed remuneration of the new Chief Executive Officer at €650,000.

In determining the remuneration of the Group's Chief Executive Officer, the Board of Directors relies on a market study conducted by an independent consulting firm. In 2026, the peer group is based on a selection of companies drawing on the existing CAC Mid 60 index as well as the reference peer group defined by the proxy advisor ISS, excluding companies based in the United States. The peer group focuses on companies of comparable size in terms of revenue (ranging from half to twice Viridien's revenue) and located in Europe, operating under comparable market conditions. The target positioning of total remuneration is at the median level in terms of overall compensation (fixed salary, annual variable remuneration, and long-term incentives).

iii. Annual variable remuneration

The variable annual remuneration of the Chief Executive Officer is broken down into two parts:

- the first part is based on financial criteria (2/3);

- the second is based on non-financial criteria (1/3).

Financial and non-financial objectives are precisely defined by the Board of Directors in relation to the Group's budgetary objectives.

The Board of Directors decides on the weighting assigned to the achievement of each of the considered criteria according to the context and their importance for the Group.

As an incentive to overperform on quantifiable criteria, the annual variable remuneration program allows for the payment of amounts in excess of the target remuneration. This mechanism does not apply to non-financial criteria. Therefore, annual variable remuneration may attain a maximum amount of 166.67% of the fixed remuneration.

Target objectives are not disclosed for reasons of confidentiality. Nevertheless, the rate of achievement of each of the criteria is communicated a posteriori.

The indicators are set each year by the Board of Directors for the Chief Executive Officer.

Performance criteria evaluation method

The performance evaluation for the Chief Executive Officer is carried out by the Appointment, Remuneration and Governance Committee. The Appointment, Remuneration and Governance Committee shares its recommendations with the Board of Directors to reach a decision. It is specified that the Chief Executive Officer does not take part in the vote or in the deliberations on the compensation items that concern her.

Terms of payment

The variable portion allocated in respect of a given period of financial year is determined by the Board of Directors approving the accounts for the same financial year. Thus, in accordance with Article L. 22-10-34, II of the Commercial Code, the payment of the variable portion allocated in respect of the year 2026 will be subject to the approval by the General Meeting called in 2027 to approve the financial statements for the financial year 2026, of the resolution relating to the Chief Executive Officer's individual say on pay *ex-post*. It shall be paid in the month following the validation of this payment by the General Meeting.

Once the annual variable remuneration is paid, the Company cannot claw back this amount.

Appointment or termination of mandate

In the event of the appointment or departure of the Chief Executive Officer during the year, these same principles would apply *pro rata temporis* for the period of office.

However, in the event of an appointment during the second half of the year, the Board of Directors on a recommendation of the Appointment, Remuneration and Governance Committee, would have the latitude to adapt the criteria.

Objectives applicable to the annual variable remuneration in 2026

For the 2026 financial year, during its meeting held on February 26, 2026, the Board of Directors decided not to modify the annual variable remuneration system applicable to the Chief Executive Officer and determined the structure of Henning BERG's annual variable remuneration as well as the applicable objectives. The amount to be paid will be prorated based on the period during which he served as Chief Executive Officer between June 3, 2026 and December 31, 2026.

The Board of Directors defined the financial objectives in relation to the Group's budgetary Objectives. The non-financial objectives have been defined in relation with the annual priorities of the Group and are based on:

- the definition and implementation of the **Group's strategic plans and New Businesses** through 2028. This notably includes qualitative objectives such as the structuring and progress of initiatives relating to our new businesses, the review of new commercial opportunities, as well as specific quantitative objectives linked to performance indicators (market shares, new multiclient projects and new technology delivery...) whose detailed criteria remain confidential;
 - the achievement of these objectives will be assessed by the Board based on the status of our new businesses backlog buildup and progress of Viridien's strategic initiatives;
- the achievement of quantitative and qualitative objectives related to **business, organization, people and operational plan** with a strong focus on customer relations, market position, technological differentiation of the Company, business models, financial resilience of operations as well as key projects delivery. These objectives also include the Company organization, the management of employees and talents, the key successions' management, the employee engagement, and the Company attractiveness through an appealing employee value proposition;
 - the achievement of these objectives will be measured based on the effective implementation of defined actions for each segment reviewed by the Board of Directors, including among others the transformation of leads into projects, actions towards compensation transparency and gender diversity plans;
- the Company's performance in terms of **Environmental and Social responsibility and Governance**, and the consolidation and development of new initiatives related to the energy transition. This area includes the following objectives and will be measured by the Board as follows:
 - maintain Health Safety and Environment performance within industry benchmarks with no fatalities (quantitative criteria),
 - continue to progress the environmental performance in the area of carbon emissions and water utilization (quantitative criteria),
 - progress plans to improve the Environmental performance of our supply chain (qualitative criteria);
- For the 2026 financial year**, a criterion was introduced aimed at ensuring a successful transition, continuity, and alignment of priorities between the Chair and Chief Executive Officer, Sophie ZURQUIYAH, and the new Chief Executive Officer, Henning BERG. This criterion will rely on achievements such as ensuring a seamless CEO transition by equipping the new CEO with comprehensive insights, access to key stakeholders, and the governance framework necessary for his effective integration into the role. The departing and the new Chief Executive Officer will, together, actively engage across the organization, build critical internal and external relationships, assume leadership responsibilities, and during the transition period participate in client and investor meetings to secure business continuity and deliver the expected 2026 performance.

The variable remuneration target amount is set at 100% of the fixed remuneration, split between 2/3 of financial objectives and 1/3 of non-financial objectives. Its maximum amount is set at 166.67% of the fixed remuneration.

Variable remuneration for the 2026 financial year breaks down as follows:

Indicator	Target	Maximum
	As a % of fixed remuneration	As a % of fixed remuneration
Financial objectives	66.67%	133.33%
Group net cash flow ^(a)	26.67%	53.34%
Free EBITDA	26.67%	53.34%
Group Segment revenues	13.33%	26.66%
Non-Financial objectives	33.33%	33.33%
Strategic plans and New Businesses	6.67%	6.67%
Business, Organization, People & Operations	13.33%	13.33%
Sustainability	6.67%	6.67%
Successful CEO transition	6.67%	6.67%
OBJECTIVES TOTAL	100.00%	166.67%

(a) excluding asset financing transactions

In order to take into account the economic consequences resulting from exceptional circumstances, the Board of Directors may, after consultation with the Appointment, Remuneration and Governance Committee, modify the criteria and/or performance conditions of the annual variable remuneration. The Board will

justify these adjustments in detail in view of the impact on the Company's performance and the economic consequences resulting from these exceptional circumstances. In any case, the annual variable remuneration may not exceed the maximums provided for in this policy, i.e. 166.67%.

iv. Exceptional remuneration

No exceptional remuneration may be granted to the Chief Executive Officer by the Board of Directors, except in very special circumstances.

In the event of the payment of exceptional remuneration, it will be justified and explained by the Board of Directors both in terms of the determination criteria and the amounts awarded.

In any case, the exceptional remuneration could not exceed 150% of the Chief Executive Officer's fixed remuneration.

In accordance with Article L. 22-10-34, II of the French Commercial Code, payment of such exceptional remuneration would be subject to the approval of the *ex-post* vote by the General Meeting convened to approve the financial statements for the previous financial year.

v. Other short-term remuneration components

Social protection plans

The Chief Executive Officer may benefit from the social protection plans set up for the Group's employees. Consequently, the Chief Executive Officer may benefit from an insurance plan covering death and disability risks.

For the 2026 financial year, this coverage will continue to be provided by the insurance policy subscribed with SwissLife.

Benefits are calculated on the basis of the contribution base consisting of gross annual remuneration. The Chief Executive Officer may also benefit from medical coverage covering medical fees.

Premiums are paid on the beneficiary's gross annual remuneration. Premium amount and associated coverage are reviewed yearly, without necessarily being modified.

The above insurance contracts can be terminated by following standard legal procedure.

International medical insurance

The Chief Executive Officer may benefit from an international medical insurance policy, as frequent travel abroad is required.

Benefits

The Chief Executive Officer may receive a benefit in kind related to the allocation of a company car.

For the 2026 financial year, Henning BERG will benefit, from the social protection plans applicable to the Group's employees, from an international medical insurance and from a company car.

Housing allowance

The Chief Executive Officer may receive a housing allowance.

This allowance constitutes a supplement to remuneration intended to contribute to the coverage of housing expenses related to the performance of his duties. It does not correspond to the provision of accommodation by the Company.

For the fiscal year 2026, Henning BERG will benefit from a housing allowance of €70,000. The amount related to his position as Chief Executive Officer will be prorated between June 3, 2026 and December 31, 2026.

vi. Multi-year variable remuneration

The Board of Directors has decided not to use a long-term variable remuneration mechanism to be paid in cash, preferring to align the remuneration of the Chief Executive Officer with the interests of the shareholders by favoring equity instruments, which helps ensure that the remuneration policy respects the corporate interest.

However, it is specified that this type of remuneration could be considered in the event of regulatory changes or circumstances that would make the use of equity instruments unfeasible or ineffective. In this case, the principles and criteria described for share-based plans will be incorporated in the structuring of such multi-annual remuneration by adapting the terms and conditions.

vii. Long-term remuneration

The Board of Directors, on the recommendation of the Appointment, Remuneration and Governance Committee and with the authorization of the General Meeting, grants the Chief Executive Officer long-term remuneration which may take the form, in particular, of performance shares covered by Articles L. 225-197-1 et seq. and L. 22-10-59 et seq. of the French Commercial Code, or any other plan linked to the growth of the shares.

The long-term remuneration instruments implemented by the Company contribute to the objective of the remuneration policy by rewarding executives' by linking executive corporate officer remuneration to shareholder interests and more globally to the Company's corporate purpose. This policy enables the Company to reward long-term value creation ensuring its sustainability.

The implementation of this plan is subject to performance and presence conditions for Group executives. Thus, the Chief Executive Officer may benefit from a performance share plan subject to the fulfilment of performance conditions in respect of the following years, with an acquisition period of at least three years.

The target of the long-term remuneration in shares is equal to 100% of the Chief Executive Officer's fixed remuneration, without being able to exceed a ceiling of 150% of this same fixed remuneration.

For the 2026 financial year, it is proposed to maintain the requirement to provide detailed justification in the event of a decision to retain long-term remuneration in the event of the Chief Executive Officer's departure.

In the event of exceptional circumstances, the performance conditions may be modified during the period in question. In this case, these amendments shall be made public after the Meeting of the Board of Directors that adopted them. Changes in performance conditions must maintain the alignment of the interests of shareholders and beneficiaries. In the event of the departure of Executive Directors before the expiration of the period provided for the performance conditions assessment, the Board of Directors will decide whether to maintain all or part of their long-term remuneration. Its decision will be duly justified if this remuneration is maintained or paid.

In the event of retirement, performance shares in the process of acquisition will be reduced in proportion to the time spent in service over the acquisition period and the beneficiary will remain subject to all the provisions of the plans.

The Board of Directors is required to determine the minimum number of shares to be held in registered form by the Chief Executive Officer until the end of his or her term of office. In this context, the Board of Directors has also decided that, in accordance with the provisions of Articles L. 225-185 and L. 225-197-1 of the French Commercial Code:

- the quantity of shares resulting from the acquisition of shares that Henning BERG is required to keep in registered form, for the duration of his mandate, should represent 25% of the shares allocated by the Board of Directors.
- Furthermore, if the Chief Executive Officer is appointed as a Director of the Company, he must, in that capacity, hold a number of shares of the Company amounting to at least 30,000 euros (based on the share price at the purchase date).

The combination of these obligations will enable the Chief Executive Officer to hold a significant number of securities.

The obligation to keep in registered shares resulting from the allocation of performance shares and the exercise of stock-options granted applies until the value of all the shares retained in registered form represents at least two years of fixed and variable annual cash remuneration.

Considering the share price at the time of grant and the ceiling of the authorization, the Board of Directors may decide to award the Chief Executive Officer a number of shares whose overall valuation will be lower than the target of the remuneration policy. This approach ensures a balanced allocation of the LTI envelope, maintaining the Chief Executive Officer's grant reasonably proportionate, and therefore preserving sufficient shares for allocation to the other eligible employees.

Allocation for the 2026 financial year

For the 2026 financial year, the Board of Directors intends to grant performance shares to the Chief Executive Officer. This grant will be subject to a vesting period of at least three years and demanding performance conditions linked to financial objectives defined in line with the Company Business Plan, and ESG objectives defined in line with Viridien's ESG objectives for 2025-2030.

The performance conditions precisely defined by the Board of Directors will include:

- a performance condition based on the relative evolution of the Viridien share price versus the evolution of a stock performance index composed of the median of a panel of peers' share prices. The peer panel includes the following companies in the oil sector and related fields – TGS ASA, Fugro NV, Core laboratories VV, Nov Inc., Valaris LTD, Technip FMC, Hunting PLC, Vallourec SA and Geospace Technologies Corporation. Achievement of 130% or above of the median growth of the peer panel will result in 100% of the shares vesting under this condition. Growth equal to 100% and strictly below 130% of the median growth of the peer panel will result in 75% of the shares vesting linearly up to 100% under this condition. Achievement below 100% of the median growth will result in 0% acquired shares under this performance condition;
- a performance condition based on Beyond the Core growth in Revenue for the years 2026, 2027 and 2028. For achievement of 100% of the target, 100% of the shares will vest under this condition. Achievement equal to or greater than 90% of the target and strictly less than 100% of the target will result in the vesting, on a linear basis, of between 50% and 100% (exclusive) of the shares under this condition. For achievement below 90% of the target, no shares will vest under this condition;
- a performance condition based on the achievement of an average net debt over EBITDAs of continued operations ratio for the year 2028. For achievement of 100% of the target, 100% of the shares will vest under this condition. Achievement equal to or greater than 90% of the target and strictly less than 100% of the target will result in the vesting, on a linear basis, of between 50% and 100% (exclusive) of the shares under this condition. For achievement below 90% of the target, no shares will vest under this condition;
- a performance condition based on the achievement of an environmental, social and governance (ESG) objective. It includes governance criteria focused on safety, risk management, environmental responsibility, and sustainability. In case this objective is not achieved, no rights shall be acquired under this condition.

The maximum vesting rate for each performance condition may not exceed 100% of the share of the criteria family. Thus, the

maximum vesting rate may not exceed 100% of the total allocation.

viii. Supplementary pension plans

Defined contribution pension plan (Article 83 of the CGI (Code général des impôts [General Tax Code]))

In order to enable the Group's senior executives to supplement the level of pension paid by the mandatory French pension plans, a supplementary funded collective pension plan has been put in place since January 1, 2005.

The Chief Executive Officer benefits from this pension plan.

This plan is capped as such and calculated with reference to the *plafond annuel de sécurité sociale* [annual social security ceiling] (PASS):

- tranche A – up to 100% of the PASS: 0.5% beneficiary contribution and 1% company contribution;
- tranche B – above 100% of the PASS and up to 400% of the PASS: 2% beneficiary contribution and 3% company contribution;
- tranche C – above 400% of the PASS and up to 800% of the PASS: 3.5% beneficiary contribution and 5% company contribution.

The contribution base consists exclusively of the gross annual remuneration for the year declared, the base salary, the annual variable remuneration and the benefits in kind (company car). This base excludes, as a matter of principle, any other elements of remuneration.

Pension rights under this plan may be liquidated, at the earliest, when the beneficiary has liquidated his pension rights under the general social security scheme.

The above plan can be terminated by following standard legal procedure.

For the 2026 financial year, Henning BERG will benefit, from the above-mentioned defined contribution pension plan. The estimated amount for the period between June 3, 2026 and December 31, 2026, for his position as Chief Executive Officer, is 13,875€, of which €8,243 to be borne by the Company and €5,632 to be borne by Henning BERG.

Alternative pension plan

The Board of Directors may decide to set up an alternative retirement plan for the benefit of the Chief Executive Officer, giving preference to defined contribution plans or any other similar mechanism, depending on legislative and regulatory developments.

This plan would be subject to the fulfillment of demanding performance conditions defined by the Board of Directors, in accordance with the legislation in force and with the recommendations of the AFEP-MEDEF Code to which the Company refers.

ix. Individual unemployment insurance

The Chief Executive Officer, not benefiting from an employment contract, is not subject to common right legislation concerning remuneration for unemployment when he/she loses his/her job. The Board of Directors may therefore authorize the Company's entering into a specific unemployment guarantee for the Chief Executive Officer's benefit.

For the 2026 financial year, Henning BERG will benefit from the individual unemployment insurance's benefit in kind. The amount to be borne by the Company for the period between June 3, 2026 and December 31, 2026 is €8,698 for his position as Chief Executive Officer.

x. Contractual termination indemnity in the event of departure from the Group

The Chief Executive Officer of the Company may benefit from a contractual termination indemnity in the event of departure from the Group, the terms and conditions of which are defined by the Board of Directors with recommendation from the Appointment, Remuneration and Governance Committee.

The contractual termination indemnity may only be paid in the event of a forced departure (in the absence of serious or gross misconduct). The amount of this indemnity is set as the difference between (i) a gross amount equal to 200% of the annual reference remuneration of the corporate officer and (ii) any sums to which the Chief Executive Officer may be entitled as a result of the termination of his/her corporate office, in particular, the indemnity likely to be paid under the Chief Executive Officer's non-compete commitment. The total amount of the contractual termination indemnity is therefore capped at 200% of the annual reference remuneration.

The annual reference remuneration is exclusively comprised of the annual fixed remuneration paid over the 12-month period prior to the notice date, to which is added the annual average variable remuneration due over the previous three financial years before date of departure or date of notice (if applicable).

The aggregate of the contractual termination indemnity and the non-compete indemnity may under no circumstances exceed 200% of the corporate officer's Annual Reference remuneration. If the aggregate amount exceeds that amount, the contractual termination indemnity will be reduced to the level of the aforementioned cap.

No remuneration will be paid if the Chief Executive Officer is able to exercise his/her retirement rights at the time of his/her departure.

The payment of the contractual termination indemnity is contingent on achieving a performance condition. This performance condition is defined by the Board of Directors, as the average rate of achievement of the objectives related to the Chief Executive Officer's annual variable remuneration, as measured over the three complete financial years prior to the date of the Chief Executive Officer's termination.

The above performance condition, derived from the achievement of annual variable remuneration performance criteria, contributes to the remuneration policy's objectives by aligning the Chief Executive Officer's remuneration with Group strategy and social purpose while encouraging operational and financial performance.

The payment of the indemnity will be contingent upon the recognition by the Board of Directors of the achievement of the above performance condition as appraised on the date of termination, following the conditions contained in the applicable legal framework.

The terms of payment and the assessment of the performance conditions of the indemnity comply with the recommendations of the AFEP-MEDEF Code.

Contractual termination indemnity in force

- Henning BERG benefits from a contractual termination indemnity in the event of dismissal, and in the event of non-renewal of his term of office within twelve months following a change of control, in the absence of any situation of failure characterized by the non-achievement of the performance conditions described below.
- No payment may be made in the event of serious or gross misconduct, regardless of the reason for departure.

The payment of the contractual termination indemnity will depend on the average rate of achievement of the objectives relating to

the annual variable portion of Henning BERG's remuneration for the last three financial years ended prior to the departure date, in accordance with the following rule:

- if the average achievement rate is less than 80%, no contractual termination indemnity will be paid;
- if the average achievement rate is equal to or greater than 80% and less than 90%, the contractual termination indemnity will be due at 50% of its amount;
- if the average achievement rate is equal to or greater than 90%, the contractual termination indemnity will be due on a straight-line basis between 90% and 100% of its amount.

This contractual termination indemnity will be equal to the difference between (i) a gross amount capped at 200% of the Annual Reference Remuneration and including all sums of any nature whatsoever, and on any basis whatsoever, to which Henning BERG may be entitled as a result of the termination, and (ii) all sums to which he may be entitled as a result of the implementation of the non-compete commitment.

The aggregate of the contractual termination indemnity and the non-compete indemnity may under no circumstances exceed 200% of the executive corporate officer's Annual Reference remuneration. Should the combined amount of the two benefits be greater, the contractual indemnity would be reduced to the level of this cap.

It is specified that the Board of Directors must acknowledge, prior to the payment of the contractual termination indemnity, (i) that the performance conditions described above have been met and (ii) that the contractual termination indemnity complies with the recommendations of the AFEP-MEDEF Code in force at the date of the departure of the person concerned.

xi. Non-compete commitment

In order to protect the Group's interests in the event of the departure of certain senior executives, including the Chief Executive Officer, the Company provides for the application of non-compete commitments.

This commitment applies to activities involving the acquisition, processing or interpretation of geophysical data, or the provision of equipment or products designed for the acquisition, processing or interpretation of geophysical data, and involving the individual's contribution to projects or activities in the same field as those in which he or she participated within the Viridien group.

In consideration for this commitment for a term defined when the agreement is entered into, the Chief Executive Officer receives remuneration corresponding to a percentage of his/her annual reference remuneration. For the determination of these elements, the Company refers to the recommendations of the AFEP-MEDEF Code and also provides for a stipulation authorizing the Board of Directors to waive the implementation of the clause upon the beneficiary's departure.

The indemnity shall be paid in instalments and shall not be payable when the person concerned claims his/her pension rights and, in any event, beyond the age of 65 years.

The non-compete commitment exists for the protection of the Group's interest, and the non-compete indemnity fulfils the imperative financial remuneration in response to the restrictions incurred. However, the Board of Directors reserves the right to unilaterally renounce the enforcement of the non-compete commitment, at the date of termination of the Chief Executive Office, in which he/she would be free from any non-compete commitments and no related financial remuneration would be owed on that basis.

Non-compete commitment in force

Henning BERG is bound by a non-compete commitment which applies to activities involving services for the acquisition, processing or interpretation of geophysical data, or the supply of equipment or products designed for the acquisition, processing or interpretation of geophysical data, and involving the contribution of the person concerned to projects or activities in the same field as those in which Henning BERG has participated within the Viridien group.

In consideration for this commitment for a period of 18 months from the date of Henning BERG's departure from the Group, he would receive a remuneration corresponding to 100% of his annual reference remuneration.

The annual reference remuneration is exclusively comprised of the annual fixed remuneration paid over the 12-month period prior to the notice date, to which is added the annual average variable remuneration due over the previous three financial years before the date of departure or the date of notice (if applicable). The indemnity would be paid in instalments and would not be paid if the person concerned claims his/her pension rights and, in any event, beyond the age of 65.

xii. Indemnity for starting the position

The Board of Directors may, if applicable grant an indemnity for starting the position to a new Chief Executive Officer coming from a company outside the Group in accordance with the AFEP-MEDEF recommendations. The payment of this indemnity, which may take different forms, is limited to compensating for the loss of the benefits enjoyed by the executive and must be duly substantiated.

xiii. Remuneration allocated for the office of Director

The Chief Executive Officer does not receive any compensation in the event of the accumulation of a directorship in accordance with the remuneration policy applicable to Directors in 2026 presented in section 4.2.1.2.d) of this Document.

For the 2026 financial year, Henning BERG will not receive any compensation for his directorship.

c) Remuneration policy for the Chair of the Board of Directors applicable from June 3, 2026 until December 31, 2026

The remuneration of the Chair of the Board of Directors is determined in accordance with the recommendations of the AFEP-MEDEF Code and in line with remuneration practices observed in France for non-executive Chairs of Boards. It is in line with the Company's corporate interest, contributes to its sustainability and is in line with its business strategy.

In accordance with Article L. 22-10-8 of the Commercial Code, this remuneration policy will be submitted for approval by the General Meeting to be held to approve the financial statements for the financial year ending December 31, 2025.

The Chair of the Board of Directors' functions are described in section 4.1.3.3.a) of this Document.

The Chair of the Board is appointed for the same duration of his Directorship's term of office.

This policy is applicable in case of a dual governance system with a Chair of the Board of Directors and a Chief Executive Officer.

Total remuneration and benefits of any kind**i. Annual fixed remuneration as Chair of the Board of Directors**

The Board of Directors held on February 26, 2026, upon recommendation of the Appointment, Remuneration and

Governance Committee decided to review the remuneration policy applicable to the Chair of the Board of Directors, which will from henceforth consists exclusively of a fixed annual remuneration, as described below.

For the 2026 financial year, the annual fixed remuneration of Sophie ZURQUIYAH in her capacity of Chair of the Board of Directors is amounted to €350,000 gross on an annual basis, in accordance with the decision of the Board of Directors dated February 26, 2026, following the recommendation of the Appointment, Remuneration and Governance Committee. The annual fixed remuneration of the Chair of the Board of Directors will be revalued based on different elements:

- since 2018, the remuneration of the Chair has not been revised and remained set at a total of €240,000. The adjustment of this amount is based on comparative remuneration studies carried out by recognized third-party companies, and also takes into account the Chair's previous role as Chair and Chief Executive Officer of the Company, while ensuring that the level of remuneration remains appropriate and competitive in light of market practices
- Sophie ZURQUIYAH's extensive experience, having served as Chief Executive Officer from 2018 to 2026, is a real asset for the Group. Her in-depth knowledge of the Group's activities and of the strategic challenges in the sector will enable her to play a key role by providing support and advice to the new Chief Executive Officer, who is a first-time CEO of a publicly listed company. It remains essential for the Board to be able to rely on a committed and experienced Chair. As Chair, Sophie ZURQUIYAH will also assume additional responsibilities, such as participating in governance meetings with proxy advisors and major shareholders. She will also be invited to attend all committee meetings.

The annual fixed remuneration of Sophie ZURQUIYAH will be prorated based on her presence as Chair of the Board of Directors between June 3, 2026 and December 31, 2026.

ii. Other short-term remuneration components
SOCIAL PROTECTION PLAN

The Chair of the Board may benefit from the social protection that complements the basic scheme set up for the Group's employees.

Consequently, the Chair may benefit from an insurance plan covering death and disability risks and may also benefit from international medical coverage.

For the 2026 financial year, Sophie ZURQUIYAH will benefit from such plans.

BENEFITS IN KIND

The Chair of the Board may receive benefits in kind linked to the allocation of a company car.

For the 2026 financial year, Sophie ZURQUIYAH will benefit from a company car.

iii. Other forms of remuneration

For the 2026 financial year, the Chair of the Board of Directors does not receive any other form of remuneration. In particular, she does not receive:

- any annual or multi-annual variable remuneration;
- any stock options or stock purchase options;
- any free or performance shares.

The Chair of the Board of Directors does not benefit from any retirement benefits, non-compete indemnities or contractual severance payments.

The Chair of the Board of Directors does not benefit from any travel allowance, as opposed to other Directors.

d) **Remuneration policy applicable to Directors in 2026**

a. **Directors**

The composition of the Board of Directors as well as information relating to the beginning of, renewal of, and end of individual terms of office of each Director, are presented in the summary table in section 4.1.3.1 of this Document.

The Directors are appointed for a four-year term in accordance with the Company's articles of association.

b. **Allocation rules applicable to the Directors' remuneration**

i. **Maximum annual remuneration for Directors proposed at the General Meeting**

The General Meeting held on June 16, 2020 approved an amount of €550,000 of as aggregate annual remuneration of the Directors applicable since 2020 financial year. This total maximum remuneration remains unchanged for the 2026 financial year in the absence of a new decision of the General Meeting.

ii. **General distribution rules**

The total amount of directors' fees, as approved by the General Meeting, is divided into a fixed portion based on the function and a variable portion for meeting attendance, as well as a fixed indemnity per trip for Directors travelling from abroad. The variable portion based on the attendance at Board and Committee meetings has a higher weight in the total envelope compared to the fixed portion based on the function in accordance with the AFEP-MEDEF Code's recommendation (22.1).

The total amount paid to each Director is determined after taking into account the actual attendance at each Board and Board Committee meetings, knowing that for the purpose of calculating the remuneration, a strategy meeting will be assimilated to a Board of Directors' meeting. In case the final aggregate amount to be paid to the Directors reaches the maximum amount approved by the General Meeting, a *pro rata* calculation shall be done for

each Director in order to respect and not exceed such maximum amount.

iii. **Specific rules applicable to the Chair of the Board, the Chief Executive Officer, the Chair and Chief Executive Officer and the Lead Independent Director**

In case of separate governance structure

- Chair of the Board of Directors

The Chair of the Board receives a fixed remuneration in her capacity as Chair of the Board of Directors as described in section 4.2.1.2.c) of this Document.

- Chief Executive Officer

The Chief Executive Officer, who would also be a Director of the Company, does not receive any directors' fees nor travel indemnity. The various remuneration components of the Chief Executive Officer are as described in section 4.2.1.2.b) of this Document.

In case of unified governance: Chair and Chief Executive Officer

The Chair and Chief Executive Officer, who would also be a Director of the Company, does not receive any directors' fees nor travel indemnity. The various components of her remuneration are described in section 4.2.1.2.a) of this Document.

Independent Lead Director

The Lead Independent Director receives, in addition to his/her remuneration as Director, a fixed annual portion amounting to €30,000 as set out in section 4.2.1.2.d)c. of this Document.

c. **Amounts of the Directors' remuneration applicable in 2026**

In accordance with Article L. 22-10-8 of the Commercial Code, the remuneration policy applicable to Directors will be the subject of a resolution submitted for approval to the General Meeting called to approve the financial statements for the financial year ending December 31, 2025.

For the 2026 financial year, based on the recommendations of the Appointment, Remuneration and Governance Committee the rules proposed are shown below:

DIRECTORS' REMUNERATION – FIXED PORTION (FOR AN ENTIRE FINANCIAL YEAR) BASED ON THE FUNCTION ^(a)

	Fixed portion
Director	€12,000
Lead Independent Director	€30,000
Chair of the Audit and Risk Management Committee	€14,000
Member of the Audit and Risk Management Committee	€7,000
Chair of any Board Committee other than the Audit and Risk Management Committee	€7,000
Member of any Board Committee other than the Audit and Risk Management Committee	€4,000

(a) Chair of the Board, Chief Executive Officer (and Chair and Chief Executive Officer in case of unified governance structure), and Director representing the employees (where applicable) excluded.

The fixed portion of any Director appointed in the course of the year will be calculated on a *pro rata temporis* basis.

DIRECTORS' REMUNERATION – VARIABLE PORTION BASED ON ATTENDANCE AT BOARD AND BOARD COMMITTEE MEETINGS ^(a)

	Variable portion
Attendance at an ordinary Board meeting ^(b)	€4,000
Attendance at an ordinary Board Committee meeting	€2,000
Attendance at an exceptional Board meeting ^(c)	€2,000
Attendance at an exceptional Board Committee meeting	€1,000
Attendance at a Board Committee follow-up call ^(d)	€0
Written consultation	€0
Attendance at a Board Committee meeting as a guest	€0

(a) Chair of the Board, Chief Executive Officer (and Chair and Chief Executive Officer in case of unified governance structure), and Director representing the employees excluded (where applicable).

(b) An ordinary meeting is a meeting that was scheduled in the annual calendar as approved by the Board during the previous financial year. Strategy meetings scheduled in the annual calendar are considered as ordinary meetings.

(c) An exceptional meeting is a meeting that was not scheduled in the annual calendar as approved by the Board during the previous financial year. It is convened in principle in order to obtain Board's approval or Board Committee's recommendation of the Committee on specific matters.

(d) A Board Committee follow-up call aims to keep the Directors informed of subjects dealt with during the ordinary or exceptional Board Committee meetings.

The Board of Directors held on February 26, 2026, upon recommendation of the Appointment, Remuneration and Governance Committee decided to review the remuneration policy applicable to Directors by proposing an increase of approximately 10% over the remuneration policy approved by the General Meeting held on April 30, 2025, the total envelope remaining unchanged at €550,000. This revaluation is based on consideration of a more substantial agenda, combined with a reduction in the number of meetings, while ensuring the attractiveness and competitiveness of the role within the Board of Directors. This policy will be submitted for approval to the General Meeting called to approve the financial statements for the financial year ending December 31, 2025.

TRAVEL INDEMNITY, IRRESPECTIVE OF THE DIRECTOR'S NATIONALITY^(a)**Travel indemnity**

Intercontinental travel	€2,000 ^(b)
Travel within the same continent	€500 ^(b)

(a) Chair of the Board, Chief Executive Officer (and Chair & Chief Executive Officer in case of unified governance structure), and Director representing the employees excluded (where applicable).

(b) By meeting.

This travel indemnity will apply to any travel for a Meeting of the Board of Directors, a Strategic Meeting of the Board of Directors and also to the annual Board seminar, if any.

d. Stock options and performance shares

Pursuant to applicable law, Directors, except the Chair and Chief Executive Officer and the Director(s) representing the employees, are not entitled to receive stock options and/or performance shares of the Company.

e. Expenses

Travel expenses incurred by reason of the attendance to Board and Board Committee meetings are reimbursed by the Company.

4.2.2 REMUNERATION OF CORPORATE OFFICERS IN 2025 (EX-POST)**4.2.2.1 Information relating to corporate officers**

This paragraph includes the information referred to in Article L. 22-10-9 I of the French Commercial Code, which is subject to shareholder approval as part of the "say on pay *ex-post* global" process. It also includes the tables recommended by the AMF as part of its position-recommendation 2021-02.

A. Total annual remuneration of the Chairman of the Board of Directors for the 2025 financial year**a. Consideration of the last vote of the General Meeting**

The General Meeting on April 30, 2025 approved at 98.73% the resolution no. 12 regarding the information provided for in Article L. 22-10-9 of the French Commercial Code and relating to the remuneration paid or allocated to corporate officers for the financial year ended December 31, 2024 and the resolution no. 16 (approved at 98.33%) related to the remuneration policy applicable to the Chairman of the Board of Directors.

The Company has taken into consideration the General Meeting last positive vote and has maintained in 2025 the main principles of the remuneration policy.

b. Compliance of the remuneration paid with the remuneration policy

The remuneration paid to the Chairman of the Board of Directors complies with the principles and criteria for determining, distributing and allocating the elements of fixed, variable, and exceptional remuneration and all benefits attributable to the Chairman of the Board of Directors approved by the General Meeting held on April 30, 2025 and applicable for the 2025 financial year.

For the 2025 financial year, the Company did not depart from nor make any exception to the remuneration policy in place.

c. Total remuneration and benefits

The gross remuneration amounts paid in fiscal years 2024 and 2025 and granted in respect of those years by the Company and the controlled companies to Philippe SALLE are shown in the tables below.

i. Summary Table of Remuneration for Philippe SALLE, Chairman of the Board of Directors until April 30, 2025

The remuneration structure for Philippe Salle during his term as Chairman on the Board, from January 1st to April 30, 2025, is as follows:

- in his capacity as Director: €23,333 were allocated to Philippe SALLE (€70,000 gross on an annual basis).

As the Board of Directors is composed in compliance with the provisions of Articles L. 225-18-1 and L. 22-10-3 of the French Commercial Code, payment of the remuneration provided for in the first paragraph of Article L. 225-45 and in the Article L. 22-10-14 of the aforementioned Code has not been suspended;

- in his capacity as Chairman of the Board of Directors: €56,668 (€170,000 gross on an annual basis).

Remuneration

	2024 financial year	2025 financial year
Philippe SALLE, Chairman of the Board of Directors until April 30, 2025		
Total remuneration allocated for the financial year (detailed in the table below)	€240,000	€80,001
Valuation of multi-annual variable remuneration allocated during the financial year	n.a.	n.a.
Valuation of the options allocated during the financial year	n.a.	n.a.
Valuation of the performance shares allocated during the financial year	n.a.	n.a.
Valuation of the other long-term remuneration plans	n.a.	n.a.
TOTAL REMUNERATION ALLOCATED	€240,000	€80,001

Table 1 of the 2021–02 AMF Position-Recommendation.

Philippe SALLE, Chairman of the Board of Directors until April 30, 2025	2024 financial year		2025 financial year	
	Amounts allocated	Amounts paid	Amounts allocated	Amounts paid
Fixed remuneration	€170,000	€170,000	€56,668	€56,668 ^(a)
Annual variable remuneration	n.a.	n.a.	n.a.	n.a.
Multi-annual variable remuneration	n.a.	n.a.	n.a.	n.a.
Exceptional remuneration	n.a.	n.a.	n.a.	n.a.
Remuneration allocated to Directors	€70,000 ^(b)	€70,000 ^(c)	€23,333 ^(d)	€70,000 ^(b)
Benefits in kind	n.a.	n.a.	n.a.	n.a.
TOTAL	€240,000	€240,000	€80,001	€126,668

Table 2 of the 2021–02 AMF Position-Recommendation.

(a) Due for the period from January 1, 2025 to April 30, 2025 in his capacity as Chairman of the Board of Directors.

(b) Due for the 2024 financial year and paid in February 2025.

(c) Paid in February 2024 for the 2023 financial year.

(d) Due for the 2025 financial year (prorata temporis) and subject to an annual presence condition of at least 90%.

ii. Other short-term remuneration elements

Social protection schemes

The Chairman of the Board may benefit from the social protection that complements the basic scheme set up for the Group's employees. Consequently, the Chairman may benefit from an insurance plan covering death and disability risks and may also benefit from medical coverage.

For 2025, Philippe SALLE does not benefit from such plans.

Benefits in kind

Philippe SALLE did not benefit from any benefit in kind (including company car) during 2025.

iii. Other forms of remuneration

The Chairman of the Board of Directors did not receive any other form of remuneration. In particular, he did not receive:

- any annual or multi-annual variable remuneration;

- any stock-options;
- any performance shares.

The Chairman of the Board of Directors did not benefit from any retirement benefits, non-compete indemnities or contractual termination indemnities.

d. Remuneration paid by a company within the scope of consolidation

The Chairman of the Board of Directors did not receive any remuneration paid by the companies included in the scope of consolidation of the Company.

e. Respective importance of remuneration elements

The Chairman of the Board of Directors received only fixed remuneration for his duties as Chairman of the Board, and variable remuneration in his capacity as Director, based on attendance at meetings, to the exclusion of any other variable or exceptional remuneration.

f. Employment contract, pension plan and indemnity

Executive corporate officers	Employment contract		Supplementary pension plan		Indemnities or benefits due or likely to be due owing to the termination or change of position		Non-compete clause indemnity	
	Yes	No	Yes	No	Yes	No	Yes	No
Philippe SALLE Chairman of the Board of Directors First appointment: 2018 End of term of office: 2029		X		X		X		X

Table 11 of the 2021-02 AMF Position-Recommendation.

g. Equity/Pay ratio

(Pursuant to Article L. 22-10-9, 6th and 7th of the French Commercial Code)

The table below presents the median and average ratios of the overall remuneration of the Chairman of the Board of Directors, in accordance with the recommendation of the AFEP-MEDEF Code to which the Company refers. The ratio was calculated on the basis of the legal requirement, i.e. the top holding company Viridien SA. Taking into account the small number of employees in that company, which does not allow disclosure of representative data, the ratio was also calculated on the basis of Group's scope of consolidation in France (Viridien SA, CGG Services SAS and Sercel SAS).

These two ratios have been calculated on the basis of the gross fiscal remuneration (*rémunération brute fiscale*) as defined in Article L. 136-1 et seq. of the French Social Security Code, including the following main elements paid in 2025:

- fixed remuneration;
- variable remuneration;
- exceptional remuneration;
- profit-sharing and participation;

- benefits in kind;
- employer contributions paid in respect of defined contribution plans paid in respect of the financial year 2025.

The options and performance shares vested during the 2025⁽¹⁾ financial year and valued under IFRS 2 have been added to the gross fiscal remuneration.

In the interest of consistency, employees' remuneration considers the same following items paid in 2025:

- fixed remuneration;
- variable remuneration;
- exceptional remuneration;
- profit-sharing and participation;
- benefits in kind;
- employer contributions paid in respect of defined contribution plans paid in respect of the financial year 2025.

The options and performance shares vested during the 2025⁽¹⁾ financial year and valued under IFRS 2 have been added to the gross fiscal remuneration.

The above principles have been applied in the same way as in previous years.

(1) For the sake of precision, only options ("Options") and shares subject to performance conditions ("Performance shares") definitively vested during the year have been valued. As such, this equity/pay ratio does not include Options and Performance Shares which have not yet definitively vested due to the application of the various vesting periods, or have not definitively vested due to the non-achievement of the performance conditions governing their definitive award. This methodology differs from that used to calculate the equity ratio published in April 2020, which considered all of the Options and Performance Shares initially granted, thus representing a valuation of potential benefits that may not ultimately vest.

EQUITY/PAY RATIO BETWEEN THE LEVEL OF REMUNERATION OF THE CHAIRMAN OF THE BOARD OF DIRECTORS AND THE AVERAGE AND MEDIAN REMUNERATION OF THE EMPLOYEES OF THE SCOPE

The scope taken into account is that of the Group's employees located in France, including Viridien SA, CGG Services SAS and Sercel SAS.

	2021	2022	2023	2024	2025
Remuneration of the Chairman of the Board of Directors^(a) (in €)					
Philippe Salle	240,000	240,000	240,000	240,000	240,000
<i>(evolution compared to the previous financial year)</i>	0.0%	0.0%	0.0%	0.0%	0.0%
Ratio gross salary of the Chairman/median gross salary employees of the Group in France	4.6	4.5	4.3	4.1	3.9
<i>(evolution compared to the previous financial year)</i>	(4.2)%	(2.0)%	(3.5)%	(4.6)%	(5.9)%
Ratio gross salary of the Chairman/average gross salary employees of the Group in France	4.0	3.7	3.6	3.5	3.3
<i>(evolution compared to the previous financial year)</i>	(1.1)%	(5.8)%	(3.0)%	(3.5)%	(5.4)%
Ratio gross salary of the Chairman/median gross salary of Viridien SA employees	0.9	0.7	0.7	0.7	0.7
<i>(evolution compared to the previous financial year)</i>	(17.1)%	(20.1)%	(8.4)%	(1.9)%	2.6%
Ratio gross salary of the Chairman/average gross salary of Viridien SA employees	1.0	0.7	0.7	0.7	0.5
<i>(evolution compared to the previous financial year)</i>	5.3%	(24.6)%	(12.1)%	(0.6)%	(16.2)%
Company's performance					
Segment EBITDA (in US\$m) (IFRS restated 2021-2025)	344	434	400	422	556

(a) excluding travel allowance.

It is specified that the compensation taken into account in the table above corresponds to the amounts paid in respect of the role on an annual basis.

B. Total annual remuneration of the Chief Executive Officer for the 2025 financial year**a. Consideration of the last vote of the General Meeting**

The General Meeting held on April 30, 2025 approved at 98.73% the resolution no. 12 concerning the information provided for in Article L. 22-10-9 of the French Commercial Code and relating to the remuneration paid or allocated to corporate officers for the financial year ended December 31, 2024 and the resolution no. 17 (approved at 97.75%) related to the remuneration policy applicable to the Chief Executive Officer.

b. Compliance of the remuneration paid with the remuneration policy

The remuneration paid to the Chief Executive Officer complies with the principles and criteria for determining, distributing and allocating the elements of fixed, variable, and exceptional remuneration and all benefits of all kind attributable to the Chief Executive Officer approved by the General Meeting held on April 30, 2025 and applicable for the 2025 financial year.

The remuneration paid to the Chief Executive Officer complies with the long-term financial and non-financial performance objectives of the Company.

For the 2025 financial year, the Company did not depart from or make any exceptions to the procedure for implementing the remuneration policy.

c. Total remuneration and benefits of any kind

i. Tables on remuneration

SUMMARY TABLE OF REMUNERATION, OPTIONS AND SHARES ALLOCATED TO SOPHIE ZURQUIYAH, CHIEF EXECUTIVE OFFICER

Sophie ZURQUIYAH Chief Executive Officer until April 30, 2025	2024 financial year	2025 financial year ^(a)
Total remuneration allocated for the financial year (detailed in the table below)	€1,482,908	€527,352
Valuation of multi-annual variable remuneration allocated during the financial year	n.a.	n.a.
Valuation of the options allocated during the financial year (detailed in one of the tables below)	n.a.	n.a.
Valuation of the performance shares allocated during the financial year (detailed in one of the tables below)	€450,000	n.a.
Valuation of the other long-term remuneration plans	n.a.	n.a.
TOTAL REMUNERATION ALLOCATED	€1,932,908	€527,352

Table 1 of the 2021–02 AMF Position-Recommendation.

(a) These figures correspond to the remuneration awarded to Sophie ZURQUIYAH in her capacity as Chief Executive Officer for the period from January 1, 2025 to April 30, 2025.

SUMMARY TABLE OF THE REMUNERATION OF SOPHIE ZURQUIYAH, CHIEF EXECUTIVE OFFICER

Sophie ZURQUIYAH Chief Executive Officer until April 30, 2025	2024 financial year		2025 financial year	
	Amounts allocated	Amounts paid	Amounts allocated	Amounts paid
Fixed remuneration	€680,400	€680,400	€226,800 ^(g)	€226,800 ^(g)
Annual variable remuneration	€780,215 ^(a)	€775,656 ^(b)	€293,964 ^(d)	€780,215 ^(a)
Multi-annual variable remuneration ^(f)	n.a.	n.a.	n.a.	n.a.
Exceptional remuneration	n.a.	n.a.	n.a.	n.a.
Remuneration allocated to Directors	n.a.	n.a.	n.a.	n.a.
Benefits in kind	€22,293 ^(c)	€22,293 ^(c)	€6,588 ^(e)	€6,588 ^(e)
TOTAL	€1,482,908	€1,478,349	€527,352	€1,013,603

Table 2 of the 2021–02 AMF Position-Recommendation.

- (a) Variable portion of the remuneration due in respect of the 2024 financial year in connection with Sophie ZURQUIYAH's corporate office as Chief Executive Officer, paid in 2025 following approval of the 2024 financial statements by the General Meeting of April 30, 2025, in accordance with the provisions of Article L. 22-10-34 of the French Commercial Code.
- (b) Variable portion of the remuneration due in respect of the 2023 financial year in connection with Sophie ZURQUIYAH's corporate office as Chief Executive Officer, paid in 2024 following approval of the 2023 financial statements by the General Meeting of May 15, 2024, in accordance with the provisions of Article L. 22-10-34 of the French Commercial Code.
- (c) Includes a benefit in kind relating to a company vehicle in the amount of €9,600 and a benefit in kind relating to unemployment insurance coverage subscribed with GSC for 2023 in the amount of €12,693.
- (d) Variable portion of the remuneration due in respect of the 2025 financial year in connection with Sophie ZURQUIYAH's corporate office as Chief Executive Officer, to be paid in 2026 following approval of the 2025 financial statements by the General Meeting called to rule on the financial statements for the year ended December 31, 2025, in accordance with the provisions of Article L. 22-10-34 of the French Commercial Code. The variable portion is paid on a pro rata basis for the period from January 1, 2025 to April 30, 2025.
- (e) Includes a benefit in kind relating to a company vehicle in the amount of €2,290 and a benefit in kind relating to unemployment insurance coverage subscribed with GSC for 2025 in the amount of €4,298, in her capacity as Chief Executive Officer for the period from January 1, 2025 to April 30, 2025.
- (f) No multi-year remuneration mechanism was implemented during the 2024 and 2025 financial years.
- (g) Remuneration awarded to Sophie ZURQUIYAH in her capacity as Chief Executive Officer for the period from January 1, 2025 to April 30, 2025.

ii. Annual variable remuneration

The annual variable remuneration of Sophie ZURQUIYAH, Chief Executive Officer, is based on financial objectives, representing two thirds of variable remuneration, as well as on non-financial objectives, representing one third of variable remuneration.

Her target amount is set at 100% of her fixed remuneration and the criteria for allocating the variable annual portion are of two types:

- financial criteria; and
- non-financial criteria.

Finally, it is specified that in order to encourage financial performance, the financial objectives allow for a potential variable amount whose ceiling is set at 166.67% of the fixed remuneration.

- **For financial year 2025**, the structure of the variable remuneration (performance criteria and conditions of achievement) of Sophie ZURQUIYAH was determined by the Board of Directors at its meeting held on February 27, 2025.

Details of the structure of the objectives set and their level of achievement noted by the Board of Directors' meeting on February 26, 2026, are set out below.

I. The financial criteria (2/3 of the bonus), based on the achievement of the Group's budgetary objectives, are as follows:

- 30% Group Net Cash Flow;
- 30% Free EBITDA;
- 20% the Group Segment revenues; and
- 20% Beyond the Core revenue.

The minimum payment for each of the criteria is subject to a 70% achievement threshold for each objective. Depending on the objective's achievement rate for each criterion, the payment may be increased up to 200% of the target amount associated with the considered criterion.

→ **For financial year 2025**, taking into account the Group's financial performance and the achievement of its financial objectives, the financial portion of the variable annual remuneration amounted to 99.6% of the total variable remuneration target (see table below).

The 2025 performance remained strong over the year with indicators such as the Group net cash flow, the Group free EBITDA and the Group segment revenues which exceeded the budgeted targets. The Beyond the Core revenues were lower than the targeted amount following a deferral of these activities by the clients in 2025.

II. The non-financial criteria (1/3 of the bonus) are targeted on:

A. Management of the Group's strategic and financial plans (20% weighting on the non-financial portion)

20% of the non-financial objectives relate to the implementation of the Group's strategic and financial plan. These are specific objectives, managed through indicators whose detailed criteria are confidential. They include criteria related to the transformation and new technological positioning of the Group as well as objectives related to the progress in the structuring of new initiatives in connection with the energy transition and digital transformation.

→ **For financial year 2025**, the objectives related to the management of the Group's strategic plans were achieved at 75%. The performance assessment is based on the following key achievements:

The Group's excellent performance in 2025 was driven by continued client focus on our core oil & gas basins, where our distinctive value proposition sustained strong demand for our Geoscience and Earth Data activities. Sensing & Monitoring, while operating in a more challenging market environment during the year, demonstrated resilience and continued to execute on its transformation priorities. Beyond our core markets, HPC & Cloud Solutions delivered solid momentum, alongside strong performance across our infrastructure monitoring solutions.

In contrast, the pace of client initiatives in carbon capture moderated, as energy transition priorities were deferred.

Overall, the Group maintained a balanced business portfolio and continued to leverage its core strengths in data, digital, and subsurface capabilities, supporting robust cash generation and further deleveraging throughout the year.

B. Business, Organization, People and Operation performance management (40% weighting of the non-financial part)

40% of the non-financial objectives relate to maintaining the Group's operational performance through the achievement of commercial and operational transformation objectives with a strong focus on customer relations as well as technical leadership and technological differentiation of the Company. It also includes objective regarding market share.

→ **For the financial year 2025**, the objectives related to the Group's operational performance were achieved at 100%.

The performance assessment is based on the following key achievements: the Group's differentiation continued to strengthen and gained broad recognition from customers, resulting in strong commercial momentum and a benchmark positioning for GEO offerings.

Significant progress was made, particularly with the acquisition of new major accounts, further confirming the Group's technological leadership. Growth prospects were also supported by several international projects and strategic partnerships.

In parallel, SMO maintained strong execution of its key projects, successfully launching new products and solutions while implementing a significant restructuring plan.

Finally, the initiatives undertaken in human resources further strengthened employee engagement, managerial development, transparency in career paths, and diversity.

C. HSE and Sustainable Development (weighting of 20% of the non-financial part)

20% of the non-financial objectives are relative to the Company's performance in terms of Environmental and Social responsibility and Governance, and the consolidation and development of new initiatives and actions related to the energy transition. This area includes environment, energy efficiency, emission, health & safety, ethics, diversity and inclusion objectives.

→ **For the financial year 2025**, the objectives related to environmental and social responsibility and governance were achieved at 75%. Risk management frameworks were strengthened through an updated risk mapping, notably incorporating regulatory, fraud, and cybersecurity issues, with no major incidents reported. On the environmental front, the Group recorded a significant reduction in its greenhouse gas emissions of scope 1&2, driven by increased use of low-carbon electricity and a marked decrease in its carbon intensity. Finally, a transition pathway for all direct&indirect emissions was approved, setting out structured actions aimed at achieving net-zero emissions by 2050.

D. Debt refinancing (weighting of 20% of the non-financial part)

20% of the non-financial objectives relate to the successful refinancing of the debt, with the achievement of interest rates favorable compared to market conditions.

→ For financial year 2025, the objectives related to debt refinancing were achieved at 100%. The debt refinancing transaction was successfully carried out ahead of an increased volatility in the market. This transaction was supported by the prior improvement of the Group's credit ratings by the main rating agencies, contributing to the securing of attractive financing terms in light of market conditions.

The variable portion linked to the non-financial criteria varies between 0% and 100% of the target amount, or between 0% and a third of the target variable remuneration (with no possibility of outperformance on these criteria).

Each of the financial and non-financial criteria is weighted and a target and maximum weight are determined for each criteria.

→ For the 2025 financial year, considering the performance achieved in relation to the non-financial objectives, the non-financial part of the annual variable remuneration amounted to 30.0% of the total variable remuneration target. Details of the objectives' achievement calculation are summarized in the below table.

The overall achievement rate for financial year 2025 is 129.6% of the target. In accordance with the applicable policy, this rate was applied to Sophie ZURQUIYAH's annual variable remuneration target to determine the amount to be paid in respect of financial year 2025. As a reminder, this rate was 114.7% for 2024.

Indicator	Target	Maximum	2025 Achievement rate	
	As a % of Target Variable	As a % of Target Variable	% of achievement per criterion	As a % of Target Variable
Financial objectives (2/3)	66.67%	133.33%	149.42 %	99.61 %
Group net cash flow	20.00%	40.00%	200.00 %	40.00 %
Free EBITDA	20.00%	40.00%	200.00 %	40.00 %
Group Segment revenues	13.33%	26.66%	117.77 %	15.70 %
Beyond The Core revenue	13.33%	26.66%	29.33 %	3.91 %
Non-Financial objectives (1/3)	33.33%	33.33%	90.02 %	30.01 %
Group strategic plans and financial plans management	6.67%	6.67%	75.00 %	5.00 %
Business, Organization, People and Operation performance management	13.33%	13.33%	100.00 %	13.33 %
ESG	6.67%	6.67%	75.00 %	5.00 %
Debt refinancing	6.67%	6.67%	100.00 %	6.67 %
CRITERIA TOTAL	100.00%	166.67%	N.A.	129.61%

With regard to the fulfilment of the above criteria, the Board of Directors meeting on February 26, 2026 decided on the amount of annual variable remuneration for Sophie ZURQUIYAH as Chief Executive Officer for the period between January 1, 2025 and April 30, 2025 at 293,964 euros.

iii. Exceptional remuneration

Sophie ZURQUIYAH did not receive any exceptional remuneration for the 2025 financial year.

iv. Remuneration allocated to Directors

Sophie ZURQUIYAH did not receive any remuneration allocated to Directors in 2025.

As the Board of Directors is composed in compliance with the provisions of Articles L. 225-18-1 and L. 22-10-3 of the French Commercial Code, the payment of the remuneration provided for in the first paragraph of Articles L. 225-45 and L. 22-10-14 of the aforementioned Code has not been suspended.

v. Other short-term remuneration elements**General benefits plan**

Sophie ZURQUIYAH benefits from the Group's mandatory employee life and health insurance scheme applicable to all

employees. For the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer, the amount borne by the Company under this scheme totals €2,282 for Sophie ZURQUIYAH. The amount borne by Sophie ZURQUIYAH under this scheme totals €1,713.

International medical insurance

Sophie ZURQUIYAH benefits from an international medical insurance policy due to her frequent travel abroad. The premium paid in respect of this policy for the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer, amounts to €11,409, and the cost borne by Sophie ZURQUIYAH under this policy amounts to €2,013. The cost of this international medical insurance will be borne by Viridien SA.

Benefits in kind

Sophie ZURQUIYAH was provided with a company car during the 2025 financial year. The value of the benefit in kind amounts to €2,290 for the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer. She also benefited from a benefit in kind relating to unemployment insurance coverage subscribed with GSC in the amount of €4,298 over the same period.

vi. Multi-annual variable remuneration

Sophie ZURQUIYAH did not receive any multi-annual variable cash remuneration for the 2025 financial year.

vii. Long-term remuneration

Each year, the Company's Board of Directors, on the recommendation of the Appointment, Remuneration and Governance Committee, implements a long-term remuneration system.

As the awards are usually granted each year in June, the long-term incentive instruments were granted and vested in respect of Sophie ZURQUIYAH's term of office as Chair and Chief Executive Officer. The various components relating to Sophie Zurquiyah's long-term remuneration for the 2025 financial year are described in section 4.2.2.1 C) of this document.

viii. Supplementary pension plans**Defined contribution pension plan (Article 83 of the CGI (Code général des impôts [General Tax Code]))**

Sophie ZURQUIYAH benefits from the collective defined-contribution funded pension plan implemented for the Group's executives since January 1, 2005, according to the same terms as those applicable to the said executives.

This scheme is capped as such and calculated with reference to the *plafond annuel de sécurité sociale* [annual social security ceiling] (PASS) and is set at:

- tranche A – up to 100% of the PASS: 0.5% beneficiary contribution and 1% Company contribution;
- tranche B – above 100% of the PASS and up to 400% of the PASS: 2% beneficiary contribution and 3% Company contribution;
- tranche C – above 400% of the PASS and up to 800% of the PASS: 3.5% beneficiary contribution and 5% Company contribution.

e. Employment contract, pension plan and indemnity

The contribution base consists exclusively of the gross annual remuneration for the year declared, the base salary, the annual variable remuneration and the benefit in kind (company car). As a matter of principle, this base excludes any other remuneration element.

For the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer, the amount borne by the Company under this scheme totals €4,710 for Sophie ZURQUIYAH. The amount borne by Sophie ZURQUIYAH totals €3,219.

Alternative pension plan

Sophie ZURQUIYAH does not benefit from an alternative pension plan.

ix. Individual unemployment insurance

Sophie ZURQUIYAH benefits from a specific guarantee of unemployment insurance with the GSC.

The contribution paid by the Company in respect of this coverage amounts to €4,298 for the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer. This insurance provides for the payment of a maximum percentage of 14.19% of Sophie ZURQUIYAH's target remuneration for 2025 (i.e., €207,240), over a period of twelve months.

x. Contractual termination indemnity in the event of departure from the Group and non-compete commitment

Sophie ZURQUIYAH benefits from a contractual termination indemnity in case of departure from the Group and a non-compete commitment, the details of which are presented in section 4.2.1.2.a) of this Document.

d. Remuneration paid by a company within the scope of consolidation

Sophie ZURQUIYAH did not receive any remuneration paid by the controlled companies included in the scope of consolidation of the Company.

Executive corporate officers	Employment contract		Supplementary pension plan		Indemnities or benefits due or likely to be due owing to the termination or change of position		Non-compete clause indemnity	
	Yes	No	Yes	No	Yes	No	Yes	No
Sophie ZURQUIYAH Chief Executive Officer First appointment: 2018 End of term of office: 2026 ^(a)		X	X ^(b)		X ^(c)		X ^(d)	

Table 11 of the 2021–02 AMF Position-Recommendation.

(a) Renewal as Chief Executive Officer was confirmed after the 2022 General Meeting. Separate mandate as Chief Executive Officer until April 30, 2025, and since that date Chairman and Chief Executive Officer

(b) Executive corporate officers are beneficiaries of a defined-contribution funded pension plan implemented for Group executives. This plan is partly covered by the Company. For the period between January 1, 2025 and April 30, 2025, the amount corresponding to the expense borne by the Company under this scheme represents €4,710 for Sophie ZURQUIYAH.

(c) The details of the indemnities due owing to departure from the Group are in section 4.2.1.2.a) of this Document.

(d) The details of the indemnities due for non-compete commitments are in section 4.2.1.2.a) of this Document.

f. Equity/Pay ratio

(Pursuant to Article L. 22-10-9, 6° and 7° of the French Commercial Code)

The table below presents the median and average ratios of the overall remuneration of the Chief Executive Officer, in accordance with the recommendation of the AFEP-MEDEF Code to which the Company refers. The ratio was calculated on the basis of the legal requirement, i.e. the top holding company Viridien SA. Taking into account the small number of employees in that company, which does not allow disclosure of representative data, the ratio was also calculated on the basis of Group's scope of consolidation in France (Viridien SA, CGG Services SAS and Sercel SAS).

These two ratios have been calculated on the basis of the gross fiscal remuneration (*rémunération brute fiscale*) as defined in Article L. 136-1 et seq. of the French Social Security Code, including the following main elements paid in 2025:

- fixed remuneration;
- variable remuneration;
- exceptional remuneration;
- profit-sharing and participation;
- benefits in kind;

- employer contributions paid in respect of defined contribution plans paid in respect of the financial year 2025.

The options and performance shares vested during the 2025⁽¹⁾ financial year and valued under IFRS 2 have been added to the gross fiscal remuneration.

Ensuring consistency, employees' remuneration considers the same following items into account:

- fixed remuneration;
- variable remuneration;
- exceptional remuneration;
- profit-sharing and participation;
- benefits in kind;
- employer contributions paid in respect of defined contribution plans paid in respect of the financial year 2025.

The options and performance shares vested during the 2025⁽¹⁾ financial year and valued under IFRS 2 have been added to the gross fiscal remuneration.

The above principles have been applied in the same way for previous years.

EQUITY/PAY RATIO BETWEEN THE LEVEL OF REMUNERATION OF THE CHIEF EXECUTIVE OFFICER AND THE AVERAGE AND MEDIAN REMUNERATION OF THE EMPLOYEES OF THE COMPANY

The scope taken into account is that of the Group's employees located in France, including Viridien SA, CGG Services SAS and Sercel SAS.

	2021	2022	2023	2024	2025
Remuneration of the Chief Executive Officer (in €)					
Sophie Zurquiyah ^(a)	860,861	1,479,521	1,650,419	1,615,465	1,471,913
(evolution compared to the previous fiscal year)	(48.8)%	71.9%	11.6%	(2.1)%	(8.9)%
Ratio gross salary CEO/median gross salary employees of the Group in France	16.4	27.7	29.8 ^(a)	27.8	23.8
(evolution compared to the previous fiscal year)	(51.0)%	68.4%	7.6%	(6.6)%	(14.3)%
Ratio gross salary CEO/average gross salary employees of the Group in France	14.3	23.1	25.0	23.6	20.3
(evolution compared to the previous fiscal year)	(49.4)%	61.9%	8.2%	(5.6)%	(13.8)%
Ratio gross salary CEO/median gross salary Viridien SA employees	3.3	4.5	4.6	4.4	4.2
(evolution compared to the previous fiscal year)	(57.6)%	37.3%	2.2%	(4.0)%	(6.5)%
Ratio gross salary CEO/average gross salary Viridien SA employees	3.5	4.6	4.5	4.4	3.4
(evolution compared to the previous fiscal year)	(46.1)%	29.6%	(1.9)%	(2.7)%	(23.6)%
Company's performance					
Segment EBITDA (in US\$m) (IFRS restated 2021-2025)	344	434	400	422	556

(a) Adjustment of the 2023 ratio following a calculation error that divided the CEO's 2022 compensation by the 2023 median.

Following the combination of the Chief Executive Officer and Chair roles in 2025, it is specified that the compensation taken into account in the table above corresponds to the amounts paid in respect of the role on an annual basis.

(1) For the sake of precision, only options ("Options") and shares subject to performance conditions ("Performance shares") definitively vested during the year have been valued. As such, this equity/pay ratio does not include Options and Performance Shares which have not yet definitively vested due to the application of the various vesting periods, or have not definitively vested due to the non-achievement of the performance conditions governing their definitive award. This methodology differs from that used to calculate the equity ratio published in April 2020, which considered all of the Options and Performance Shares initially granted, thus representing a valuation of potential benefits that may not ultimately vest.

C. Total annual remuneration of the Chair and Chief Executive Officer for the 2025 financial year

a. Consideration of the last vote of the General Meeting

The General Meeting held on April 30, 2025 approved at 97.75% resolution no. 18 related to the remuneration policy applicable to the Chair and Chief Executive Officer.

b. Compliance of the remuneration paid with the remuneration policy

The remuneration paid to the Chair and Chief Executive Officer complies with the principles and criteria for determining,

distributing and allocating the elements of fixed, variable, and exceptional remuneration and all benefits of all kind attributable to the Chair and Chief Executive Officer approved by the General Meeting held on April 30, 2025 and applicable for the 2025 financial year.

The remuneration paid to the Chair and Chief Executive Officer complies with the long-term financial and non-financial performance objectives of the Company.

For the 2025 financial year, the Company did not depart from or make any exceptions to the procedure for implementing the remuneration policy.

c. Total remuneration and benefits of any kind

i. Tables on remuneration

SUMMARY TABLE OF THE REMUNERATION, OPTIONS AND SHARES ALLOCATED TO SOPHIE ZURQUIYAH, CHAIR AND CHIEF EXECUTIVE OFFICER

Sophie ZURQUIYAH	2024 financial year	2025 financial year^(a)
<i>Chair and Chief Executive Officer as of April 30, 2025</i>		
Total remuneration allocated for the financial year (detailed in the table below)	n.a.	€ 1,168,906
Valuation of multi-annual variable remuneration allocated during the financial year	n.a.	n.a.
Valuation of the options allocated during the financial year (detailed in one of the tables below)	n.a.	n.a.
Valuation of the performance shares allocated during the financial year (detailed in one of the tables below)	n.a.	€577,320
Valuation of the other long-term remuneration plans	n.a.	n.a.
TOTAL REMUNERATION ALLOCATED	N.A.	€1,746,226

Table 1 of the 2021–02 AMF Position-Recommendation.

(a) These figures correspond to the remuneration awarded to Sophie ZURQUIYAH in her capacity as Chair and Chief Executive Officer for the period from April 30, 2025 to December 31, 2025.

SUMMARY TABLE OF THE REMUNERATION FOR SOPHIE ZURQUIYAH, CHAIR AND CHIEF EXECUTIVE OFFICER

Sophie ZURQUIYAH	2024 financial year		2025 financial year	
	Amounts allocated	Amounts paid	Amounts allocated	Amounts paid
<i>Chair and Chief Executive Officer as of April 30, 2025</i>				
Fixed remuneration	n.a.	n.a.	€503,600 ^(d)	€503,600 ^(d)
Annual variable remuneration	n.a.	n.a.	€652,736 ^(a)	n.a.
Multi-annual variable remuneration ^(c)	n.a.	n.a.	n.a.	n.a.
Exceptional remuneration	n.a.	n.a.	n.a.	n.a.
Remuneration allocated to Directors	n.a.	n.a.	n.a.	n.a.
Benefits in kind	n.a.	n.a.	€12,570 ^(b)	€12,570 ^(b)
TOTAL	N.A.	N.A.	€1,168,906	€516,170

Table 2 of the 2021–02 AMF Position-Recommendation.

(a) Variable portion of the remuneration due in respect of the 2025 financial year in connection with Sophie ZURQUIYAH's corporate office as Chair and Chief Executive Officer, paid in 2026 following approval of the 2025 financial statements by the General Meeting called to rule on the financial statements for the year ended December 31, 2025, in accordance with the provisions of Article L. 22-10-34 of the French Commercial Code. The variable portion is paid on a pro rata basis for the period from April 30, 2025 to December 31, 2025.

(b) Includes a benefit in kind relating to a company vehicle in the amount of €3,974 and a benefit in kind relating to unemployment insurance coverage subscribed with GSC for 2025 in the amount of €8,596, in her capacity as Chair and Chief Executive Officer for the period from April 30, 2025 to December 31, 2025.

(c) No multi-year remuneration mechanism was implemented during the 2024 and 2025 financial years.

(d) Fixed remuneration awarded and paid to Sophie ZURQUIYAH in her capacity as Chair and Chief Executive Officer for the period from April 30, 2025 to December 31, 2025.

ii. Annual variable remuneration

The annual variable remuneration of Sophie ZURQUIYAH, Chair and Chief Executive Officer, is based on financial objectives, representing two thirds of variable remuneration, as well as on non-financial objectives, representing one third of variable remuneration.

Her target amount is set at 100% of her fixed remuneration and the criteria for allocating the variable annual portion are of two types:

- financial criteria; and
- non-financial criteria.

Finally, it is specified that in order to encourage financial performance, the financial objectives allow for a potential variable amount whose ceiling is set at 166.67% of the fixed remuneration.

- **For financial year 2025**, the structure of the variable remuneration (performance criteria and conditions of achievement) of Sophie ZURQUIYAH was determined by the Board of Directors at its meeting held on February 27, 2025.

Details of the structure of the objectives set and their level of achievement noted by the Board of Directors' meeting on February 26, 2026, are set out below.

I. The financial criteria (2/3 of the bonus), based on the achievement of the Group's budgetary objectives, are as follows:

- 30% Group Net Cash Flow;
- 30% Free EBITDA;
- 20% the Group Segment revenues; and
- 20% Beyond The Core revenue.

The minimum payment for each of the criteria is subject to a 70% achievement threshold for each objective. Depending on the objective's achievement rate for each criterion, the payment may be increased up to 200% of the target amount associated with the considered criterion.

→ **For financial year 2025**, taking into account the Group's financial performance and the achievement of its financial objectives, the financial portion of the variable annual remuneration amounted to 99.6% of the total variable remuneration target (see table below).

The 2025 performance remained strong over the year with indicators such as the Group net cash flow, the Group free EBITDA and the Group segment revenues which exceeded the budgeted targets. The Beyond the Core revenues were lower than the targeted amount following a deferral of these activities by the clients in 2025.

II. The non-financial criteria (1/3 of the bonus) are targeted on:

A. Management of the Group's strategic and financial plans (20% weighting on the non-financial portion)

20% of the non-financial objectives relate to the implementation of the Group's strategic and financial plan. These are specific objectives, managed through indicators whose detailed criteria are confidential. They include criteria related to the transformation and new technological positioning of the Group as well as objectives related to the progress in the structuring of new initiatives in connection with the energy transition and digital transformation.

→ **For financial year 2025**, the objectives related to the management of the Group's strategic plans were achieved at 75%. The performance assessment is based on the following key achievements:

The Group's excellent performance in 2025 was driven by continued client focus on our core oil & gas basins, where our distinctive value proposition sustained strong demand for our

Geoscience and Earth Data activities. Sensing & Monitoring, while operating in a more challenging market environment during the year, demonstrated resilience and continued to execute on its transformation priorities. Beyond our core markets, HPC & Cloud Solutions delivered solid momentum, alongside strong performance across our infrastructure monitoring solutions.

In contrast, the pace of client initiatives in carbon capture moderated, as energy transition priorities were deferred.

Overall, the Group maintained a balanced business portfolio and continued to leverage its core strengths in data, digital, and subsurface capabilities, supporting robust cash generation and further deleveraging throughout the year.

B. Business, Organization, People and Operation performance management (40% weighting of the non-financial part)

40% of the non-financial objectives relate to maintaining the Group's operational performance through the achievement of commercial and operational transformation objectives with a strong focus on customer relations as well as technical leadership and technological differentiation of the Company. It also includes objective regarding market share.

→ **For the financial year 2025**, the objectives related to the Group's operational performance were achieved at 100%.

The performance assessment is based on the following key achievements: the Group's differentiation continued to strengthen and gained broad recognition from customers, resulting in strong commercial momentum and a benchmark positioning for GEO offerings.

Significant progress was made, particularly with the acquisition of new major accounts, further confirming the Group's technological leadership. Growth prospects were also supported by several international projects and strategic partnerships.

In parallel, SMO maintained strong execution of its key projects, successfully launching new products and solutions while implementing a significant restructuring plan.

Finally, the initiatives undertaken in human resources further strengthened employee engagement, managerial development, transparency in career paths, and diversity.

C. HSE and Sustainable Development (weighting of 20% of the non-financial part)

20% of the non-financial objectives are relative to the Company's performance in terms of Environmental and Social responsibility and Governance, and the consolidation and development of new initiatives and actions related to the energy transition. This area includes environment, energy efficiency, emission, health & safety, ethics, diversity and inclusion objectives.

→ **For the financial year 2025**, the objectives related to environmental and social responsibility and governance were achieved at 75%. Risk management frameworks were strengthened through an updated risk mapping, notably incorporating regulatory, fraud, and cybersecurity issues, with no major incidents reported. On the environmental front, the Group recorded a significant reduction in its greenhouse gas emissions of scope 1&2, driven by increased use of low-carbon electricity and a marked decrease in its carbon intensity. Finally, a transition pathway for all direct&indirect emissions was approved, setting out structured actions aimed at achieving net-zero emissions by 2050.

D. Debt refinancing (weighting of 20% of the non-financial part)

20% of the non-financial objectives relate to the successful refinancing of the debt, with the achievement of interest rates favorable compared to market conditions

→ For financial year 2025, the objectives related to debt refinancing were achieved at 100%. The debt refinancing transaction was successfully carried out ahead of an increased volatility in the market. This transaction was supported by the prior improvement of the Group's credit ratings by the main rating agencies, contributing to the securing of attractive financing terms in light of market conditions.

The variable portion linked to the non-financial criteria varies between 0% and 100% of the target amount, or between 0% and a third of the target variable remuneration (with no possibility of outperformance on these criteria).

Each of the financial and non-financial criteria is weighted and a target and maximum weight are determined for each criteria.

For the 2025 financial year, considering the performance achieved in relation to the non-financial objectives, the non-financial part of the annual variable remuneration amounted to 30.0% of the total variable remuneration target. Details of the objectives' achievement calculation are summarized in the below table.

The overall achievement rate for financial year 2025 is 129.6% of the target. In accordance with the applicable policy, this rate was applied to Sophie ZURQUIYAH's annual variable remuneration target to determine the amount to be paid in respect of financial year 2025.

Indicator	Target	Maximum	2025 Achievement rate	
	As a % of Target Variable	As a % of Target Variable	% of achievement per criterion	As a % of Target Variable
Financial objectives (2/3)	66.67%	133.33%	149.42 %	99.61 %
Group net cash flow	20.00%	40.00%	200.00 %	40.00 %
Free EBITDA	20.00%	40.00%	200.00 %	40.00 %
Group Segment revenues	13.33%	26.66%	117.77 %	15.70 %
BTC revenue	13.33%	26.66%	29.33 %	3.91 %
Non-Financial objectives (1/3)	33.33%	33.33%	90.02 %	30.01 %
Group strategic plans and financial plans management	6.67%	6.67%	75.00 %	5.00 %
Business, Organization, People and Operation performance management	13.33%	13.33%	100.00 %	13.33 %
ESG	6.67%	6.67%	75.00 %	5.00 %
Debt refinancing	6.67%	6.67%	100.00 %	6.67 %
CRITERIA TOTAL	100.00%	166.67%	N.A.	129.61 %

With regard to the fulfilment of the above criteria, the Board of Directors meeting on February 26, 2026 decided on the amount of annual variable remuneration for Sophie ZURQUIYAH as Chair and Chief Executive Officer for the period between April 30, 2025 and December 31, 2025 at 652,736 euros.

iii. Exceptional remuneration

Sophie ZURQUIYAH did not receive any exceptional remuneration for the 2025 financial year.

iv. Remuneration allocated to Directors

Sophie ZURQUIYAH did not receive any remuneration allocated to Directors in 2025.

As the Board of Directors is composed in compliance with the provisions of Articles L. 225-18-1 and L. 22-10-3 of the French Commercial Code, the payment of the remuneration provided for in the first paragraph of Articles L. 225-45 and L. 22-10-14 of the aforementioned Code has not been suspended.

v. Other short-term remuneration elements

General benefits plan

Sophie ZURQUIYAH benefits from the Group's mandatory employee life and health insurance scheme applicable to all employees. For the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer, the

amount borne by the Company under this scheme totals €4,565 for Sophie ZURQUIYAH. The amount borne by Sophie ZURQUIYAH under this scheme totals €3,429.

International medical insurance

Sophie ZURQUIYAH benefits from an international medical insurance policy subscribed by CGG Services (US.) Inc. due to her frequent travel abroad. The premium paid by CGG Services (US.) Inc. in respect of this policy for the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer, amounts to €22,819, and the cost borne by Sophie ZURQUIYAH under this policy amounts to €4,027. The cost of this international medical insurance will be borne by Viridien SA.

Benefits in kind

Sophie ZURQUIYAH was provided with a company car during the 2025 financial year. The value of the benefit in kind amounts to €3,974 for the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer. She also benefited from a benefit in kind relating to unemployment insurance coverage subscribed with GSC in the amount of €8,596 over the same period.

vi. Multi-annual variable remuneration

Sophie ZURQUIYAH did not receive any multi-annual variable cash remuneration for the 2025 financial year.

vii. Long-term remuneration

Each year, the Company's Board of Directors, on the recommendation of the Appointment, Remuneration and Governance Committee, implements a long-term remuneration system. For 2025, this remuneration is allocated through free shares plans subject to performance conditions ("Performance Shares"), and has a threefold objective:

- global harmonization of the variable remuneration system with the Company's global presence;
- closer line of sight for the main executives with the combined stock performance and the economic and non-financial performance of the Group as a whole and over the medium term; and
- retention and attractiveness of remuneration for the most effective and high-potential employees in a context of tension on the labor market in engineering and digital professions in all countries where the Group has a presence.

Members of the Executive Committee (including the Chair and Chief Executive Officer), senior executives and employees who have contributed to the Group's performance or who show strong potential for advancement within the Group are eligible for this scheme.

2025 grant and performance conditions for previous plans evaluated in 2025

In 2025, the Board of Directors allocated the long-term remuneration through a Performance Shares plan and also noted the achievement rate of the performance conditions of the previous plans in accordance with their respective provisions and maturities.

The Board of Directors meeting maintained the long-term remuneration policy for the Chair and Chief Executive Officer with a cliff vesting, subject to a vesting period of 3 years.

With this, the 2025 allocation for the Chair and Chief Executive Officer has been set at 76% of the base salary – value amount of the benefit under IFRS 2 (compare to 66% of the fixed annual remuneration in 2024). The Board of Directors took into account a balanced approach based on the objective to provide a competitive package to the Chair and Chief Executive Officer together with a

grant below the target set out in the current remuneration policy (100% of fixed remuneration). Granting 100% of the fixed remuneration would have consumed an excessively large portion of the LTI envelope approved at the 2024 General Meeting for the Chair and Chief Executive Officer's grant. This allocation is conditioned upon performance.

Stock options

Grant of stock options to the Chair and Chief Executive Officer in the financial year 2025

The Chair and Chief Executive Officer was not allocated Stock Options during the financial year 2025.

- Stock-options exercised in financial year 2025 by the Chair and Chief Executive Officer:

No stock-options were exercised during the financial year 2025.

Status of performance conditions fulfilment for previous plans

- Rate of fulfilment of the performance criteria of the 2022 option plan

In 2025, the Board of Directors noted the partial achievement of the performance conditions applicable to the single tranche (100%) of the option plan granted on June 22, 2022 to corporate officers and members of the Executive Committee. As a result, 40% of the options under the plan granted on June 22, 2022 vested for the corporate officers and members of the Executive Committee. The Net Debt to EBITDA ratio reached its target level. The ESG scorecard criterion was also validated. This ESG scorecard is composed of 40% quantitative social criteria based on the management population diversity and employee attrition, 20% quantitative governance criteria based on the workplace accident rate, and 40% quantitative environmental criteria based on carbon neutrality, data center energy efficiency, and CO₂ emissions. The share price performance criterion and the free EBITDA criterion did not reach their target levels.

- Rate of fulfilment of the performance criteria of the 2023 option plan

The performance conditions pertaining to the stock option plan granted on June 22, 2023, for the Executive Leadership team and the corporate officers are appraised over a three-year period and will be assessed in June 2026.

Indicator	Threshold	Maximum	2022 option plan achievement rate	
	As % of Target variable	As % of Target variable	% of achievement per criterion	As a % of Target variable
Share price performance relative to peer group	20.00%	40.00%	0.00%	0.00%
Free EBITDA over 2022, 2023, 2024	n.a.	20.00%	0.00%	0.00%
Net debt to EBITDAs ratio by 2024	n.a.	20.00%	100.00%	20.00%
ESG scorecard	n.a.	20.00%	100.00%	20.00%
Criteria total	n.a.	100.00%	n.a.	40.00%

SUMMARY OF STOCK-OPTIONS PLANS GRANTED, ACQUIRED OR UNVESTED BY THE CHAIR AND CHIEF EXECUTIVE OFFICER DURING THE 2025 FINANCIAL

Main conditions of stock options plans							Information regarding the reported financial year						
							Opening balance	During the Year			Closing balance		
Name of the Chair & Chief Executive Officer	Grant date	Performance period	Vesting date	End of holding period ^(a)	Exercise period	Strike price	Stock options awarded at the beginning of the year	Stock options awarded	Stock options vested	Forfeited rights	Stock options subject to performance conditions ^(b)	Stock options awarded and unvested ^(b)	Stock options subject to a holding period ^(a)
Sophie ZURQUIYAH Chair & Chief Executive Officer	06.22.2023	3 years	06.22.2026	n.a.	06.22.2031	€68	4,300	0	0	0	4,300	4,300	n.a.
	06.22.2022	3 years	06.22.2025	n.a.	06.22.2030	€105	4,550	0	1,820	2,730	0	0	n.a.
TOTAL							8,850	0	1,820	2,730	4,300	4,300	n.a.

(a) Considering the vesting period, no holding period has been set by the Board of Directors.

(b) Considering the adjustments following the stock reverse split on July 31, 2024.

Summary of Stock-options exercised by the Chair and Chief Executive Officer during the 2025 fiscal year

Name of the executive officer	Date of the plan	Number of stock-options exercised during this financial year	Strike price ^(a)
Sophie Zurquiyah, Chair and Chief Executive Officer	06.27.2018	0	€215
	06.27.2019	0	€152
	06.25.2020	0	€110
	06.24.2021	0	€91
	06.22.2022	0	€105
	06.22.2023	n.a.	€68
TOTAL		0	

Table 5 of the 2021–02 AMF Position-Recommendation.

(a) Considering the adjustments done further to the capital increase of February 5, 2016, to the stock reverse split of July 20, 2016, and the capital increase of February 21, 2018 and the stock reverse split of July 31, 2024.

PERFORMANCE SHARES

Grant of performance shares to the Chair and Chief Executive Officer under the terms of the plan dated the June 18, 2025

In accordance with the provisions of Articles L. 22-10-59, L. 22-10-60 and L. 225-97-1 of the French Commercial Code, the Chair and Chief Executive Officer was allocated, within the framework of the plans implemented by the Company during the 2025 financial year, the performance shares shown in the table below:

Name of the executive corporate officer	Plan date	Number of shares allocated during the financial year	Valuation of shares according to the method used for the consolidated accounts (in €)	Acquisition date	Availability date	Performance conditions
Sophie Zurquiyah Chair and Chief Executive Officer	06.18.2025	10,000 0.140% ^(c)	€577,320	06.18.2028 ^(a)	06.18.2028 ^(b)	Share price performance relative to peer group BTC Revenue Average Net Debt to EBITDAs Ratio ESG Scorecard

Table 6 of the 2021-02 AMF Position-Recommendation.

(a) The acquisition date is based on the assumption that the Annual General Meeting called to approve the accounts closed on December 31, 2027, could have been held before June 18, 2028. If it cannot be held on this date, the final acquisition date will be that of the Meeting of the 2028 Annual General Meeting.

(b) No holding period has been set by the Board of Directors.

(c) Portion of the allocation in relation to the share capital on the date of allocation.

The valuation of Performance Shares according to the method used for the consolidated accounts does not necessarily correspond to the real value that could be derived from the possible acquisition of these shares by their beneficiaries. Indeed, it is recalled that acquiring these shares is subject to the fulfilment of performance conditions.

- Performance conditions

The acquisition of the shares is subject to a condition of presence in June 2028 (i.e. 3 years starting from the grant date), and to the fulfilment of three financial performance conditions defined in line with the Company Business Plan and one ESG objective divided into several criteria in line with Viridien's ESG objectives for 2025-2030. The plan conditions applicable to the Chair and Chief Executive Officer are those described below.

Plan date	Indicator	Weight	Performance conditions target	Target achievement threshold in % for allocation	% of Allocation at Target	Maximum grant in %	Level of achievement – % achievement by criterion and total
Allocation of June 18, 2025	Share price performance relative to peer group	30%	Performance of Viridien's stock price compared to a selected peer group between June 18, 2025 and June 18, 2028	100% achievement triggers 75% vesting	130% achievement triggers 100% vesting	100%	To be assessed in 2028
	Beyond the Core Revenue	20%	Cumulated revenue for Beyond the Core in 2025, 2026, 2027	100%			to be assessed after the closing of the accounts for the year 2027
	Average Net Debt over EBITDAs ratio objective	30%	Achievement of an average Net debt-to-EBITDAs ratio set by the Board of Directors for fiscal year 2027.	100%			to be assessed after the closing of the accounts for the year 2027
	ESG scorecard	20%	Achievement of an ESG objective including several criteria (40% social, 20% HSE and 40% environmental) divided into several indicators (diversity, employee engagement, TRCF, carbon neutrality, PUE, carbon intensity)	100%			to be assessed after the closing of the accounts for the year 2027

TOTAL FISCAL YEAR 2025 100%

Achievement of the performance conditions is based on budgetary objectives in line with the Group's strategic plan and entitles the holder to the vesting of shares on the date on which such achievement is acknowledged by the Board of Directors.

On June 18, 2025, the Board of Directors decided to allocate 68,405 free shares to 93 beneficiaries, including 59,885 Performance Shares inclusive of 10,000 Performance Shares for the Chair and Chief Executive Officer, and 8,520 free shares subject to a presence condition only ("Restricted Shares") granted to some beneficiaries excluding the Chair and Chief Executive Officer and members of the Executive Leadership team.

- Applicable rules

- Obligation to retain registered shares

The Board of Directors also decided that, in accordance with the provisions of Article L. 225-197-1 of the French Commercial Code, the quantity of shares resulting from the acquisition of shares that Sophie ZURQUIYAH is required to keep in registered form, for the duration of her mandate, should represent 25% of the shares allocated by the Board of Directors.

The Chair and Chief Executive Officer must, in her capacity as Director of the Company, own 200 shares in the Company. The combination of these obligations will enable the Chair and Chief Executive Officer to hold a significant number of securities.

The Chair and Chief Executive Officer's obligation to keep in registered form shares resulting from the allocation of performance shares and the exercise of options granted applies until the value of all the shares retained in registered form represents two years of fixed and variable annual cash remuneration.

- Prohibition from using hedging instruments

In accordance with the provisions of the Code to which the Company refers and the recommendations of the Financial Markets Authority, Sophie ZURQUIYAH committed not to use hedging transactions on the performance shares allocated until the end of the retention period for registered shares set by the Board of Directors in accordance with the provisions of Article L. 225-197-1 of the French Commercial Code.

Statement of performance condition fulfilment for previous performance share plans

- Rate of fulfilment of the performance criteria of the 2022 performance share plan.

In 2025, the Board of Directors noted the partial achievement of the performance conditions applicable to the single tranche (100%) of the performance share plan granted on June 22, 2022 to corporate officers and members of the Executive Committee. As a result, 60% of the performance shares under the plan granted on June 22, 2022 vested for the corporate officers and members of the Executive Committee. The Net Debt to EBITDA ratio reached the set target. The ESG scorecard criterion was also validated. This ESG scorecard is composed of 40% quantitative social criteria based on diversity within the management population and employee attrition, 20% quantitative governance criteria based on the workplace accident rate, and 40% quantitative environmental criteria based on carbon neutrality, data center energy efficiency, and CO₂ emissions. The free EBITDA criterion did not reach its target level.

- Rate of fulfilment of the performance criteria of the 2023 performance share plan

The performance conditions pertaining to the June 22, 2023, Plan for the corporate officers and the members of the Executive Leadership team will be assessed in June 2026.

Indicator	2022 performance share plan achievement rate		
	Maximum As % of Target variable	% of achievement per criterion	As a % of Target variable
Free EBITDA over 2022, 2023, 2024	40.00%	0.00%	0.00%
Net debt to EBITDAs ratio by 2024	40.00%	100.00%	40.00%
ESG scorecard	20.00%	100.00%	20.00%
Criteria total	100.00%	N.A.	60.00%

Summary of Performance Shares granted, vested or unvested for the Chair and Chief Executive Officer during the 2025 Financial year

Name of the executive corporate officer	Main conditions of performance share award plans				Information regarding the reported financial year						
					Opening balance	During the Year			Closing balance		
	Grant date	Performance period	Vesting date	End of holding period ^(a)	Shares awarded at the beginning of the year	Shares awarded	Shares vested	Forfeited shares	Shares subject to performance conditions ^(b)	Shares awarded and unvested ^(b)	Shares subject to a holding period ^(a)
Sophie ZURQUIYAH Chair and Chief Executive Officer	06.18.2025	3 years	06.18.2028	n.a.	0	10,000	0	0	10,000	10,000	n.a.
	06.19.2024	3 years	06.19.2027	n.a.	10,000	0	0	0	10,000	10,000	n.a.
	06.22.2023	3 years	06.22.2026	n.a.	4,300	0	0	0	4,300	4,300	n.a.
	06.22.2022	3 years	06.22.2025	n.a.	4,550	0	2,730	1,820	0	0	n.a.
TOTAL					18,850	10,000	2,730	1,820	24,300	24,300	n.a.

(a) Considering the vesting period, no holding period has been set by the Board of Directors.

(b) Considering the adjustments following the share reverse split of July 31, 2024

History of Performance Shares which became available for each corporate officer for the financial year 2025

Name of the executive officer	Date of the plan	Number of Performance Shares which became available in the 2025 fiscal year	Acquisition conditions
Sophie Zurquiyah Chair and Chief Executive Officer	06.22.2022	2,730	Free EBITDA Average net debt over EBITDAs ratio ESG scorecard
	06.22.2023	n.a.	Free EBITDA Average net debt over EBITDAs ratio ESG scorecard
	06.19.2024	n.a.	Share price performance relative to peer group BTC Revenue Average Net Debt to EBITDAs Ratio ESG Scorecard
	06.18.2025	n.a.	Share price performance relative to peer group BTC Revenue Average Net Debt to EBITDAs Ratio ESG Scorecard
TOTAL		2,730	

Table 7 of the 2021-02 AMF Position-Recommendation.

No performance share plan had been implemented between the 2012 and 2018 financial years.

The individual details of the performance shares allocated to the Company's corporate officers are presented above in this section.

Performance units*Grant of performance units to the Chair and Chief Executive Officer during the 2025 financial year*

No performance unit was granted to the Chair and Chief Executive Officer during the 2025 financial year.

Statement of performance condition fulfilment for previous performance unit plans

No performance unit was permanently acquired by the Chair and Chief Executive Officer during the 2025 financial year.

viii. Supplementary pension plans**Defined contribution pension plan (Article 83 of the CGI (Code général des impôts [General Tax Code]))**

Sophie ZURQUIYAH benefits from the collective defined-contribution funded pension plan implemented for the Group's executives since January 1, 2005, according to the same terms as those applicable to the said executives.

This scheme is capped as such and calculated with reference to the *plafond annuel de sécurité sociale* [annual social security ceiling] (PASS) and is set at:

- tranche A – up to 100% of the PASS: 0.5% beneficiary contribution and 1% Company contribution;
- tranche B – above 100% of the PASS and up to 400% of the PASS: 2% beneficiary contribution and 3% Company contribution;
- tranche C – above 400% of the PASS and up to 800% of the PASS: 3.5% beneficiary contribution and 5% Company contribution.

The contribution base consists exclusively of the gross annual remuneration for the year declared, the base salary, the annual variable remuneration and the benefit in kind (company car). As a matter of principle, this base excludes any other remuneration element.

For the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer, the amount borne

by the Company under this scheme totals €9,420 for Sophie ZURQUIYAH. The amount borne by Sophie ZURQUIYAH totals €6,437.

Alternative pension plan

Sophie ZURQUIYAH does not benefit from an alternative pension plan.

ix. Individual unemployment insurance

Sophie ZURQUIYAH benefits from a specific guarantee of unemployment insurance with the GSC.

The contribution paid by the Company in respect of this coverage amounts to €8,596 for the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer. This insurance provides for the payment of a maximum

percentage of 14.19% of Sophie ZURQUIYAH's target remuneration for 2025 (i.e., €207,240), over a period of twelve months.

x. Contractual termination indemnity in the event of departure from the Group and non-compete commitment

Sophie ZURQUIYAH benefits from a contractual termination indemnity in case of departure from the Group and a non-compete commitment, the details of which are presented in section 4.2.1.2.a) of this Document.

d. Remuneration paid by a company within the scope of consolidation

Sophie ZURQUIYAH did not receive any remuneration paid by the controlled companies included in the scope of consolidation of the Company.

e. Employment contract, pension plan and indemnity

	Employment contract		Supplementary pension plan		Indemnities or benefits due or likely to be due owing to the termination or change of position		Non-compete clause indemnity	
	Yes	No	Yes	No	Yes	No	Yes	No
<i>Executive corporate officers</i>								
Sophie ZURQUIYAH								
Chair and Chief Executive Officer								
First appointment: 2018								
End of term of office: 2026 ^(a)		X	X ^(b)		X ^(c)		X ^(d)	

Table 11 of the 2021–02 AMF Position-Recommendation.

(a) Nomination as Chair and Chief Executive Officer following the 2025 General Meeting.

(b) Executive corporate officers are beneficiaries of a defined-contribution funded pension plan implemented for Group executives. This plan is partly covered by the Company. For the period between April 30, 2025 and December 31, 2025, the amount corresponding to the expense borne by the Company under this scheme represents €9,420 for Sophie ZURQUIYAH.

(c) The details of the indemnities due owing to departure from the Group are in section 4.2.1.2.a) of this Document.

(d) The details of the indemnities due for non-compete commitments are in section 4.2.1.2.a) of this Document.

f. Equity/Pay ratio

(Pursuant to Article L. 22-10-9, 6o and 7o of the French Commercial Code)

The table below presents the median and average ratios of the overall remuneration of the Chair and Chief Executive Officer, in accordance with the recommendation of the AFEP-MEDEF Code to which the Company refers. The ratio was calculated on the basis of the legal requirement, i.e. the top holding company Viridien SA. Taking into account the small number of employees in that company, which does not allow disclosure of representative data, the ratio was also calculated on the basis of Group's scope of consolidation in France (Viridien SA, CGG Services SAS and Sercel SAS).

These two ratios have been calculated on the basis of the gross fiscal remuneration (*rémunération brute fiscale*) as defined in Article L. 136-1 et seq. of the French Social Security Code, including the following main elements paid in 2025:

- fixed remuneration;
- variable remuneration;
- exceptional remuneration;
- profit-sharing and participation;

- benefits in kind;
- employer contributions paid in respect of defined contribution plans paid in respect of the financial year 2025.

The options and performance shares vested during the 2025⁽¹⁾ financial year and valued under IFRS 2 have been added to the gross fiscal remuneration.

Ensuring consistency, employees' remuneration considers the same following items into account:

- fixed remuneration;
- variable remuneration;
- exceptional remuneration;
- profit-sharing and participation;
- benefits in kind;
- employer contributions paid in respect of defined contribution plans paid in respect of the financial year 2025.

The options and performance shares vested during the 2025⁽¹⁾ financial year and valued under IFRS 2 have been added to the gross fiscal remuneration.

The above principles have been applied in the same way for previous years.

(1) For the sake of precision, only options ("Options") and shares subject to performance conditions ("Performance shares") definitively vested during the year have been valued. As such, this equity/pay ratio does not include Options and Performance Shares which have not yet definitively vested due to the application of the various vesting periods, or have not definitively vested due to the non-achievement of the performance conditions governing their definitive award. This methodology differs from that used to calculate the equity ratio published in April 2020, which considered all of the Options and Performance Shares initially granted, thus representing a valuation of potential benefits that may not ultimately vest.

EQUITY/PAY RATIO BETWEEN THE LEVEL OF REMUNERATION OF THE CHIEF EXECUTIVE OFFICER AND THE AVERAGE AND MEDIAN REMUNERATION OF THE EMPLOYEES OF THE COMPANY

The scope taken into account is that of the Group's employees located in France, including Viridien SA, CGG Services SAS and Sercel SAS.

2025

Remuneration of the Chief Executive Officer (in €)	
Sophie Zurquiyah	945,715
<i>(evolution compared to the previous fiscal year)</i>	NA
Ratio gross salary CEO/median gross salary employees of the Group in France	15.3
<i>(evolution compared to the previous fiscal year)</i>	NA
Ratio gross salary CEO/average gross salary employees of the Group in France	13.05
<i>(evolution compared to the previous fiscal year)</i>	NA
Ratio gross salary CEO/median gross salary Viridien SA employees	2.67
<i>(evolution compared to the previous fiscal year)</i>	NA
Ratio gross salary CEO/average gross salary Viridien SA employees	2.15
<i>(evolution compared to the previous fiscal year)</i>	NA
Company's performance	
Segment EBITDA (in US\$m) (IFRS restated 2025)	556

Following the combination of the Chief Executive Officer and Chair roles in 2025, it is specified that the compensation taken into account in the table above corresponds to the amounts paid in respect of the role on an annual basis.

D. Total annual remuneration of Directors for the 2025 fiscal year**a. Consideration of the last vote of the General Meeting**

The Annual Shareholders' Meeting of April 30, 2025, approved at 98.73% the resolution no. 12 concerning the information provided for in Article L. 22-10-9 of the French Commercial Code and relating to the remuneration paid or allocated to corporate officers for the year ended December 31, 2024, and the resolution no. 15 (approved at 98.40%) related to the remuneration policy of Directors.

The Company has taken into consideration the General Meeting last positive vote and has maintained in 2025 the main principles of the remuneration policy.

b. Compliance of the remuneration paid with the remuneration policy

The remuneration allocated to the Directors complies with the remuneration policy applicable to the Board of Directors as approved by the General Meeting held on April 30, 2025.

For the 2025 financial year, the Company did not deviate nor derogate from the remuneration policy.

The aggregate remuneration allocated to the Directors for 2025 amounted to €519,833 paid in the first quarter 2026 (see section 4.2.2.1.D.g. of this Document for more details).

c. Total remuneration and benefits of any kind**Remuneration components****i. General distribution rules**

The total annual amount of Directors' fees set at €550,000 as approved by the General Meeting, is divided into a fixed portion relating to the function and a variable portion for meeting attendance, as well as a fixed indemnity per trip for Directors travelling from abroad. The variable portion based on the attendance at Board and Committee meetings has a higher weight in the total envelope compared to the fixed portion based on the function.

The total amount paid to each Director is determined after taking into account the actual attendance at each Board and Board Committee meetings. In case the final aggregate amount to be paid to the Directors reaches the maximum amount approved by the General Meeting, a prorata calculation shall be done for each Director in order to respect and not exceed such maximum amount.

ii. Specific rules applicable to the Director(s) representing the employees

The Director representing the employees, appointed pursuant to Article 8 of the Company's articles of association, did not receive any remuneration in 2025 pursuant to his office as Director nor any travel indemnity. He received a salary pursuant to the employment agreement he entered into with the Company or any of its affiliates. His term of office expired at the end of the General Meeting on April 30, 2025.

iii. Remuneration amounts allocated to Directors applicable for 2025

For 2025, the rules set by the Board of Directors for the calculation of the remuneration to be paid to the Directors, on the basis of the approval received from the General Meeting at the same day, were as follows:

FIXED PORTION (FOR AN ENTIRE FINANCIAL YEAR) BASED ON THE FUNCTION ^(a)

	Fixed portion
Director	€10,500
Lead Independent Director	€30,000
Chair of the Audit and Risk Management Committee	€12,000
Member of the Audit and Risk Management Committee	€6,000
Chair of any Board Committee other than the Audit and Risk Management Committee	€6,000
Member of any Board Committee other than the Audit and Risk Management Committee	€3,000

(a) *Chair of the Board, Chief Executive Officer (and Chair & Chief Executive Officer in case of unified governance structure) and Director representing the employees (where applicable) excluded.*

The fixed portion of any Director appointed in the course of the year will be calculated on a *pro rata temporis* basis.

VARIABLE PORTION BASED ON ATTENDANCE AT BOARD AND BOARD COMMITTEE MEETINGS ^(a)

	Variable portion
Chair of the Board ^(b)	€70,000
Attendance at an ordinary Board meeting ^(c)	€3,600
Attendance at an ordinary Board Committee meeting	€2,000
Attendance at an exceptional Board meeting ^(d)	€1,800
Attendance at an exceptional Board Committee meeting	€1,000
Attendance at a Board Committee follow-up call ^(e)	€0
Written consultation	€0
Attendance at a Board Committee meeting as a guest	€0

(a) *Chief Executive Officer (and Chair & Chief Executive Officer in case of unified governance structure) and Director representing the employees (where applicable) excluded.*

(b) *This variable portion is applicable only in case of separate governance structure (functions of Chair of the Board and Chief Executive Officer dissociated). Maximum amount subject to presence condition of at least 90%. Otherwise, remuneration on a pro rata basis. This remuneration is exclusive of any other variable remuneration for attendance at Board and Committee meetings.*

(c) *An ordinary meeting is a meeting that was scheduled in the annual calendar as approved by the Board during the previous financial year. Strategy meetings scheduled in the annual calendar are considered as ordinary meetings.*

(d) *An exceptional meeting is a meeting that was not scheduled in the annual calendar as approved by the Board during the previous financial year. It is convened in principle in order to obtain Board's approval or Board Committee's recommendation of the Committee on specific matters.*

(e) *A Board Committee follow-up call aims to keep the Directors informed of subjects dealt with during the ordinary or exceptional Board Committee meetings.*

TRAVEL INDEMNITY, IRRESPECTIVE OF THE DIRECTOR'S NATIONALITY ^(a)

	Travel indemnity
Intercontinental travel	€2,000
Travel within the same continent	€500

(a) *This does not apply to the Chief Executive Officer (and Chair & Chief Executive Officer in case of unified governance structure) and the Director representing the employees (where applicable).*

This travel indemnity will apply to any travel for a Meeting of the Board of Directors, a Strategic Meeting of the Board of Directors and also to the annual Board seminar, if any.

iv. Stock options and performance shares

Pursuant to applicable law, Directors, except the Chief Executive Officer and the Director representing the employees (if applicable), are not entitled to receive stock-options nor performance shares of the Company.

v. Expenses

Travel expenses incurred by reason of the attendance to Board and Board Committee meetings are reimbursed by the Company.

d. Remuneration paid by a company within the scope of consolidation

With the exception of the Director representing the employees, who received a remuneration pursuant to his employment agreement, Directors do not receive any remuneration paid by any companies included in the scope of consolidation of the Company.

e. Respective importance of remuneration elements

With the exception of the Director representing the employees (if applicable), who received a variable remuneration pursuant to his employment agreement, Directors receive only fixed elements, to the exclusion of any variable or exceptional remuneration. In accordance with the recommendations of the AFEP-MEDEF Code, the variable portion of Directors' remuneration is linked to their attendance at meetings.

f. Suspension of the remuneration paid to Directors

As the Board of Directors is composed in compliance with the provisions of Articles L. 225-18-1 and L. 22-10-3 of the French Commercial Code, the payment of the remuneration provided for in the first paragraph of Article L. 225-45 and at the Article L. 22-10-14 of the aforementioned Code has not been suspended.

g. Remuneration paid to the Non-Executive Directors for the 2025 fiscal year

The remuneration paid to the Non-Executive Directors for the 2025 fiscal year is presented below (Table 3 of the 2021–02 AMF Position-Recommendation).

REMUNERATION PAID TO NON-EXECUTIVE DIRECTORS FOR THE 2025 FISCAL YEAR

<i>Directors</i>	Amount allocated and paid for fiscal year 2024 (in €)	Amount allocated and paid for fiscal year 2025 (in €)
Philippe SALLE		
Directors' fees	70,000	85,233 ^(a) ^(d)
Other remuneration	170,000	56,668 ^(d)
Patrick CHOUPIN, Director representing the employees ^(b)		
Directors' fees	n.a.	n.a.
Other remuneration	n.a.	n.a.
Michael DALY		
Directors' fees	64,300 ^(c)	62,100 ^(c)
Other remuneration	n.a.	n.a.
Olivier JOUVE		
Directors' fees	50,225 ^(d) ^(e)	71,100 ^(f)
Other remuneration	n.a.	n.a.
Anne-France LACLIDE-DROUIN		
Directors' fees	72,300	74,100
Other remuneration	n.a.	n.a.
Colette LEWINER		
Directors' fees	76,300	77,100
Other remuneration	n.a.	n.a.
Amélie OYARZABAL		
Directors' fees	15,575 ^(d)	68,100
Other remuneration	n.a.	n.a.
Mario RUSCEV		
Directors' fees	78,300 ^(f)	82,100 ^(f)
Other remuneration	n.a.	n.a.
TOTAL PAID FOR REMUNERATION AS DIRECTORS (OTHER REMUNERATION EXCLUDED)	492,638	519,833

Table 3 of the 2021–02 AMF Position-Recommendation.

(a) Composed as follows: €23,333 for the period from January 1st to April 30, 2025 (Chair of the Board) and €61,900 for the period from April 30 to December 31, 2025 (Lead Independent Director).

(b) The Director representing the employees does not receive any remuneration for his mandate in accordance with the remuneration policy applicable to the Directors for 2025 financial year as defined under section 4.2.2.1.D of this Document. He received a remuneration for his employment agreement, which is not related to the performance of his Director's mandate and therefore is not disclosed in this table.

(c) Including €2,000 of travel indemnity.

(d) Remuneration paid on a prorata basis.

(e) Including €4,000 of travel indemnity.

(f) Including €6,000 of travel indemnity.

(g) Including €10,000 of travel indemnity.

4.2.2.2 Stock options and free shares allocation presentation tables

A. History of allocations of stock options as of December 31, 2025

	2018 Plan	2018 Plan	2019 Plan	2020 Plan	2021 Plan	2022 Plan	2023 Plan	Total
Date of the General Meeting	04.26.2018	04.26.2018	04.26.2018 ^(g)	06.16.2020	06.16.2020 ^(g)	05.05.2022 ^(g)	05.05.2022	
Date of the Board of Directors' meeting	06.27.2018	12.11.2018 ^(h)	06.27.2019	06.25.2020	06.24.2021	06.22.2022	06.22.2023	
Number of beneficiaries	530	4	247	240	219	301	293	
Total number of options initially granted ^(a)	6,544,389	671,171	2,353,520	2,268,512	1,950,920	3,725,200	3,392,560	20,906,272
Out of which the number can be exercised by:								
Executive officers								
Philippe SALLE ^(b)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Sophie Zurquiyah ^(c)	732,558 ^(h)	n.a.	360,000 ⁽ⁱ⁾	360,000 ^(k)	330,000 ^(l)	455,000 ^(m)	430,000	2,667,558
Start date of options exercise	06.28.2019	06.28.2019	For CEO: 06.28.2022 For other beneficiaries: 06.28.2021	For CEO and Executive Leadership team: 06.26.2023 For other beneficiaries: 06.26.2022	For CEO and Executive Leadership team: 06.25.2024 For other beneficiaries: 06.25.2023	For CEO and Executive Leadership team: 06.22.2025 For other beneficiaries: 06.22.2024	For CEO and Executive Leadership team: 06.22.2026 For other beneficiaries: 06.22.2025	
Expiration date	06.27.2026	06.27.2026	06.27.2027	06.25.2028	06.24.2029	06.22.2030	06.22.2031	
Subscription price (in €) ^{(d) (e)}	215	139	152	110	91	105	68	
Exercise rules ^(f)	options accrue rights in four batches (25% after 1 year, 25% after 2 years, 25% after 3 years and 25% after 4 years)	options accrue rights in four batches (25% after 1 year, 25% after 2 years, 25% after 3 years and 25% after 4 years)	For CEO: options accrue rights in one batch after 3 years For other beneficiaries: options accrue in two batches (50% after 2 years and 50% after 3 years)	For CEO and Executive Leadership team: options accrue rights in one batch after 3 years For other beneficiaries: options accrue in two batches (50% after 2 years and 50% after 3 years)	For CEO and Executive Leadership team: options accrue rights in one batch after 3 years For other beneficiaries: options accrue in two batches (50% after 2 years and 50% after 3 years)	For CEO and Executive Leadership team: options accrue rights in one batch after 3 years For other beneficiaries: options accrue in two batches (50% after 2 years and 50% after 3 years)	For CEO and Executive Leadership team: options accrue rights in one batch after 3 years For other beneficiaries: options accrue in two batches (50% after 2 years and 50% after 3 years)	

	2018 Plan	2018 Plan	2019 Plan	2020 Plan	2021 Plan	2022 Plan	2023 Plan	Total
Number of options exercised as of Dec. 31, 2025 ^(e)	21	0	0	497	1,313	986	1,717	4,534
Cumulated number of stock-options which were cancelled or lapsed as of Dec. 31, 2025 ^(e)	27,342	5,033	10,293	8,446	8,275	17,546	7,054	83,989
Remaining stock-options as of Dec. 31, 2025 ^(e)	38,371	1,680	13,334	14,280	11,240	19,706	26,866	125,477
Out of which the remaining number is held by:								
Executive officers								
Philippe SALLE ^(b)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Sophie ZURQUIYAH ^{(c)(e)}	1,832	n.a.	0	1,800	1,650	1,820	4,300	11,402

Table 8 of the 2021–02 AMF Position-Recommendation.

- (a) Without considering the various adjustments that have occurred after the implementation of the plans.
- (b) Executive officer of Viridien SA from April 26, 2018 to April 30, 2025
- (c) Executive officer of Viridien SA from September 1, 2015, to January 4, 2017 (member of the Corporate Committee) and from April 26, 2018 to April 30, 2025 (Chief Executive Officer) and since April 30, 2025 (Chair and Chief Executive Officer)
- (d) The subscription price corresponds to the average of the opening share prices of the share on the last twenty trading days prior to the Meeting of the Board of Directors granting the options.
- (e) Considering the adjustments done further to the capital increase of February 5, 2016, to the stock reverse split of July 20, 2016, the capital increase of February 21, 2018 and the stock reverse split of July 31, 2024.
- (f) In addition, certain performance conditions are applicable to the senior executive officers and the members of Executive Committee/Corporate Committee/Executive Leadership team (depending on the allocation date) – see section 4.2.2.1.C.c) of this Document.
- (g) Figures presented in this column include stock-options granted by the Chair and Chief Executive Officer pursuant to the subdelegation granted by the Board of Directors, to the benefit of certain employees. In such a case, the subscription price has been set to reflect the average opening price of the Viridien shares for the 20 trading days preceding the allotment date.
- (h) For the senior executive officer and members of the Executive Leadership team, this 2018 Plan is subject to performance conditions which have not been met in 2019, 2020 and 2021 for the first three batches but that have been met for the fourth tranche in 2022.
- (i) Allocation subject to the terms and conditions of the stock options plan date June 27, 2018, except for the subscription price.
- (j) For the senior executive officer and members of the Executive Leadership team, this 2019 Plan is subject to performance conditions which have not been met in 2021 for the first batch but have been met for the second batch in 2022.
- (k) For the senior executive officer and members of the Executive Leadership team, this 2020 Plan is subject to performance conditions which have been partially met in 2023.
- (l) For the senior executive officer and members of the Executive Leadership team, this 2021 Plan is subject to performance conditions which have been partially met in 2024.
- (m) For the senior executive officer and members of the Executive Leadership team, this 2022 Plan is subject to performance conditions which have been partially met in 2025.

B. Stock options granted to the Group's top 10 employees other than Executive Directors and options exercised by the Group's top 10 employees other than Executive Directors during 2025

	Number of options allocated/shares subscribed or purchased	Weighted average price (in €)	Date of the plan
Options granted during the financial year by the issuer and any companies within its group granting options to the top ten employees of the Company and any such Group company, receiving the highest number of options	0	n.a.	n.a.
	2,907	92.29	06.20.2020
Options held on the issuer and the companies included in the scope of allocation of the options exercised, during the year by the top 10 employees of the issuer and any company included in this scope, exercising the highest number of options			06.24.2021
			06.22.2022
			06.22.2023

Table 9 of the 2021–02 AMF Position-Recommendation.

C. History of allocations of free shares

(Article L. 225-97-1 of the French Commercial Code)	2022 Performance shares	2022 Restricted shares	2023 Performance shares	2023 Restricted shares	2024 Performance shares	2024 Restricted shares	2025 Performance shares	2025 Restricted shares
Date of General Meeting	05.05.2022	05.05.2022	05.05.2022	05.05.2022	05.15.2024	05.15.2024	05.15.2024	05.15.2024
Date of Board of Directors' meeting	06.22.2022 ^{(b) (c)}	06.22.2022	06.22.2023	06.22.2023	06.19.2024 ^{(d) (e)}	06.19.2024	06.18.2025 ^{(d) (e)}	06.18.2025
Total number of free shares allocated of which the number allocated to:	2,837,600	848,700	2,590,040	841,500	5,393,300	1,770,400	59,885 ^(g)	8,520 ^(g)
Sophie ZURQUIYAH	455,000	0	430,000	0	1,000,000	0	10,000 ^(g)	0
Date of acquisition of free shares (for Chair & Chief Executive Officer and Members of the Executive Leadership team)	Acquisition in 1 batch: – 06.22.2025: 100% of the performance shares allocated.	n.a.	Acquisition in 1 batch: – 06.22.2026: 100% of the performance shares allocated.	n.a.	Acquisition in 1 batch: – 06.19.2027: 100% of the performance shares allocated.	n.a.	Acquisition in 1 batch: – 06.18.2028: 100% of the performance shares allocated.	n.a.
Date of acquisition of free shares (other beneficiaries)	Acquisition in 2 batches: – 06.22.2024: 50% of the performance shares allocated; – 06.22.2025: 50% of the performance shares allocated	Acquisition in 2 batches: – 06.22.2024: 50% of the performance shares allocated; – 06.22.2025: 50% of the performance shares allocated	Acquisition in 2 batches: – 06.22.2025: 50% of the performance shares allocated; – 06.22.2026: 50% of the performance shares allocated	Acquisition in 2 batches: – 06.22.2025: 50% of the performance shares allocated; – 06.22.2026: 50% of the performance shares allocated	Acquisition in 2 batches: – 06.19.2026: 50% of the performance shares allocated; – 06.19.2027: 50% of the performance shares allocated	Acquisition in 2 batches: – 06.19.2026: 50% of the performance shares allocated; – 06.19.2027: 50% of the performance shares allocated	Acquisition in 2 batches: – 06.18.2027: 50% of the performance shares allocated; – 06.18.2028: 50% of the performance shares allocated	Acquisition in 2 batches: – 06.18.2027: 50% of the performance shares allocated; – 06.18.2028: 50% of the performance shares allocated
Date of the end of the retaining period	n.a. ^(f)	n.a. ^(f)	n.a. ^(f)	n.a. ^(f)	n.a. ^(f)	n.a. ^(f)	n.a. ^(f)	n.a. ^(f)
Performance conditions	Free EBITDA and Average Net Debt over EBITDAs ratio ESG Score card	n.a.	Free EBITDA and Average Net Debt over EBITDAs ratio ESG Score card	n.a.	Share price performance vs peer group BTC Revenue Average Net Debt to EBITDAs Ratio ESG Scorecard	n.a.	Share price performance vs peer group BTC Revenue Average Net Debt to EBITDAs Ratio ESG Scorecard	n.a.
Number of free shares acquired as of December 31, 2025	14,923 ^(g)	7,241 ^(g)	897 ^(g)	3,704 ^(g)	0	0	0	0
Cumulative number of free shares cancelled or lapsed as of December 31, 2025	11,532 ^(g)	1,266 ^(g)	7,104 ^(g)	930 ^(g)	4,565 ^(g)	2,071 ^(g)	500 ^(g)	150 ^(g)
Free shares remaining at the end of the financial year as of December 31, 2025	1,950 ^(g)	0 ^(g)	17,864 ^(g)	3,753 ^(g)	49,368 ^(g)	15,633 ^(g)	59,385 ^(g)	8,370 ^(g)

Table 10 of the 2021–02 AMF Position-Recommendation.

- (a) In addition, 60,000 shares granted on June 28, 2022 to an employee under the terms and conditions of the performance shares plan adopted June 24, 2021.
- (b) In addition, 160,000 shares granted on June 28, 2022 to an employee under the terms and conditions of the performance shares plan adopted June 22, 2022.
- (c) In addition, 195,000 shares granted on May 2, 2023 to an employee under the terms and conditions of the performance shares plan adopted June 22, 2022.
- (d) In addition, 3,000 new shares granted on October 31, 2024 to an employee under the terms and conditions of the performance shares plan adopted June 19, 2024.
- (e) In addition, 1,316 new shares granted on December 18, 2024 to an employee under the terms and conditions of the performance shares plan adopted June 19, 2024.
- (f) Considering the vesting period, no holding period has been set by the Board of Directors.
- (g) Considering the stock reverse split of July 31, 2024.

4.2.3 REMUNERATION ELEMENTS PAID IN OR ALLOCATED FOR THE 2025 FINANCIAL YEAR TO EXECUTIVE CORPORATE OFFICERS SUBMITTED TO THE SHAREHOLDERS FOR APPROVAL

In accordance with Article L. 22-10-34, II of the French Commercial Code, the fixed, variable and exceptional elements making up the total remuneration and benefits paid or allocated for the 2024 financial year to executive corporate officers,

presented below, will be submitted to the vote of the shareholders, by separate resolutions for each person concerned, at the 2025 General Meeting (individual *ex-post* say on pay).

A. Remuneration elements paid or allocated for 2025 financial year to Philippe SALLE, Chairman of the Board of Director until April 30, 2025, submitted to the shareholders for approval

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
Fixed remuneration	€56,668	€56,668	In accordance with the 2025 remuneration policy applicable to the Chairman of the Board of Directors approved by the Shareholders' Meeting of April 30, 2025, Philippe Salle received a fixed annual remuneration of €56,668 for his duties as Chairman of the Board of Directors (unchanged since 2018), This remuneration was prorated based on the period during which he served as Chairman of the Board between January 1, 2025 and April 30, 2025.
Annual variable remuneration	Not applicable	Not applicable	Philippe SALLE does not receive any variable remuneration.
Deferred variable remuneration	Not applicable	Not applicable	Philippe SALLE does not receive any deferred variable remuneration.
Multi-annual variable remuneration (cash)	Not applicable	Not applicable	Philippe SALLE does not receive any multi-annual variable remuneration.
Exceptional remuneration	Not applicable	Not applicable	Philippe SALLE does not receive any exceptional remuneration.
Stock options, performance shares, and any other long-term remuneration element	Not applicable	Not applicable	Philippe SALLE does not receive any allocation of stock options or performance shares.
Remuneration allocated to Directors	€70,000 (allocated for 2024 and paid in 2025)	€23,333 (allocated for 2025 and to be paid in 2026)	In accordance with the 2025 remuneration policy applicable to the Board of Directors approved by the Shareholders' Meeting of April 30, 2025, Philippe SALLE will receive in 2026, for the year 2025 and for his term of office as Chair, a variable portion amounting to €23,333 (considering his attendance rate over 90%).
Valuation of benefits of any kind	Not applicable	Not applicable	Philippe SALLE does not benefit from any benefit in kind.
Severance pay	Not applicable	Not applicable	Philippe SALLE is not entitled to any severance pay.
Non-compete indemnity	Not applicable	Not applicable	Philippe SALLE is not entitled to any non-compete indemnity.
General Benefits plan	Not applicable	Not applicable	For 2025, Philippe SALLE does not benefit from such plans.
Supplementary pension plan	Not applicable	Not applicable	Philippe SALLE does not benefit from a supplementary pension plan.

B. Remuneration elements paid or allocated for 2025 financial year to Sophie ZURQUIYAH, Chief Executive Officer until April 30, 2025, submitted to the shareholders for approval

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
Fixed remuneration	€226,800	€226,800	Fixed remuneration granted to Sophie ZURQUIYAH in her capacity as Chief Executive Officer for the period from January 1, 2025 to April 30, 2025.
Annual variable remuneration (Payment of the annual variable remuneration is subject to approval by the 2026 General Meeting under the conditions provided for in Article L. 22-10-34, II of the French Commercial Code)	€780,215 (allocated for 2024 and paid in 2025)	€293,964 (allocated for 2025 and to be paid in 2026)	<p>Sophie ZURQUIYAH receives a variable remuneration subject to fulfilling non-financial objectives (representing one third of variable remuneration) and financial objectives (representing two thirds of variable remuneration).</p> <p>The quantifiable financial criteria are based on fulfilling the Group's budgetary objectives, set by the Board of Directors. Her target amount is set to 100% of her fixed remuneration.</p> <p>The performance criteria and/or conditions were established by the Board meeting of February 27, 2025.</p> <p>The financial objectives are as follows:</p> <ul style="list-style-type: none"> – Group Net Cash Flow (30%); – Free EBITDA (30%); – Group Segment revenues (20%); and – Beyond the Core revenue (20%). <p>The non-financial objectives focused on:</p> <ul style="list-style-type: none"> – Group Strategic and Financial Plan Management (20%); – Business, Organization, People and Operational Performance Management (40%); – Debt refinancing (20%); – ESG/HSE (20%). <p>On the basis of fulfilling the above financial and non-financial conditions and the financial statements for the year 2025, and upon recommendation of the Appointment, Remuneration and Governance Committee, the Board of Directors, at its meeting of February 26, 2026, set this variable remuneration at €293,964 for the time spent as Chief Executive Officer between January 1, 2025 and April 30, 2025.</p> <p>This payment corresponds to an overall fulfilment rate of 129.62% of the objectives (out of a possible maximum of 166.67%). This rate is applied to the target amount of variable remuneration (corresponding to 100% of the annual fixed remuneration of Sophie ZURQUIYAH). Payment of this remuneration will be subject to the approval by the 2026 General Meeting.</p>
Deferred variable remuneration	Not applicable	Not applicable	Sophie ZURQUIYAH does not receive any deferred variable remuneration.
Exceptional remuneration	Not applicable	Not applicable	Sophie ZURQUIYAH did not receive any exceptional remuneration in 2025.
Remuneration allocated to Directors	Not applicable	Not applicable	Sophie ZURQUIYAH does not receive any remuneration allocated to Directors.
General benefits plan	Not applicable	€2,282	<p>Sophie ZURQUIYAH benefits from the general compulsory benefits plan of the Group applicable to all employees.</p> <p>For the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer, the amount corresponding to the expense borne by the Company under this scheme amounted to €2,282.</p>

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
International medical insurance	Not applicable	€11,409	<p>Sophie ZURQUIYAH benefits from an international medical insurance contract.</p> <p>The cost of this policy amounted to €11,409 for the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer (i.e., US\$13,406 converted into euros based on an exchange rate of 0.8511 as of December 31, 2025). The cost of this international medical insurance is borne by Viridien SA.</p>
Valuation of benefits in kind (company car)	Not applicable	€2,290	<p>The Board of Directors, at its meeting of April 26, 2018, decided that for her duties as Chief Executive Officer, Sophie ZURQUIYAH would benefit from a company car.</p> <p>The amount of the benefit in kind was valued at €2,290 for the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer.</p>
Valuation of benefits in kind (unemployment insurance)	Not applicable	€4,298	<p>Sophie ZURQUIYAH benefits from an individual unemployment insurance plan with the GSC.</p> <p>This guarantee provides for the payment of a maximum percentage of 14.19% of Sophie ZURQUIYAH's target remuneration in 2025 (i.e. €207,240) over a period of 12 months.</p> <p>The amount of the benefit in kind was valued at €4,298 for the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer.</p>
Multi-annual variable remuneration (cash)	Not applicable	Not applicable	No multi-annual variable remuneration plan was implemented by the Company during the 2025 financial year.
Stock options, performance shares, and any other long-term remuneration element (Valuation according to the method used for the consolidated accounts for the 2025 financial year)		<p>Stock options: Not applicable</p> <p>Performance shares: Not applicable</p>	<p>The Chief Executive Officer was not allocated any Stock Options in 2025.</p> <p>As the grant is usually made each year in June, the long-term incentive instruments related to 2025 were granted and vested in respect of Sophie ZURQUIYAH's mandate as Chair and Chief Executive Officer.</p>

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
Supplementary pension plan	Not applicable	€4,710	<p>Sophie ZURQUIYAH benefits from a collective defined-contribution funded pension plan implemented for the Group's executives since January 1, 2005.</p> <p>The contribution is calculated with reference to the annual social security ceiling:</p> <ul style="list-style-type: none"> – tranche A – up to 1 annual social security ceiling: 0.5% employee contribution and 1% employer contribution; – tranche B – between 1 and 4 annual social security ceilings: 2% employee contribution and 3% employer contribution; – tranche C – between 4 and 8 annual social security ceilings: 3.5% employee contribution and 5% employer contribution. <p>The contribution base consists exclusively of the gross annual remuneration for the year declared, the base salary, the annual variable remuneration and the benefit in kind (company car). As a matter of principle, this base excludes any other remuneration element.</p> <p>For the period from January 1, 2025 to April 30, 2025, in her capacity as Chief Executive Officer, the amount corresponding to the expense borne by the Company under this scheme amounted to €4,710 for Sophie ZURQUIYAH.</p>
Contractual termination indemnity	No amount paid to Sophie ZURQUIYAH for the 2025 financial year	No amount allocated to Sophie ZURQUIYAH for the 2025 financial year	<p>For the duration of her term of office, Sophie ZURQUIYAH would benefit from a contractual termination indemnity in the event of termination of her corporate office.</p> <p>These benefits have the following characteristics:</p> <p>Sophie ZURQUIYAH benefits from a contractual termination indemnity in the event of revocation and non-renewal of her term of office within twelve months following a change of control, in the absence of any situation of failure characterized by the non-achievement of the performance conditions described below; No payment shall be made in the event of serious or gross misconduct regardless of the reason for leaving.</p> <p>The payment of the contractual termination indemnity will depend on the average achievement rate of the objectives relating to the annual variable portion of Sophie ZURQUIYAH's remuneration for the last three financial years ended prior to the departure date, in accordance with the following rule:</p> <ul style="list-style-type: none"> – if the average achievement rate is less than 80%, no contractual termination indemnity will be paid; – if the average achievement rate is equal to or greater than 80% and less than 90%, the contractual termination indemnity will be due at 50% of its amount; – if the average achievement rate is equal to or greater than 90%, the contractual termination indemnity will be due on a straight-line basis between 90% and 100% of its amount. <p>This contractual termination indemnity will be equal to the difference between (i) a gross amount capped at 200% of the Annual Reference Remuneration and including all sums of any nature whatsoever, and on any basis whatsoever, to which Sophie ZURQUIYAH may be entitled as a result of the termination, and (ii) all sums to which she may be entitled as a result of the implementation of the non-compete commitment.</p> <p>The aggregate of the contractual termination indemnity and the non-compete indemnity may under no circumstances exceed 200% of the corporate officer's Annual Reference Remuneration. Should the combined amount of the two benefits be greater, the contractual termination indemnity would be reduced to the amount of this cap.</p>

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
			<p>The Annual Reference Remuneration consists exclusively of the annual fixed remuneration received during the twelve rolling months prior to the notice date, plus the annual average of the variable remuneration due for the last three financial years ended prior to the departure date or beginning of the notice period, if applicable.</p> <p>It is specified that, the Board of Directors must acknowledge, prior to the payment of the special termination indemnity, (i) that the performance conditions described above have been met and (ii) that the contractual termination indemnity complies with the AFEP-MEDEF code in force at the date of the departure of the person concerned.</p>
Non-compete commitment indemnity	No amount paid to Sophie ZURQUIYAH for the 2025 financial year	No amount allocated to Sophie ZURQUIYAH for the 2025 financial year	<p>Sophie ZURQUIYAH has a non-compete commitment applicable to activities involving services for the acquisition, processing or interpretation of geophysical data, or the supply of equipment or products designed for the acquisition, processing or interpretation of geophysical data, and involving the contribution of the person concerned to projects or activities in the same field as those in which she participated within the Viridien group.</p> <p>In consideration for this commitment for a period of 18 months from the date of the termination of Sophie ZURQUIYAH's duties, she would receive remuneration corresponding to 100% of her Annual Reference Remuneration.</p> <p>The allowance will be paid in instalments and will not be payable when the person concerned claims his or her pension rights and, in any event, beyond the age of 65.</p>

C. Remuneration elements paid or allocated for 2025 financial year to Sophie ZURQUIYAH, Chair and Chief Executive Officer from April 30, 2025, submitted to the shareholders for approval

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
Fixed remuneration	€503,600	€503,600	Fixed remuneration granted to Sophie ZURQUIYAH in her capacity as Chair and Chief Executive Officer for the period from April 30, 2025 to December 31, 2025.
Annual variable remuneration (Payment of the annual variable remuneration is subject to approval by the 2025 General Meeting under the conditions provided for in Article L. 22-10-34, II of the French Commercial Code)	Not applicable	€652,736 (allocated for 2025 and to be paid in 2026)	<p>Sophie ZURQUIYAH receives a variable remuneration subject to fulfilling non-financial objectives (representing one third of variable remuneration) and financial objectives (representing two thirds of variable remuneration).</p> <p>The quantifiable financial criteria are based on fulfilling the Group's budgetary objectives, set by the Board of Directors. Her target amount is set to 100% of her fixed remuneration.</p> <p>The performance criteria and/or conditions were established by the Board meeting of February 27, 2025.</p> <p>The financial objectives are as follows:</p> <ul style="list-style-type: none"> – Group Net Cash Flow (30%); – Free EBITDA (30%); – Group Segment revenues (20%); and – Beyond the Core revenue (20%). <p>The non-financial objectives focused on:</p> <ul style="list-style-type: none"> – Group Strategic and Financial Plan Management (20%); – Business, Organization, People and Operational Performance Management (40%); – Debt refinancing (20%); – ESG/HSE (20%). <p>On the basis of fulfilling the above financial and non-financial conditions and the financial statements for the year 2025, and upon</p>

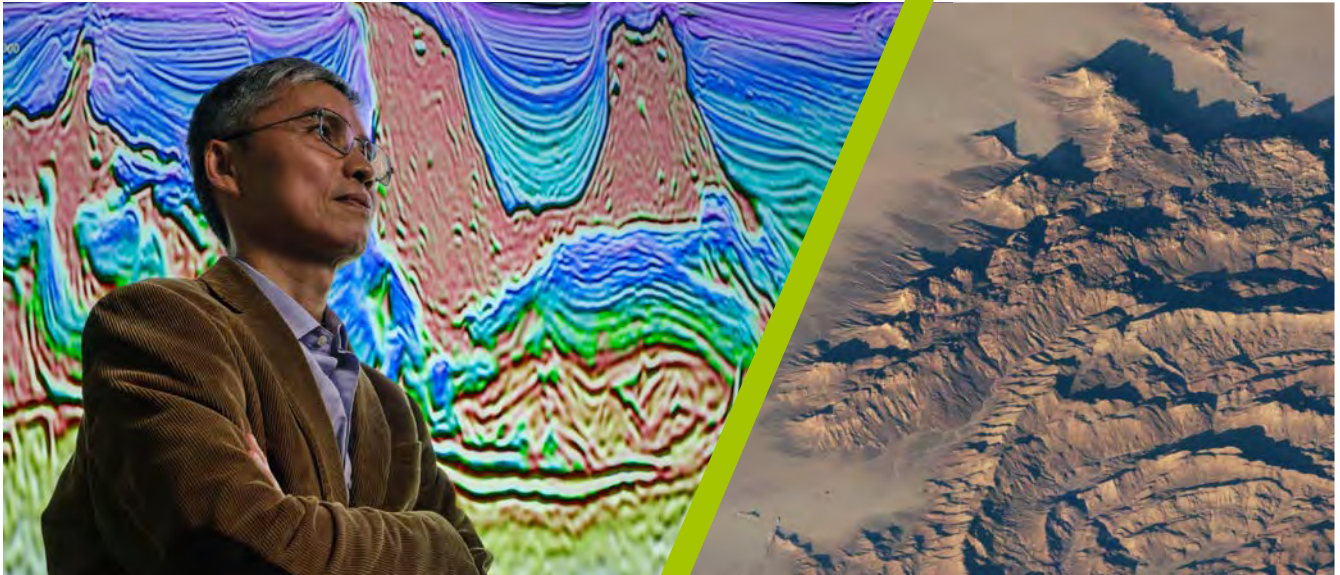
Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
			<p>recommendation of the Appointment, Remuneration and Governance Committee, the Board of Directors, at its meeting of February 26, 2026, set this variable remuneration at €652,736 for the time spent as Chair and Chief Executive Officer between April 30, 2025 and December 31, 2025.</p> <p>This payment corresponds to an overall fulfilment rate of 129.62% of the objectives (out of a possible maximum of 166.67%). This rate is applied to the target amount of variable remuneration (corresponding to 100% of the annual fixed remuneration of Sophie ZURQUIYAH). Payment of this remuneration will be subject to the approval by the 2026 General Meeting.</p>
Deferred variable remuneration	Not applicable	Not applicable	Sophie ZURQUIYAH does not receive any deferred variable remuneration.
Exceptional remuneration	Not applicable	Not applicable	Sophie ZURQUIYAH did not receive any exceptional remuneration in 2025.
Remuneration allocated to Directors	Not applicable	Not applicable	Sophie ZURQUIYAH does not receive any remuneration allocated to Directors.
General benefits plan	Not applicable	€4,565	<p>Sophie ZURQUIYAH benefits from the general compulsory benefits plan of the Group applicable to all employees.</p> <p>For the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer, the amount corresponding to the expense borne by the Company under this scheme amounted to €4,565.</p>
International medical insurance	Not applicable	€22,819	<p>Sophie ZURQUIYAH benefits from an international medical insurance contract.</p> <p>The cost of this policy amounted to €22,819 for the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer (i.e., US\$26,812 converted into euros based on an exchange rate of 0.8511 as of December 31, 2025). The cost of this international medical insurance is borne by Viridien SA.</p>
Valuation of benefits in kind (company car)	Not applicable	€3,974	<p>The Board of Directors, at its meeting of February 25, 2025, decided that for her duties as Chair and Chief Executive Officer, Sophie ZURQUIYAH would benefit from a company car, the reinstatement of which cannot give rise to a benefit in kind greater than an annual amount of €11,880.</p> <p>The amount of the valued benefit totals €3,974 for the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer.</p>
Valuation of benefits in kind (unemployment insurance)	Not applicable	€8,596	<p>Sophie ZURQUIYAH benefits from an individual unemployment insurance plan with the GSC.</p> <p>This guarantee provides for the payment of a maximum percentage of 14.19% of Sophie ZURQUIYAH's target remuneration in 2025 (i.e. €207,240) over a period of 12 months.</p> <p>The amount of the benefit in kind was valued at €8,596 for the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer.</p>

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
Multi-annual variable remuneration (cash)	Not applicable	Not applicable	No multi-annual variable remuneration plan was implemented by the Company during the 2025 financial year.
Stock options, performance shares, and any other long-term remuneration element (Valuation according to the method used for the consolidated accounts for the 2024 financial year)		Stock options: Not applicable Performance shares: €577,320	<p>The Chair and Chief Executive Officer was not allocated any Stock Options in 2025.</p> <p>At its meeting of June 18, 2025, and on the basis of the 16th resolution of the General Meeting of May 15, 2024, the Board of Directors granted Sophie ZURQUIYAH 10,000 performance shares, i.e. 0.140% of the Company's share capital at the date of the grant.</p> <p>The acquisition of rights is subject to presence in June 2028 (i.e. three years from the date of grant) subject to the fulfilment of the following performance conditions, to be met over a three-year vesting period:</p> <ul style="list-style-type: none"> – a performance condition based on the performance of Viridien's stock price compared to a selected peer group between 2025 and 2028, conditioning 30% of the allocation; Achievement equal to or above 130% of the median growth of the peer panel will result in 100% of the shares vesting under this condition. Growth equal to 100% and strictly below 130% of the median growth of the peer panel will result in 75% of the shares vesting linearly up to 100% under this condition. Achievement below 100% of the median growth of the peer panel will result in 0% of the shares vesting under this condition; – a performance condition based on Beyond the Core growth in Revenue for the years 2025, 2026 and 2027, conditioning 20% of the allocation. In case this objective is not achieved, no rights shall be acquired under this condition; – a performance condition based on the achievement of an average net debt to EBITDAs ratio target for the full year 2027, conditioning 30% of the allocation; If the objective is not attained, no right is acquired under this condition; – a performance condition based on the achievement of an environmental, social and governance objective conditioning 20% of the award; if the objective is not attained, no rights are acquired under this condition. An ESG scorecard has been defined including the following criteria and indicators: <ul style="list-style-type: none"> – Social (40%) including indicators of diversity and employee engagement, – HSE (20%) and more precisely an indicator linked to the "Total recordable case frequency" (TRCF), – Environmental (40%) including indicators related to carbon neutrality, energy use efficiency in data centers (PUE) and carbon intensity. <p>Other conditions applicable to this plan are set out in paragraph 4.2.2.1.C. of the present Document.</p>

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
Supplementary pension plan	Not applicable	€9,420	<p>Sophie ZURQUIYAH benefits from a collective defined-contribution funded pension plan implemented for the Group's executives since January 1, 2005.</p> <p>The contribution is calculated with reference to the annual social security ceiling:</p> <ul style="list-style-type: none"> – tranche A – up to 1 annual social security ceiling: 0.5% employee contribution and 1% employer contribution; – tranche B – between 1 and 4 annual social security ceilings: 2% employee contribution and 3% employer contribution; – tranche C – between 4 and 8 annual social security ceilings: 3.5% employee contribution and 5% employer contribution. <p>The contribution base consists exclusively of the gross annual remuneration for the year declared, the base salary, the annual variable remuneration and the benefit in kind (company car). As a matter of principle, this base excludes any other remuneration element. For the period from April 30, 2025 to December 31, 2025, in her capacity as Chair and Chief Executive Officer, the amount corresponding to the expense borne by the Company under this scheme amounted to €9,420 for Sophie ZURQUIYAH.</p>
Contractual termination indemnity	No amount paid to Sophie ZURQUIYAH for the 2025 financial year	No amount allocated to Sophie ZURQUIYAH for the 2025 financial year	<p>For the duration of her term of office, Sophie ZURQUIYAH would benefit from a contractual termination indemnity in the event of termination of her corporate office.</p> <p>These benefits have the following characteristics:</p> <p>Sophie ZURQUIYAH benefits from a contractual termination indemnity in the event of revocation and non-renewal of her term of office within twelve months following a change of control, in the absence of any situation of failure characterized by the non-achievement of the performance conditions described below; No payment shall be made in the event of serious or gross misconduct regardless of the reason for leaving.</p> <p>The payment of the contractual termination indemnity will depend on the average achievement rate of the objectives relating to the annual variable portion of Sophie ZURQUIYAH's remuneration for the last three financial years ended prior to the departure date, in accordance with the following rule:</p> <ul style="list-style-type: none"> – if the average achievement rate is less than 80%, no contractual termination indemnity will be paid; – if the average achievement rate is equal to or greater than 80% and less than 90%, the contractual termination indemnity will be due at 50% of its amount; – if the average achievement rate is equal to or greater than 90%, the contractual termination indemnity will be due on a straight-line basis between 90% and 100% of its amount. <p>This contractual termination indemnity will be equal to the difference between (i) a gross amount capped at 200% of the Annual Reference Remuneration and including all sums of any nature whatsoever, and on any basis whatsoever, to which Sophie ZURQUIYAH may be entitled as a result of the termination, and (ii) all sums to which she may be entitled as a result of the implementation of the non-compete commitment.</p> <p>The aggregate of the contractual termination indemnity and the non-compete indemnity may under no circumstances exceed 200% of the corporate officer's Annual Reference Remuneration. Should the combined amount of the two benefits be greater, the contractual termination indemnity would be reduced to the amount of this cap.</p> <p>The Annual Reference Remuneration consists exclusively of the annual fixed remuneration received during the twelve rolling months prior to the notice date, plus the annual average of the variable remuneration due for the last three financial years ended prior to the departure date or beginning of the notice period, if applicable.</p>

Remuneration elements put to the vote	Amounts paid in 2025	Amount allocated for 2025 or Accounting valuation	Information
			It is specified that, the Board of Directors must acknowledge, prior to the payment of the special termination indemnity, (i) that the performance conditions described above have been met and (ii) that the contractual termination indemnity complies with the AFEP-MEDEF code in force at the date of the departure of the person concerned.
Non-compete commitment indemnity	No amount paid to Sophie ZURQUIYAH for the 2025 financial year	No amount allocated to Sophie ZURQUIYAH for the 2025 financial year	<p>Sophie ZURQUIYAH has a non-compete commitment applicable to activities involving services for the acquisition, processing or interpretation of geophysical data, or the supply of equipment or products designed for the acquisition, processing or interpretation of geophysical data, and involving the contribution of the person concerned to projects or activities in the same field as those in which she participated within the Viridien group.</p> <p>In consideration for this commitment for a period of 18 months from the date of the termination of Sophie ZURQUIYAH's duties, she would receive remuneration corresponding to 100% of her Annual Reference Remuneration.</p> <p>The allowance will be paid in instalments and will not be payable when the person concerned claims his or her pension rights and, in any event, beyond the age of 65.</p>

05 OPERATING AND FINANCIAL REVIEW



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References to a numbered "note" in this chapter are to the notes to our Consolidated Financial Statements.

5.1 Introduction

5.1.1 SEGMENT PRESENTATION AND INTERNAL REPORTING

The financial information by segment is reported in accordance with our internal reporting system and provides internal segment information that is used by the management to conduct and measure performance.

The Group continues to present its financial information under two reporting segments:

- **Data, Digital & Energy Transition (DDE)**, including Geoscience (Subsurface Imaging, Geoscience Beyond The core (Low Carbon and HPC-Digital), and our Technology Function), and Earth Data (EDA) including our multi-disciplines earth data library
- **Sensing & Monitoring (SMO)**, which includes the following business equipment activities: Land, Marine, Ocean Bottom, Borehole and Beyond the Core (infrastructure monitoring solutions and Defense) under the brands of Sercel, Metrolog, GRC, DeRegt and Geocomp.

Before the implementation of IFRS 15, the Group applied the percentage of completion method for recognizing Earth Data prefunding revenues. Following the implementation of IFRS 15, the Group recognizes Earth Data prefunding revenues only upon delivery of processed data (when the performance obligation is fulfilled).

For internal reporting purposes Viridien's management continues to apply the pre-IFRS 15 revenue recognition principles, with Earth Data prefunding revenues recorded based on percentage of completion. Viridien's management believes this method aligns revenues closely with the activities and resources used to generate them and provides useful information as to the progress made on Earth Data surveys, while also allowing for useful comparison across time periods.

Viridien therefore presents the Group's results of operations in two ways:

- the "Reported" or "IFRS" figures, prepared in accordance with IFRS, with Earth Data prefunding revenues recognized upon delivery of the data (when the performance obligation is fulfilled);
- the "Segment" figures, for purposes of internal management reporting, prepared in accordance with the Group's previous method for recognizing Earth Data prefunding revenues.

Segment figures are not a measure of financial performance under IFRS and should not be considered as indicators of our operating performance or an alternative to other measures of performance in accordance with IFRS.

5.1.2 MARKET ENVIRONMENT

Global energy demand is expected to continue expanding, supported by rising incomes and population growth. Looking ahead, we believe the fundamentals underpinning a favorable energy upcycle remain robust, driven by sustained demand for oil and gas in a context where the energy transition is increasingly recognized as more complex and slower-moving than previously anticipated. For alternative energy sources to gain meaningful market share from hydrocarbons by the end of the decade, emerging technologies would need to achieve commercial scale and demonstrate clear economic viability. In our view, the transition to renewable energy will require significantly more time and investment, and oil and gas (particularly natural gas) will remain central to energy companies' core portfolios.

At the macroeconomic level, several years of underinvestment in exploration and production have resulted in relatively low reserve replacement ratios, while natural field depletion continues to accelerate. Oil and gas demand remains positive under IEA and most energy broker base-case scenarios, implying a continued need for higher upstream E&P investment. In 2026, while short-term energy price volatility may prompt a degree of caution across the industry and more moderate activity in the first half, a recovery is expected in the second half. Afterwards, frontier discoveries and offshore deepwater developments (areas in which Viridien holds proven technological leadership) will be critical to sustaining production and reinforce our confidence in the Group's medium- and long-term trajectory.

5.2 2025 Operating Results

5.2.1 RESULTS OF OPERATIONS

Financial information is presented under IFRS standards, some sections of this report contain non-IFRS financial measures as EBITDAs and Net Cash Flow which are fully described in the glossary of the 2025 annual consolidated financial statements.

This operating and financial review and prospects should be read in conjunction with our consolidated financial statements and the notes thereto.

Our main accounting policies are fully described in note 1 to our 2025 consolidated annual financial statements.

Statement of income

	2025		2024		% Change	
	Segment figures	As reported	Segment figures	As reported	Segment figures	As reported
<i>(In millions of US\$)</i>						
DDE Revenues	850.1	755.8	786.6	881.3	8%	(14)%
SMO Revenues	314.8	314.8	330.0	330.0	(5)%	(5)%
Eliminated revenues and others	(0.0)	(0.0)	-	-	-	-
Total Operating Revenues	1,164.9	1,070.5	1,116.6	1,211.3	4%	(12)%
DDE EBITDAs	547.9	453.6	455.9	550.7	20%	(18)%
SMO EBITDAs	31.4	31.4	14.0	14.0	125%	125%
Eliminations and Other	(23.8)	(23.8)	(48.3)	(48.3)	(51)%	(51)%
EBITDAs	555.5	461.2	421.6	516.4	32%	(11)%
EBITDAs margin %	48%	43%	38%	43%		
Earth Data surveys amortization & impairment	(234.8)	(147.0)	(197.1)	(261.4)	19%	(44)%
Depreciation and amortization	(89.1)	(89.1)	(124.5)	(124.5)	(28)%	(28)%
Depreciation and amortization capitalized to Earth Data surveys	16.7	16.7	16.6	16.6	0%	0%
Share-based compensation expenses	(4.6)	(4.6)	(3.6)	(3.6)	27%	27%
Operating income	243.8	237.3	113.0	143.5	116%	65%
Operating income margin %	21%	22%	10%	12%		
Net income (loss) from equity affiliates	(0.8)	(0.8)	(0.5)	(0.5)	70%	70%
EBIT	243.0	236.5	112.6	143.0	116%	65%
Financial income and expenses	(145.3)	(145.4)	(93.5)	(93.5)	55%	56%
Income taxes	(22.5)	(22.5)	(13.4)	(13.4)	68%	68%
Net income from continuing operations	75.1	68.6	5.7	36.1	1,223%	90%
Net income from discontinuing operations	2.9	2.9	14.7	14.7	(81)%	(81)%
NET INCOME	78.0	71.4	20.4	50.8	282%	40%

Operating revenues

Our consolidated operating revenues as reported decreased by 12% to US\$1,070.5 million in 2025 from US\$1,211.3 million in 2024.

Before IFRS 15 adjustments, our consolidated operating revenues increased by 4% to US\$1,164.9 million in 2025 from US\$1,116.6 million in 2024.

The growing activity worldwide of our Geoscience business and the solid revenues from our Earth Data after sales were offset by lower marine activities impacting our SMO business following several record years linked in particular to the equipping of the shallow-water OBN market.

The respective contributions from the Group's businesses to our segment operating revenues were 73% from DDE and 27% from SMO in 2025.

Operating expenses

As a percentage of operating revenues as reported, cost of operations as reported decreased to 78% in 2025 from 88% in 2024. Excluding IFRS 15 adjustments, segment cost of operations, as a percentage of the segment operating revenues, was 79% in 2025 from 90% in 2024, mainly due to the non-repeat of restructuring expenses and adjustments incurred in 2024 as highlighted in our Adjusted Opinc chart.

Operating income

Operating income as reported was a gain of US\$237.3 million, a significant increase from US\$143.5 million in 2024. Excluding IFRS 15 adjustments, segment operating income amounted to US\$243.8 million in 2025, compared to US\$113.0 million in 2024

with improved margins on our DDE activities and non-repeat of restructuring and adjustment charges mainly for our SMO business.

Financial income and expenses

Net cost of financial debt in 2025 was US\$145.4 million, compared to US\$93.5 million in 2024, due to the HYB refinancing costs, unfavorable foreign exchange losses and lower income from cash and cash equivalent recognized in 2025.

Net income

Net income as reported was a profit of US\$71.4 million in 2025 compared to US\$50.8 million in 2024.

IFRS 15 adjustment impact

For internal reporting purposes Viridien's management continues to apply the pre-IFRS 15 revenue recognition principles, with Earth Data prefunding revenues recorded based on percentage of completion methods.

For the twelve months ended December 31, 2025 please refer to the table below for the reconciliation between segment and reported figures.

	2025			2024		
	Segment figures	IFRS 15 adjustment	As reported	Segment figures	IFRS 15 adjustment	As reported
<i>(In millions of US\$)</i>						
Revenue	1,164.9	(94.4)	1,070.5	1,116.6	94.7	1,211.3
<i>of which</i>						
<i>Earth Data Prefunding revenue</i>	165.4	(94.4)	71.0	205.2	94.7	299.9
Operating expenses	(921.1)	87.8	(833.3)	(1,003.6)	(64.3)	(1,067.9)
<i>of which</i>						
<i>Earth Data Prefunding surveys amortization</i>	(231.0)	87.8	(143.2)	(197.1)	(64.3)	(261.4)
Operating income	243.8	(6.5)	237.3	113.0	30.4	143.5
NET INCOME	78.0	(6.5)	71.4	20.4	30.4	50.8

2025 **revenue** is reported to US\$1,071 million, of which US\$71 million of Earth Data prefunding revenue following the completion of surveys offshore in Norway, US Gulf and Brazil. According to IFRS 15 standards, we recorded a negative adjustment of the

revenue for US\$(94) million, and a positive adjustment of US\$88 million on the amortization costs. A negative net impact of US\$(7) million was booked at the net income level.

Adjusted EBITDAs and Adjusted OPINC

	2025		2024	
	Segment	As reported	Segment	As reported
<i>(In millions of US\$)</i>				
EBITDAs	555.5	461.6	421.6	516.4
Reversal of allowance on R&D Tax Credit in the United Kingdom	(5.3)	(5.3)		
SMO Insurance proceeds	(1.8)	(1.8)		
Divestment of SMO's Gauges business in the United States	1.6	1.6		
Provision for litigation	0.6	0.6		
2024 adjustments			33.8	33.8
Other	0.7	0.7		
ADJUSTED EBITDAS	551.5	457.1	455.4	550.2
Adjusted EBITDAs EDA	332.6	238.3	273.5	368.2
Adjusted EBITDAs GEO, SMO and Others	218.9	218.9	182.0	182.0

	2025		2024	
	Segment	As reported	Segment	As reported
<i>(In millions of US\$)</i>				
OPINC	243.8	237.3	113.0	143.5
Reversal of allowance on R&D Tax Credit in the United Kingdom	(5.3)	(5.3)		
SMO Insurance proceeds	(1.8)	(1.8)		
Divestment of SMO's Gauges business in the United States	1.6	1.6		
Provision for litigation	0.6	0.6		
2024 adjustments			59.6	59.6
Other	0.7	0.7		
ADJUSTED OPINC	239.7	233.2	172.6	203.1

5.2.2 BUSINESS SEGMENTS HIGHLIGHTS

The Group continues to present its financial information under two reporting segments, Data, Digital & Energy Transition (DDE) and Sensing & Monitoring (SMO) as described in Note 19 to our 2025 consolidated annual financial statements.

Seasonality - We have historically benefited from higher levels of activity during the fourth quarter since our clients seek to fully spend their annual budget before year-end. Sensing and Monitoring deliveries and Earth Data after-sales usually reflect this pattern.

Data, Digital & Energy Transition (DDE)

	2025		2024		% Change	
	Segment figures	As reported	Segment figures	As reported	Segment figures	As reported
<i>(In millions of US\$)</i>						
Geoscience	444.4	444.4	403.6	403.6	10%	10%
Earth Data	405.8	311.4	382.9	477.7	6%	(35)%
DDE Revenue	850.1	755.8	786.6	881.3	8%	(14)%
DDE EBITDAs	547.9	453.6	455.9	550.7	20%	(18)%
<i>DDE EBITDAs margin %</i>	<i>64%</i>	<i>60%</i>	<i>58%</i>	<i>62%</i>		
DDE OPINC	260.2	253.6	204.5	234.9	27%	8%
<i>DDE OPINC margin %</i>	<i>31%</i>	<i>34%</i>	<i>26%</i>	<i>27%</i>		

Geoscience (GEO)

Geoscience operating revenues as reported were up 10% year-on-year to US\$444 million in 2025 compared to US\$404 million in 2024.

Geoscience performance was driven by imaging activity, supported by major projects in Latin America and the EAME region, as well as by strategic software sales to international clients. This performance continues to be driven by technology differentiation, with best-in-class imaging technology required by the industry to solve complex subsurface challenges, while benefiting from the renewal of long-term contracts for Dedicated HPC Processing Centers (DPCs).

New Businesses in Geoscience reflect a slowdown in Carbon Capture and Sequestration (CCS) activity in 2025, linked to a more limited number of new projects launched during the year, as clients have refocused their priorities toward Oil & Gas activities. This decrease was partially offset by the positive market dynamics of other BTC activities, notably in Geothermal and Geotechnical, which continued to record sustained growth.

High Performance Computing & Digital Solutions continued collaboration with oil companies for computational resources associated with imaging and with non-oil companies such digital entertainment and pharma software company that uses artificial intelligence (AI) to accelerate drug development.

Earth-Data (EDA)

Earth Data operating revenues as reported from EDA was down 35% to US\$311 million in 2025 from US\$478 million in 2024. Excluding IFRS 15 adjustment, EDA business was up 6% to US\$406 million thanks to good level of prefunding revenues in US Gulf and solid year in after-sales driven by sector consolidation.

Prefunding revenues as reported decrease by 76% to US\$71 million in 2025 from US\$300 million in 2024. Excluding IFRS 15 adjustment, prefunding revenue of our multi-client Earth data projects was US\$165 million, down 19% year-on-year and with a 99% cash prefunding rate in 2025.

Earth Data cash capex was US\$166 million in 2025, down 34% year-on-year including the large Laconia Ocean Bottom Nodes (OBN) project in the US Gulf which continued, though at a lower level than in 2024, The Utsira North survey in Norway and numerous reprocessing projects.

In 2025, US\$12 million **compensation fees** were paid through our vessels' commitment.

EDA Cash EBITDA

The table below presents a reconciliation of EDA adjusted Segment EBITDAs with the Cash EBITDA for each period.

EDA Cash EBITDA is defined in the glossary of this Document as Adjusted segment EBITDAs less investment in Earth Data surveys for the period and less inactivity compensations fees related to the Capacity Agreement between Viridien and Shearwater.

<i>(In millions of US\$)</i>	2025	2024
Adjusted EBITDAs	332.6	273.5
Investments in Earth Data surveys	(166.2)	(252.1)
Adjustment of inactivity compensations fees related to the Capacity Agreement between Viridien and Shearwater	12.0	54.0
EDA CASH EBITDA	178.4	75.4

2025 key headlines - Data, Digital & Energy Transition (DDE)

Viridien authors win 2025 EAGE award for best paper in First Break - June 4

Viridien had been selected by the EAGE to receive its 2025 Neil Anstey Award for the best paper published in the journal First Break in the past year, in recognition of their paper "Angle-Restricted FWI for Shallow Reservoir Characterisation". The award-winning paper describes how cutting-edge high-frequency full-waveform inversion (FWI) imaging can significantly improve the imaging and characterization of shallow reservoirs in complex settings like the Barents Sea.

Viridien and TGS commence Phase III of next-generation Laconia sparse OBN program in US Gulf - June 19

Continuing with the success of Phases I and II of its Laconia 3D OBN multi-client seismic program in the US Gulf, Viridien has announced, in collaboration with partner TGS, the start of Laconia Phase III to extend extra-long-offset-low-frequency full-azimuth sparse OBN data coverage in the Paleogene trend.

Supported by industry funding, Laconia Phase III, covering approximately 150 OCS blocks in the Keathley Canyon protraction areas, will be acquired by TGS and imaged by Viridien to target prospective but difficult-to-image subsalt reservoirs. Acquisition started in May 2025 with initial products scheduled for delivery in Q1'2026.

Viridien, TGS and Axxis Multi-client AS complete OMEGA Merge - July 15

Viridien, in collaboration with joint venture partners, TGS and Axxis Multi-client AS, have announced their successful completion of the final imaging of OMEGA Merge, to deliver a single, seamless and unified high-quality dataset. Spanning a total area of 3,700 sq km from the deployment of over 250,000 nodes and 9.5 million shots, OMEGA Merge is the largest continuous OBN dataset on the Norwegian Continental Shelf.

Viridien expands Laconia program with Momentum data in U.S. Gulf - September 2

Viridien has taken ownership of seismic field data from the Momentum survey. The data will be incorporated into Laconia, Viridien's sparse ocean bottom node (OBN) program in the U.S. Gulf. The new coverage will extend Viridien's OBN footprint by approximately 143 Outer Continental Shelf blocks (around 3,343sq km) and be integrated seamlessly with Laconia Phases I and II to enhance subsalt imaging in the northern Garden Banks protraction area.

Viridien and Mantle8 enter into strategic partnership across EMEA - September 11

Viridien and Mantle8, a French geoscience company focused on natural hydrogen exploration, have formed a strategic partnership to accelerate hydrogen exploration across the Europe, Middle East, Africa (EMEA) region, which is underpinned by Viridien securing a strategic investment in Mantle8.

Viridien and TGS Complete Acquisition of Laconia Phase III Ultra-Long Offset OBN Survey in the Gulf of America - September 19

Viridien in collaboration with TGS, a global leader in energy data and intelligence, today announced the completion of the acquisition of the Laconia Phase III ultra-long offset ocean bottom node (OBN) survey in the Gulf of America. This latest phase spans 151 OCS blocks and expands OBN coverage to provide improved seismic data and subsurface imaging over this geologically complex area. The survey was acquired by a TGS deepwater OBN crew using TGS' ZXPLR™ nodes and Sercel's Tuned Pulse Source (TPS™).

Viridien announces new geologic study to evaluate prospectivity of frontier Langkasuka basin offshore Malaysia - October 21

Viridien, in collaboration with Malaysia Petroleum Management (MPM), PETRONAS, is completing an integrated geological study designed to provide new prospectivity insights into the underexplored Langkasuka Basin, located within the Malacca Strait offshore area to the west of Peninsula Malaysia. The 38,000 sq km study is scheduled for delivery in November 2025.

Viridien and TGS Announce Early Out Results from Laconia Phase III Ultra-Long Offset OBN Survey in the Gulf of America – November 12

Viridien in collaboration with TGS, a global leader in energy data and intelligence, today announced the availability of early out results from the Laconia Phase III ultra-long offset ocean bottom node (OBN) survey in the Gulf of America, covering covering the full 151 Outer Continental Shelf (OCS) block area.

Snowfox Discovery Engages Viridien to Provide Multiphysics Services for Global Natural Hydrogen Exploration – November 13

Viridien has been selected by Snowfox Discovery Ltd, an industry leader in natural hydrogen exploration, to deliver advanced

subsurface imaging, geophysical data analysis, and earth science to accelerate its hydrogen discovery. Under this agreement, Snowfox will have preferred access to Viridien's sector-leading multiphysics imaging expertise to accelerate its natural hydrogen exploration globally.

Viridien completes reimaging of BM-S-2 multi-client survey in Brazil's southern Santos Basin – December 22

Viridien has successfully completed the BM-S-2 seismic reimaging project in the southern Santos Basin, delivering a modern, high-fidelity 3D dataset across 8,468 sq km to support growing exploration activity in one of the most strategic, emerging offshore regions of Brazil.

Sensing & Monitoring (SMO)

(In millions of US\$)

	2025	2024	% Change
SMO Revenue	314.8	330.0	(5)%
SMO EBITDAs	31.4	14.0	125%
SMO EBITDAs margin %	10%	4%	
SMO OPINC	8.4	(43.0)	(120)%
SMO OPINC margin %	3%	(13)%	

SMO operating revenue was down 5% year-on-year to US\$315 million:

- **Land** equipment sales represented 51% of SMO revenue, compared to 48% in 2024, up 2% year-on-year. Land equipment sales were US\$160 million in 2025 from US\$157 million in 2024 still driven by high level of land delivery for North Africa, Middle East and the Indian subcontinent. (Land equipment include the Gauges.)
- **Marine** equipment sales represented 30% of SMO revenue, compared to 35% in 2024, down 19% year-on-year. Marine equipment sales were US\$94 million in 2025 from US\$177 million in 2024. This decrease was mainly driven by lower OBN sales, despite solid TPS activity and streamer sales.
- **Beyond The Core** revenues increased at US\$60 million, up 8% year-on-year, mainly in Infrastructure Monitoring (IM).

2025 key headlines - Sensing & Monitoring (SMO)

Sercel Delivers Multiple 528 Land Acquisition Systems for Surveys in India and Turkey – March 06

Viridien announced that Sercel has delivered several next-generation 528™ cable-based land seismic acquisition systems for deployment on exploration surveys in India and Turkey, just over a year after the new system's launch.

Sercel extends WiNG range with launch of DFU-3C node – April 10

Sercel has launched the WiNG DFU-3C, a three-component version of its field-proven WiNG land seismic nodal solution. The

WiNG DFU-3C supports a growing need for high-end seismic applications for the energy and mineral E&P sectors.

Sercel supplies 75,000 digital sensors and 24 super-heavy vibrator trucks to support major seismic survey operations in North Africa – September 17

As part of the contract, Sercel supplied 75,000 DSU1-508 digital sensors, increasing the contractor's total installed base to more than 350,000. In addition, 24 new Nomad 90 Neo broadband vibrators were delivered to equip an additional land seismic crew.

Sercel Awarded Major Contract by ONGC to Supply Sercel 528 Seismic Acquisition Systems Totaling 24,000 Channels in India – October 27

Sercel announced today that it has been awarded a major contract by India's Oil and Natural Gas Corporation (ONGC) to supply a large-scale 528 cable-based land seismic acquisition solution, representing a total of 24,000 channels, and 24,000 SG-5 geophones. The delivery is scheduled before year end. ONGC will deploy the systems on oil and gas exploration surveys across difficult-to-access terrain in India during the 2026 acquisition season

Sercel awarded five-year technical support contract by ExxonMobil Guyana Ltd. – November 04

Sercel announced today the award of a five-year technical support and maintenance contract by ExxonMobil Guyana Ltd. for the Marlin Vessel Tracking and Alerts (VTA) software solution, delivered to the client in 2024.

Sercel Deploys Passive Acoustic Monitoring Solution for French EMDT Offshore Wind Farm Project – December 11

A customized version of the QuietSea system was provided by Sercel and operated by partner SOMME. Acoustic sensors were deployed directly from the pile-driving vessel to detect the presence of any marine mammals that could be impacted by underwater noise during pile-driving activity. Delivery of a tailored solution ensured that the project met all environmental regulatory requirements and operational constraints during this critical phase without interrupting project continuity.

Smart Seismic Solutions (S3) selects Sercel node solutions – December 18

Sercel has supplied Smart Seismic Solutions (S3) with a comprehensive nodal seismic acquisition solution for multiple energy exploration projects in Europe. This order from Smart Seismic Solutions for an additional capability with 4,000 WING DFU land nodes and 450 GPR300 ocean bottom nodes, marks the first large-scale deployment of Sercel's land and marine nodal technologies on the same seismic surveys.

5.2.3 OTHER FINANCIAL ITEMS

Net income from equity affiliates was a loss of US\$1 million.

Net financial income and expenses was a US\$145 million expense, mostly associated with the cost of our financial debt and the refinancing costs of our bonds.

The amount is fully described in note 13 to our 2025 consolidated annual financial statements.

Income taxes amounted to US\$23 million expense in 2025, including US\$0 million of deferred income tax and US\$22 million of foreign current tax expenses.

Net income from discontinued operations amounted to a US\$3 million gain mainly due to the reversal of several provisions.

The amount is fully described in note 5 to our 2025 consolidated annual financial statements.

5.2.4 LIQUIDITY AND CAPITAL RESOURCES

Cash flow statement

Net Cash Flow is described in the glossary of the present document.

	2025		2024	
	Segment figures	As reported	Segment figures	As reported
<i>(In millions of US\$)</i>				
EBITDAS	555.5	461.2	421.6	516.4
Income tax paid	(15.6)	(15.6)	(12.4)	(12.4)
Change in working capital & Provisions	(62.1)	32.3	47.8	(46.9)
Other cash items	(1.3)	(1.3)	(0.4)	(0.4)
Net cash flow provided by operating activities	476.6	476.6	456.7	456.7
Investments in Earth Data surveys	(166.2)	(166.2)	(252.1)	(252.1)
Industrial capital expenditures & Capitalized development costs, excl. Earth Data surveys	(41.0)	(41.0)	(32.9)	(32.9)
Net proceeds and acquisitions	14.2	14.2	6.8	6.8
Variation in subsidies for capital expenditures	-	-	-	-
Lease repayments	(54.7)	(54.7)	(55.7)	(55.7)
Payments and/or proceeds net from asset financing transactions	(28.9)	(28.9)	(0.8)	(0.8)
Financial expenses paid	(91.7)	(91.7)	(85.6)	(85.6)
Net cash flow incurred by continuing operations	108.2	108.2	36.7	36.7
Net cash flows incurred by discontinued operations	(0.7)	(0.7)	19.3	19.3
NET CASH FLOW	107.5	107.5	56.0	56.0

Change in segment operating working capital & provisions was a negative impact of US\$62 million in cash from operating activities mainly due to Earth Data projects phasing between 2024 and 2025, and Shearwater penalties.

Expenditures on Earth Data surveys declined by US\$86 million at US\$166 million in 2025 primarily driven by lower cash outflows for Laconia nodal project in the US Gulf.

Net Cash flow from continuing operations was a US\$108 million inflows in 2025 driven by Digital & Energy Transition (DDE), notably due to the the high level of activity in processing activity, as well as particularly strong Earth Data (EDA) late sales.

Net cash flow from discontinued operations represented outflows of US\$1 million in 2025 mainly due to the Idle Vessel Compensation. (Please refer to note 5 of our 2025 consolidated annual financial statements).

Financial debt

(In millions of US\$)	December 31, 2025	December 31, 2024
Bank overdrafts	0.0	(0.0)
Current portion of financial debt	56.2	56.9
Financial debt	1,004.8	1,165.6
Gross financial debt	1,060.9	1,222.6
Less cash and cash equivalents	173.0	301.7
NET FINANCIAL DEBT	887.9	920.9

Liquidity

Group liquidity of US\$273 million on December 31, 2025 includes US\$173 million of cash and US\$100 million of undrawn RCF. (for a discussion regarding RCF, refer to note 13 of our 2025 consolidated annual financial statements).

5.3 Viridien SA Statutory financial statements

Viridien SA's revenue amounted to €41 million in 2025, compared to €35 million in 2024, up by €6 million due to further optimization of the corporate costs and Group functions rebilling mechanism within the Group.

Operating profit showed a loss of €33 million in 2025, compared to a loss of €17 million in 2024. This year 2025 operating profit was impacted negatively by €21 million of refinancing transaction costs. Recurring personnel expenses were stable year-on year at €10 million.

The 2025 financial result showed a profit of €320 million compared to a profit of €201 million in 2024, mainly related to:

- (i) Dividends received from subsidiaries for €138 million.
- (ii) Net interest income and expenses at €(52) million compared to €(26) million in 2024. Interest expense in 2025 includes €(24) million in early repayment fees on long-term debt (2027 and 2030 senior secured bonds).

(iii) The change in depreciation and provisions in 2025 is mainly due to a net reversal of provisions on investments in subsidiaries amounting to €222 million resulting from the impairment test on shares.

(iv) €26 million foreign exchange gain.

The exceptional charges in 2025 are almost nil and there were no exceptional income.

The net income tax in 2025 is almost nil, same as last year.

After considering the items described above, **the Company's net income resulted in a profit of €286 million in 2025** compared to a profit of €185 million in 2024.

Shareholders' equity, including the result for the period, amounted to **€1.2 billion on 31 December 2025** compared to €0.9 billion on 31 December 2024.

No dividends have been distributed in the last three years.

5.4 Information on the use of financial instruments

Our turnover is mainly denominated in US dollars, representing respectively 77% in 2025 and 79% in 2024 of our total turnover and to a significantly lesser extent in euro, Brazilian reals, Chinese yuan, British pounds, Norwegian kroner, Australian dollars and Canadian dollars.

Most of our expenses in 2025 were paid in US dollars, euro, Brazilian reals and Chinese yuan, British pounds, Norwegian kroner.

We aim to match our foreign currency revenues and expenses in order to balance, to the extent possible, our net position of receivables and payables denominated in foreign currencies, in particular currencies that are not readily available or are difficult to convert. Nevertheless, in past years, the Group did not succeed in totally balancing its foreign currency revenues and expenses, especially for euros, due to personnel costs payable in euros in France and in certain European countries.

In addition, our general policy is, when possible, to hedge major currency exposures related to forecasted excess currency originating from operational contracts at the time such contracts are entered in the backlog. This strategy to reduce foreign exchange risks led us to mitigate, without eliminating the positive

or negative impact of the foreign exchange rate variation on the operating income of the Group. As part of our energy risk management, we locally might need to set up energy derivatives.

On the contrary, we do not enter into forward foreign currency exchange contracts to hedge recurring fixed expenses in any currency, especially euros.

Since the 2021 refinancing, and still valid after 2025 refinancing, a large portion of the group indebtedness is denominated in euros. As of December 31, 2025, and 2024, our total outstanding debt denominated in US dollars (excluding accrued interests) was of US\$496 million in 2025 and US\$561 million in 2024, representing respectively 48% and 47% of our total financial debt outstanding (excluding accrued interests). As a result of the 2025 refinancing, which led to a reduction of gross debt, and combined with partial reimbursement, Viriden senior secured notes in US dollars and euros decreased by US\$40.8 million and by €149.2 million respectively. In 2024, Viriden purchased and cancelled €6.4 million and US\$52.6 million of 2027 Bonds.

As of December 31, 2025, forward contracts were outstanding for US\$19.6 million against Euro, including 9.6 million were applied.

06

2025 FINANCIAL STATEMENTS - FINANCIAL INFORMATION ON THE COMPANY'S ASSETS, FINANCIAL POSITION AND RESULTS



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6.1 2024-2025 Viridien consolidated financial statements

6.1.1 CONSOLIDATED STATEMENT OF OPERATIONS

<i>In millions of US\$</i>	Notes	December 31	
		2025	2024
Operating revenues	18, 19	1,070.5	1,211.3
Other income from ordinary activities		0.2	0.1
Total income from ordinary activities		1,070.7	1,211.4
Cost of operations		(721.1)	(871.2)
Gross profit		349.6	340.2
Research and development expenses – net	20	(6.2)	(17.8)
Marketing and selling expenses		(34.7)	(37.1)
General and administrative expenses		(76.1)	(82.9)
Other revenues (expenses) – net	21	4.6	(58.9)
Operating income	19	237.3	143.5
Cost of financial debt – gross		(112.6)	(109.4)
Income from cash and cash equivalents		5.3	12.3
Cost of financial debt – net	22	(107.3)	(97.2)
Other financial income (loss)	23	(38.1)	3.7
Income (loss) before income taxes and share of income (loss) from companies accounted for under the equity method		91.9	50.1
Income taxes	24	(22.5)	(13.4)
Net income (loss) before share of net income (loss) from companies accounted for under the equity method		69.3	36.6
Net income (loss) from companies accounted for under the equity method	8	(0.8)	(0.5)
Net income (loss) from continuing operations		68.6	36.1
Net income (loss) from discontinued operations	5	2.9	14.7
Consolidated net income (loss)		71.4	50.8
<i>Attributable to:</i>			
Owners of Viridien S.A		71.1	49.8
Non-controlling interests		0.3	1.0
Weighted average number of shares outstanding	29	7,172,731	7,150,958
Weighted average number of shares outstanding adjusted for dilutive potential ordinary shares	29	7,222,531	7,184,713
Net income (loss) per share (in US\$)			
– Base		9.92	6.97
– Diluted		9.85	6.93
Net income (loss) from continuing operations per share (in US\$)			
– Base	\$	9.52	4.91
– Diluted	\$	9.45	4.89
Net income (loss) from discontinued operations per share (in US\$)			
– Base	\$	0.40	2.06
– Diluted	\$	0.40	2.05

The accompanying notes are an integral part of the consolidated financial statements.

Consolidated statement of comprehensive income (loss)

In millions of US\$	December 31	
	2025 ^(a)	2024 ^(a)
Net income (loss) from consolidated statement of operations	71.4	50.8
Other comprehensive income to be reclassified in profit (loss) in subsequent period:		
Net gain (loss) on cash flow hedges	(0.3)	0.4
Variation in translation adjustments	28.6	(23.0)
Net other comprehensive income to be reclassified in profit (loss) in subsequent period (1)	28.3	(22.7)
Other comprehensive income not to be classified in profit (loss) in subsequent period:		
Net gain (loss) on actuarial changes on pension plan	0.1	3.6
Variation in translation adjustments generated by the parent company (b)	(56.0)	28.0
Net other comprehensive income not to be reclassified in profit (loss) in subsequent period (2)	(55.9)	31.6
Total other comprehensive income (loss) for the period, net of taxes (1)+(2)	(27.5)	8.9
Total comprehensive income (loss) for the period	43.9	59.7
<i>Attributable to:</i>		
Owners of Viridien S.A	42.8	59.3
Non-controlling interests	1.1	0.5

(a) Including other comprehensive income related to discontinued operations which is not material.

(b) Foreign exchange differences relating to the parent company, which were previously included in "Other changes in equity", are now presented within "Non-recyclable OCI".

The accompanying notes are an integral part of the consolidated financial statements.

6.1.2 CONSOLIDATED STATEMENT OF FINANCIAL POSITION

<i>In millions of US\$</i>	Notes	Dec 31, 2025	Dec 31, 2024
ASSETS			
Cash and cash equivalents	28	173.0	301.7
Trade accounts and notes receivable, net	3, 18	315.0	339.9
Inventories and work-in-progress, net	4	164.3	163.3
Income tax assets	4	31.7	22.9
Other current assets, net	4	74.9	74.0
Assets held for sale, net	5	15.8	24.5
Total current assets		774.7	926.2
Deferred tax assets	24	43.4	43.6
Other non-current assets, net	16	10.0	8.9
Investments and other financial assets, net	7	30.3	25.7
Investments in companies accounted for under the equity method	8	0.1	1.1
Property plant & equipment, net	9	227.4	220.6
Intangible assets, net	10	571.9	535.4
Goodwill, net	11	1,092.2	1,082.8
Total non-current assets		1,975.3	1,918.1
TOTAL ASSETS		2,750.0	2,844.3
LIABILITIES AND EQUITY			
Financial debt – current portion	13	56.2	56.9
Trade accounts and notes payable	3	66.5	120.9
Accrued payroll costs		97.5	84.5
Income taxes payable		22.3	20.4
Advance billings to customers		17.9	19.2
Provisions – current portion	16	14.4	19.7
Other current financial liabilities	14	0.0	0.5
Other current liabilities	12	256.7	182.5
Liabilities associated with non-current assets held for sale	5	1.0	2.4
Total current liabilities		532.6	507.0
Deferred tax liabilities	24	9.1	18.4
Provisions – non-current portion	16	33.3	28.8
Financial debt – non-current portion	13	1,004.8	1,165.6
Other non-current financial liabilities	14	-	-
Other non-current liabilities	12	2.0	1.7
Total non-current liabilities		1,049.2	1,214.5
Common stock ^(a)	15	8.8	8.7
Additional paid-in capital		119.1	118.7
Retained earnings		1,110.2	1,036.5
Treasury shares		(20.1)	(20.1)
Cumulative income and expense recognized directly in equity		(1.4)	(1.1)
Cumulative translation adjustments		(86.2)	(58.0)
Equity attributable to owners of Viridien S.A.		1,130.4	1,084.7
Non-controlling interests		37.8	38.1
Total Equity		1,168.3	1,122.8
TOTAL LIABILITIES AND EQUITY		2,750.0	2,844.3

(a) Common stock: 11,198,580 shares authorized and 7,184,962 shares with a nominal value of €1.00 outstanding at December 31, 2025.

The accompanying notes are an integral part of the consolidated financial statements.

6.1.3 CONSOLIDATED STATEMENT OF CASH FLOWS

<i>In millions of US\$</i>	Notes	December 31	
		2025	2024
OPERATING ACTIVITIES			
Consolidated net income (loss)	1, 19	71.4	50.8
Less: Net income (loss) from discontinued operations	5	(2.9)	(14.7)
Net income (loss) from continuing operations		68.6	36.1
Depreciation, amortization and impairment	1, 19, 28	89.1	124.7
Impairment and amortization of Earth Data surveys	1, 10, 28	147.0	261.4
Amortization and depreciation of Earth Data surveys, capitalized	10	(16.7)	(16.6)
Variance on provisions		(7.1)	14.3
Share-based compensation expenses		4.6	3.4
Net (gain) loss on disposal of fixed and financial assets		(2.0)	(3.7)
Share of (income) loss in companies recognized under equity method		0.8	0.5
Other non-cash items		29.7	(0.3)
Net cash flow including net cost of financial debt and income tax		313.9	419.8
Less: Cost of financial debt		107.3	97.2
Less: Income tax expense (gain)		22.5	13.4
Net cash flow excluding net cost of financial debt and income tax		443.7	530.4
Income tax paid - Net ^(a)		(15.6)	(12.4)
Net cash flow before changes in working capital		428.1	518.0
Changes in working capital		48.4	(61.2)
– Change in trade accounts and notes receivable		110.4	(128.4)
– Change in inventories and work-in-progress		14.5	28.1
– Change in other current assets		(15.8)	10.5
– Change in trade accounts and notes payable		(50.0)	26.8
– Change in other current liabilities		(10.7)	1.8
Net cash flow from operating activities		476.6	456.7
INVESTING ACTIVITIES			
Total capital expenditures (tangible and intangible assets) net of variation of fixed assets suppliers and excluding Earth Data surveys	9	(41.0)	(32.9)
Investments in Earth Data surveys	10	(166.2)	(252.1)
Proceeds from disposals of tangible and intangible assets	28	2.7	6.8
Proceeds from divestment of activities and sale of financial assets	28	11.5	-
Dividends received from investments in companies under the equity method		-	0.5
Acquisition of investments, net of cash & cash equivalents acquired	28	-	-
Variation in other non-current financial assets	28	3.4	(8.2)
Net cash-flow used in investing activities		(189.7)	(286.0)

<i>In millions of US\$</i>	Notes	December 31	
		2025	2024
FINANCING ACTIVITIES			
Repayment of long-term debt	13, 28	(1,200.4)	(59.4)
Total issuance of long-term debt	13, 28	955.5	0.1
Call premium		(24.7)	-
Refinancing transaction costs paid		(3.7)	-
Lease repayments	13, 28	(54.7)	(55.7)
Financial expenses paid	13, 28	(91.7)	(85.6)
Net proceeds from capital increase:			
– from shareholders:		0.4	-
– from non-controlling interests of integrated companies		-	-
Dividends paid and share capital repayment:			
– Equity attributable to owners of Viridien S.A.		-	-
– to non-controlling interests of integrated companies		(1.4)	(3.8)
Net cash-flow from (used in) financing activities		(420.7)	(204.4)
Effect of exchange rate changes on cash		5.2	(11.0)
Net cash flows incurred by discontinued operations	5	0.0	19.3
Net increase (decrease) in cash and cash equivalents		(128.6)	(25.3)
Cash and cash equivalents at beginning of year		301.7	327.0
Cash and cash equivalents at end of period		173.0	301.7

(a) Includes a cash inflow of US\$7.1 million in 2025 and US\$6 million in 2024 for the research tax credit in France.

The accompanying notes are an integral part of the consolidated financial statements.

6.1.4 CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

<i>In millions of US\$, except for share data</i>	Number of shares issued (a)	Share capital	Additional paid-in capital	Retained earnings	Other reserves	Treasury shares	Income and expense recognized directly in equity	Cumulative translation adjustment ^(a)	Viridien S.A. - Equity attributable to owners of Viridien S.A.	Non-controlling interests	Total equity
Balance at January 1, 2024	7,136,763	8.7	118.7	980.4	-	(20.1)	(1.4)	(63.5)	1,022.8	41.5	1,064.3
Net gain (loss) on actuarial changes on pension plan (1)				3.6					3.6	-	3.6
Net gain (loss) on cash flow hedges (2)							0.4		0.4	-	0.4
Net gain (loss) on translation adjustments (3) ^(a)								5.5	5.5	(0.6)	4.9
Other comprehensive income (1)+(2)+(3)	-	-	-	3.6	-	-	0.4	5.5	9.5	(0.6)	8.9
Net income (loss) (4)				49.8					49.8	1.0	50.8
Comprehensive income (1)+(2)+(3)+(4)	-	-	-	53.4	-	-	0.4	5.5	59.3	0.5	59.7
Exercise of warrants									-	-	-
Dividends									-	(3.8)	(3.8)
Cost of share-based payment	24,703			2.7					2.7	-	2.7
Changes in consolidation scope and other									-	-	-
Balance at December 31, 2024	7,161,465	8.7	118.7	1,036.5	-	(20.1)	(1.1)	(58.0)	1,084.7	38.1	1,122.8

(a) Foreign exchange differences relating to the parent company, which were previously included in "Other changes in equity", are now presented within "Non-recyclable OCI".

<i>In millions of US\$, except for share data</i>	Number of shares issued (a)	Share capital	Additional paid-in capital	Retained earnings	Other reserves	Treasury shares	Income and expense recognized directly in equity	Cumulative translation adjustment ^(a)	Viridien S.A. - Equity attributable to owners of Viridien S.A.	Non- controlling interests	Total equity
Balance at January 1, 2025	7,161,465	8.7	118.7	1,036.5	-	(20.1)	(1.1)	(58.0)	1,084.7	38.1	1,122.8
Net gain (loss) on actuarial changes on pension plan (1)				0.1					0.1	-	0.1
Net gain (loss) on cash flow hedges (2)							(0.3)		(0.3)	-	(0.3)
Net gain (loss) on translation adjustments (3) ^(a)								(28.2)	(28.2)	0.8	(27.4)
Other comprehensive income (1)+(2)+(3)	-	-	-	0.1	-	-	(0.3)	(28.2)	(28.4)	0.8	(27.5)
Net income (loss) (4)				71.1					71.1	0.3	71.4
Comprehensive income (1)+(2)+(3)+(4)	-	-	-	71.2	-	-	(0.3)	(28.2)	42.8	1.1	43.9
Exercise of warrants									-	-	-
Dividends									-	(1.4)	(1.4)
Cost of share-based payment	23,497		0.4	2.5					3.0	-	3.0
Changes in consolidation scope and other									-	-	-
Balance at December 31, 2025	7,184,962	8.8	119.1	1,110.2	-	(20.1)	(1.4)	(86.2)	1,130.4	37.8	1,168.3

(a) Foreign exchange differences relating to the parent company, which were previously included in "Other changes in equity", are now presented within "Non-recyclable OCI".

The accompanying notes are an integral part of the consolidated financial statements.

6.1.5 NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

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NOTE 1 Summary of significant accounting policies

Viridien S.A. ("the Company"), along with its subsidiaries (together, the "Group") is a global geoscience technology and scientific High-Performance Computing (HPC) leader. Employing around 3,400 people worldwide, Viridien provides a comprehensive range of data, products, services and solutions in the fields of earth sciences, data science, sensing and monitoring. The Group's unique portfolio helps its clients to more efficiently and responsibly solve complex digital, energy transition, natural resource, environmental and infrastructure challenges.

As the Company is listed in a European country, and pursuant to European Regulation (EU) no. 1606/2002 dated July 19, 2002, the consolidated financial statements for the year ending December 31, 2025 have been prepared in accordance with International Financial Reporting Standards ("IFRS") and their interpretations, as issued by the International Accounting Standards Board (IASB) and as adopted by the European Union and in force at December 31, 2025.

The consolidated financial statements for the year ending December 31, 2025 were authorized for issue by the Board of Directors on February 26, 2026 and will be submitted to the General Meeting for approval in 2026.

1.1 Summary of significant accounting policies

The significant accounting policies applied by the Group are described below. The accounting policies related to the accounts impacted by the judgments and estimates are particularly important to reflect our financial position and results of operations. As we must exercise significant judgment when we apply these policies, their application is subject to an inherent degree of uncertainty.

These accounting policies are consistent with those used to prepare our consolidated financial statements as at December 31, 2024, except for the first-time adoption of the following standards, amendments, and interpretations:

- Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (issued on August 15, 2023).

These newly adopted standards and interpretations have no impact on the consolidated financial statements.

The Group has not applied the following Standards, Amendments, and Interpretations not adopted by the European Union at the date of issuance of these consolidated financial statements:

- IFRS 19 Subsidiaries without Public Accountability: Disclosures;
- IFRS 18 Presentation and Disclosure in Financial Statements;
- Contracts Referencing Nature-dependent Electricity Amendments to IFRS 9 and IFRS 7:
 - Annual Improvements Volume 11,
 - Amendments to the Classification and Measurement of Financial Instruments (Amendments to IFRS 9 and IFRS 7);
- Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency.

A review of the amendments not yet adopted is currently underway with a view to measuring their potential impact on the consolidated financial statements. The impacts of the application of IFRS 18 on the presentation of the financial statements, effective January 1, 2027, are currently under assessment.

1.2 Use of judgments and estimates

The preparation of consolidated statement of financial position in accordance with IFRS requires management to make estimates, assumptions and judgments that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and

the reported amounts of revenues and expenses during the reporting period. Actual results could differ materially from those estimates due to the change in economic conditions, changes in laws and regulations, changes in strategy and the inherent imprecision associated with the use of estimates.

The key judgments and estimates used in the financial statements are summarized in the following table:

Note	Judgments and estimates	Key assumptions
Note 3	Recoverability of client receivables	Assessment of clients' credit default risk
Note 2 et 13	Transaction costs related to the refinancing are deducted from the nominal amount of the new bonds	Amortised cost Effective Interest Rate (EIR) method
Note 8	Valuation of investments in companies accounted for under the equity method	Estimated recoverable value
Notes 9 and 10	Depreciation and amortization of tangible and intangible assets	Useful life of assets
Notes 9 and 13	Discount rate IFRS 16	Assessment of incremental borrowing rate
Note 10	Development costs	Assessment of future benefits of each project
Notes 10 and 21	Recoverable value of Earth Data surveys	Expected sales for each survey
Note 11	Recoverable amount of goodwill and intangible assets	Trajectory and recovery outlook of E&P spending New businesses growth dynamic Discount rate (WACC)
Note 16	Post-employment benefits	Discount rate Enrollment rate in post-employment benefit plans Inflation rate
Note 16	Provisions for risks, claims and litigations	Assessment of the risks and obligations involving the Group
Notes 16 and 21	Provisions for restructuring	Assessment of future costs related to restructuring plans
Notes 18 and 19	Revenue recognition	Estimated Geoscience contract completion rates
Note 24	Deferred tax assets	Assumptions supporting the achievement of future taxable profits
Note 24	Income tax liabilities – Uncertain tax positions	Estimate of most likely tax amount

Rounding

Some figures in this document, including financial data, have been rounded. As a result, the totals shown in this document may not be the exact sum of the preceding figures.

1.3 Significant accounting principles

1. Basis of consolidation

Our consolidated financial statements include Viridien SA and all its subsidiaries.

Subsidiaries are fully consolidated from the date of acquisition, being the date on which we obtain control. They continue to be consolidated until the date when such control ceases. Control is achieved when we are exposed or have rights to variable returns from our involvement with the investee and have the ability to affect those returns through our power over the investee. When we have less than a majority of the voting or similar rights of an investee, we consider all relevant facts and circumstances in assessing whether we have power over the investee, including contractual arrangements with the other holders or potential voting rights.

The financial statements of the subsidiaries are prepared for the same reporting period as the parent company, using consistent accounting policies. All intra-group balances, transactions, unrealized gains and losses resulting from intra-group transactions and dividends are eliminated in full.

Losses within a subsidiary are attributed to the non-controlling interest even if that results in a deficit balance. A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction.

We use the equity method for investments classified as joint venture. A joint venture is a joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the arrangement. The Group effectively owns companies under joint arrangements under which control of the business is shared by virtue of a contractual agreement. Key financial and operational activities require the unanimous consent of the parties sharing control.

2. Foreign currencies

The Group's consolidated financial statements are presented in US dollars. This currency reflects the profile of our revenues, costs and cash flows, which are primarily generated in US dollars, thus providing the best representation of the Group's financial performance.

The functional currency is the currency in which the subsidiaries primarily conduct their business. The functional currency of most of our subsidiaries is the US dollar. Goodwill attributable to subsidiaries is accounted for in the functional currency of the applicable entities.

For the subsidiaries with a functional currency different to US dollar, the financial statements are translated to US dollars using the following method:

- year-end exchange rates are applied to the statement of financial position;
- average annual exchange rates are applied to consolidated statement of operations;
- adjustments resulting from this process are recorded in translation adjustments.

With respect to affiliates accounted for using the equity method, the effects of exchange rate changes on the net assets of the affiliates are recorded under translation adjustments in equity.

Transactions denominated in currencies other than the functional currency are recorded at the exchange rate prevailing on the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are revalued at year-end exchange rates.

Any resulting gains and losses are included directly in income. Unrealized exchange gains and losses arising from monetary assets and liabilities for which settlement in neither planned nor likely to occur in the foreseeable future are recorded in a separate component of shareholder's equity, as they are considered to be an investment in a foreign operation.

3. Business combinations

Business combinations are accounted for using the acquisition method. The cost of an acquisition is measured at the fair value of the consideration transferred at the acquisition date. Goodwill is measured as the difference between (i) the value of the consideration transferred, the amount of any non-controlling interest and, if applicable, the fair value of the previously held equity interest, and (ii) the fair value of the identifiable assets acquired and liabilities assumed. For each business combination, we measure the non-controlling interest in the acquiree either at fair value or at the proportionate share in the recognized amounts of the acquiree's identifiable net assets. Acquisition costs incurred are expensed and included in administrative expenses.

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. For the purposes of impairment testing, goodwill acquired in a business combination is allocated to each of the Group's cash-generating units (or group of cash generating units) that are expected to benefit from the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units.

Where goodwill forms part of a cash-generating unit and part of the operation within that unit is disposed of, the goodwill associated with the operation disposed of is included in the carrying amount of the operation when determining the gain or loss on disposal of the operation. Goodwill disposed of in this circumstance is measured based on the relative values of the operation disposed of and the portion of the cash-generating unit retained.

4. Operating revenues

Revenues from contracts with customers are recognized using the five-step model of the IFRS 15 standard. The following provides a description of the main nature of our performance obligations broken down by segment, the timing of their satisfaction, and detail on the transaction prices and their allocations, if applicable.

Data Digital & Energy Transition

Geoscience contracts

Under our Geoscience contracts, we process seismic data for a specific customer. These contracts may encompass one or several performance obligations. For each performance obligation, we recognize the revenues over time as the services are rendered. The measure of revenue recognized is based on the time spent over the total time expected to satisfy the performance obligation. The balance of revenue recognized that has not yet been invoiced to the clients is recorded as an unbilled revenue, i.e. as a contract asset. When the services have been invoiced but have not yet been rendered under the percentage of completion method, the Group recognizes deferred revenues, i.e. a contract liability.

We also recognize revenue related to the sale of software upon delivery of the software and of the access code/key as the case may be, to the client. Software maintenance revenues are recognized over the term of the contract. Where a contract provides for both the sale and maintenance of software, the price allocation is based on the stand-alone selling price of each service and the software revenue is recognized upon delivery, while the maintenance revenue is recognized over the term of the contract. In most cases, we issue only one invoice, issued upon license delivery, and the amount corresponding to maintenance is recorded as deferred revenues, i.e. as a contract liability, at invoicing.

We also provide geological consulting services or training for specific customers. We recognize the revenues over time as the services are rendered.

We provide licenses to use geological data to several clients. We recognize the revenue upon delivery of the data to the client.

In addition, we provide licenses to access dynamic geological databases for a specific duration. We recognize the revenue related to such licenses over the duration of the contract. In most cases, only one invoice is issued for such contracts at the beginning of the year and the total amount is recorded as deferred revenues, as a contract liability, at invoicing.

Earth Data after sales contracts and prefunding contracts

Pursuant to our Earth Data contracts, we provide non-exclusive licenses to use seismic processed data to several clients. We recognize the revenue upon delivery of the final data to the client.

In certain cases, significant after sales agreements contain multiple surveys, and the associated revenues are allocated to the various elements based on specific objective evidence of the stand-alone sale price for such elements, regardless of any separate allocations stated within the contract for each element.

In certain circumstances, revenues can also be recognized in respect of a performance obligation that has already been fulfilled in the past. This happens when a customer is already in possession of the license for certain data and either (i) the customer is taken-over by a competitor who does not yet have the license for such data (and is thus required to pay a transfer fee), or (ii) the customer involves another partner, not already having access to the licensed data, for the exploration of a block (farm-in, uplift). Revenues are then recognized when there is an agreement on the fee and, in the case of transfer fees, when the buyer notifies us that they will not return the data to the Group.

Sensing & Monitoring

We recognize revenues on equipment sales upon delivery to the customer, when control is transferred. When such contracts require a partial or total advance payment, such payments are recorded as advance billings to customers, as a contract liability.

In addition to equipment sales, we recognize services as follows:

- Engineering services recognized on a percentage-of-completion basis as costs are incurred;
- Repair services recognized upon delivery, i.e. when control is transferred to the customer;
- Software licenses and related support recognized on transfer of control or percentage-of-completion basis respectively.

Contractual Data Acquisition (classified as discontinued operations)

Pursuant to the announcement of the new strategy for the Group in November 2018 and the ensuing actions undertaken, we have presented our contractual data acquisition operations in discontinued operations, in accordance with IFRS 5.

Please refer to note 5 "Assets held for sale and discontinued operations".

5. Cost of net financial debt

Cost of net financial debt includes:

- the expenses related to long-term financial debt composed of bonds and other loans;
- interest expense on leases;
- Other charges paid on an ad hoc basis to financial institutions (transaction fees, etc.);
- net income from cash and cash equivalents.

6. Income taxes and deferred taxes

Income taxes include all tax based on taxable profit.

Deferred taxes are recognized on all temporary differences between the carrying value and the tax value of assets and liabilities, as well as on carry-forward losses. Deferred tax assets are recognized only when their recovery is considered as probable or when there are existing taxable temporary differences, of an appropriate type, that reverse in an appropriate period. When tax laws limit the extent to which unused tax losses can be recovered against future taxable profits in each year, the amount of deferred tax assets recognized from unused tax losses as a result of suitable existing taxable temporary differences is restricted as specified by the tax law. Recovery of deferred tax asset is assessed at each annual closing.

Deferred tax assets and deferred tax liabilities are not discounted.

7. Intangible and tangible assets

In accordance with IAS 16 "Property, Plant and equipment" and IAS 38 "Intangible assets" only items for which cost can be reliably measured and for which the future economic benefits are likely to flow to us are recorded in our consolidated financial statements.

Property, plant and equipment

Property, plant and equipment are valued at historical cost less accumulated depreciation and impairment losses. Depreciation is generally calculated over the following useful lives:

- equipment and tools: 3 to 10 years;
- vehicles: 3 to 5 years;
- buildings for industrial use: 20 years;
- buildings for administrative and commercial use: 20 to 40 years.

Depreciation expense is determined using the straight-line method.

Residual value is excluded from our calculation of the depreciable amount. We segregate tangible assets into their separate components if there is a significant difference in their expected useful lives, and depreciate them accordingly.

Lease agreements

IFRS 16 standard requires that both a right-of-use asset (the right to use the leased asset) and an associated liability (corresponding to the minimum lease payments) has to be recognized. The right-of-use asset is depreciated on a straight-line basis over the term of the lease. The lease liability, which is initially measured at the present value of lease payments over the term of the lease, is accreted using the interest rate implicit in the lease when that rate is easily determined, or at the incremental borrowing rate. The only exemptions are for short-term leases and leases of low-value assets, and the Group has decided to use them both. Moreover, initial direct costs were not taken into account for the measurement of the right-of-use asset at the date of first-time application from January 1, 2019, the date of first-time application of IFRS 16.

The lease term to be applied for the measurement of lease assets and liabilities is the length of time the lessee is reasonably certain to pursue the lease. For legal purposes, the tacit extension period constitutes an extension of the initial lease, and is used to determine the initial lease term to be recognized when the lessee can reasonably anticipate that it will be in their interest to use said extension and/or the lessor cannot then give notice of termination without incurring a substantial penalty. In this case, the date applied is that on which the lessee is reasonably certain to end the lease after an extension past the initial contractual term date. When an event or significant change in circumstances on the lessee side gives rise to a tacit extension that was not initially anticipated, the lease term is remeasured to reflect the additional time during which the lessee is reasonably certain to pursue the lease.

The assumptions applied to determine the term of the lease are aligned with those applied in respect of the amortization period for non-reusable fixtures.

Goodwill

Goodwill is determined according to IFRS 3 "Revised – Business Combinations". Goodwill is not amortized but subject to an impairment test at least once a year at the statement of financial position dates or when a triggering event occurs.

Earth Data surveys

Earth Data surveys consist of seismic surveys to be licensed to customers on a non-exclusive basis. All costs of data acquisition,

processing and finalization of surveys are recognized as intangible assets. Earth Data surveys are valued on the basis of capitalized costs less accumulated amortization, or at recoverable value, if the latter is the lower. The recoverable amount is based primarily on future sales forecasts. An impairment test of all delivered surveys is performed when the surveys are available for use. Any impairment is recognized in "Cost of operations" in the income statement.

Subsequently the Group applies the straight-line amortization method over four years when the survey becomes available for use, in accordance with the industry standard. The depreciable amount is the survey net book value at the date the survey becomes available for use. At each closing date, the Group analyzes any indications of impairment and performs an impairment test if necessary. Any impairment is recognized in "Cost of operations in the income statement".

Development cost

Expenditures on research activities undertaken with the prospect of gaining new scientific or technological knowledge and understanding are recognized in the income statement as expenses as incurred and are presented as "Research and development expenses – net". Expenditures on development activities, whereby research findings are applied to a plan or design for the production of new or substantially improved products and processes, are capitalized if:

- the project is clearly defined, and costs are separately identified and reliably measured;
- the product or process is technically and commercially feasible;
- we have sufficient resources to complete development; and
- the intangible asset is likely to generate future economic benefits, either because it is useful to us or through an existing market for the intangible asset itself or for its products.

The expenditures capitalized include the cost of materials, direct labor and an appropriate proportion of overhead. Other development expenditures are recognized in the income statement as expenses as incurred and are presented as "Research and development expenses – net".

Capitalized development expenditures are stated at cost net of subsequent subsidies less accumulated amortization and impairment losses.

Capitalized development costs are amortized over five years in "Cost of sales".

"Research and development expenses" in our income statement represent the net cost of development costs that are not capitalized, research costs and government grants acquired for research and development (for the portion not related to capitalized development costs).

Other intangible assets

Other intangible assets consist primarily of customer relationships, technology and trade name acquired in business combinations. Customer relationships are generally amortized over periods ranging from 10 to 20 years and acquired technology are generally amortized over periods ranging from 5 to 10 years.

Impairment of assets

The carrying amounts of the Group's assets (excluding inventories, non-current assets recognized as held for sale as per IFRS 5, deferred tax assets, assets arising from pension plans and financial assets) are reviewed for the purpose of identifying impairment risk, in compliance with IAS 36 "Impairment of assets". Whenever any such indication exists, the recoverable value must be measured. Factors we consider important that could trigger an impairment test include the following:

- significant underperformance relative to expected operating results based upon historical and/or projected data;
- significant changes in the manner of our use of the tested assets or the strategy for our overall business; and
- significant negative industry or economic trends.

The recoverable amount of tangible and intangible assets is the greater of their fair value less costs of disposal and value in use.

Goodwill, assets that have an indefinite useful life and intangible assets are allocated to cash-generating units or groups of cash-generating units whose recoverable value is assessed at least once a year and as soon as an indication of loss of value of a cash-generating unit arises.

We determine the value in use by estimating future cash flows expected from the assets or from the cash-generating units, discounted to their present value using the sector weighted average cost of capital (WACC) estimated on a yearly basis by the Group. When the recoverable amount applied is the fair value less costs to sell, the fair value is determined by reference to the price at which the asset would sell in an orderly transaction between market participants at the measurement date.

We recognize an impairment loss whenever the carrying amount of an asset exceeds its recoverable amount. For an asset that does not generate largely independent cash inflows, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

Impairment losses are recognized in the statement of operations. Impairment losses recognized in respect of a group of non-independent assets allocated to a cash-generating unit are allocated first to reduce the carrying amount of any goodwill allocated to cash-generating units (group of units) and subsequently, to reduce the carrying amount of the other assets in the unit (group of units) on a pro rata basis, provided that the carrying amount of an individual asset is not reduced below its value in use or fair value less costs of disposal.

A previously recognized impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognized. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation or amortization, had no impairment loss been recognized for the asset in prior years.

Impairment losses recognized on goodwill cannot be reversed.

Non-current assets held for sale and discontinued operations

Non-current assets and disposal groups comprising assets and liabilities that are expected to be recovered primarily through sale rather than through continuing use are classified as held for sale. They are valued at the lower of carrying amount and fair value less costs to sell.

Non-current assets classified as held for sale and the assets of a disposal group classified as held for sale are presented separately from the other assets in the consolidated statement of financial position. The liabilities of a disposal group are presented separately from other liabilities in the consolidated statement of financial position.

A discontinued operation is a component of an entity that has either been disposed of or is classified as held for sale, and represents a separate major line of business or geographical area of operations or is a part of a single coordinated plan to dispose of a separate major line of business or geographical area of operations; or is a subsidiary acquired exclusively with a view to resale.

Any gains or losses from disposals, together with the results of these operations until the date of disposal, are reported separately as discontinued operations in the consolidated statement of operations, in the consolidated statement of cash flows and in the appended notes. The prior periods are restated accordingly.

8. Investments in companies accounted for under the equity method

Under the equity method, the investments in our associates or joint ventures are carried in the statement of financial position at cost plus post-acquisition changes in our share of net assets of the associates or joint ventures. Goodwill relating to the associates is included in the carrying amount of the investment and is neither amortized nor individually tested for impairment.

After application of the equity method, we determine whether it is necessary to recognize an additional impairment loss on our investment in the associates. We determine at each reporting date whether there is any objective evidence that the investments in our associates are impaired. If this is the case we calculate the amount of impairment as the difference between the recoverable amount of the associates and their carrying value and usually recognize the amount in the 'share of profit of an associate' in the statement of operations.

From the date when an investment ceases to be an associate or a joint venture and becomes a financial asset we discontinue the use of the equity method. The retained interests are measured at fair value. We recognize in profit or loss any difference between (i) the fair value of any retained interest and any proceeds from disposing of a part interest in the associate or joint venture; and (ii) the carrying amount of the investment at the date the equity method was discontinued.

9. Investments and other financial assets

In accordance with IFRS 9 – Financial Instruments, financial assets and liabilities are classified and measured based on the contractual cash flow characteristics of the instruments and the Group's business model for managing them.

Investments and other financial assets include investments in non-consolidated entities, loans and non-current receivables.

Financial assets are recognised based on their contractual characteristics and the business model under which they are managed.

- Financial assets at fair value through other comprehensive income: These mainly comprise equity interests in non-consolidated companies. Upon initial recognition, these financial assets are measured at fair value, plus transaction costs directly attributable to their acquisition. At each reporting date, they are measured at fair value, with changes in fair value recognised in other comprehensive income.
- Financial assets at fair value through profit or loss: These mainly comprise assets acquired with the intention of resale in the short term, derivatives not designated as hedging instruments, and equity instruments. These assets are recognised at fair value on the transaction date. At each reporting date, they are measured at fair value, with changes in fair value recognised in profit or loss.
- Financial assets at amortised cost: These mainly comprise loans and financial receivables, which are measured at amortised cost when the business model is to hold the asset in order to collect contractual cash flows, and when those cash flows consist solely of payments of principal and interest.
- Impairment model: The impairment model is based on expected credit losses (ECL). For loans and receivables, the Group has adopted an approach based on the probability of default of the counterparty and its assessment of changes in credit risk.

10. Treasury shares

We value treasury shares at their cost, as a reduction of shareholders' equity. Proceeds from the sale of treasury shares are included in shareholders' equity and have no impact on the statement of operations.

11. Inventories

We value inventories at the lower of cost (including direct production costs where applicable) and net realizable value.

We calculate the cost of inventories on a weighted average price basis.

The additions and deductions in valuation allowances for inventories and work-in-progress are presented in the consolidated statement of operations as "Cost of sales".

12. Trade accounts and notes receivable

In the Data Digital & Energy Transition ("DDE") segments, customers are generally large national or international oil and gas companies, which management believes reduces potential credit risk.

In the Sensing & Monitoring segment, a significant portion of sales is paid by irrevocable letters of credit.

The Group applies the simplified expected credit loss model. Expected credit losses are immaterial due to the composition of the Group client portfolio. The latter maintains an allowance for expected credit losses based upon factors surrounding the credit risk of specific customers, historical trends and other information. Credit losses have not been material for the periods presented and have consistently been within management's expectations.

Contract assets represent the Group's right to consideration in exchange for goods or services that the Group has transferred to a customer when that right is conditioned by something other than the passage of time (e.g. revenue recognized from the application of the Percentage of Completion method before the Group has a right to invoice).

13. Provisions

We record a provision when the Group has a present obligation (legal or constructive) as a result of a past event for which it is probable that an outflow of resources embodying economic benefits (that can be reliably determined) will be required to settle the obligation.

Onerous contracts

We record a provision for onerous contracts equal to the excess of the unavoidable costs of meeting the obligations under the contract over the economic benefits expected to be received under it, as estimated by the Group.

Pension and other post-employment benefits

We record obligations for contributions to defined contribution pension plans as an expense in the income statement as incurred. We do not record any provision for such plans as we have no further obligation.

Our net obligation in respect of defined benefit pension plans is calculated separately for each plan by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods. We perform the calculation by using the projected unit credit method.

The methodology of calculation and booking of the defined benefit pension plan is as follows:

- the benefit is discounted to determine its present value, and the fair value of any plan assets is then deducted;
- net interest is calculated by applying the discount rate to the net defined benefit liability or asset. Interest is recorded in the profit and loss;
- past service costs are recognized as an expense when a plan amendment or curtailment occurs;
- we record actuarial gains and losses on defined benefits plans directly in other comprehensive income (loss).

Warranty for sales of geophysical equipment

The geophysical equipment we sell comes with a customer warranty. The duration and cover provided by these warranties are in line with standard industry practice. A provision is therefore recorded on the basis of the estimated cost of the warranties by product line in respect of products sold. This provision is reversed when the warranty expires or is used.

14. Financial debt

In accordance with IFRS 9 – Financial Instruments, financial assets and liabilities are classified and measured based on the contractual cash flow characteristics of the instruments and the Group's business model for managing them.

Bond debts and other interest-bearing loans are initially recognized at their fair value less transaction costs directly attributable to the issuance of the debt. These financial liabilities are then valued at their amortized cost using the effective interest method.

15. Other financial liabilities (Idle Vessel Compensation)

The Idle Vessel Compensation was initially recorded at fair value, i.e. the present value of estimated disbursements based on fleet utilization assumptions over the commitment period. This financial liability was subsequently measured at amortized cost.

16. Derivative financial instruments

Recognition and presentation of hedging instruments

The Group uses over-the-counter financial instruments to hedge its exposure to foreign exchange risk arising activities denominated in currencies different from its functional currency. We may also use interest rate swaps to limit our exposure to variations in said rates. In accordance with our treasury policy, we do not hold or issue derivative financial instruments for trading purposes. However, derivatives that do not qualify for hedge accounting are accounted for as trading instruments in "Other financial income (loss)".

Over-the-counter derivatives are entered into in the frame master agreements that provide a right of set-off in the event of default, insolvency or bankruptcy of one of the parties to the agreement (those netting agreements do not fulfill IAS 32 criteria to offset the fair value of derivatives on the statement of financial position).

Exchange gains or losses on foreign currency financial instruments that represent the efficient portion of an economic hedge of a net investment in a foreign subsidiary are reported as translation adjustments in equity under "Translation adjustments", the inefficient portion being recognized in the statement of operations. The cumulative value of foreign exchange gains and losses recognized directly in equity will be transferred to statement of operations when all or part of the foreign subsidiary is sold.

Where derivatives qualify for cash flow hedge accounting, we account for changes in the fair value of the effective portion of the hedging instruments in other comprehensive income. The ineffective portion is recorded in "Other financial income (loss)". Amounts recorded in other comprehensive income are reclassified into the statement of operations when the hedged risks impact the statement of operations.

Recognition and presentation of derivatives not qualifying for hedge accounting

Derivative instruments not qualifying for hedge accounting are measured at fair value upon initial recognition. The fair value of derivatives not qualifying for hedge accounting is subsequently remeasured at each reporting date and any successive variations in fair value are immediately recognized in the consolidated statement of operations for that period under "Other financial income (loss)". Derivative financial instruments are presented in the statement of financial position under current items, for derivatives expiring in under 12 months, and non-current items for other derivatives.

17. Other liabilities (Off-Market Component)

This item pertains to an operating liability initially recognized at fair value, i.e. the present value of the difference between the day rate set by the Capacity Agreement and the estimated market rate over the period of the five-year commitment. This liability is reversed at its rate of consumption, i.e. usage per day as set out in the Capacity Agreement, over the term of the contract (*note 12*).

18. Cash flow statement

The cash flows of the period are presented in the cash flow statement within three activities: operating, investing and financing activities:

Operating activities

Operating activities are the principal revenue-producing activities of the entity and other activities that are not investing or financing activities.

Investing activities

Investing activities are the acquisition and disposal of long-term assets and other investments not included in cash equivalents. When a subsidiary is acquired, a separate item, corresponding to the consideration paid net of cash and cash equivalents held by the subsidiary at the date of acquisition, provides the cash impact of the acquisition.

Investments in Earth Data surveys are presented net of depreciation and amortization capitalized in Earth Data surveys. Depreciation and amortization capitalized in Earth Data surveys are also restated in operating activities.

Financing activities

Financing activities are transactions involving equity financing and borrowings taken out by the entity.

They include the cash impact of financial expenses and lease repayments.

Cash and cash equivalents

Cash and cash equivalents in the consolidated statement of financial position comprise cash at banks and on hand, as well as highly liquid short-term investments with a maturity of three months or less at the acquisition date, that are readily convertible into known amounts of cash and subject to an insignificant risk of changes in value. These investments are held for the purpose of meeting short-term commitments rather than for investment or other purposes.

19. Share-based payments, including stock options

Employees (including senior executives) of the Group receive remuneration in the form of share-based payments. These rights can be settled either in equity (equity-settled transactions) or in cash (cash-settled transactions).

Equity-settled transactions

We include stock options granted to employees in the financial statements using the following principles: the stock option's fair value is determined on the grant date and is recognized in personnel costs, with a corresponding increase in equity, on a straight-line basis over the period between the grant date and the end of the vesting period. We calculate stock option fair value using the Monte-Carlo mathematical model.

Cash-settled transactions

The cost of cash-settled transactions is measured initially at the grant date using a binomial model. A provision is recognized over the period until the vesting date. This liability is re-measured at fair value at each reporting date up to and including the settlement date, with changes in fair value recognized in the statement of operations.

20. Grants

Government grants, including non-monetary grants at fair value, are not recognized until there is reasonable assurance that the entity will comply with the conditions of the grant and that the grants will be received.

Government grants are recognized as income over the periods necessary to match them with the related costs which they are intended to compensate. They are presented as a reduction of the corresponding expenses in the item "Research and development expenses, net" in the statement of operations.

Refundable grants are presented in the statement of financial position as "Other non-current liabilities".

21. Earnings per share

Basic earnings per share amounts are calculated by dividing net income (loss) for the year attributable to ordinary equity holders of the Company by the weighted average number of ordinary shares outstanding during the year.

When the net income (loss) for the year is a profit, a diluted earnings per share amounts are calculated by dividing the net income attributable to ordinary equity holders of the Company, by the weighted average number of ordinary shares outstanding during the year plus the weighted average number of ordinary shares that would be issued on the exercise of stock options and shares from performance share plans.

22. Other revenues and expenses

Other revenues and expenses primarily include unusual, infrequent, or generally non-recurring items. They notably include:

- restructuring costs and related changes in provisions, as well as expenses related to exceptional measures taken for employees affected by workforce adjustment plans;
- non-recurring asset impairments, including goodwill impairments;
- gains or losses on the disposal of assets and consolidated companies;
- Foreign exchange gains and losses on operational or budget hedging contracts;
- any other significant unusual revenues and expenses unrelated to operational performance.

NOTE 2 Significant events, acquisitions and divestitures**Conclusion of the agreement with Shearwater**

In January 2025, the contractual agreement entered into in 2020 between Viridien and Shearwater relating to the use of vessel capacity for seismic survey campaigns was terminated. A final payment of US\$12 million was made in full and final settlement of the contract. This transaction enables Viridien to further adopt an asset-light model, limiting its direct and indirect exposure to marine capacity.

Research Tax Credit

On June 27, 2025, Viridien transferred its French research tax credit for the year 2024 amounting 6.9 million euros (Gross), to La Banque Postale Leasing & Factoring under a non-recourse agreement (off-balance sheet). The net cash (5.7 million euros) has been collected by Viridien on June 30, 2025.

Issuance of Senior Secured Notes and Completion of Conditions for Settlement of Tender Offer and Redemption of Existing Notes

Viridien entered a refinancing process during the first quarter of 2025 with the aim of extending debt maturity to manage long term cash needs

On 25 March 2025, Viridien completed the issue of senior secured notes due October 2030 in the aggregate nominal amount of US\$450 million bearing interest at a rate of 10% and in the aggregate nominal amount of €475 million bearing interest at a rate of 8.5% (the 'notes'). The notes are guaranteed by certain subsidiaries of Viridien on a senior basis.

The proceeds of the issue were used, together with available cash, to satisfy and discharge on 25 March 2025 and subsequently redeem on 1 April 2025 all of the Senior Secured notes due 2027, as well as to pay the costs and expenses associated with the foregoing. Viridien also entered into a super senior revolving credit facility (RCF) on 25 March 2025, in the amount of US\$125 million secured by the same collateral as the notes.

In March 2025, US\$15 million of the revolving credit facility was drawn down by one of our lending banks to enable Viridien to issue surety notes, guarantees and indemnities in favor of customers. In April 2025, a further US\$10 million was raised to issue notes and guarantees.

The 2021 revolving credit facility was also cancelled on 25 March 2025.

As of March 25, 2025, the value of the 2030 Notes was US\$964.2 million using the exchange rate of US\$1.0825 per €1.00.

The net proceeds resulting from the refinancing were a net cash outflow of US\$(151.1) million using the exchange rate of US\$1.0825 per €1.00, as per the flow of funds shown below:

<i>(In millions of US\$)</i>	Flow of funds
2030 Notes proceeds	964.2
Repayment of 2027 Notes (principal)	(1,073.8)
Call premium	(21.9)
Transaction costs paid (Notes)	(19.6)
Net cashout flow as of December 31, 2025	(151.1)

The transaction costs arising from the refinancing were deducted from the nominal amount of the new Notes using the EIR (Effective Interest Rate) method (see note 13). The call premium in relation to the early repayment of the Existing Notes, as well as the transactions costs related to the new RCF (Revolving Credit Facility) have been expensed and booked in other financial income and loss (see note 23).

Following the refinancing, Viridien has a standardized capital structure, including:

- Notes maturity extended to 2030 (5.5 years)
- A 2-year period during which it is possible to redeem up to 10% of the nominal amount per year to 103% of its value
- Optimized liquidity thanks to the RCF (5-year maturity)

The 2030 Notes do not have a maintenance covenant. However, specific restrictions apply to additional indebtedness, pledge agreements, sale of assets, capital transactions, minority interests and dividend distributions. These notes are listed on the Luxembourg Stock Exchange.

The Revolving Credit Agreement provides for a maintenance covenant only if at least 40% of its total amount is drawn. In this case, the Group has agreed to maintain, on a quarterly basis, a maximum ratio of "Guaranteed Consolidated Senior Debt" to "Consolidated EBITDA" of 3.5:1 for any rolling 12-month period.

New Bpifrance loans

In July 2025, BPI granted Viridien SA two loans for development and green transition of €5 million each, with a 4-year maturity and quarterly reimbursement of €0.3 million starting October 2025 for each loan, and with annual interest rates of 4.61% and 4.57%.

Repayment of notes and asset-backed financing line

In the fourth quarter of 2025, in line with its commitment to prioritize the allocation of free cash flow to deleveraging, Viridien carried out partial repayments of its outstanding notes by exercising the option included in the relevant documentation allowing it, during any 12-month period, to redeem up to 10% of the outstanding principal at a pre-established price of 103. A first repayment took place in mid-October and a second in mid-December, for a total amount of US\$97 million. As of December 31, 2025, the remaining outstanding principal at nominal value amounted to US\$407 million and €430 million, respectively, for the relevant tranches.

The Company also repaid an asset-backed financing facility with CSI, representing an outstanding principal amount of US\$28 million. This facility had been entered into in 2023 to finance the development of the new data center in the United Kingdom.

SMO - Restructuring & Disposal

In 2024, SMO initiated several restructuring actions in the United States, Singapore and France, some of which continued during the 2025 financial year. The objective was to reduce the operational break-even point to the lowest revenue level historically reached by SMO. This plan is now completed and will enable SMO to better absorb the cyclical nature of its business while fully capitalizing on upward market phases.

In addition, during 2024, SMO was approached by several potential acquirers regarding the disposal of its Gauges activity. The sale of part of this activity was completed in 2025, generating net cash proceeds of US\$11.5 million.

NOTE 3 Trade Accounts and notes receivable and payable

Analysis of trade accounts and notes receivable is as follows:

In millions of US\$	December 31	
	2025	2024
Trade accounts and notes receivable, gross – current portion	237.8	271.8
Less: allowance for expected credit losses – current portion	(4.2)	(4.5)
Trade accounts and notes receivable, net – current portion	233.6	267.2
Contract assets	81.4	72.6
TOTAL TRADE ACCOUNTS AND NOTES RECEIVABLE	315.0	339.9

Allowances for expected credit losses only relate to overdue receivables at the closing date.

As of December 31, 2025, the ageing analysis of net trade accounts and notes receivable is as follows:

2025	Not past due	30 days	30-60 days	60-90 days	90-120 days	> 120 days	Total
In millions of US\$							
Trade accounts and notes receivable, gross	124.1	34.4	11.8	5.0	1.6	60.9 ^(a)	237.8
Less: Allowance for expected credit losses	-	-	-	-	-	(4.2)	(4.2)
Trade accounts and notes receivable, net	124.1	34.4	11.8	5.0	1.6	56.7	233.6

(a) Includes 46.7 million dollars in receivables from Mexico. We have not identified any risk of non-recovery.

As of December 31, 2024, the ageing analysis of net trade accounts and notes receivable is as follows:

2024	Not past due	30 days	30-60 days	60-90 days	90-120 days	> 120 days	Total
In millions of US\$							
Trade accounts and notes receivable, gross	160.8	52.4	6.8	15.6	18.9	17.3	271.8
Less: allowance for expected credit losses	-	-	-	-	-	(4.5)	(4.5)
Trade accounts and notes receivable, net	160.8	52.4	6.8	15.6	18.9	12.8	267.2^(a)

(a) Includes US\$ 46.7 million in receivables in Mexico, where recent political events have delayed certain payments, with no risk of irrecoverability identified at this stage. Including US\$ 30.3 million aged over 60 days.

Factoring agreements

As of December 31, 2025, the Group has a factoring agreement outstanding for an amount of US\$6.3 million relating to the CGG Do Brazil Petrobras project. No factoring agreement was outstanding as of December 31, 2024.

Analysis of change in trade accounts and notes payable is as follows:

Trade accounts and notes payable amounted to US\$66.5 million as of December 31, 2025, compared to US\$120.9 million as of December 31, 2024. This change mainly reflects the settlement in 2025 of payables related to the EDA Laconia project and as well as the extinguishment of trade payables due to Shearwater following the end of the capacity contract.

NOTE 4 Inventories, work in progress, income tax assets and other current assets

	December 31, 2025			December 31, 2024		
	Gross value	Valuation Allowance	Net value	Gross value	Valuation Allowance	Net value
<i>In millions of US\$</i>						
Raw materials and sub-assemblies	70.3	(15.2)	55.1	69.2	(14.4)	54.8
Work in progress	95.3	(21.5)	73.8	109.9	(26.6)	83.3
Finished goods	42.7	(10.3)	32.5	36.6	(11.4)	25.2
Goods For Resale	2.9	-	2.9	-	-	-
INVENTORIES AND WORK IN PROGRESS	211.3	(47.0)	164.3	215.6	(52.4)	163.3

Variation of inventories and work in progress**VARIATION OVER THE PERIOD**

	December 31	
	2025	2024
<i>In millions of US\$</i>		
Balance at beginning of period	163.3	212.9
Variations	(24.3)	(30.6)
Movements in valuation allowance ^(a)	9.8	2.5
Translation adjustments ^(b)	16.7	(9.8)
Change in consolidation scope	0.6	-
Reclassification of inventories as "Assets held for sale"	(1.8)	(10.8)
Other	-	(1.0)
BALANCE AT END OF PERIOD	164.3	163.3

(a) Mainly concerns reversals of provisions for scrapped inventories in the SMO segment in 2025 and 2024.

(b) Concerns translation differences in the SMO segment

Income tax assets

Research tax credit asset is included into account "Income tax assets".

Income tax assets at December 31, 2025 amounted to US\$31.7 million, compared with US\$22.9 million at December 31, 2024. The increase is mainly related to an increase in R&D tax credits in UK and France along with a partial reversal of a previous impairment against the UK R&D tax credits, resulting from changes in forecasts for the utilization of these tax credits and future taxable result projections.

Derecognition of French research tax credit asset

On June 28, 2024, Viridien derecognized from balance sheet French research tax credit for the year 2023 amounting US\$7.3 million (Gross) which were assigned to La Banque Postale Leasing

& Factoring. The net cash (US\$5.8 million) has been collected by Viridien on July 2, 2024.

In 2024 La Banque Postale Leasing & Factoring refunded the 5% deposit for the year 2020, amounting to \$0.5 million.

In June 2025, the Company transferred its 2024 French research tax credit to La Banque Postale Leasing & Factoring. This transaction resulted in a cash inflow of US\$6.4 million after a fee of US\$1.0 million in financial expenses and a 5% reserve recorded as a debit disclosed in Deposits and guarantes account.

In 2025 La Banque Postale Leasing & Factoring refunded the 5% deposit for the year 2021, amounting to \$0.5 million.

The risk associated with a tax audit that could lead to a claim for the research tax credit repayment is considered unlikely by the group.

<i>In million of US\$</i>	December 31	
	2025	2024
Research tax credit derecognized - Gross	7.7	7.3
Fee	(1.0)	(1.2)
Deposit	(0.3)	(0.3)
Research tax credit reimbursed - Net	6.4	5.8

Other current assets

<i>In millions of US\$</i>	December 31	
	2025	2024
Other tax and social receivables	26.0	21.2
Fair value of financial instruments	0.7	0.4
Restricted cash	12.9	14.2
Prepaid expenses Other	18.8	27.6
Supplier prepayments	4.2	5.6
Other receivables	12.3	5.1
OTHER CURRENT ASSETS	74.9	74.0

NOTE 5 Assets held for sale and discontinued operations**Assets held for sale**

In 2024, we were approached by several potential buyers for our Gauges business. The assets of this business, which is part of the SMO segment, have been classified at December 31, 2024 as 'assets held for sale' and the liabilities as 'liabilities directly associated with assets held for sale'. As the Gauges business is not a major Viridien activity, it has not been presented as a discontinued operation in the consolidated profit and loss statements and cash flow statement (no retroactive presentation).

In 2025, the US-based Gauges business was sold, generating proceeds of US\$11.5 million. This partial exit explains the decrease in the net value of assets held for sale compared to December 31, 2024.

Disaggregation of assets and liabilities

<i>In millions of US\$</i>	December 31			
	2025		2024	
	Gauges Business [SMO]	Other [SMO]	IFRS 5	IFRS 5
Goodwill ^(a)	5.0	-	5.0	5.0
Intangible assets, net	1.4	-	1.4	3.6
Property plant & equipment, net	0.8	2.0	2.8	1.3
Right of use-assets	-	-	-	0.2
Inventories and work-in-progress, net	5.5	-	5.5	10.8
Trade accounts and notes receivable, net	1.1	-	1.1	3.7
ASSETS HELD FOR SALE, NET	13.8	2.0	15.8	24.5
Trade accounts and notes payable	(0.3)	-	(0.3)	(0.7)
Other current liabilities	(0.7)	-	(0.7)	(1.3)
Lease liabilities	-	-	-	(0.4)
LIABILITIES DIRECTLY ASSOCIATED WITH THE ASSETS CLASSIFIED AS HELD FOR SALE	(1.0)	-	(1.0)	(2.4)
ASSETS (LIABILITIES) HELD FOR SALE, NET	12.8	2.0	14.8	22.2

(a) Includes a gross value of US\$8.6 million and an impairment of US\$(3.6) million.

Net income (loss) from discontinued operations

<i>In millions of US\$</i>	December 31	
	2025	2024
Operating revenues	-	-
Operating expenses	1.7	(0.1)
Other revenues (expenses) – net	(0.1)	(0.3)
Operating Income	1.5	(0.4)
Other financial income (loss)	(0.0)	14.6
Income taxes	0.6	0.5
Net income (loss) from companies accounted for under the equity method	0.7	-
NET INCOME (LOSS) FROM DISCONTINUED OPERATIONS	2.9	14.7

For the financial year ended December 31, 2025, the net income from discontinued operations amounted to US\$2.9 million and was impacted by the main following items:

- US\$0.5 million reversal of various provisions due to their expiry;
- US\$1.0 million coming from the reversal of bad debts provision in Vietnam;
- US\$0.2 million in adjustments to our tax expense in Tunisia;
- US\$0.4 million reversal provision of time-barred tax in Japan
- US\$0.7 million of income from our company under equity in Vietnam.

For the financial year ended December 31, 2024, the net income from discontinued operations amounted to US\$14.7 million and was impacted by the main following items:

- US\$(1.9) million of non-income tax related to custom tax regularization in Tunisia;
- US\$(0.6) million loss related to the payment of aged receivables as part of an agreement below the estimated recoverable value as of December 31, 2023;
- US\$1.9 million of net operating income impact related to the resolution of ONGC litigation;
- US\$14.9 million of financial interest related to the resolution of ONGC litigation.

Net cash flows incurred by discontinued operations

The net cash flow from discontinued operations for each period is presented below:

<i>In millions of US\$</i>	December 31	
	2025	2024
Net cash flow from operating activities	(0.2)	41.3
Net cash flow used in investing activities	0.7	-
Net cash flow from financing activities	(0.5)	(22.0)
Impact of changes in consolidation scope	-	-
NET CASH FLOWS GENERATED BY DISCONTINUED OPERATIONS	0.0	19.3

In 2025 the net cash flow generated by discontinued operations includes:

- US\$0.7 million corresponding to a capital repayment received from our Vietnamese joint venture as part of its liquidation.
- US\$0.5 million cash out flows related to Idle Vessel Compensation (residual liability as of December 31, 2024).

In 2024 the net cash flow generated by discontinued operations includes:

- US\$ \$38.3 million related to the resolution of ONGC litigation.
- US\$(22.0) million cash out flows related to Idle Vessel Compensation.

NOTE 6 Assets valuation allowance

December 31, 2025

<i>In millions of US\$</i>	Balance at beginning of year	Additions	Deductions	Other ^(a)	Balance at end of period
Trade accounts and notes receivable	4.5	0.6	(1.0)	0.0	4.2
Inventories and work-in-progress	52.4	0.4	(10.2) ^(b)	4.4	47.0
Tax assets	15.4	2.3	(6.5)	0.8	12.0
Other current assets	0.2	-	(0.1)	(0.0)	0.1
TOTAL ASSETS VALUATION ALLOWANCE	72.5	3.3	(17.8)	5.2	63.3

(a) Includes effects of translation adjustments.

(b) Including a reversal of inventory provisions of US\$(9.0) million from SMO segment.

December 31, 2024

<i>In millions of US\$</i>	Balance at beginning of year	Additions	Deductions	Other ^(a)	Balance at end of period
Trade accounts and notes receivable	22.1	0.6	(18.2)	0.0	4.5
Inventories and work-in-progress	57.2	6.1	(8.5)	(2.4)	52.4
Tax assets	4.0	11.6 ^(b)	(0.1)	(0.1)	15.4
Other current assets	3.3	-	(3.2)	-	0.2
TOTAL ASSETS VALUATION ALLOWANCE	86.6	18.2	(29.9)	(2.5)	72.5

(a) Includes effects of translation adjustments.

(b) Corresponds to UK R&D Tax Credit impairment.

NOTE 7 Investments and other financial assets

<i>In millions of US\$</i>	2025	2024
Non-consolidated investments	4.9	-
Loans and advances	0.1	-
Deposits and other ^(a)	25.3	25.6
TOTAL INVESTMENTS, OTHER FINANCIAL ASSETS	30.3	25.7

(a) Of which, at December 31, 2025, the amount of pledged financial assets is US\$24.0 million compared to US\$24.8 million as of December 31, 2024 which is mainly related to customer contracts and building rentals from SMO segment.

NOTE 8 Investments in companies accounted for under the equity method

<i>In millions of US\$</i>	Country/Head office	interest held	December 31	
			2025	2024
DDE				-
Reservoir Evaluation Services LLP	Kazakhstan/Almaty	49.0%	0.1	0.4
Versal AS	Norway/Oslo	33.3%	-	0.7
Contractual Data Acquisition				
PTSC CGGV Geophysical Survey Limited	Vietnam/Vung Tau City	49,0 %	-	-
INVESTMENTS IN COMPANIES ACCOUNTED FOR UNDER THE EQUITY METHOD			0.1	1.1

The joint ventures PTSC CGGV Geophysical Survey Limited and Versal AS were liquidated on 9 October 2025 and 17 December 2025, respectively.

The variation of "Investments in companies accounted for under the equity method" is as follows:

<i>In millions of US\$</i>	December 31	
	2025	2024
Balance at beginning of period	1.1	2.2
Change in consolidation scope ^(a)	(0.3)	-
Investments made during the year	-	-
Share of income (loss)	(0.1)	(0.5)
Impairment	-	-
Capital increase	-	-
Dividends received during the period and return of capital ^(b)	(0.7)	(0.5)
Translation adjustments and other	0.0	(0.1)
BALANCE AT END OF PERIOD	0.1	1.1

(a) Corresponds to the derecognition of our investment in Versal AS following the liquidation of the joint venture in 2025.

(b) Corresponds to a capital repayment received from our Vietnamese joint venture as part of its liquidation.

For transactions with investments in companies accounted for under the equity method, please see note 27 "Related party transactions".

NOTE 9 Property, plant and equipment

In millions of US\$	December 31					
	2025			2024		
	Gross	Accumulated depreciation	Net	Gross	Accumulated depreciation	Net
Land	5.2	-	5.2	4.2	-	4.2
Buildings	147.6	(92.7)	55.0	161.2	(101.9)	59.3
Machinery & Equipment	245.5	(216.8)	28.7	245.1	(217.6)	27.5
Other tangible assets	95.6	(82.0)	13.6	102.6	(91.0)	11.5
Right-of-use assets	221.0	(96.1)	124.9	193.4	(75.4)	118.0
Property	97.1	(41.0)	56.2	94.8	(31.3)	63.5
Machinery & Equipment	123.8	(55.1)	68.7	98.6	(44.1)	54.5
TOTAL PROPERTY, PLANT AND EQUIPMENT	715.0	(487.6)	227.4	706.5	(485.9)	220.6

Short-term leases and leases of low-value assets

As allowed by IFRS 16, the Group decided to use exemptions for short-term leases (<12 months) and leases of low-value assets (<US\$5,000), which were not material either at December 31, 2025, or at December 31, 2024.

Revenues from subleases

The Group signed arrangements with third parties to sublease leased real estate assets. The income generated by these sub-lease agreements, which are classified as operating leases, was not material either at December 31, 2025, or at December 31, 2024.

Variation over the period

In millions of US\$	December 31	
	2025	2024
Balance at beginning of period	220.6	206.1
Acquisitions ^(a)	68.7	89.0
Depreciation ^(b)	(65.1)	(66.9)
Disposals	(1.4)	(2.7)
Translation adjustments	5.3	(1.3)
Change in consolidation scope	0.1	-
Impairment of assets	-	(2.3)
Reclassification of tangible assets as "Assets held for sale"	(2.0)	(1.5)
Other	1.4	0.2
BALANCE AT END OF PERIOD	227.4	220.6

(a) Including US\$48.2 million additional right-of use assets in 2025, compared to US\$70.4 million in 2024.

(b) Including US\$43.2 million depreciations of right-of-use assets in 2025, compared to US\$43.4 million in 2024.

Reconciliation of acquisitions with the consolidated statements of cash flows and capital expenditures

In millions of US\$	December 31	
	2025	2024
Acquisitions of tangible assets, excluding leases	20.1	17.3
Capitalized development costs (notes 10 and 20)	18.8	15.5
Acquisitions of other intangible assets, excluding Earth Data surveys (note 10)	0.9	0.1
Change in fixed asset suppliers	1.2	-
Reclassification of tangible assets in "Assets held for sale"	-	-
TOTAL PURCHASES OF TANGIBLE AND INTANGIBLE ASSETS ACCORDING TO CASH FLOW STATEMENT ("CAPITAL EXPENDITURES")	41.0	32.9

NOTE 10 Intangible assets

<i>In millions of US\$</i>	December 31					
	2025			2024		
	Gross	Accumulated depreciation	Net	Gross	Accumulated depreciation	Net
Earth Data surveys - Marine	6,092.4	(5,598.3)	494.1	5,860.5	(5,404.7)	455.8
Earth Data surveys - Land	-	-	-	-	-	-
Capitalized development costs	438.5	(373.6)	65.0	404.2	(343.8)	60.4
Software	74.3	(72.8)	1.5	74.4	(73.4)	1.1
Customer relationships	176.9	(169.4)	7.5	203.6	(191.6)	12.0
Other intangible assets	205.3	(201.5)	3.8	205.2	(199.0)	6.2
TOTAL INTANGIBLE ASSETS	6,987.5	(6,415.7)	571.9	6,748.0	(6,212.6)	535.4

Variation over the period

<i>In millions of US\$</i>	December 31	
	2025	2024
Balance at beginning of period	535.4	579.7
Increase in Earth Data surveys	183.0	268.7
Capitalized development costs	18.8	15.5
Other acquisitions	0.9	0.1
Amortization and impairment on Earth Data surveys	(147.0)	(261.4)
Other depreciation	(24.0)	(52.3)
Disposals	(0.0)	-
Translation adjustments	6.0	(11.4)
Change in consolidation scope	(0.9)	-
Reclassification of intangible assets as "Assets held for sale"	(0.3)	(3.6)
Other	(0.0)	0.1
BALANCE AT END OF PERIOD	571.9	535.4

Earth Data library**Indications of impairment and Impairment tests**

At each closing, the group monitors the indicators of potential impairment, including a loss of interest in the study area, a major regulatory change, or compromised commercial prospects. If there are any indications of impairment, the company performs an impairment test on the study based on the present value of expected sales over the next four years, excluding terminal value. The discount rate used as of December 31, 2025, is 13%, reflecting the specific risk associated with Earth-Data surveys sales activities. The assessment of any indications of impairment and the estimation of the recoverable value of the studies depend

on many factors, such as the location of the study, the dynamics of the basin and the schedule for auctions of blocks or "lease rounds," the political, economic, and fiscal situation of the country, and the expectations of operators, and are subject to regular update.

Impairment loss

In 2025, Earth Data surveys have been impaired for US\$(3.8) million.

In 2024, Earth Data surveys have been impaired for US\$(0.2) million.

Reconciliation of acquisitions with the consolidated statement of cash flows and capital expenditures

<i>In millions of US\$</i>	December 31	
	2025	2024
Investments in Earth Data surveys	183.0	268.7
Amortization & depreciation capitalized in Earth Data surveys	(16.7)	(16.6)
INVESTMENT IN EARTH DATA SURVEYS ACCORDING TO CASH-FLOW STATEMENT	166.2	252.1

NOTE 11 Goodwill

Goodwill is analyzed as follows:

Variation over the period

<i>In millions of US\$</i>	December 31	
	2025	2024
Balance at beginning of period	1,082.8	1,095.5
Additions	-	-
Impairment	-	-
Perimeter change	-	-
Reclassification of goodwill as "Assets held for sale"	-	(8.6)
Translation adjustments	9.4	(4.0)
BALANCE AT END OF PERIOD	1,092.2	1,082.8

Impairment Test

The Group management performs at least one annual impairment test, at each balance sheet date, on the goodwill, intangible assets and indefinite-life assets allocated to the cash-generating units (CGU) to assess whether an impairment loss needs to be recognized.

These tests are also performed whenever there is any indication of potential loss of value.

The information disclosed in this note corresponds to the estimated discounted cash flows at the balance sheet date and capital employed as of December 31, 2025.

The recoverable amount corresponds to the value in use, cash-generating units, defined as the estimated discounted cash flows.

A cash-generating unit refers to a homogeneous group of assets generating cash inflows that are largely independent of the cash inflows from other groups of assets.

The Group's continuing operations are divided into three cash-generating units (CGU): Geoscience CGU, EDA CGU and SMO CGU.

In 2025, we are pursuing efforts initiated in 2021 to further develop the Company's business outside its core areas. Leveraging on its existing assets and its long-time leading capabilities, especially in high-performance computing, we are developing new businesses around near-to-core step out diversification opportunities and establishing new businesses to address the growing requirement for a low carbon world. Digital, Energy Transition, Infrastructure Monitoring and Defense markets rooted in the core capabilities, are integral parts of the three CGUs.

The following table provides the breakdown of goodwill per CGUs:

<i>In millions of US\$</i>	December 31	
	2025	2024
EDA CGU	182.2	182.2
Geoscience CGU	725.6	722.1
DDE	907.8	904.3
SMO CGU	184.4	178.5
TOTAL	1,092.2	1,082.8

Key assumptions used in the determination of the recoverable amount

In determining the recoverable amount of assets through value in use, the Group management makes estimates, judgments, and assumptions on uncertain matters.

Our financial projections are based on internal estimates in matters of expected operating conditions, market dynamics, commercial penetration of new technologies and change in competitive landscape. Additionally, we support our projections with external sources of information, such as the yearly budgets of oil and gas companies, various analyses and reports on E&P spending, forecasted activities for the group and outlook for the sector provided by sell side analysts of brokerage firms and investment banks.

The main factors influencing our activities are the level of E&P spending and its evolution, which itself depends on various other factors such as oil price and its volatility, but also the importance of fossil fuels within the energy mix and the transition trajectory to a low carbon world.

The value in use is determined as follows:

- budgeted cash-flow and forecasted perspectives on the business plan duration for each CGU, with these periods forming the explicit period. Explicit period covers 3 years for the Geoscience CGU and was extended to 5 years for the EDA and SMO CGUs since 2022. These two additional years cover the operational transition period of these CGUs towards nodes acquisition for EDA and towards new businesses for SMO. Cash flows have been approved by Group management;
- use of normative cash flows beyond explicit period, the discounted normative cash flows weighing more than 77% of the value in use for the EDA CGUs, more than 78% for the GEO CGU and more than 74% for SMO CGU;
- long-term growth rate of 2.0% for all the CGUs; with the expected fading in the O&G activities in the long term being compensated by the strong dynamics of our new businesses, especially in the energy transition;

- discount rate at 10.5% for all the CGUs, that we consider reflecting the weighted average cost of capital (WACC). The discount rate factors in the risk associated with the development of our new businesses, the transition to the nodes acquisition activities as well as the risk associated with the energy transition.

The WACC is calculated using the standard capital asset pricing model methodology (CAPM). The net asset value (NAV) of each CGU is computed using pre-tax WACC, with tax expenses being included in our cash flow projections. The pre-tax WACC is then calculated iteratively, i.e. applying the discount rate leading to the same NAV with tax expenses excluded from cash flow projections.

In 2025

After outperforming a slowly growing market in 2025, Viridien expects that in 2026, although short-term energy price volatility may prompt a degree of caution across the industry and lead to more moderate activity in the first half, a recovery is anticipated in the second half, resulting in an overall flat business environment. Afterwards, Viridien believe the fundamentals underpinning a favorable energy upcycle remain robust, driven by sustained demand for oil and gas in a context where the energy transition is increasingly recognized as more complex and slower-moving than previously anticipated. Several years of underinvestment in exploration and production have led to relatively low reserve replacement ratios, while natural field depletion continues to accelerate. Oil and gas demand remains positive under IEA and most energy broker base-case scenarios, implying a continued need for higher upstream E&P investment, clearly positive trend that should benefit each of our businesses.

Outside the Company's business core areas, the rapidly growing digitalization, observation & monitoring, and energy transition markets, in which we participate through our new integrated solutions, are expected to contribute significantly to the growth of the activities of the group in the future.

Our financial projections are based on these growth trajectories for core highly differentiated businesses and for our near-to-core opportunities.

DDE

Geoscience

Our Geoscience core business should continue its growth sustained by increased demand for high-end technologies and improved images of the subsurface for reservoir optimization and development. Our continued geoscience innovation combined with the growing demand for Ocean Bottom Node (OBN) and high-density surveys strengthen our unique position to address the most complex and business critical challenges of our clients.

With the continued rapid and global advance of digital technology and solutions, including areas such as data analytics, digital transformation, big data, machine learning, artificial intelligence and cloud computing, companies are increasingly considering their data as one of their core assets. In this context, Viridien provides expert digital solutions to its clients. These solutions include high performance computing (HPC) and cloud services (incl. Platform, Data and Software as a Service offerings). In 2025 these new businesses represented 4% of Geoscience revenues, down from 10% in 2024.

At December 31, 2025, the capital employed of the Geoscience CGU amount to US\$927 million including US\$726 million of goodwill.

No impairment of goodwill is recognized for our Geoscience CGU at December 31, 2025.

EDA

Many of our customers are focusing their E&P budgets on increasing production from existing fields where they can leverage installed infrastructure. EDA CGU provides solutions that support this trend and see solid demand for our large multi-client projects in mostly mature and proven basins. In addition, oil & gas companies are increasingly asking for reprocessing of existing data sets to benefit from the development of new imaging algorithms. This allows our customers to maximize the return from exploration investments based on lower seismic costs, compared with acquisition of new data.

Ocean Bottom Node (OBN) is a must have for our clients. The increasing need for Quality and Precision matter for all our clients as OBN is critical to resolve subsurface details. Node data will gradually become a more important component of our investment portfolio, especially in these high potential mature basins where we are focused on filling streamer data gaps. Combined with the latest generation of our algorithms, thanks to node technology we are able to deliver better sub-surface images than with streamer data and added value remain improved even with higher acquisition costs. The explicit period was maintained to 5 years in order to reflect the operational transition period towards nodes acquisition.

Leveraging on our high-end data library, we see our unique expertise is fully transferrable into the low-carbon markets of CCUS and Minerals & Mining as we see as additional growth

levers positively complementing our offering in domains where our clients are expanding rapidly. In 2025, these new businesses represented 4% of Earth Data revenues, down from 5% in 2024.

At December 31, 2025, the capital employed of the EDA CGU amount to US\$492 million including US\$182 million of goodwill.

No impairment of goodwill is recognized for our EDA CGU at December 31, 2025.

SMO

Our SMO CGU benefits from a strong reputation as a provider of high-end solutions with a large installed base. We will continue to bring to market our best-in-class equipment while expanding beyond oil and gas markets in Infrastructure Monitoring.

More specifically, for land equipment, we see opportunities for the latest generations of products, both for cable and wireless. On the marine equipment front, our nodal seismic acquisition solution is expected to increase, while the demand for streamers should progressively recover as current fleets are aging and their excess equipment inventories are shrinking.

Our sensing systems technologies, together with our ability to analyze and integrate datasets, and apply the latest AI technologies are finding exciting new applications in understanding the dynamic behaviors of complex structures such as bridges, railway works, tunnels and wind turbines. We anticipate the acceleration of the development of these new businesses by taking advantage of our unique portfolio of industry leading sensor technology. Since 2022, the explicit period was extended for 2 additional years in order to reflect these changes. In 2025, these new businesses represented 19% of Sensing & Monitoring (SMO) revenues, up from 17% in 2024.

At December 31, 2025, the capital employed of our SMO CGU amounted to US\$474 million including US\$184 million of goodwill.

No impairment of goodwill is recognized for our SMO CGU at December 31, 2025.

In 2024

At December 31, 2024, the capital employed at the Geoscience cash-generating units amounted to US\$918 million, including US\$722 million in goodwill.

At December 31, 2024, the capital employed at the EDA cash-generating unit amounted to US\$535 million, including US\$182 million in goodwill.

At December 31, 2024, the capital employed at the SMO cash-generating unit amounted to US\$453 million, including US\$179 million in goodwill.

No impairment of goodwill was recognized at December 31, 2024.

Sensitivity to changes in assumptions

A change in certain assumptions, in particular the discount rate and the normative cash flows, could significantly impact the measurement of the value in use of our CGU and, hence, the impairment test outcomes. The cyclical business profile of our operations can have an impact on the value in use, albeit to a lesser extent than the two previous factors. The structuring assumptions are those of a continued recovery of E&P spending

as well as the growth of our new businesses which are expected to represent half of the Group's activity in the long term. The cash flows generated in the explicit period as well as in the normative year could vary based on the timing and breadth of these assumptions. The impacts on value in use coming from reasonably possible changes in the explicit period as well as in the normative year are disclosed in the template below.

Changes in these assumptions have the following impact on value in use:

In millions of US\$	Goodwill	Difference between the CGUs' value in use and the carrying value of assets including Goodwill	Sensitivity of cash flow over explicit period		Sensitivity of cash flow over normative period		Sensitivity to long-term growth rates		Sensitivity to discount rate (after tax)	
			Decrease of 10%	Increase of 10%	Decrease of 10%	Increase of 10%	Decrease of 0.50 bps	Increase of 0.50 bps	Decrease of 0.50 bps	Increase of 0.50 bps
Geoscience CGU	725.6	599	(34)	34	(119)	119	(66)	74	95	(84)
EDA CGU	182.2	152	(15)	15	(50)	50	(28)	31	46	(40)
SMO CGU	184.4	82	(14)	14	(41)	41	(23)	26	38	(34)
TOTAL	1,092.2									

More specifically regarding EDA CGU, additional changes in the assumptions could significantly impact the measurement of the value in use, such as level of investment in year as well as the cash-on-cash ratio. The impacts on value in use coming from reasonably possible changes are disclosed in the template below.

In millions of US\$	Sensitivity on investments (a)		Sensitivity on cash-on-cash (b)(c)	
	Decrease of 10%	Increase of 10%	Decrease of 10 bps	Increase of 10 bps
EDA CGU	(52)	52	(138)	138

(a) At fixed cash-on-cash ratio.

(b) Cash-on-cash ratio is revenue over investments ratio.

(c) At fixed investments.

NOTE 12 Other current and non-current liabilities

<i>In millions of US\$</i>	December 31	
	2025	2024
Value added tax and other taxes payable	26.8	38.2
Deferred revenues (note 18)	221.2	134.5
Fair value of financial instruments (note 14)	0.2	0.2
Off-Market Component	0.0	2.6
Other current liabilities	8.6	6.9
OTHER CURRENT LIABILITIES	256.7	182.5

<i>In millions of US\$</i>	December 31	
	2025	2024
Profit-sharing scheme	1.9	1.6
Off-Market Component	0.0	-
Other non-current liabilities	0.1	0.1
OTHER NON-CURRENT LIABILITIES	2.0	1.7

NOTE 13 Financial debt

Gross financial debt as of December 31, 2025 was US\$1,060.9 million compared to US\$1,222.6 million as of December 31, 2024.

The breakdown of our gross debt is as follows:

<i>In millions of US\$</i>	December 31					
	2025			2024		
	Current	Non-current	Total	Current	Non-current	Total
2027 Notes	-	-	-	-	1,048.5	1,048.5
2030 Notes	-	895.0	895.0	-	-	-
Bank loans and other loans	3.4	9.5	12.9	1.3	29.8	31.1
Lease liabilities	35.0	100.2	135.3	37.2	87.3	124.5
Sub-total	38.5	1,004.8	1,043.2	38.5	1,165.6	1,204.2
Accrued interests ^(a)	17.7	-	17.7	18.4	-	18.4
Financial debt	56.2	1,004.8	1,060.9	56.9	1,165.6	1,222.6
Bank overdrafts	0.0	-	0.0	-	-	-
TOTAL	56.2	1,004.8	1,061.0	56.9	1,165.6	1,222.6

(a) Mainly concerns Notes

<i>In millions of US\$</i>	December 31	
	2025	2024
Bank overdrafts	0.0	0.0
Gorss financial debt - Current	56.2	56.9
Gorss financial debt - Non-Current	1 004.8	1 165.6
Less cash and cash equivalents	(173.0)	(301.7)
NET FINANCIAL DEBT	887.9	920.9

Changes in liabilities arising from financing activities

In March 25, 2025, Viridien issued 10.00% Secured 2030 Bonds for a nominal amount of US\$450 million and 8.50% Secured 2030 Bonds for a nominal amount of 475 million euros and use the net proceeds of these bonds, together with cash on hand, to satisfy and discharge on April 1, 2025 in full the Senior Secured Notes due 2027.

In 2025, Viridien purchased and cancelled US\$43.4 million and €45.5 million of 20230 Bonds. At December 31 2025, the 2030 Bonds therefore consisted of US\$406.6 million and €429.5 million.

In december 2025, Viridien also organized the early repayment of the entire HPC asset financing put in place in 2023 for US\$28.9 million (*note 28*).

In 2024, Viridien purchased and cancelled €6.4 million and US\$52.6 million of 2027 Bonds. At December 31 2024, the 2027 Bonds therefore consisted of US\$447.4 million and €578.7 million.

In 2024 new commitments covered by the IFRS16 standard: the signing of a 10-year lease rentals of office and technical premises, "Town park" (Houston) for US\$28.5million.

<i>In millions of US\$</i>	December 31	
	2025	2024
Balance at beginning of period	1,222.6	1,300.8
Decrease in long term debts ^(a)	(1,200.4)	(59.4)
Increase in long-term debts	955.5	0.1
Lease repayment	(54.7)	(55.7)
Sale and leaseback	(91.7)	(85.6)
Total Cash flows	(391.3)	(200.6)
Cost of financial debt, net	107.3	97.2
Increase in lease liabilities	48.2	67.5
Gain and loss on bonds Buyback	0.0	(1.4)
Impact of the EIR method on HYB 2030	(3.7)	-
Translation adjustments ^(b)	78.5	(40.9)
Change in consolidation scope	-	-
Other	(0.5)	-
BALANCE AT END OF PERIOD	1,060.9	1,222.6

(a) In accordance with IFRS9, US\$19.5 million of transaction costs, directly attributable to the new Notes, were deducted from the nominal amount.

(b) Mainly EUR/USD exchange rate fluctuation on 2027 and 2030 Notes tranche EUR.

Financial debt by financing sources

<i>In millions of US\$</i>	Issuing date	Maturity	Nominal amount (in millions of currency)	Net balance 12.31.2025 (in US\$m)	Nominal Interest rates
2030 Notes tranche USD	2025	2030	US\$ 450	399.3	10.00%
2030 Notes tranche EUR	2025	2030	€ 475	495.7	8.50%
Sub-total 2030 Notes				895.0	
Other loans				12.9	
Sub-total bank loans and other loans				12.9	
Lease liabilities				135.3	
Sub-total lease liabilities				135.3	
TOTAL FINANCIAL DEBT, EXCLUDING ACCRUED INTERESTS AND BANK OVERDRAFTS				1,043.2	

Financial debt by currency

<i>In millions of US\$</i>	December 31,	
	2025	2024
USD	496.0	561.3
EUR	527.1	621.3
GBP	11.1	12.0
AUD	0.4	0.5
CAD	2.7	2.3
NOK	3.0	2.9
SGD	1.8	2.3
Other	1.1	1.7
TOTAL FINANCIAL DEBT, EXCLUDING ACCRUED INTERESTS AND BANK OVERDRAFTS	1,043.2	1,204.2

Financial debt by interest rate

<i>In millions of US\$</i>	December 31,	
	2025	2024
Variable rates (average effective rate December 31, 2025: nil, 2024: nil)	-	-
Fixed rates (average effective rate at December 31, 2025: 9.10%, 2024: 9.93%)	1,043.2	1,204.2
TOTAL FINANCIAL DEBT, EXCLUDING ACCRUED INTERESTS AND BANK OVERDRAFTS	1,043.2	1,204.2

High Yield Bonds (US\$450 million of 10.00% Senior Notes and €475 million of 8.50% Senior Notes, maturity 2030)

On March 25, 2025, Viridien issued US\$450 million in aggregate principal amount of 10.0% Senior Secured Notes due 2030 and €475 million in aggregate principal amount of 8.50% Senior Secured Notes due 2030 (together, the "2030 Notes").

In 2025, Viridien purchased and cancelled 43.4 million US dollars and 45.5 million euros of 2030 Bonds. At December 31 2025, the 2030 Bonds therefore consisted of US\$406.6 million and €429.5 million.

These notes are listed on the Euro MTF of the Luxembourg Stock Exchange and are guaranteed on a senior secured basis by certain subsidiaries of Viridien SA. The fair value measurement of the 2030 Notes is categorized within Level 1 of the fair value hierarchy.

The 2030 Notes do not include any financial "maintenance covenant", thus Viridien is not committed to continuously satisfy one or more financial obligations. Nevertheless, they include specific limitations on incurrence of additional indebtedness, pledges, asset sales, issuances and sales of equity instruments, investments in minority owned companies and dividend payments.

The above operations are permitted within certain limits, this is particularly the case for the drawing of the RCF credit facility detailed below, which is authorized under the clause of the authorized debts "Permitted Debt".

The sale of assets is permitted, among other things, if the sale price is at fair market value and if the Group reinvests the proceed of the sale in a replacement assets within 365 days.

- On 27 June 2025, Viridien SA sold its research tax credit for 2024 to La Banque Postale for a net consideration of €5.8 million. In accordance with the Group's financing agreements, this sale, with a value of less than US\$50 million, is an exception to the restrictions imposed on asset sales and therefore does not require reinvestment monitoring within the 365-day period.
- On October 1, 2025, Sercel sold its gauges activity. In accordance with the Group's financing agreements, this sale, with a value of less than US\$50 million, is an exception to the restrictions imposed on asset sales and therefore does not require reinvestment monitoring within the 365-day period.

The 2030 Notes were issued at a price of 100% of their principal amount.

The 2030 Notes and the revolving credit facility share the same security package encompassing notably the US Earth Data library, the shares of the main Sercel entities (Sercel SAS and Sercel Inc.), the shares of significant DDE operating entities, and certain intercompany loans.

US\$ 125 million Revolving Credit Facility

<i>(In millions of US\$)</i>	Date	Maturity	Authorized amount	Used amount	Mobilized amount	Available amount
Revolving Credit Facility	2025	2030	125.0	-	25.0	100.0

On March 25, 2025 Viridien entered into a US\$125 million Super Senior Revolving Credit Facility Agreement with a 5 year maturity and secured by the same security package as the 2030 Notes.

Interest rate is calculated according to SOFR rate increased by a 4% margin, downward revisable depending Group rating and revisable at +/- 0,10% depending greenhouse gas emission reduction targets.

In 2025, US\$10 million and US\$15 million from the revolving credit were mobilized by our lending banks to enable Viridien to issue guarantees and indemnities in favor of clients.

The revolving credit facility include some limitations, the same as those aforementioned on the 2030 Notes, on additional indebtedness subscriptions, pledges arrangements, asset sale, issuance and sale of equity instruments, investment in minority owned companies and dividends payments.

The 2030 Notes and RCF share the same security package encompassing notably the US Earth Data library, the shares of the

main Sercel entities (Sercel SAS and Sercel Inc.), the shares of significant DDE operating entities, and certain intercompany loans.

Pursuant to the RCF agreement, solely if the drawing exceeds 40% of the facility, the Group is required to quarterly comply with a maximum ratio of total "Consolidated Senior Secured Net Leverage" to "Consolidated EBITDA" of 3.50:1 for each rolling 12-months period. These terms are defined in the aforementioned RCF agreement as follows:

- "Consolidated Senior Secured Net Leverage" is defined as Senior Secured Indebtedness less cash and cash equivalents;
- "Consolidated EBITDA" is computed on Segment figures and is defined as net income before interest, tax, depreciation, amortization and non-recurring items.

At December 31, 2025, the credit facility is not drawn, thus there is no commitment regarding the ratio depicted above.

Other loans

In July 2025, BPI granted to Viridien SA two loans for development and green transition of €5 million each, with a 4 year maturity and quarterly repayment of €0,3 million from October 2025 for each loan, and with annual interest rates of 4,61% and 4,57%.

In October 2021, BPI granted to the SMO segment an innovation loan of €2 million at a preferential rate with a 7-year maturity and quarterly repayment in tranches of €0.1 million from March 2024 onward.

NOTE 14 Risk management

As we operate internationally, we are exposed to general risks linked to operating abroad. Our major market risk exposures are currency fluctuations. We do not enter into or trade financial instruments including derivative financial instruments for speculative purposes.

Foreign currency risk management

As a company that derives a substantial amount of its revenue from sales internationally, we are subject to risks relating to fluctuations in currency exchange rates. The Group's revenue and expenses are mostly denominated in US dollar and euro, as well as to a lesser extent in currencies such as the Brazilian real, the Chinese yuan, the Norwegian krone, the pound sterling, the Canadian dollar, the Australian dollar and the Malaysian ringgit.

Foreign currency sensitivity analysis

Fluctuations in the exchange rate of other currencies, particularly the euro, against the US dollar, have had in the past and will have in the future a significant effect upon our results of operations. We manage our balance sheet exposures (including debt exposure) by maintaining, as far as possible, a balance between our monetary assets and liabilities in the same currency, and readjusting for any variance through spot and forward currency sales or equity transactions. Although we attempt to minimize this risk, we cannot guarantee that exchange rate fluctuations will not have a materially adverse impact on our future operating results.

As of December 31, 2025, we estimate our net annual recurring expenses in euros at the Group level to be approximately €190 million and as a result, before hedging, an unfavorable variation of US\$0.10 in the average yearly exchange rate between the US dollar and the euro would reduce our net income (loss) and our shareholders' equity by approximately US\$19 million.

The following table shows our exchange rate exposure at December 31, 2025

	December 31, 2025				
	Assets	Liabilities	Net position before hedging	Hedging contracts	Net position after hedging
Converted in millions of US\$	(a)	(b)	(c) = (a) - (b)	(d)	(e) = (c) + (d)
US\$ ^(a)	801.6	805.5	(3.9)	(5.6)	(9.5)
EUR ^(b)	33.3	35.8	(2.5)	-	(2.5)

(a) US\$-denominated assets and liabilities in the entities whose functional currency is the euro.

(b) Euro-denominated assets and liabilities in the entities whose functional currency is the US dollar.

"Gross financial debt" includes bank overdrafts, the short-term portion of financial liabilities and long-term financial liabilities. "Net financial debt" is defined as gross financial debt less cash and cash equivalents. Net financial debt is presented as additional information because we understand that certain investors believe that netting cash against debt provides a clearer picture of the financial liability exposure. However, other companies may present their net debt differently to us. Net financial debt is not a measure of financial performance under IFRS and should not be considered as an alternative to any other measures of performance derived in accordance with IFRS.

Our financial debt is partly denominated in euros and converted into US dollars at the closing exchange rate.

As at December 31, 2025, the euro-denominated component of our US\$888 million in net financial debt represents €445 million, based on the closing exchange rate of US\$1.1750 per euro. As at December 31, 2025, the euro-denominated component of our US\$173 million in monetary asset financial represents €12 million, based on the closing rate of US\$1.1750 per euro. A variation of US\$0.10 in the closing exchange rate between the US dollar and the euro would impact our net debt by approximately US\$44 million.

In addition to our euro exposure depicted above, our net foreign exchange exposure at December 31, 2025, is also impacted by the Brazilian real (with a net passive position of US\$15 million equivalent), the British pound (with a net passive position of US\$8 million equivalent), the Norwegian Krone (with a net passive position of US\$8 million equivalent), and the Canadian Dollar (with a net passive position of US\$3 million equivalent).

Forward exchange contracts

Forward exchange transactions are aimed at hedging future cash flows against fluctuations in exchange rates involving sales contracts awarded. These forward exchange contracts usually have a maturity of less than one year.

We do not enter into foreign currency forward contracts for trading purposes.

As of December 31, 2025, the Group held forward sales contracts for US\$19.6 million US dollars (of which US\$9.2 million were attached to issued invoices), including US\$16.0 million against euros and US\$3.6 million against Chinese yuan.

Effects of forward exchange contracts on the financial statements:

In millions of US\$	December 31	
	2025	2024
Asset (Liability) Carrying value of forward exchange contracts (notes 4 and 12)	0.6	0.1
Gains (losses) recognized in profit and loss (note 21)	0.5	0.7
Gains (losses) recognized directly in other comprehensive Income (loss)	0.2	(0.5)

Interest rate risk management

Following the last refinancing exercise carried out in 2025, the Group has achieved its objective of having only fixed-rate debt, in order to avoid being subject to interest rate risk. Changes in the monetary policy of the US federal Banks and European Central Bank, developments in the financial markets and changes in the

perception of our credit quality may increase our cost of refinancing and therefore adversely affect our ability to refinance our debt, which may affect our business, liquidity, results of operations and financial conditions.

Interest rate sensitivity analysis

The following table shows our variable interest rate exposure by maturity at December 31, 2025:

	Financial assets*		Financial liabilities*		Net position before hedging		Off-balance sheet position		Net position after hedging	
	(a)		(b)		(c) = (a) - (b)		(d)		(e) = (c) + (d)	
	Fixed rate	Variable rate	Fixed rate	Variable rate	Fixed rate	Variable rate	Fixed rate	Variable rate	Fixed rate	Variable rate
12.31.2025										
<i>In millions of US\$</i>										
Overnight to 1 year	66.0	107.0	38.6	-	27.4	107.0	-	-	27.4	107.0
1 to 2 years	-	-	61.1	-	(61.1)	-	-	-	(61.1)	-
3 to 5 years	-	-	916.5	-	(916.5)	-	-	-	(916.5)	-
More than 5 years	-	-	27.1	-	(27.1)	-	-	-	(27.1)	-
TOTAL	66.0	107.0	1,043.2	-	(977.2)	107.0	-	-	(977.2)	107.0

* Excluding bank overdrafts and accrued interest.

Since the last refinancing exercise, Viridien Group's sources of financing have consisted of secured loans subject only to fixed interest rates. Only current or bank deposit accounts are subject to variable interest rates. In 2025, this part represents US\$107 million as presented in the above table. As a result, the Group's financial expenses are exposed to a very limited interest rate risk.

Commercial and counterparty risk

Our trade receivables do not represent a significant concentration of credit risk due to the wide variety of markets in which we sell our services and products. Nevertheless, some of our clients are national oil companies, which can lengthen payment deadlines and expose us to political risks.

Specific procedures have been implemented to manage client payments and reduce risk. The Group's two most significant customers accounted respectively for 8.6% and 5.2% of our consolidated revenues. In 2024, the Group's two largest clients contributed 7.3% and 6.9%, respectively.

The loss of any of our significant customers or deterioration in our relations with any of them could affect our business, results of operations and financial conditions.

Finally, due to the international nature of our activities, cash deposited in banks is subject to counterparty risk, however limited because the financial institutions with which we work are first-rate.

Liquidity risk management

We rely primarily on our ability to generate cash from operations and our access to external financing to fund our working capital needs.

Our cash generation depends on, among other factors, market conditions, the credit quality of customers and other contractual counterparties, the countries of cash collection and any transfer restrictions that may be in place, as well as the strength of our bank partnerships.

Our ability to repay or refinance our indebtedness and fund our working capital needs and planned capital expenditure depends, among other things, on our future operating results, which will be partly the result of economic, financial, competitive and other factors beyond our control.

In this context, the following measures have been put in place to manage our liquidity risk:

- we have implemented extended cash pooling arrangements in order to circulate cash inside the group and supply funds where needed;
- we seek to anticipate liquidity position (with daily reporting on cash in, weekly reporting on free cash flow, regular reporting to Finance Committee, and to the Audit and Risk Management Committee and, on a long-term basis, assessments of our budget and business plan;
- we manage short term cash needs by targeting reserves of available liquidity, and, as appropriate, reducing capital

expenditures and costs, selling assets, and, if required, adjusting the group profile and footprint;

- we manage long term cash needs by planning refinancing long before maturity, maintaining regular discussions with banks and regularly communicating with investors regarding our strategy;
- our Trade Compliance Officer and treasury functions are regularly informed about countries where cash could be trapped or difficult to move within the group. We also check our counterparty risk for sales and our bank partners' quality (rating);
- we aim to maintain access to guarantee lines by seeking good relations with bank partners.

Given the long-term nature of the debt maturities (2030 Notes) and the positive cash flows of the group, the group's liquidity risk is considered negligible.

Energy risk management

The Group may enter into energy derivatives contracts as part of energy risk management. At December 31, 2025, the Group has booked the following hedging impacts:

	December 31	
	2025	2024
<i>In millions of US\$</i>		
Amount in the financial statement of the electricity contracts (note 12)	0.1	-
Profits (losses) recognized in profit or loss	-	-
Gains (losses) recognized directly in other comprehensive Income (loss)	(0.5)	0.9

Financial instruments by categories in the statement of financial position

The impact and breakdown of the Group's financial instruments in the statement of financial position at December 31, 2025 are as follows:

As at December 31, 2025							
<i>In millions of US\$</i>	Fair value hierarchy ^(a)	Carrying amount	Fair value	Fair value through profit or loss	Fair value through other comprehensive income	Amortized cost	Fair value of hedging instruments
Non-consolidated investments	Level 3	4.9	4.9	4.9	-	-	-
Non-current financial assets	Level 3	25.4	25.4	-	-	25.4	-
Trade accounts and notes receivables	Level 3	315.0	315.0	-	-	315.0	-
Derivatives	Level 2	0.7	0.7	-	-	-	0.7
Less cash and cash equivalents	Level 1	173.0	173.0	-	-	173.0	-
TOTAL ASSETS		519.0	519.0	4.9	-	513.4	0.7
2030 Notes	Level 1	895.0	935.6	-	-	895.0	-
Bank loans and other loans	Level 3	12.9	12.9	-	-	12.9	-
Trade and other payables	Level 3	66.5	66.5	-	-	66.5	-
Current and non-current financial liabilities	Level 2	0.0	0.0	-	-	0.0	-
Derivatives	Level 2	0.2	0.2	-	-	-	0.2
Bank overdrafts	Level 2	0.0	0.0	-	-	0.0	-
TOTAL LIABILITIES		974.7	1,015.2	-	-	974.5	0.2

(a) Level 1 – Listed (unadjusted) market prices in active markets for identical assets or liabilities.

Level 2 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.

Level 3 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

As at December 31, 2024

<i>In millions of US\$</i>	Fair value hierarchy (a)	Carrying amount	Fair value	Fair value through profit or loss	Fair value through other comprehensive income	Amortized cost	Fair value of hedging instruments
Non-consolidated investments	Level 3	-	-	-	-	-	-
Non-current financial assets	Level 3	25.6	25.6	-	-	25.6	-
Trade accounts and notes receivables	Level 3	339.9	339.9	-	-	339.9	-
Derivatives	Level 2	0.4	0.4	-	-	-	0.4
Less cash and cash equivalents	Level 1	301.7	301.7	-	-	301.7	-
TOTAL ASSETS		667.6	667.6	-	-	667.2	0.4
2030 Notes	Level 1	1,048.5	1,037.5	-	-	1,048.5	-
Bank loans and other loans	Level 3	31.1	31.1	-	-	31.1	-
Trade and other payables	Level 3	120.9	120.9	-	-	120.9	-
Current and non-current financial liabilities	Level 2	0.5	0.5	-	-	0.5	-
Derivatives	Level 2	0.2	0.2	-	-	-	0.2
Bank overdrafts	Level 1	-	-	-	-	-	-
TOTAL LIABILITIES		1,201.2	1,190.2	-	-	1,201.0	0.2

(a) Level 1 – Listed (unadjusted) market prices in active markets for identical assets or liabilities.

Level 2 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.

Level 3 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

As in 2024, there was no change in the fair value hierarchy in 2025.

Due to their short maturities, the fair value of cash, cash equivalents, bank overdrafts, trade receivables and trade payables is deemed equivalent to carrying value.

At December 31, 2025:

- the **first lien senior secured notes due 2030** denominated in US dollars were traded at a discounted price of 104.58% of their nominal value;
- the **first lien senior secured notes due 2030** denominated in euros were traded at a discounted price of 104.50% of their nominal value.

Other current and non-current financial liabilities

<i>In millions of US\$</i>	December 31	
	2025	2024
Other current financial liabilities: Idle Vessel Compensation	0.0	0.5
Other non-current financial liabilities: Idle Vessel Compensation	0.0	-
TOTAL	0.0	0.5

Idle Vessel Compensation

The capacity agreement signed on January 8, 2020 with Shearwater expired, as agreed, on January 8, 2025.

As a result, the Group no longer recognizes any residual current or non-current financial liabilities on its balance sheet as of December 31, 2025.

NOTE 15 Share capital and stock option plans

At December 31, 2025, Viridien Group's share capital consisted of 7,184,962 ordinary shares with a nominal value of €1.00 each.

At December 31, 2024, Viridien Group's share capital consisted of 7,161,465 ordinary shares with a nominal value of €1.00 each.

Rights and privileges attaching to ordinary shares

Ordinary shares give the right to dividend. Ordinary registered shares held for more than two years qualify for double voting rights.

Dividends may be distributed from the Viridien SA's statutory retained earnings, subject to the requirements of French law and the Company's articles of incorporation.

Retained earnings available for distribution amounted to €1,221.4 million (US\$1,435.1 million) at December 31, 2025. We did not pay any dividend during the years ended December 31, 2025 and 2024.

Share capital, warrants and allocation of free allocated shares in 2025

Common stock operations during the 2025 fiscal year included the definitive allocation of 18,984 free allocated shares and the exercise of 4,513 Stock-Options.

Share capital, warrants and allocation of performance shares in 2024

Common stock operations during the 2024 fiscal year included the definitive allocation of 24,703 free allocated shares. The number provided takes into account the adjustments related to the share reverse split of July 31, 2024.

Stock options

Pursuant to various resolutions adopted by the Board of Directors, the Group has granted options to purchase ordinary shares to certain employees, executive officers and directors.

On June 28, 2018, the Board of Directors allocated:

- 732,558 options to the Chief Executive Officer. These have an exercise price of €2.15 and vest in four batches, in June 2019 (for 25% of the options allocated), June 2020 (for 25% of the options allocated), June 2021 (for 25% of the options allocated) and June 2022 (for 25% of the options allocated). Vesting of these options is subject to performance conditions related to Viridien share price. The options have a term of eight years;
- 1,141,088 options to the Executive Leadership members. These have an exercise price of €2.15 and vest in four batches, in

June 2019 (for 25% of the options allocated), June 2020 (for 25% of the options allocated), June 2021 (for 25% of the options allocated) and June 2022 (for 25% of the options allocated). Vesting of these options is subject to performance conditions related to Viridien share price. The options have a term of eight years;

- 4,670,743 options to certain employees. These have an exercise price of €2.15 and vest in four batches, in June 2019 (for 25% of the options allocated), June 2020 (for 25% of the options allocated), June 2021 (for 25% of the options allocated) and June 2022 (for 25% of the options allocated). The options have a term of eight years.

The exercise price of each option is the average market value of the share during the twenty-day period ending the day before the date the option is allocated.

On December 11, 2018, the Board of Directors allocated:

- 671,171 options to the members of the Executive Committee. These have an exercise price of €1.39 and vest in four batches, in June 2019 (for 25% of the options allocated), June 2020 (for 25% of the options allocated), June 2021 (for 25% of the options allocated) and June 2023 (for 25% of the options allocated). Vesting of these options is subject to performance conditions related to Viridien's share price. The options have a term of seven years and seven months.

On June 27, 2019 and November 5, 2019, the Board of Directors allocated:

- 360,000 options to the Chief Executive Officer. These have an exercise price of €1.52 and vest in one batch in June 2022. Vesting of these options is subject to performance conditions related to Viridien's share price. The options have a term of eight years;
- 851,330 options to the members of the Executive Committee. These have an exercise price of €1.52 and vest in two batches, in June 2021 (for 50% of the options allocated) and June 2022 (for 50% of the options allocated). Vesting of these options is subject to performance conditions related to Viridien's share price. The options have a term of eight years;
- 1,062,190 options to certain Group employees. Their exercise price is €1.52 and vest in two batches, in June 2021 (for 50% of the options allocated) and June 2022 (for 50% of the options allocated). The options have a term of eight years.

The exercise price of each option is the average market value of the share during the twenty-day period ending the day before the date the option is allocated.

On June 25, 2020, the Board of Directors allocated:

- 360,000 options to the Chief Executive Officer. These have an exercise price of €1.10 and vest in one batch, in June 2023, subject to a performance condition relating to Viridien's share price. The options have a term of eight years;

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- 940,000 options to the Executive Leadership members. These have an exercise price of €1.10 and vest in one batch, in June 2023, subject to a performance condition relating to Viridien's share price. The options have a term of eight years;
- 968,512 options to certain Group employees. These have an exercise price of €1.10 and vest in two batches, in June 2022 (for 50% of the options allocated) and June 2023 (for 50% of the options allocated). The options have a term of eight years.

On June 24, 2021, the Board of Directors allocated:

- 330,000 options to the Chief Executive Officer. These have an exercise price of €0.91 and vest in one batch, in June 2024, subject to a performance condition relating to Viridien's share price. The options have a term of eight years;
- 710,000 options to the Executive Leadership members. These have an exercise price of €0.91 and vest in one batch, in June 2024, subject to a performance condition relating to Viridien's share price. The options have a term of eight years;
- 870,920 options to certain Group employees. These have an exercise price of €0.91 and vest in two batches, in June 2023 (for 50% of the options allocated) and June 2024 (for 50% of the options allocated). The options have a term of eight years.

On June 22, 2022, the Board of Directors allocated:

- 455,000 stock options to the Chief Executive Officer. Their exercise price is €1.05. The options vest in one batch, in June 2025. Such vesting is subject to a performance condition relating to Viridien's share price. The options have a term of eight years;
- 1,140,000 stock options to the Executive Leadership members. Their exercise price is €1.05. The options vest in one batch, in June 2025. Such vesting is subject to a performance condition

relating to Viridien's share price. The options have a term of eight years;

- 1,775,200 stock options to certain employees. Their exercise price is €1.05. The options vest in two batches, in June 2024 (for 50% of the options allocated) and June 2025 (for 50% of the options allocated). The options have a term of eight years.

On June 22, 2023, the Board of Directors allocated:

- 430,000 stock options to the Chief Executive Officer. Their exercise price is €0.68. The options vest in one batch, in June 2026. Such vesting is subject to a performance condition relating to Viridien's share price. The options have a term of eight years;
- 1,270,000 stock options to the Executive Leadership members. Their exercise price is €0.68. The options vest in one batch, in June 2026. Such vesting is subject to a performance condition relating to Viridien's share price. The options have a term of eight years;
- 1,692,560 stock options to certain employees. Their exercise price is €0.68. The options vest in two batches, in June 2025 (for 50% of the options allocated) and June 2026 (for 50% of the options allocated). The options have a term of eight years.

The information is provided based on the number of shares allocated at the time of the grant prior to the reverse split of July 31, 2024. The vesting of the shares will occur after reverse split and the number of shares to vest will be adapted according to the share plan rules.

No stock options were granted for the financial year 2025.

Information related to options outstanding at December 31, 2025 is summarized below:

<i>Date of Board of Directors' Resolution</i>	Options granted	Options granted after capital operations	Options outstanding at Dec. 31, 2025	Exercise price per share (in €)	Expiration date	Remaining duration
June 28, 2018	6,544,389	65,713	38,371	215	June 28, 2026	5,5 months
December 11, 2018	671,171	6,713	1,680	139	June 28, 2026	5,9 months
June 27, 2019 and November 5, 2019	2,273,520	22,827	12,934	152	June 27, 2027	17,9 months
January 6, 2020	80,000	800	400	272	June 27, 2027	17,9 months
June 25, 2020	2,268,512	22,726	14,280	110	June 25, 2028	29,8 months
June 24, 2021	1,910,920	19,115	11,240	91	June 24, 2029	41,8 months
June 28, 2022	40,000	400	-	102	June 24, 2029	41,8 months
June 22, 2022	3,370,200	33,702	18,926	105	June 22, 2030	53,7 months
June 28, 2022	160,000	1,600	-	79	July 28, 2030	54,9 months
June 01, 2023	195,000	1,950	780	82	March 02, 2031	62 months
June 22, 2023	3,392,560	33,920	26,866	68	June 22, 2031	65,7 months
TOTAL	20,906,272	209,466	125,477			

A summary of the Company's stock option activity, and related information for the years ended December 31, 2025 follows:

	2025		2024	
	Number of options	Weighted average exercise price	Number of options	Weighted average exercise price
<i>Weighted average exercise price in €</i>				
Options outstanding at beginning of year	146,070	130.17	16,115,782	1.38
Granted	-	-	-	-
Adjustments following the reverse split	-	-	(15,954,482)	-
Exercised	(4,513)	87.40	-	-
Forfeited	(16,080)	98.89	(15,230)	214.40
Option outstanding at year-end	125,477	135.72	146,070	130.17
Exercisable at year-end	105,443	148.48	89,498	159.88

The average price of the Viridien share was €66.11 in 2025 and €45.35 in 2024.

Allocation of performance shares and restricted shares

Allocation plan dated June 22, 2022

On June 22, 2022, the Board of Directors allocated:

- 455,000 performance shares to the Chief Executive Officer. The performance shares vest in one batch, in June 2025. The vesting period for the batch of these performance shares is due to end on the latest of the following two dates: June 22, 2025 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2024, and provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 1,140,000 performance shares to the Executive Leadership members. The performance shares vest in one batch, in June 2025. The vesting period for the batch of these performance shares is due to end on the latest of the following two dates: June 22, 2025 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2024, and provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 887,600 performance shares to certain Group employees. The performance shares vest in two batches:
 - in June 2024 (for 50% of the shares allocated). The vesting period for the first batch of these performance shares is due to end on the latest of the following two dates: June 22, 2024 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2023, provided that the Board of Directors deems the performance conditions set forth in the plan regulation to have been fulfilled, and
 - in June 2025 (for 50% of the shares allocated). The vesting period for the second batch of these performance shares is due to end on the latest of the following two dates: June 22, 2025 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2024, provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 848,700 restricted shares subject to presence condition to certain employees. The restricted shares subject to presence conditions vest in two batches, in June 2024 (for 50% of the shares allocated) and June 2025 (for 50% of the shares allocated).

Allocation plan dated June 22, 2023

On June 22, 2023, the Board of Directors allocated:

- 430,000 performance shares to the Chief Executive Officer. The performance shares vest in one batch, in June 2026. The vesting period for the batch of these performance shares is due to end on the latest of the following two dates: June 22, 2026 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2025, and provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 1,270,000 performance shares to the Executive Leadership members. The performance shares vest in one batch, in June 2026. The vesting period for the batch of these performance shares is due to end on the latest of the following two dates: June 22, 2026 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2025, and provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 890,400 performance shares to certain Group employees. The performance shares vest in two batches:
 - in June 2025 (for 50% of the shares allocated). The vesting period for the first batch of these performance shares is due to end on the latest of the following two dates: June 22, 2025 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2024, provided that the Board of Directors deems the performance conditions set forth in the plan regulation to have been fulfilled, and
 - in June 2026 (for 50% of the shares allocated). The vesting period for the second batch of these performance shares is due to end on the latest of the following two dates: June 22, 2026 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2025, provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 841,500 restricted shares subject to presence condition to certain employees. The restricted shares subject to presence conditions vest in two batches, in June 2025 (for 50% of the shares allocated) and June 2026 (for 50% of the shares allocated).

Allocation plan dated June 19, 2024

On June 19, 2024, the Board of Directors allocated:

- 1,000,000 performance shares to the Chief Executive Officer. The performance shares vest in one batch, in June 2027. The vesting period for the batch of these performance shares is due to end on the latest of the following two dates: June 19, 2027 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2026, and provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 3,050,000 performance shares to the Executive Leadership members. The performance shares vest in one batch, in June 2027. The vesting period for the batch of these performance shares is due to end on the latest of the following two dates: June 19, 2027 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2026, and provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 911,700 performance shares to certain Group employees. The performance shares vest in two batches:
 - in June 2026 (for 50% of the shares allocated). The vesting period for the first batch of these performance shares is due to end on the latest of the following two dates: June 19, 2026 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2025, provided that the Board of Directors deems the performance conditions set forth in the plan regulation to have been fulfilled, and
 - in June 2027 (for 50% of the shares allocated). The vesting period for the second batch of these performance shares is due to end on the latest of the following two dates: June 19, 2027 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2026, provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 1,770,400 restricted shares subject to presence condition to certain employees. The restricted shares subject to presence conditions vest in two batches, in June 2026 (for 50% of the shares allocated) and June 2027 (for 50% of the shares allocated).

Allocation plan dated June 18, 2025

On June 18, 2025, the Board of Directors allocated:

- 10,000 performance shares to the Chief Executive Officer. The performance shares vest in one batch, in June 2028. The vesting period for the batch of these performance shares is due to end on the latest of the following two dates: June 18, 2028 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2027, and provided that the Board of Directors deems the performance conditions to have been fulfilled;

- 41,000 performance shares to the Executive Leadership members. The performance shares vest in one batch, in June 2028. The vesting period for the batch of these performance shares is due to end on the latest of the following two dates: June 18, 2028 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2027, and provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 8,885 performance shares to certain Group employees. The performance shares vest in two batches:
 - in June 2027 (for 50% of the shares allocated). The vesting period for the first batch of these performance shares is due to end on the latest of the following two dates: June 18, 2027 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2026, provided that the Board of Directors deems the performance conditions set forth in the plan regulation to have been fulfilled, and
 - in June 2028 (for 50% of the shares allocated). The vesting period for the second batch of these performance shares is due to end on the latest of the following two dates: June 18, 2028 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2027, provided that the Board of Directors deems the performance conditions to have been fulfilled;
- 8,520 restricted shares subject to presence condition to certain employees. The restricted shares vest in two batches:
 - in June 2027 (for 50% of the shares allocated). The vesting period for the first batch of these restricted shares is due to end on the latest of the following two dates: June 18, 2027 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2026 and
 - in June 2028 (for 50% of the shares allocated). The vesting period for the second batch of these performance shares is due to end on the latest of the following two dates: June 18, 2028 or the date of the Annual Shareholders' Meeting convened to approve the financial statements for fiscal year 2027.

The information is provided based on the number of shares allocated at the time of the grant prior to the reverse split of July 31, 2024. The vesting of the shares will occur after reverse split and the number of shares to vest will be adapted according to the share plan rules.

The following table lists the assumptions used to value the 2018, 2019, 2020, 2021, 2022 and 2023 stock options plans and the 2020, 2021, 2022, 2023, 2024 and 2025 performance unit allocation plans in accordance with IFRS 2, and the resulting fair values. The other previous plans have a non-significant impact on IFRS 2 expense. The Group uses the Monté Carlo model to value the options granted. Dividend yield used is nil for all plans.

	Options granted	Volatility ^(a)	Risk-free rate	Exercise price per share (in €)	Estimated maturity (in years)	Fair value per option at the grant date (in €)	Total cost (in € million)
June 2018 stock options plan	6,544,389	56%	0.0%	215	2.5	63	4.1
December 2018 stock options plan	671,171	56%	0.0%	139	2.5	57	0.4
June 2019 stock options plan	2,273,520	57%	0.0%	152	2.5	50	1.1
June 2020 stock options plan	2,268,512	65%	(0.6)%	110	2.5	34	0.8
June 2021 stock options plan	1,910,920	63%	(0.6)%	91	2.5	25	0.5
June 2022 stock options plan	3,370,200	63%	1.3%	105	2.75	30	1.0
June 2023 stock options plan	3,392,560	63%	3.2%	68	2.75	24	0.7

(a) Corresponds to restated historical average volatility and implied volatility.

	Free shares granted subject to performance conditions	Free shares granted subject to performance conditions after capital operations ^(a)	Performance Conditions fulfilled ^(b)	Fair value per share at the grant date (in €) ^(a)	Dividend yield
June 2021 performance shares plan	2,427,905	24,325	100%	91.0	0
June 2022 performance shares plan	2,482,600	24,823	100%	105.0	0
June 2023 performance shares plan	2,590,040	25,865	100%	68.0	0
June 2022 restricted shares plan	848,700	8,486	100%	105.0	0
June 2023 restricted shares plan	841,500	8,387	100%	68.0	0
June 2024 performance shares plan vesting in June 2026	455,850	4,559	89%	43.0	0
June 2024 performance shares plan vesting in June 2027	4,505,850	45,059	92%	45.0	0
June 2024 restricted shares plan	1,770,400	17,704	100%	49.0	0
June 2025 performance shares plan vesting in June 2027	-	4,441	89%	56.0	0
June 2025 performance shares plan vesting in June 2028	-	55,444	92%	58.0	0
June 2025 restricted shares plan	-	8,520	100%	63.0	0

(a) Following the reverse split of July 2024.

(b) Estimated.

Under IFRS 2, the fair value of the stock options granted since November 7, 2002 must be recognized as an expense over the life of the plan. The expenses break down as follows:

<i>In millions of US\$</i>	Expense under IFRS 2		In respect of executive managers of the Group	
	2025	2024	2025	2024
2021 stock options plan	-	0.1	-	-
2022 stock options plan	0.3	0.3	0.2	0.1
2023 stock options plan	0.1	0.3	0.0	0.1
2021 performance units plans – paid in shares	-	(0.1)	-	-
2022 performance units and restricted shares plans – paid in shares	(0.8)	0.7	(0.4)	0.4
2023 performance units and restricted shares plans – paid in shares	0.6	0.9	0.3	0.4
2024 performance units and restricted shares plans – paid in shares	1.5	0.7	0.8	0.4
2025 performance units and restricted shares plans – paid in shares	1.1	-	0.8	-
TOTAL EXPENSE FOR EQUITY-SETTLED TRANSACTIONS	2.7	2.8	1.7	1.5
2024 long term plans cash	1.2	0.6	-	-
2025 long term plans cash	0.6	-	-	-
TOTAL EXPENSE FOR CASH-SETTLED TRANSACTIONS	1.8	0.6	-	-

Performance unit 2024

On June 19, 2024, the Board of Directors allocated:

- 2,785,000 performance units to other employees. The performance units vest in two batches. in June 2026 (for 50% of the units allocated) and June 2027 (for 50% of the units allocated). Such vestings are subject to presence condition to other employees and subject to performance conditions related to the Viridien share price, internal performances conditions of Ebitda, BTC Revenues and ESG metrics. The aforementioned performance units have been valued at \$2.5 million. The fair value of the rights regarding this cash-settled share-based payment plan will be re-measured at each reporting date until the liability is settled.

Performance unit 2025

On June 18, 2025, the Board of Directors allocated:

- 3,155,665 performance units to other employees. The performance units vest in two batches. in June 2027 (for 50% of the units allocated) and June 2028 (for 50% of the units allocated). Such vestings are subject to presence condition to other employees and subject to performance conditions related to the Viridien share price, internal performances conditions of Ebitda, BTC Revenues and ESG metrics. The aforementioned Performance Units have been valued at \$2.6 million. The fair value of the rights regarding this cash-settled share-based payment plan will be re-measured at each reporting date until the liability is settled.

NOTE 16 Provisions

December 31, 2025

<i>In millions of US\$</i>	Balance at beginning of year	Additions	Deductions (used)	Deductions (unused)	Other ^(a)	Balance at end of period	Short term	Long term
Provisions for redundancy plan	0.2	-	-	(0.1)	-	0.1	0.1	-
Provision for other restructuring costs	0.2	0.1	-	(0.1)	-	0.2	0.2	-
Provisions for onerous contracts	0.2	-	-	-	0.0	0.2	-	0.2
Total CGG 2021 plan	0.6	0.1	-	(0.1)	0.0	0.6	0.4	0.2
Provisions for redundancy plan	1.5	0.6	(0.0)	(0.1)	0.2	2.2	2.2	-
Provisions for pensions ^(b)	14.8	1.5	(0.7)	(0.5)	1.4	16.6	-	16.6
Provisions for customer guarantees	2.2	2.0	(2.4)	-	0.3	2.1	-	2.1
Other provisions for restructuring costs	12.3	0.0	(8.0)	-	1.4	5.7	5.7	-
Provisions for cash-settled share-based payment arrangements	1.0	1.9	-	(0.1)	(0.7)	2.1	-	2.1
Other provisions (other taxes and miscellaneous risks)	16.1	2.5	(1.6)	(0.8)	2.5	18.5	6.2	12.3
Total other provisions	48.0	8.5	(12.7)	(1.5)	5.0	47.1	14.1	33.0
TOTAL PROVISIONS	48.5	8.5	(12.7)	(1.7)	5.1	47.7	14.4	33.3

(a) Includes translation adjustments, reclassification and actuarial gains (losses).

(b) The change in provisions for pensions is mainly due to the revision of actuarial assumptions and the use of the provision.

Provision for restructuring costs

In 2025, the Group used US\$(8.0) million of provisions for other restructuring costs.

In 2024, the Group used US\$(2.3) million of provision for redundancy plan. No provisions for other restructuring costs were used.

Provisions for retirement benefit obligations

The Group's main obligations in respect of pensions and related employee benefits are in France and the UK. The UK scheme was closed to new entrants on December 1, 1999 and closed to future accruals in 2016.

Contributions amounting to US\$(0.7) million and US\$(1.7) million were paid in France in 2025 and 2024, respectively.

The Group records provisions for retirement benefits based on the following actuarial assumptions:

- staff turnover and mortality factors;

- legal retirement age with consideration of any changes in the contribution period;
- actuarial rate and average rate of increase in future compensation;
- taxes on pension plans and supplemental pension plans.

As of December 31, 2025, the net liability for these plans amounted to US\$(6.7) million:

- US\$10.0 million of assets in relation to the UK defined benefits scheme following the improvement of yield on corporate bonds (AA) issued in GBP. There is a pension asset ceiling as of end of December 2025. The balance of the UK defined benefits scheme is presented in "other non-current assets" in the consolidated statement of financial position; and
- US\$(16.6) million of liabilities for the other obligations in respect of pension and related employee benefits.

On the basis of the actuarial assumptions referred to above, details of the retirement benefit obligations, provisions recognized in the balance sheet, and the retirement benefit expenses recognized in 2025 are provided below:

<i>In millions of US\$</i>	December 31	
	2025	2024
AMOUNTS RECOGNIZED IN THE STATEMENT OF FINANCIAL POSITION		
Present value of the obligation ^(a)	79.9	76.0
Fair value of plan assets	(76.6)	(73.0)
Deficit (surplus) of funded plans	3.3	3.0
Asset ceiling	3.3	3.0
Net liability (asset) recognized in the statement of financial position	6.7	6.0
AMOUNTS RECOGNIZED IN THE INCOME STATEMENT		
Current service cost	1.0	1.1
Interest expense (income) for the financial year	0.0	0.2
Effects of curtailments/settlements	(1.3)	-
Past service cost	-	-
Net expense (income) for the period	(0.2)	1.3
MOVEMENTS IN THE NET LIABILITY RECOGNIZED IN THE STATEMENT OF FINANCIAL POSITION		
Net Liability at January 1st	6.0	9.9
Expense as above	(0.2)	1.3
Actuarial gains (losses) recognized in other comprehensive income ^(b)	(0.2)	(2.0)
Contributions paid	0.0	-
Benefits paid by the Company	0.1	(1.7)
Consolidation scope entries, reclassifications and translation adjustments	1.0	(0.9)
Asset ceiling	(0.0)	(0.6)
Net Liability at December 31	6.7	6.0
CHANGE IN DEFINED BENEFIT OBLIGATION		
Defined benefit obligation at January 1st	76.0	76.2
Payroll tax adjustment	-	-
Current service cost	1.0	1.1
Contributions paid	0.0	-
Interest Cost	3.8	3.9
Past service cost	-	-
Curtailment / Settlement	(1.3)	-
Benefits paid from plan	(2.9)	(3.8)
Actuarial gains (losses) recognized in the other comprehensive income	(3.0)	0.5
Effects of curtailments/settlements	-	-
Consolidation scope entries, reclassifications and translation adjustments	6.2	(1.9)
Obligation in respect of benefits accrued at December 31	79.9	76.0

In millions of US\$	December 31	
	2025	2024
CHANGE IN PLAN ASSETS ^(c)		
Fair value of plan assets at January 1st	73.0	69.8
Interest income for the financial year	4.0	4.1
Contributions paid	-	-
Benefits paid from plan	(3.0)	(2.1)
Actuarial gains (losses) recognized in the other comprehensive income	(2.8)	2.3
Effects of curtailments/settlements	-	-
Consolidation scope entries, reclassifications and translation adjustments	5.4	(1.1)
Other	-	-
Obligation in respect of benefits accrued at December 31	76.6	73.0
KEY ASSUMPTIONS USED IN ESTIMATING THE GROUP'S RETIREMENT OBLIGATIONS ARE:		
Discount rate ^(d)	3.60%	3.20%
Average rate of increase in future compensation ^(e)	2.50%	2.50%

(a) In 2025, these commitments amount to US\$79.9 million of which US\$16.0 million for defined-benefit plans not covered by plan assets (US\$14.9 million in 2024).

(b) The average duration of the defined benefit plans was 11.6 years at December 31, 2025 (12.4 years at December 31, 2024).

Items recognized in other comprehensive income amounted to US\$(0.2) million at December 31, 2025.

Changes in the defined benefit obligation and fair value of plan assets are, as follows:

In millions of US\$	December 31	
	2025	2024
Experience adjustment	0.9	(1.0)
Actuarial changes arising from changes in demographic assumptions	0.4	(1.0)
Actuarial changes arising from changes in financial assumptions	(4.3)	2.4
Return on plan assets (excluding amounts included in net interest expense)	2.8	(2.4)
Variation of asset celling	(0.0)	(0.6)
Sub-total included in the other comprehensive income	(0.2)	(2.6)

(c) Plan assets

The major categories of plan assets as a percentage of the fair value of total plan assets are as follows:

	December 31	
	2025	2024
Equity securities	30%	13%
Debt securities	26%	23%
Real estate	3%	3%
Other	41%	61%

(d) Discount Rate

The discount rate applied by the Group for entities operating in the euro zone is 3.60% in 2025 (3.20% in 2024). The discount rate is determined by reference to the yield on private investment grade bonds (AA) issued in euro.

The discount rate used for the United Kingdom is 5.40% in 2025 (5.30% in 2024).

An increase of 25 basis points in the discount rate would decrease the defined-benefit plan obligation by US\$2.2 million, and a decrease of the discount rate of 25 basis point would increase that obligation by US\$2.3 million.

A variation of 25 basis points in the discount rate would have no material impact, +/- US\$0.1 million, on service cost or on interest expense (income).

(e) Increase in future compensation

An increase of 25 basis points in the average rate of growth in future compensation would increase the defined-benefit obligation by US\$0.4 million, and a 25 basis point decrease would reduce that obligation by US\$0.4 million.

A variation of 25 basis points in the average rate of growth in future compensation would have no material impact, less than US\$0.1 million, on service cost or on interest expense (income).

NOTE 17 Contractual obligations, commitments and contingencies**Status of contractual obligations**

<i>In millions of US\$</i>	December 31	
	2025	2024
Long-term debt obligations	1,348.3	1,300.2
Lease obligations ^(a)	174.5	166.7
Trade Accounts And Notes Payable	66.5	120.9
TOTAL CONTRACTUAL OBLIGATIONS	1,589.3	1,587.8

(a) Lease obligations have been adjusted to include, in addition to principal, IFRS 16 interest, in order to present undiscounted contractual cash flows.

The following table presents payments in future periods relating to contractual obligations as at December 31, 2025:

<i>In millions of US\$</i>	Payments due by period				
	Less than 1 year	2-3 years	4-5 years	After 5 years	Total
Financial debt	3.4	7.2	913.5	-	924.0
Other long-term obligations (cash interests)	85.3	170.2	168.7	-	424.2
Total long-term debt obligations	88.7	177.4	1,082.2	-	1,348.3
Lease obligations	35.2	54.2	18.9	27.1	135.3
Interest in lease obligations	11.4	13.9	7.3	6.7	39.3
Total Lease Repayment	46.6	68.0	26.1	33.8	174.5
Trade Accounts And Notes Payable	66.5	-	-	-	66.5
TOTAL CONTRACTUAL OBLIGATIONS ^(A)	201.8	245.4	1,108.3	33.8	1,589.3

(a) Payments in other currencies are converted into US dollars at December 31, 2025 exchange rates.

Capacity Agreement and Idle Vessel Compensation

The capacity agreement signed on January 8, 2020 with Shearwater expired, as agreed, on January 8, 2025.

As a result, the Group no longer has any residual obligations with Shearwater as of December 31, 2025.

Step-In Agreements

The step-In Agreement has expired together with the Capacity Agreement on January 8, 2025. Our strategic partnership with Shearwater in Marine Data Acquisition came to an end.

Legal proceedings, claims and other contingencies

From time to time the Company and/or its subsidiaries are involved in disputes and proceedings arising in the normal course of their business. To the best of the Company's knowledge, there are no pending or impending administrative, judicial or arbitration procedures that are likely to have, or have had over the last three-year period, any significant impact on the Group's financial position or profitability.

Legal proceedings related to the Safeguard Plan

Certain holders of convertible bonds ("Oceanes") due 2019 and 2020 lodged an appeal against the judgement dated December 1, 2017 approving the Safeguard Plan. The Appeals Court of Paris confirmed this judgment in a ruling dated May 17, 2018. By ruling dated February 26, 2020, the French Supreme Court rejected the appeal lodged by certain Oceanes bondholders against the ruling of the Appeals Court of Paris, thus putting a definitive end to this litigation.

By a ruling issued on November 24, 2020, the Commercial court of Paris acknowledged the completion of Viridien (ex-CGG)'s Safeguard Plan, following the early repayment in full of all its remaining debt under the Safeguard plan.

Third opposition to the decision issued by the Commercial Court of Paris

On December 22, 2020, Mr. Jean Gatty in his capacity as former representative of each of the two bodies of OCEANE bondholders and JG Capital Management (a management company of JG Partners, itself a former holder of the Oceanes) of which he is the

director, filed three third-party appeals against the decision dated November 24, 2020 which had acknowledged the anticipated completion of Viridien's Safeguard Plan.

Further to Mr. Jean Gatty's withdrawal of his judicial proceedings, the Commercial court of Paris Court rejected the third-party appeal by ruling (which is now final) dated May 7, 2021.

Criminal complaints

Furthermore, on February 2, 2021, Viridien was informed that JG Capital Management also filed a criminal complaint seeking to call into question again the terms of the Viridien's financial restructuring approved in 2017 under Viridien's Safeguard Plan. However, this point regarding the differential treatment of creditors holding high yield bonds and Oceanes has been debated at length before various courts in a wholly transparent fashion.

On April 29, 2021, Viridien filed a complaint for slanderous denunciation in connection with the complaint filed by JG Capital Management.

Writ of summons

On March 29, 2021, JG Capital Management issued a writ of summons to Viridien before the Commercial Court of Paris in order to try and obtain, through an appeal for modifying an existing judgement ("*recours en révision*"), the cancellation of the judgment dated December 1, 2017, which approved the Viridien Safeguard Plan. Two former Oceanes bondholders (i.e. SA Schelcher Prince Gestion and HMG Finance) joined JG Capital Management in this writ of summons in 2022.

As of the date the financial statements were approved, the corresponding judicial proceedings are still ongoing.

Guarantees

In millions of US\$

	December 31	
	2025	2024
OPERATIONS		
Guarantees issued in favor of clients (guarantees issued by the Company to mainly support bids made at the subsidiaries level)	188.1	167.9
Other guarantees and commitments issued (guarantees issued by the Company on behalf of subsidiaries and affiliated companies in favor of customs or other governmental administrations)	11.8	9.7
FINANCING ACTIVITIES		
TOTAL	199.9	177.6

The maturity dates of the net guarantees and commitments are as follows:

	Maturity				Total
	Less than 1 year	2-3 years	4-5 years	After 5 years	
OPERATIONS					
Guarantees issued in favor of clients	65.4	68.4	32.9	21.4	188.1
Other guarantees and commitments issued	0.2	9.8	0.6	1.2	11.8
TOTAL	65.6	78.2	33.5	22.6	199.9

Other

The Group has no other material off-balance sheet commitments that are not described above.

NOTE 18 Operating revenues**Disaggregation of operating revenues**

The following table disaggregates our operating revenues by major sources for the period ended December 31, 2025:

<i>In millions of US\$</i>	December 31, 2025			December 31, 2024		
	DDE	SMO	Consolidated Total	DDE	SMO	Consolidated Total
EDA prefunding	71.0	-	71.0	299.9	-	299.9
EDA after sales and others	240.4	-	240.4	177.8	-	177.8
Total EDA	311.4	-	311.4	477.7	-	477.7
Geoscience	444.4	-	444.4	403.6	-	403.6
SMO Sales external goods	-	227.2	227.2	-	253.9	253.9
SMO Services rendered and Royalties	-	87.3	87.3	-	72.2	72.2
SMO Leases	-	0.3	3.0	-	3.9	3.9
Inter-segment revenues	-	7.0	7.0	-	10.8	10.8
SMO	-	321.8	321.8	-	340.7	340.7
Inter-segment revenues	-	(7.0)	(7.0)	-	(10.8)	(10.8)
TOTAL OPERATING REVENUES	755.8	314.8	1,070.5	881.3	330.0	1,211.3

Analysis by geographical area – Analysis of operating revenues by customer location

<i>In millions of US\$</i>	2025		2024	
North America	291.0	27.2%	281.5	23.2%
- of which USA	287.9	26.9%	276.6	22.8%
Central and South Americas	142.0	13.3%	191.6	15.8%
- of which Brazil	74.8	7.0%	79.7	6.6%
- of which Mexico	36.9	3.4%	51.7	4.3%
Europe, Africa and Middle East	458.0	42.8%	547.4	45.2%
- of which France	13.8	1.3%	21.6	1.8%
- of which Norway	178.4	16.7%	280.0	23.1%
Asia Pacific	179.6	16.8%	190.7	15.8%
- of which China	81.8	7.6%	94.8	7.8%
TOTAL OPERATING REVENUES	1,070.5	100%	1,211.3	100%

Analysis of operating revenues by category

<i>In millions of US\$</i>	2025		2024	
Services rendered and royalties	602.0	56.2%	789.0	65.1%
Sales of goods	227.2	21.2%	254.1	21.0%
After sales on Earth Data surveys	240.4	22.5%	164.2	13.6%
Leases	0.9	0.1%	4.0	0.3%
TOTAL OPERATING REVENUES	1,070.5	100%	1,211.3	100%

In 2025, the Group's two most significant customers accounted for 8.6%, and 5.2% of the Group's consolidated revenues, compared to 7.3% and 6.9% in 2024.

Contracts balances

The contracts balances are presented below:

<i>In millions of US\$</i>	Balance at December 31, 2025	Balance at December 31, 2024
Receivables	233.6	267.2
Unbilled revenue	81.4	72.6
Total contract assets	81.4	72.6
Advance billing	(17.9)	(19.2)
Deferred revenues	(221.2)	(134.5)
Total contract liabilities	(239.0)	(153.8)

The level of deferred revenues is a direct consequence of the impact of IFRS 15 as the Earth Data prefunding revenue not recognised before the final data are made available for use to customers increase the deferred revenues balance.

The revenues recognised for the period ended December 31, 2025 from contract liability balances as at January 1, 2025 amount to US\$40.7 million.

The revenues recognised for the period ended December 31, 2025 from performance obligations satisfied (or partially satisfied) prior to January 1, 2025 amount to US\$55.6 million.

The revenues recognised for the period ended December 31, 2024 from contract liability balances as at January 1, 2024 amount to US\$186.3 million.

The revenues recognised for the period ended December 31, 2024 from performance obligations satisfied (or partially satisfied) prior to January 1, 2024 amount to US\$35.6 million.

Backlog – Transaction price allocated to remaining performance obligations

The aggregate amount of the transaction price allocated to the performance obligations that are unsatisfied or partially unsatisfied (i.e. the contractual backlog) as at December 31, 2025 amounts to US\$638.1 million for continuing operations. Out of this amount, the Group expects to recognize US\$515.8 million in 2026 and US\$122.3 million in 2027 and beyond for continuing operations. These amounts include Earth Data prefunding revenues recognized upon the final data are made available for use to customers.

As of December 31, 2024, the aggregate amount of the transaction price allocated to the performance obligations that were unsatisfied or partially unsatisfied amounts to US\$722.0 million for continuing operations.

Assets recognized in respect of the costs to obtain or fulfill a contract

The Group has no cost falling into the definition of a cost to obtain or fulfill a contract.

NOTE 19 Analysis by operating segment

Group organization

Segment presentation and discontinued operations

The financial information by segment is reported in accordance with our internal reporting system and provides internal segment information that is used by the management to drive and measure performance.

In November 2018, we announced the new strategy for our Group that included the transition to an asset-light model by reducing Viridien's exposure to the Contractual Data Acquisition business. All the Contractual Data Acquisition segment has been sold or wound down. The residual positions have been presented as discontinued operations in our income statement in accordance with IFRS 5 since 2018.

Our DDE and SMO segments are reported in continuing operations.

DDE

This operating segment comprises the Geoscience business lines (processing and imaging of geophysical data, reservoir characterization, geophysical consulting and software services, geological data library and data management solutions) and the Earth Data business line (development and management of a seismic and geological data library that we undertake and license to a number of clients on a non-exclusive basis). Both activities regularly combine their offerings, generating overall synergies between their respective activities.

Beyond the core, we leveraged our technologies and expertise to address the fast-growing markets of Digital Sciences and Energy Transition.

In Digital Sciences, we focused on our long-standing leadership in digital technology, especially as applied to geoscience, to develop an integrated expert solution including the hardware platform, middleware and software services that are required to cost effectively support advanced cloud-based High-Performance Computing (HPC) workflows and data transformation services. In this platform, we notably propose data, algorithm and software as a service (DaaS/SaaS) on our Viridien cloud.

In the Energy Transition, we propose services and technologies dedicated to Carbon Capture Utilization and Storage (CCUS), Geothermal, Environmental Sciences and Minerals and Mining. CCUS, which represents a substantial submarket, is one of the key enablers to reduce carbon footprint. Many energy companies are planning CCUS significant projects and increasingly incorporate such technologies in their development. Low carbon energy, such as hydrogen, will also require long-term storage and monitoring. To be successful, these new businesses require a detailed understanding of the subsurface, domain where Viridien excels, through its advanced geoscience and digital science technologies and its global earth data library.

SMO

This operating segment comprises our manufacturing and sales activities for geophysical equipment used for data seismic acquisition, both on land and marine. Additionally, its unique

portfolio of industry leading sensor technology allows to bring the benefits of its advanced sensor technology to the fast-growing Monitoring and Observation market, from structural health monitoring (SHM) to monitoring solutions for energy transition (CCUS notably) and environment. The SMO segment carries out its activities through our subsidiary Sercel.

Internal reporting and segment presentation

Before the implementation of IFRS 15, the Group applied the percentage of completion method for recognizing Earth Data prefunding revenues. Following the implementation of IFRS 15, the Group recognizes Earth Data prefunding revenues only upon delivery of final processed data (when the performance obligation is fulfilled).

Although IFRS fairly presents the Group's statement of financial position, for internal reporting purposes Viridien's management continues to apply the pre-IFRS 15 revenue recognition principles, with Earth Data prefunding revenues recorded based on percentage of completion. Viridien's management believes this method aligns revenues closely with the activities and resources used to generate it and provides useful information as to the progress made on Earth Data surveys, while also allowing for useful comparison across time periods.

Viridien therefore presents the Group's results of operations in two ways:

- the "Reported" or "IFRS" figures, prepared in accordance with IFRS, with Earth Data prefunding revenues recognized upon delivery of the final data (when the performance obligation is fulfilled); and
- the "Segment" figures, for purposes of internal management reporting, prepared in accordance with the Group's previous method for recognizing Earth Data prefunding revenues.

Other companies may present segment and related measures differently than we do. Segment figures are not a measure of financial performance under IFRS and should not be considered as indicators of our operating performance or an alternative to other measures of performance in accordance with IFRS.

Alternative performance measures

As a complement to Operating Income, EBIT may be used by management as a performance measure for segments because it captures the contribution to our results of the significant businesses that are managed through our joint ventures. We define EBIT as Operating Income plus our share of income in companies accounted for under the equity method.

We define EBITDAs as earnings before interest, tax, income from equity affiliates, depreciation, amortization net of amortization expense capitalized to Earth Data, and cost of share-based compensation. Share-based compensation includes both stock options and shares issued under our share allocation plans. EBITDAs is presented as additional information because we understand that it is a measure used by certain investors to determine our operating cash flow and historical ability to meet debt service and capital expenditure requirements.

Inter-segment transactions are made at arm's length prices. They relate primarily to geophysical equipment sales made by the SMO segment to the Contractual Data Acquisition business lines, and only include intra-segment sales between the business sectors, rather than all intra-group sales. These inter-segment revenues and the related earnings are eliminated in consolidation in the tables that follow under the column "Eliminations and other".

Operating Income and EBIT may include non-recurring or restructuring items, which are disclosed in the reportable segment if material. General corporate expenses, which include Group management, financing, and legal activities, have been included in the column "Eliminations and other" in the tables that follow. The Group does not disclose financial expenses or financial revenues by segment because they are managed at the Group level.

Identifiable assets are those used in the operations of each segment. Unallocated and corporate assets consist of "Investments and other financial assets, net" and "Cash and cash equivalents" of our consolidated statement of financial position. The group does not track its assets based on country of origin.

Capital employed is defined as "total assets" excluding "Cash and cash equivalents" less (i) "Current liabilities" excluding "Bank overdrafts" and "Current portion of financial debt" and (ii) non-current liabilities excluding "Financial debt".

Seasonality

We have historically experienced higher levels of activity during the fourth quarter, since our clients seek to fully spend their annual budget before year-end. SMO deliveries and Earth Data after-sales usually reflect this pattern.

Analysis by segment (continuing operations)

The tables below provide a reconciliation of the Group's Segment figures to the Group's IFRS figures:

	2025					Consolidated Total / IFRS figures
	DDE	SMO	Eliminations and other (b)	Segment figures	IFRS 15 adjustments	
<i>In millions of US\$, except for assets and capital employed in billions of US\$</i>						
Revenues from unaffiliated customers	850.1	314.8	-	1,164.9	(94.4)	1,070.5
Inter-segment revenues	-	7.0	(7.0)	-	-	-
Operating revenues	850.1	321.8	(7.0)	1,164.9	(94.4)	1,070.5
Depreciation and amortization (excluding Earth Data surveys)	(63.3)	(22.2)	0.1	(85.4)	-	(85.4)
Impairment and amortization of Earth Data surveys	(231.0)	-	-	(231.0)	87.8	(143.2)
Operating income	260.2	8.4	(24.8)	243.8	(6.5)	237.3
EBITDAs	547.9	31.4	(23.8)	555.5	(94.4)	461.2
Share of income from companies accounted for under the equity method	(0.5)	-	(0.3)	(0.8)	-	(0.8)
Earnings Before Interest and Tax	259.6	8.4	(25.1)	243.0	(6.5)	236.5
Capital expenditures (excluding Earth Data surveys) ^(a)	22.6	18.3	0.1	41.0	-	41.0
Investments in Earth Data surveys, net of cash	166.2	-	-	166.2	-	166.2
Capital employed ^(c)	1.6	0.5	-	2.1	-	2.1
Total identifiable assets	2.1	0.6	-	2.7	-	2.7

(a) Eliminations and other includes US\$(25.5) million of general corporate expenses.

(b) Capital expenditures included US\$(16.7) million in capitalized development costs for Earth Data surveys.

(c) Capital employed related to discontinued operations are included under the column "Eliminations and other".

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2024

<i>In millions of US\$, except for assets and capital employed in billions of US\$</i>	DDE	SMO	Eliminations and other ^(b)	Segment figures	IFRS 15 adjustments	Consolidated Total / IFRS figures
Revenues from unaffiliated customers	786.6	330.0	-	1,116.6	94.7	1,211.3
Inter-segment revenues	-	10.8	(10.8)	-	-	-
Operating revenues	786.6	340.8	(10.8)	1,116.6	94.7	1,211.3
Depreciation and amortization (excluding Earth Data surveys)	(68.8)	(56.4)	0.6	(124.5)	-	(124.5)
Impairment and amortization of Earth Data surveys	(197.1)	-	-	(197.1)	(64.3)	(261.4)
Operating income ^(a)	204.5	(43.0)	(48.4)	113.0	30.4	143.5
EBITDAs	455.9	14.0	(48.3)	421.6	94.7	516.4
Share of income from companies accounted for under the equity method	(0.2)	-	(0.3)	(0.5)	-	(0.5)
Earnings Before Interest and Tax	204.3	(43.0)	(48.7)	112.6	30.4	143.0
Capital expenditures (excluding Earth Data surveys) ^(c)	18.4	14.5	-	32.9	-	32.9
Investments in Earth Data surveys, net of cash	252.1	-	-	252.1	-	252.1
Capital employed ^(d)	1.6	0.4	-	2.0	-	2.0
Total identifiable assets	2.0	0.6	-	2.5	-	2.5

(a) Includes US\$(26.8) million of impairment loss mainly in SMO segment.

(b) Eliminations and other includes US\$(31.8) million of general corporate expenses.

(c) Capital expenditures included US\$(16.6) million in capitalized development costs for Earth Data surveys.

(d) Capital employed related to discontinued operations are included under the column "Eliminations and other".

Analysis of operating non-current assets by geographical area

Operating non-current assets include the net book value of tangible and intangible assets.

<i>In millions of US\$</i>	2025		2024	
USA	337.4	42.2%	238.8	31.83%
Norway	135.8	17.0%	149.6	19.94%
France	159.9	20.0%	182.6	24.34%
Brasil	27.1	3.4%	16.6	2.22%
United Kingdom	107.3	13.4%	124.3	16.57%
Other non significant geographical area individually	31.7	4.0%	38.3	5.11%
TOTAL	799.3	100%	750.2	100%

NOTE 20 Research and development costs

Research and development expenses breakdown is as follows:

In millions of US\$	December 31	
	2025	2024
Research and development costs	(54.4)	(56.7)
Development costs capitalized	18.8	15.5
Research and development expensed	(35.6)	(41.2)
Government grants recognized in income	29.4	23.4
RESEARCH AND DEVELOPMENT COSTS – NET	(6.2)	(17.8)

Research and development expenditures relate mainly to:

- for DDE segment, projects related to Geoscience activities; and
- for SMO segment, projects relating to seismic data recording equipments and improvement of existing systems.

NOTE 21 Other revenues and expenses

In millions of US\$	December 31	
	2025	2024
Impairment of assets	-	(25.8)
Restructuring costs	(9.3)	(7.8)
Change in restructuring provisions	7.4	(11.5)
Other restructuring expenses	(0.5)	4.6
Impairment and restructuring expenses – net	(2.4)	(40.5)
Other revenues (expense)	4.5	(19.0)
Exchange gains (losses) on hedging contracts	0.5	0.7
Gains (losses) on sales of assets	2.0	(0.1)
OTHER REVENUES (EXPENSES) – NET ^(A)	4.6	(58.9)

(a) Other revenues (expenses) – net excluding income (loss) on discontinued operations as explained in note 5.

Year ended December 31, 2025

In 2025, the other revenues (expenses) - net amounted to US\$4.6 million. It mainly encompasses:

- US\$(2.4) million primarily explained by severance payments in the United Kingdom amounting to US\$(1.9) million and by costs related to the disposal of GRC in Houston for (0.5) million. In addition, US\$ 8.0 million relating to the SMO voluntary departure plan in France is offset by a corresponding reversal of provision.
- US\$4.5 million mainly related to a reversal of impairment on the Research & Developpement Tax Credit in the United Kingdom, of which US\$ 1.9 million is offset against 2024 tax and US\$ 3.4 million will be offset against 2025 tax.
- US\$0.5 million gain on hedging instruments (note 14).
- US\$2.0 million of gains on asset disposals, including US\$ 1.5 million related to insurance compensation at Sercel.

Year ended December 31, 2024

In 2024, the other revenues (expenses) - net amounted to US\$(58.9) million. It mainly encompasses:

- US\$(5.5) million related to the expected divestment of SMO's Gauges business in the United States: impairment of goodwill and trade name,
- US\$(29.3) million related to a technological repositioning of streamers (SMO): impairment of development costs capitalized for US\$(18.5), associated tangible assets for US\$(1.8) and provision on Inventories for US\$(9.0) million.
- US\$(14.1) million related to the downsizing of SMO business in the United States, Singapore and France. It includes a provision for voluntary departure plan in France for US\$(12.3) million, various restructuring costs for US\$(5.8) million and a gain on the sale of Houston building for US\$ 4.0 million.
- US\$(9.1) million related to the recognition of an allowance on R&D Tax Credit in the United Kingdom due to strategy changes resulting in lower business plan projections.
- US\$(1.0) million provision for litigation.
- US\$ 0.7 million gain on hedging instruments (*note 14*).

NOTE 22 Cost of financial debt

	December 31	
	2025	2024
<i>In millions of US\$</i>		
Current interest expenses related to financial debt	(99.6)	(97.8)
Interest expense on lease liabilities	(13.0)	(11.6)
Income from cash and cash equivalents	5.3	12.3
COST OF FINANCIAL DEBT, NET	(107.3)	(97.2)

NOTE 23 Other financial income (loss)

	December 31	
	2025	2024
<i>In millions of US\$</i>		
Exchange gains (losses), net	(8.5)	2.0
Other financial income (loss), net	(29.6)	1.7
OTHER FINANCIAL INCOME (LOSS)	(38.1)	3.7

At December 31, 2025, other financial income (loss) amount to a US\$(38.1) million, including:

- US\$(21.9) million charges related to the prepayment premium of the existing senior note (HYB 2027).
- US\$(2.7) million charges related to the prepayment premium of the existing senior note (HYB 2030).
- US\$(3.7) million related to transaction fees on the revolving credit facility (RCF).
- US\$(1.0) million loss related to a fee for the derecognition of the French research tax credit asset (*note 4*).
- US\$(8.5) million foreign exchange loss, mainly driven by the Euro, the Brazilian real, British pound, Norwegian krone and Chinese yuan exposures.

At December 31, 2024, other financial income (loss) amount to a US\$3.7 million, including:

- US\$(1.2) million loss related to a fee for the derecognition of the French research tax credit asset (*note 4*).
- US\$ 1.4 million realized gain on EUR and USD Senior Secured Notes repayment.
- US\$1.4 million gain related to the capitalisation of interests datacenter build in the United-Kingdom).
- US\$2.0 million foreign exchange gain mainly driven by the Euro, the Brazilian real, British pound, and Norwegian krone exposures.

NOTE 24 Income taxes**Income tax benefit (expense)**

Viridien SA and its subsidiaries compute income taxes in accordance with the applicable tax legislations in numerous countries where the Group operates. The tax regimes and income tax rates legislated by these taxing authorities vary substantially.

<i>In millions of US\$</i>	December 31	
	2025	2024
Current income tax expense	(24.5)	(26.6)
Adjustments on income tax recognized in the period for prior periods	2.2	0.4
Deferred taxes on temporary differences for the period	(0.7)	11.4
Deferred taxes recognized in the period for prior periods	0.4	1.4
TOTAL INCOME TAX BENEFIT (EXPENSE)	(22.5)	(13.4)

Income tax reconciliation

The reconciliation between income tax benefit (expense) in the income statement and the theoretical tax benefit (expense) is detailed below:

<i>In millions of US\$</i>	2025	2024
Consolidated net income (loss) from continuing operations	69.3	36.7
Income taxes	(22.5)	(13.4)
Income (loss) from continuing operations before taxes	91.9	50.1
Net income (loss) from companies accounted for under the equity method ^(a)	(0.8)	(0.5)
Theoretical tax basis	91.1	49.6
Enacted tax rate in France	25.83%	25.83%
Theoretical tax	(23.5)	(12.8)
TAX DIFFERENCES:		
Differences in tax rates between France and foreign countries ^(b)	9.0	12.5
Adjustments on the tax expense recognized in the period for prior periods	2.2	0.4
Adjustments on the deferred tax expense recognized in the period for prior periods ^(c)	0.4	1.4
Increase or Decrease on deferred tax assets previously recognized on foreign entities ^(d)	11.9	12.8
Other permanent differences (including withholding taxes)	(6.7)	(22.0)
Deferred tax unrecognized on losses and other items of the period ^(e)	(17.5)	(12.4)
Deferred tax unrecognized on losses and other items of prior periods ^(f)	1.6	6.8
INCOME TAXES	(22.5)	(13.4)

(a) Mainly corresponds to difference in tax rates between France and US in 2025, and US and Norway in 2024.

(b) Corresponds to deferred prior year adjustments in overseas branches of the french entities, US and UK in 2025 and in US and UK in 2024.

(c) Mainly corresponds to the reassessment of the deferred tax assets in US, Australia and UK in 2025 and US and UK in 2024.

(d) The variation mainly arises from a favourable foreign exchange effect related to entities operating in foreign currencies in 2025 vs 2024.

(e) Related to French tax group and Australia deferred tax not recognized on losses carried forward of the period according to short and medium-term uncertainties and revised tax planning in 2025, and to French tax group in 2024.

(f) Mainly corresponds to the use of tax losses carried forward for which no DTA was recognized in Kazakhstan in 2025 and in Australia in 2024, and to the reversal of a previous provision for which no DT was recognized in Norway in 2024.

Deferred tax assets and liabilities

	December 31	
	2025	2024
<i>In millions of US\$</i>		
Total deferred tax assets	43.4	43.6
Total deferred tax liabilities	(9.1)	(18.4)
TOTAL DEFERRED TAXES, NET	34.3	25.2

NET DEFERRED TAX ASSETS (LIABILITIES) BY NATURE

	December 31	
	2025	2024
<i>In millions of US\$</i>		
Non-deductible provisions (including provisions for pensions and profit sharing)	3.8	3.5
Tangible assets	(5.4)	(7.0)
Effects of translation adjustments not recognized in income statement	(1.5)	(6.2)
Earth Data surveys (including deferred revenues)	(49.8)	(22.5)
Assets reassessed in purchase accounting of acquisitions	(11.4)	(15.9)
Development costs capitalized	15.8	15.6
Other deferred revenues	-	-
Research tax credits	40.2	32.0
Other	27.6	10.1
Total deferred tax assets net of deferred tax assets (liabilities) related to timing differences	19.2	9.7
Tax losses carried forward	15.1	15.5
TOTAL DEFERRED TAX ASSETS NET OF DEFERRED TAX (LIABILITIES)	34.3	25.2

DEFERRED TAX ASSETS (LIABILITIES) PER TAX GROUP AS AT DECEMBER 31, 2025

<i>In millions of US\$</i>	France	Foreign countries	Total ^(a)
Net deferred tax assets (liabilities) related to timing differences	-	19.2	19.2
Deferred tax assets recognized on tax loss carried forward ^(b)	-	15.1	15.1
TOTAL	-	34.3	34.3

(a) The deferred taxes recognized in respect of tax losses are indefinitely carried forward.

(b) Notes 1.4.6 to the consolidated financial statements on the recognition method used for deferred tax assets. Total net position of US\$34.3 million includes a net deferred tax asset of US\$47.2 million in relation to the US.

Net operating losses carried forward not recognized at December 31, 2025

<i>In millions of US\$</i>	France	Foreign countries	Total
Losses scheduled with a maturity date less than 1 year	-	-	-
Losses scheduled with a maturity date more than 1 year	-	126.2	126.2
Losses carried-forward indefinitely	2,697.8	202.3	2,900.1
TOTAL	2,697.8	328.5	3,026.3

Tax audit and litigation

Brazil

ISS disputes

In June 2004, Veritas do Brasil Ltda launched a declaratory to recognize that there is no ISS on Earth Data licenses and requesting the refund for amounts unduly paid in the past for an amount of US\$3.5 million. These amounts are fully impaired.

Veritas do Brasil Ltda obtained a final decision in its favor in the declaratory action in February 2014 but in February 2016, the Municipality filed a Rescission Action in order to have the favorable decision from the declaratory action cancelled based on two arguments: i) on the merit of the refund and ii) on the refund approved. The position is still not finalized.

The trial started on August 22, 2024. After the vote of the rapporteur judge, who dismissed the Municipality's plea regarding the merit but requested the letters from clients for the refund, the judge requested a continuance to conduct a more thorough analysis of the case. The ruling started again in October 2024, but the Court decided to convert the trial into diligence as one of the judges verify our first argument of SOL. No significant updates in 2025.

REFIS payments 2009

Veritas do Brasil Ltda participated in November 2009 in a voluntary disclosure and settlement program, allowing companies to settle old debts in exchange for total abatement of penalties and rebate of interest, provided they abandoned their ongoing litigations. The Brazilian IRS issued a tax assessment charging penalty on the non-recognition of the offset request that paid the debts later included in Refis. On June 24, 2019, Veritas do Brasil Ltda was notified of the first instance decision which was unfavorable to Veritas do Brasil Ltda. On July 24, 2019, Veritas do Brasil Ltda filed an appeal against the unfavorable decision. Considering that Veritas do Brasil Ltda has all proper documentation, the risk (US\$2.6 million) is considered remote and is not reserved. No update in 2025.

Withholding tax and CIDE disputes

CGG do Brasil Participações Ltda, to carry out its business, charters equipped seismic vessels from foreign entities and hires a specialized service provider to operate the equipment within such vessels with the purpose of collect and process seismic data. This is considered a split contact: charter +services, but the major argument from IRS is that the contracts with the foreign companies refer exclusively to the provision of seismic survey and processing services seismic data and therefore those taxes should be applied.

On July 18, 2013, CGG do Brasil Participações Ltda received two assessments in which the tax authorities seek payment of WHT (US\$6 million) and CIDE on remittances of charter payments performed in 2009. The CIDE case is closed after a CGG enter an amnesty program. The WHT case, CGG lost in administrative level but as the last administrative decision was using the tie-break vote that was forbidden by law. CGG filed a Writ of Mandamus to

annul the administrative decision and won the first level. Now the IRS appeal.

No provision is recognized as CGG do Brasil Participações Ltda considers the risk less likely than not to happen.

In 2016, a new audit was conducted for the fiscal year 2013. CGG do Brasil Participações Ltda received tax reassessments on December 20, 2017, for US\$11 million for CIDE. CGG won the first instance of the CIDE case, but lost the second administrative appeal. CGG filed an Annulment Action, with the guarantee of the debt, and lost the first instance judicial decision. CGG appeal and is waiting for a decision.

No provision is recognized as CGG do Brasil Participações Ltda considers the risk less likely than not to happen.

In 2021 and 2022, CGG do Brasil Participações Ltda went under audit for WHT and CIDE on charter and services contracts for 2018. IRS closed the audit and on January 10, 2023, CGG received tax assessments referring to payments performed in 2018 for WHT on charter US\$0.8m and CIDE on charter US\$14.1m. On February 09, 2023, CGG presented its appeal. The first instance decision on October 02, 2024 was against CGG and on December 05, 2024 CGG presented an appeal. No update in 2025.

No provision is recognized as CGG do Brasil Participações Ltda considers the risk less likely than not to happen.

Exclusion of ISS from PIS and COFINS basis

CGG do Brasil Participações Ltda filed a Writ of Mandamus to exclude ISS from PIS/COFINS basis. CGG do Brasil Participações Ltda requested to stop paying it for the future and to get a refund of amounts unduly paid from 2015 to 2020 for an amount of US\$2.4 million. On July 23, 2020, an injunction was granted to start excluding ISS from PIS/COFINS basis suspending its liability (US\$ 0.9 million has been excluded so far). CGG won on both instances. On October, 2022, CGG filed a Special Appeal to discuss the limitation of the refund established on the sentence and IRS presented a Special and Extraordinary appeal. Trial suspended until a final decision is reached at Supreme Court level on the general repercussion case - RE n.º 1.233.096.

No receivable has been recognized in respect of the \$2.4m so far as the Group believes Supreme Court could try to reduce the rights related to refunds.

Exclusion of PIS/COFINS from its own basis

CGG do Brasil Participações Ltda filed a Writ of Mandamus to exclude PIS/COFINS included in its own basis. CGG do Brasil Participações Ltda requested to stop paying it for the future and to get a refund of amounts unduly paid from 2015 to 2020 for US\$6.6 million. CGG won first instance decision and lost the second appeal. Starting from there, all amounts at stake for future exclusion of PIS/COFINS from their own basis are being deposited judicially (US\$ 5 million of deposits so far). In August 2021, CGG filed appeals to Superior Court of Justice and Supreme Court.

Trial suspended until a final decision is reached at Supreme Court level on the general repercussion case - RE n.º 1.233.096.

There is an asset booked in respect of the deposit made of \$5m. No receivable has been recognized for the refund amount of \$6.6m so far as the Group believes Supreme Court could try to reduce the rights related to refunds.

CGG Services SAS

CGG Services SAS initiated in 2011 an action in order to obtain that withholding taxes not be applied to services payments received from Brazil in application of the tax treaty between France and Brazil and request the refund for past years. The recoverable judicial deposit and the recoverable WHT paid are

booked as receivables (US\$10.6 million) in CGG Services SAS's books. There is no reserve on the principal.

Although IRS published a Declaratory Action that envisages that no WHT should apply on services between Brazil and France, CGG lost on the two instances.

On January 26, 2023, CGG filed a motion to clarify trying the annulment of the judgement. The IRS also filed a motion to clarify. After two trial, CGG won the motion to clarify and has the right of a new second appeal trial.

On 4 November, 2025 CGG's appeal was granted and the refund was approved. On 26 November the National Treasury filed a Motion to Clarify and on 9 December, CGG filed a response.

NOTE 25 Personnel

The analysis of personnel (including discontinued operations) is as follows:

	December 31	
	2025	2024
Personnel employed under French contracts	852	953
Personnel employed under local contracts	2,284	2,425
TOTAL	3,136	3,378

The total cost of personnel employed amounted to US\$408.6 million in 2025.

The total cost of personnel employed amounted to US\$395.4 million in 2024.

NOTE 26 Key management personnel compensation

The table below presents the director's fees and the CEO compensation paid.

	December 31	
	2025	2024
Short-term employee benefits paid ^(a)	2,054,268	1,871,099
Directors' fees	485,695	458,990
Post-employment benefits – pension ^(b)	15,791	15,106
Share-based payments ^(c)	476,430	416,559

(a) Excludes employers' contributions.

(b) Cost of services rendered and interest expense.

(c) Expense recognized in the income statement related to stock option and performance shares plans.

Contractual termination indemnity in force – Chair and Chief Executive Officer

Sophie ZURQUIYAH benefits, as Chief Executive Officer since her appointment in 2018, from a contractual termination indemnity in the event of termination of her corporate office. As part of her renewal by the Board of Directors on May 5, 2022 and her nomination as Chair and Chief Executive Officer in 2025, this indemnity was maintained under the following terms and conditions:

- Sophie ZURQUIYAH benefits from a contractual termination indemnity in the event of dismissal, and in the event of non-renewal of her term of office within twelve months following a change of control, in the absence of any situation of failure characterized by the non-achievement of the performance conditions described below;
- no payment may be made in the event of serious or gross misconduct, regardless of the reason for departure.

The payment of the contractual termination indemnity will depend on the average rate of achievement of the objectives relating to the annual variable portion of Sophie ZURQUIYAH's remuneration for the last three financial years ended prior to the departure date, in accordance with the following rule:

- (i) if the average achievement rate is less than 80%, no contractual termination indemnity fee will be paid;

- (ii) if the average achievement rate is equal to or greater than 80% and less than 90%, the contractual termination indemnity will be due at 50% of its amount;
- (iii) if the average achievement rate is equal to or greater than 90%, the contractual termination indemnity will be due on a straight-line basis between 90% and 100% of its amount.

This contractual termination indemnity will be equal to the difference between (i) a gross amount capped at 200% of the Annual Reference Remuneration and including all sums of any nature whatsoever, and on any basis whatsoever, to which Sophie ZURQUIYAH may be entitled as a result of the termination, and (ii) all sums to which she may be entitled as a result of the implementation of the non-competition commitment.

The aggregate of the contractual termination indemnity and the non-competition indemnity may under no circumstances exceed 200% of the Corporate Officer's Annual Reference remuneration. Should the combined amount of the two benefits be greater, the contractual indemnity would be reduced to the level of this cap.

It is specified that the Board of Directors must acknowledge, prior to the payment of the contractual termination indemnity, (i) that the performance conditions described above have been met and (ii) that the contractual termination indemnity complies with the recommendations of the AFEP-MEDEF Code in force at the date of the departure of the person concerned.

NOTE 27 Related party transactions

Viridien Joint Ventures and Associates are mainly related to Land and Marine Data Acquisition.

The following table presents the transactions with our joint ventures and associates.

	December 31					
	2025			2024		
	Joint ventures	Associates	Total	Joint ventures ^(a)	Associates	Total
<i>In millions of US\$</i>						
Sales of geophysical equipment	-	-	-	-	-	-
Equipment rentals and services rendered	0.0	-	0.0	-	-	-
Operating Revenue	0.0	-	0.0	-	-	-
Other revenues (expenses)	-	-	-	(0.6)	-	(0.6)
Cost of operations	-	-	-	(0.6)	-	(0.6)
Other Financial income (Loss)	-	-	-	0.5	-	0.5
Trade accounts and notes receivables, including agency arrangements	-	-	-	-	-	-
Receivable and assets	-	-	-	-	-	-
Trade accounts and notes payable, including agency arrangements	-	-	-	-	-	-
Payables and liabilities	-	-	-	-	-	-

(a) Corresponds in 2024 to related party transactions with a company accounted for under the equity method from our Marine Data Acquisition business liquidated in 2025.

No credit facility or loan was granted to the Company by shareholders during the last two years.

NOTE 28 Supplementary cash flow information**Operating activities**

Before changes in working capital, net cash provided by operating activities in 2025 increased to US\$428.1 million compared to US\$518.0 million in 2024.

The change in working capital had a positive effect on cash flow from operations of US\$48.4 million in 2025, mainly due to strong customer collections in the DDE segment, particularly in Mexico with Pemex.

Depreciation, amortization and impairment

In 2025, depreciation and amortization included a US\$(7.5) million impairment loss related to:

- US\$(3.8) million impairment loss on Earth Data surveys (*note 10*);
- US\$(3.7) million impairment loss on the capitalized developments costs for Geoscience.

In 2024, depreciation and amortization included a US\$(26.8) million impairment loss related to:

- US\$(20.3) million R&D impairment loss on SMO;
- US\$(3.7) million impairment loss on the capitalized developments costs for Geoscience;
- US\$(1.9) million trade name impairment loss on SMO GRC.

Net gain (loss) on disposal of assets

In 2025, capital gains or losses on asset disposals amounted to US\$2.0 million, mainly due to an insurance reimbursement of US\$1.5 million following the destruction of the roof of a building in Saint-Gaudens related to the SMO activity.

In 2024, capital gains or losses on asset sales amounted to US\$3.7 million, mainly due to the net gain from the sale of SMO Houston building for US\$ 4.0 million.

Net income (loss) from companies accounted for under the equity method

In 2025, our shares in Versal AS and in Reservoir Evolution LLP generated respectively a loss of US\$(0.5) million and US\$(0.3) million.

Net cash flow from operating activities

Net cash provided by operating activities amounted to US\$476.6 million in 2025 compared to US\$456.7 million in 2024.

Investing activities

The net cash used in investing activities amounted to US\$(189.7) million in 2025 compared to US\$(286.0) million in 2024.

Investment in Earth Data

Expenditures on Earth Data surveys amounted to US\$166.2 million in 2025, compared to US\$252.1 million in 2024. The higher level of investment in 2024 was mainly driven by the large-scale Laconia survey aimed at strengthening Viridien's strategic data position in the US Gulf.

Net proceeds from disposal of fixed assets

In 2025, the net proceeds from disposals of tangible and intangible assets amount to US\$2.7 million (which included insurance reimbursement related to the SMO business), compared to 6.8 million in 2024 (which included the sale of SMO Houston building).

Acquisition of business and assets

In 2025, the Group did not record any acquisitions of businesses and assets.

In 2024, the Group did not record any acquisitions of businesses and assets.

Net Gain (loss) on disposal of business

In 2025, Viridien recorded US\$11.5 million of proceeds from the disposal of the Gauges business in the United States.

In 2024, Viridien did not record any disposal of businesses.

Variation in other non-current financial assets

The variation in other non-current financial assets mainly related to short-term investment securities and long-term deposits pledged to fulfill certain collateral requirements.

Financing activities

In 2025, net cash flow used by financing activities was mainly related to:

- The full repayment of the HYB 2027 bonds for US\$(1,073.8) million;
- Bonds buyback of US\$0.9 million;
- Early partial repayments of the HYB 2030 bonds totaling US\$(95.5) million;
- Repayments of BPI loans for US\$(1.3) million;
- The repayment of the UK data center-related loan for US\$(28.9) million;
- Proceeds from the issuance of new HYB 2023 bonds amounting to US\$944.3 million;
- Proceeds from new BPI loans of US\$11.2 million;
- Payments of early redemption premiums (call premiums) on the HYB 2027 bonds for US\$(21.9) million and on the HYB 2023 bonds for US\$(2.7) million;
- Refinancing transaction fees paid for US\$(3.7) million;
- Financial interests paid to long-term debt for (54.7) million (Note 13);
- Dividends paid to minority shareholders of US\$(1.4) million.

In 2024, net cash flow used by financing activities was mainly related to:

- Bonds buyback of US\$52.6 million and €6.4 million;
- lease repayments of US\$(55.7) million (note 13);
- financial interests paid related to long-term debt for (92.3) million (note 13);
- dividends paid to minority shareholders for US\$(3.3) million.

In millions of US\$	December 31	
	2025	2024
Property lease	(19.7)	(23.9)
Property formerly classified as financial lease	(2.5)	(1.8)
Other property	(17.2)	(22.1)
Machinery & equipment lease	(35.0)	(31.8)
TOTAL CASH FLOW FOR LEASES	(54.7)	(55.7)

Cash and cash equivalents

In millions of US\$	December 31	
	2025	2024
Cash and bank deposits	114.8	211.2
Cash equivalents and short-term deposits	58.2	90.5
TOTAL CASH AND CASH EQUIVALENTS	173.0	301.7

Cash and cash equivalents included trapped cash amounting to US\$71.3 million as at December 31, 2025, compared to US\$50.9 million as at December 31, 2024. Trapped cash means any cash and cash equivalent held by a subsidiary that operates in a country where exchange controls or other legal restrictions prevent these cash balances from being available for use by the Group or one of its subsidiaries. In 2025, cash equivalents and

short-term deposits exclude US\$36.9 million of cash pledged to fulfill certain collateral requirements. The cash pledged for more than one year is recorded for US\$24.0 million in other financial assets (note 7) and the cash pledged for less than one year is recorded for US\$12.9 million in restricted cash (note 4 in other current assets).

NOTE 29 Earnings per share

	December 31	
	2025	2024
<i>In millions of US\$</i>		
Net income attributable to shareholders (A)	71.1	49.8
Effect of dilution	-	-
Ordinary shares outstanding at the beginning of the year (B)	7,161,467	7,136,762
Weighted average number of ordinary shares outstanding during the period resulting from the exercise of stock options and delivery of performance shares (C)	11,514	14,445
Weighted average number of treasury shares (D)	249	249
Weighted average number of ordinary shares outstanding ((E) = (B) + (C) - (D))	7,172,731	7,150,958
Total dilutive potential shares from stock options	-	-
Total dilutive of potential shares from performance share plans	49,800	33,756
Total dilutive of potential shares from warrants	-	-
Dilutive weighted average number of shares outstanding adjusted when dilutive (F)	7,222,531	7,184,713
Earnings per share	-	-
- Basic (A)/(E)	9.92	6.97
- Diluted (A)/(F)	9.85	6.93
Net income from continuing operations attributable to owners of the Group	68.3	35.1
- Earnings per share, basic	9.52	4.91
- Earnings per share, diluted	9.45	4.89
Net income from discontinued operations attributable to owners of the Group	2.9	14.7
- Earnings per share, basic	0.40	2.06
- Earnings per share, diluted	0.40	2.05

NOTE 30 Subsequent events**War in the Middle-East**

We are monitoring very closely the implications of war in the Middle East with a primary focus on the safety and support of our employees and on assessing the potential economic consequences of this environment, including those derived from the increased volatility in oil and gas prices. Viridien has no major assets in the area.

NOTE 31 List of main consolidated subsidiaries as at December 31, 2025

Subsidiaries are fully consolidated from the date of their acquisition, being the date on which the Group obtains control.

Dormant subsidiaries of the Group have not been included in the list below.

Percentage of interest generally corresponds to the percentage of control in the Company.

Siren Number ^(a)	Company Names	Country of incorporation	% ownership interest
403,256,944	CGG Services SAS	France	100
	CGG Holding BV	Netherlands	100
	CGG Services (Norway) AS	Norway	100
	CGG Services (UK) Limited	United Kingdom	100
	CGG do Brasil Participações Ltda	Brazil	100
	Veritas do Brasil Ltda	Brazil	100
	CGG Mexico, SA de CV	Mexico	100
	CGG Holding (US) Inc.	Delaware, United States of America	100
	CGG Services (US) Inc.	Delaware, United States of America	100
	CGG Land (US) Inc.	Delaware, United States of America	100
	CGG Services (Canada) Inc.	Canada	100
	CGG Services (Australia) Pty Ltd	Australia	100
	CGGVeritas Services ^(b) Sdn Bhd	Brunei	100
	PT CGG Services Indonesia	Indonesia	100
	CGG Services India Private Ltd	India	100
	CGG Technology Services (Beijing) Co. Ltd	China	100
	CGG Services (Singapore) Pte Ltd	Singapore	100
	CGG Services (Malaysia) Sdn Bhd	Malaysia	100
	CGG Vostok ^(c)	Russia	100
	866,800,154	Sercel Holding SAS	France
378,040,497	Sercel SAS	France	100
	Concept Systems Limited	United Kingdom	100
	Sercel Inc.	Oklahoma, United States of America	100
	Sercel GeoComp	Delaware, United States of America	100
	Hebei Sercel-Junfeng Geophysical Prospecting Equipment Co. Ltd ^(b)	China	51
	Sercel Singapore Pte Ltd	Singapore	100
	De Regt Marine Cables BV	Netherlands	100

(a) Siren number is an individual identification number for company registration purposes under French law.

(b) Viridien Group controls these entities.

(c) The revenue derived in 2025 was less than 1% of Viridien group revenue.

Non-controlling interests

The Group does not fully consolidate any significant entity in which it holds less than a majority of voting rights.

Subsidiaries with non-controlling interests do not contribute materially to the activities of the Group, the consolidated income, cash flows, liabilities nor assets as at December 31, 2025.

Hebei Sercel-Junfeng Geophysical Prospecting Equipment Co. Ltd, a subsidiary of Sercel SAS based in China, is the main entity owned by Viridien with non-controlling interests.

NOTE 32 Audit fees

The table below shows the fees from our external auditors and their affiliated companies paid by the Group:

In thousands of US\$	December 31			
	2025		2024	
	DELOITTE	BDO	EY	Mazars
Audit fees	1,420	719	1,660	915
Audit-related fees ^(a)	120	151	161	3
Tax fees ^(b)	164	0	47	-
Other fees ^(c)	153	0	137	-
TOTAL	1,858	871	2,006	918

(a) In 2025, fees for ancillary engagements are mainly composed of incidental expenses (engagement-related costs and disbursements), as well as fees relating to the certification of sustainability information under the CSRD ("Corporate Sustainability Reporting Directive") for BDO and the review of the new consolidation system for Deloitte

(b) In 2025, this essentially relates to the review of the 2024 Research Tax Credit ("CIR") and to foreign tax compliance work.

(c) In 2025, this essentially relates to a functional benchmarking engagement.

6.1.6 STATUTORY AUDITORS' REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended December 31, 2025

This is a translation into English of the statutory auditors' report on the consolidated financial statements of the Company issued in French and it is provided solely for the convenience of English-speaking users.

This statutory auditors' report includes information required by European Regulations and French law, such as information about the appointment of the statutory auditors or verification of the information concerning the Group presented in the management report and other documents provided to shareholders.

This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To the annual general meeting of Viridien,

Opinion

In compliance with the engagement entrusted to us by your annual general meeting, we have audited the accompanying consolidated financial statements of Viridien for the year ended December 31, 2025.

In our opinion, the consolidated financial statements give a true and fair view of the assets and liabilities and of the financial position of the Group as at December 31, 2025 and of the results of its operations for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union.

The audit opinion expressed above is consistent with our report to the Audit and Risk Management Committee.

Basis for Opinion

Audit Framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Statutory Auditors' Responsibilities for the Audit of the Consolidated Financial Statements* section of our report.

Independence

We conducted our audit engagement in compliance with independence requirements of the French Commercial Code (code de commerce) and the French Code of Ethics (code de déontologie) for statutory auditors, for the period from January 1, 2025 to the date of our report, and specifically we did not provide any prohibited non-audit services referred to in Article 5(1) of Regulation (EU) No. 537/2014.

Justification of Assessments – Key Audit Matters

In accordance with the requirements of Articles L. 821-53 and R. 821-180 of the French Commercial Code (code de commerce) relating to the justification of our assessments, we inform you of the key audit matters relating to risks of material misstatement that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period, as well as how we addressed those risks.

These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on specific items of the consolidated financial statements.

Goodwill impairment

(Notes 1.3.7 and 11 to the consolidated financial statements)

Identified risk

At 31 December 2025, the carrying amounts of goodwill allocated to the cash-generating units ("CGUs") were as follows:

- Geoscience (GEO): USD 725.6 million;
- Earth Data (EDA): USD 182.2 million;
- Sensing & Monitoring (SMO): USD 184.4 million.

The Group performs impairment tests whenever there is an indication of impairment and, at a minimum, annually for indefinite-life assets allocated to the GEO, EDA and SMO CGUs.

The procedures for performing impairment tests and the assumptions used are described in Note 11 to the consolidated financial statements.

The recoverable amount determined by the Group corresponds to the value in use of the cash-generating units, defined as the present value of the future cash flows, based on the information available at the reporting date, including sector analyses.

These forecasts have been prepared in a context of challenges in assessing (i) the future outlook for investments in the Exploration and Production sector and (ii) the impact of the Energy Transition and the development of new businesses on the business model. In this context, actual results may differ from these estimates and the uncertainty inherent in certain estimates may be heightened.

We considered goodwill impairment assessment to be a key audit matter due to the significance of these assets in the Group's consolidated financial statements and because determining their recoverable amounts requires management to exercise judgement and to use estimates in preparing discounted future cash flow projections used for the impairment tests.

Our response

As part of our audit, we obtained an understanding of:

- the process for preparing and approving the estimates and assumptions used by management in the impairment tests; and
- the procedures in place for the approval of the results of these tests by the Company's governance bodies.

We also assessed the appropriateness of the model used to determine the recoverable amount of the CGUs and reconciled the carrying amounts of the assets subject to impairment testing with the consolidated financial statements.

We obtained the CGUs' operating and cash flow forecasts prepared by the Group and assessed their consistency with the 2026 budget, approved by the Board of Directors, and with management's medium- and long-term estimates. We also assessed the consistency of the CGUs' operating cash flows with investment forecasts for the Exploration and Production sector derived from sector analyses.

Our procedures also included:

- performing a retrospective review of cash flow forecasts against actual outcomes;
- assessing whether there was any external information that might contradict management's assumptions.

With the assistance of our valuation specialists, we assessed the appropriateness of the discount rates and growth rates used to calculate discounted cash flows by reference to external sector-specific and macro-economic data.

Finally, we assessed the adequacy of the disclosures relating to goodwill impairment included in Note 11 to the consolidated financial statements. In particular, we assessed the consistency of the sensitivity analyses presented in the consolidated financial statements, especially in respect of the choice of variables and the assumptions for changes in those variables, and we tested the mathematical accuracy of those analyses.

Valuation of Earth Data library

(Notes 1.3.7 and 10 to the consolidated financial statements)

Identified risk

At 31 December 2025, the carrying amount of the marine Earth Data library was USD 494.1 million.

Note 1.3.7 to the consolidated financial statements states that the Earth Data library comprises seismic surveys underlying the attribution to customers of non-exclusive licence rights. It also describes the recognition principles for the Earth Data library and the impairment testing procedures applied when an indication of impairment exists, the main parameters of which are presented in Note 10. As indicated in this note, the impairment tests performed at 31 December 2025 resulted in the recognition of an impairment loss of USD 3.8 million.

The sales forecasts used as a basis for determining the recoverable amount were prepared using the information available at the reporting date, including basin-by-basin sector analyses.

We considered the assessment of the Earth Data library to be a key audit matter due to the materiality of these assets in the Group's consolidated financial statements and because determining their recoverable amounts requires management to exercise judgement and use estimates in preparing discounted future cash flow projections used for the impairment tests.

Our response

We obtained an understanding of the methodology applied by management to determine the recoverable amount of the Earth Data library and assessed its compliance with the applicable accounting standards.

We analysed the impairment indicators monitored by the Group. With respect to future sales forecasts, we assessed the consistency of this analysis by reference to:

- the forecasts used by management for the impairment test of the EDA CGU; and
- a retrospective review comparing forecast sales with actual sales.

We also assessed the consistency of this analysis with the forecast sales by basin, as derived from (i) investment forecasts in the Exploration and Production sector based on sector analyses and (ii) the attractiveness of the surveys for potential customers.

We assessed whether there was any external information that might contradict management's assumptions.

Where an indication of impairment was identified, we assessed, with the assistance of our valuation specialists and by reference to external sector-specific and macro-economic data, the appropriateness of the discount rates used to calculate discounted cash flows.

We also assessed the adequacy of the disclosures relating to the assessment of the Earth Data library presented in Note 10 to the consolidated financial statements.

Specific Verifications

We have also performed, in accordance with professional standards applicable in France, the specific verifications required by laws and regulations of the information pertaining to the Group presented in the management report of the Board of Directors.

We have no matters to report as to its fair presentation and its consistency with the consolidated financial statements.

Other Legal and Regulatory Verifications or Information

Format of presentation of the consolidated financial statements intended to be included in the annual financial report

We have also verified, in accordance with the professional standard applicable in France relating to the procedures performed by the statutory auditor relating to the annual and consolidated financial statements presented in the European single electronic format, that the presentation of the consolidated financial statements intended to be included in the annual financial report mentioned in Article L. 451-1-2, I of the French Monetary and Financial Code (code monétaire et financier), prepared under the responsibility of the Chief Executive Officer, complies with the single electronic format defined in the European Delegated Regulation No. 2019/815 of 17 December 2018. As it relates to consolidated financial statements, our work includes verifying that the tagging of these consolidated financial statements complies with the format defined in the above delegated regulation.

Based on the work we have performed, we conclude that the presentation of the consolidated financial statements intended to be included in the annual financial report complies, in all material respects, with the European single electronic format.

We have no responsibility to verify that the consolidated financial statements that will ultimately be included by your Company in the annual financial report filed with the AMF (Autorité des marchés financiers) agree with those on which we have performed our work.

Appointment of the Statutory Auditors

We were appointed as statutory auditors of Viridien by the annual general meeting held on April 30, 2025. As at December 31, 2025, Deloitte & Associés and BDO Paris were in their first year of engagement.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards as adopted by the European Union, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is expected to liquidate the Company or to cease operations.

The Audit and Risk Management Committee is responsible for monitoring the financial reporting process and the effectiveness of internal control and risks management systems and where applicable, its internal audit, regarding the accounting and financial reporting procedures.

The consolidated financial statements were approved by the Board of Directors.

Statutory Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Objectives and audit approach

Our role is to issue a report on the consolidated financial statements. Our objective is to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with professional standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As specified in Article L. 821-55 of the French Commercial Code (code de commerce), our statutory audit does not include assurance on the viability of the Company or the quality of management of the affairs of the Company.

As part of an audit conducted in accordance with professional standards applicable in France, the statutory auditor exercises professional judgment throughout the audit and furthermore:

- Identifies and assesses the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, designs and performs audit procedures responsive to those risks, and obtains audit evidence considered to be sufficient and appropriate to provide a basis for his opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtains an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management in the consolidated financial statements.
- Assesses the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. This assessment is based on the audit evidence obtained up to the date of his audit report. However, future events or conditions may cause the Company to cease to continue as a going concern. If the statutory auditor concludes that a material uncertainty exists, there is a requirement to draw attention in the audit report to the related disclosures in the consolidated financial statements or, if such disclosures are not provided or inadequate, to modify the opinion expressed therein.
- Evaluates the overall presentation of the consolidated financial statements and assesses whether these statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtains sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. The statutory auditor is responsible for the direction, supervision and performance of the audit of the consolidated financial statements and for the opinion expressed on these consolidated financial statements.

Report to the Audit and Risk Management Committee

We submit a report to the Audit and Risk Management Committee which includes in particular a description of the scope of the audit and the audit program implemented, as well as the results of our audit. We also report, if any, significant deficiencies in internal control regarding the accounting and financial reporting procedures that we have identified.

Our report to the Audit and Risk Management Committee includes the risks of material misstatement that, in our professional judgment, were of most significance in the audit of the consolidated financial statements of the current period and which are therefore the key audit matters, that we are required to describe in this report.

We also provide the Audit and Risk Management Committee with the declaration provided for in Article 6 of Regulation (EU) No. 537/2014, confirming our independence within the meaning of the rules applicable in France such as they are set in particular by Articles L. 821-27 to L. 821-34 of the French Commercial Code and in the French Code of Ethics (code de déontologie) for statutory auditors. Where appropriate, we discuss with the Audit and Risk Management Committee the risks that may reasonably be thought to bear on our independence, and the related safeguards.

Paris-La Défense, March 20, 2026

The Statutory Auditors

French original signed by

BDO Paris
Éric PICARLE

Deloitte & Associés
Emmanuel ROLLIN

6.2 2024-2025 Statutory financial statements of Viridien SA

6.2.1 BALANCE SHEET

This section is in French only.

6.2.2 INCOME STATEMENT

This section is in French only.

6.2.3 CASH FLOW STATEMENT

This section is in French only.

6.2.4 NOTES

This section is in French only.

6.2.5 INFORMATION ON TERMS OF PAYMENT

As of December 31, 2025, the parent company's trade payables totaled €25.1 million, which can be broken down as follows:

ARTICLE D. 441 L.-1°: INVOICES RECEIVED AND NOT PAID AS OF THE END OF THE FINANCIAL YEAR ALTHOUGH THE DUE DATE HAS PASSED

	0 days	1 to 30 days	31 to 60 days	61 to 90 days	91 days or more	Total (1 day or more)
(A) Late payment periods (see note below)						
Total number of invoices concerned	32					51
Total amount of invoices concerned, in millions of euros (incl. VAT)	23.7	0.4	1			1.4
Percentage of the total amount of invoices concerned	94.4%	1.6%	4%			5.6%
(B) Invoices excluded from (A) that relate to unrecorded liabilities						
Number of excluded invoices	None					
Total amount of excluded invoices, in millions of euros (incl. VAT)	None					
(C) Reference payment terms used (contractual or statutory - Article L. 441-6 or Article L. 443-1 of the French Commercial Code [Code du commerce])						
Payment terms used to calculate late payments	Contractual payment terms					
	<u>Statutory payment terms</u>					

As of December 31, 2025, the parent company's trade receivables totaled €20.1 million, which can be broken down as follows:

ARTICLE D. 441 L.-1°: INVOICES RECEIVED AND NOT PAID AS OF THE END OF THE FINANCIAL YEAR ALTHOUGH THE DUE DATE HAS PASSED

	0 days	1 to 30 days	31 to 60 days	61 to 90 days	91 days or more	Total (1 day or more)
(A) Late payment periods (see note below)						
Total number of invoices concerned	45					
Total amount of invoices concerned, in millions of euros (incl. VAT)	20.1					
Percentage of the total amount of invoices concerned	100%					
(B) Invoices excluded from (A) that relate to unrecorded liabilities						
Number of excluded invoices	None					
Total amount of excluded invoices, in millions of euros (incl. VAT)	None					
(C) Reference payment terms used (contractual or statutory - Article L. 441-6 or Article L. 443-1 of the French Commercial Code [Code du commerce])						
Payment terms used to calculate late payments	<u>Contractual payment terms</u>					
	Statutory payment terms					

6.2.6 FINANCIAL RESULTS OF VIRIDIEN SA (GROUP HOLDING COMPANY) OVER THE LAST FIVE YEARS

<i>In €</i>	2021	2022	2023	2024	2025
I. Financial position at year-end					
a) Capital stock	7,116,639	7,123,573	7,136,762	7,161,465	7,184,962
b) Number of shares outstanding	711,663,925	712,357,321	713,676,258	7,161,465	7,184,962
c) Maximal number of shares resulting from convertible bonds (see note below)	-	-	-	-	-
d) Total Equity	520,894,173	671,349,382	765,307,584	949,895,424	1,236,268,170
II. Earnings					
a) Sales net of sales tax	29,013,250	21,636,719	25,445,846	34,929,218	40,965,644
b) Earnings before taxes, employee profit sharing, depreciation and reserves	(377,765,039)	650,685,707	32,194,322	(389,369,206)	(716,419,222)
c) Employee profit sharing	-	-	-	-	-
d) Income taxes	(3,744,126)	(3,420,749)	(8,453,760)	(285,390)	448,424
e) Income after taxes, employee profit sharing, depreciation and reserves	(291,183,172)	150,058,885	93,893,770	184,587,841	285,978,308
f) Dividends	-	-	-	-	-
III. Earnings per share					
a) Earnings after taxes and profit sharing but before depreciation and reserves	(0.53)	0.92	0.06	(54.33)	(99.77)
b) Earnings after taxes, depreciation and reserves	(0.41)	0.21	0.13	25.78	39.80
c) Net dividend per share	-	-	-	-	-
IV. Personnel					
a) Average number of employees	14	13	13	14	11
b) Total payroll	5,402,078	5,823,606	7,291,180	7,469,608	7,149,030
c) Employee benefits (social security, etc.)	2,222,716	2,381,661	2,827,345	2,663,720	2,835,094

6.2.7 STATUTORY AUDITORS' REPORT ON THE STATUTORY FINANCIAL STATEMENTS OF VIRIDIEN SA

This section is in French only.

07 INFORMATION ON SHARE CAPITAL, SHAREHOLDERS AND GENERAL MEETINGS



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7.1 Ownership of share capital

7.1.1 PLACES WHERE VIRIDIEN SECURITIES ARE LISTED

The trading market for the Company's ordinary shares is Euronext Paris (Compartment B – SRD – ISIN code: FR001400PVN6; symbol "VIRI").

In addition, Senior Secured Notes due 2030 are listed on the Euro MTF market of the Luxembourg Stock Exchange.

Following delisting of the American depositary shares (ADSs) from the New York Stock Exchange in 2018, Viridien maintains its American depositary receipt (ADR) program at "level one", enabling trading on the US over-the-counter market. The depositary of Viridien's ADR program remains The Bank of New York Mellon.

7.1.2 SHAREHOLDING

Information on the share capital as at December 31, 2025

As at December 31, 2025, the share capital amounts to €7,184,962, divided into 7,184,962 shares with a nominal value of €1, all fully paid-up.

As at December 31, 2025, our Directors held 13,242 shares and 1,051 ADR, representing 17,089 voting rights, i.e. 0.20% of the share capital and 0.24% of the voting rights.

As at December 31, 2025, the Company held 249 of its own shares.

As at December 31, 2025	Number of shares	% of share capital	Number of theoretical voting rights	% of theoretical voting rights	Number of voting rights exercisable during General Meetings	% of voting rights exercisable during General Meetings
FIL Limited ^(a)	721,810	10.05%	721,810	10.01%	721,810	10.01%
UBS Group AG ^(b)	462,938	6.44%	462,938	6.42%	462,938	6.42%
Other shareholders	5,999,965	83.51%	6,025,864	83.57%	6,025,864	83.57%
Treasury stock ^(c)	249	0.00%	249	0.00%	0	0.00%
TOTAL NUMBER OF SHARES OUTSTANDING AND VOTING RIGHTS	7,184,962	100%	7,210,861	100%	7,210,612	100%

Percentages of share capital and voting rights calculated on the basis of information on the total number of voting rights and shares as at December 31, 2025.

(a) Calculated on the basis of the number of shares held by FIL Limited as indicated in a threshold crossing notification to the Autorité des marchés financiers dated February 2, 2023. Update of the number of shares based on a global shareholder identification analysis requested by the Company and drawn up by a third party as of December 31, 2025.

(b) Threshold crossing notification to the Autorité des marchés financiers effective on December 31, 2025.

(c) As at December 31, 2025, the 249 shares held by the Company represented 0.0035% of the capital and of the theoretical voting rights. These shares are deprived of voting rights for all General Meetings. The corresponding voting rights are reflected to provide theoretical voting rights only. For the sake of clarity of this table, they have been rounded to 0.00%. The net book value of the 249 shares held by the Company amounts to €23,039.60 and their nominal value to €249.

Evolution of the share capital over the past three years

The table below shows the shareholders who, to the best of the Company's knowledge, have crossed the legal threshold of 5% of share capital and/or voting rights as of the closing of the last three financial years:

	March 20, 2026		December 31, 2025		December 31, 2024		December 31, 2024	
	% of shares	% of voting rights*	% of shares	% of voting rights*	% of shares	% of voting rights*	% of shares	% of voting rights*
Other shareholders	85.51	85.57	85.51	83.57	83.55	83.60	89.91	89.95
FIL Limited	10.05	10.01	10.05	10.01	10.35	10.32	10.08	10.05
UBS Group AG	4.44	4.42	6.44	6.42				
M Partners Capital LLC ^(a)	0.00	0.00	0.00	0.00	6.10	6.08	0.00	0.00
Treasury stock ^(b)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%
TOTAL NUMBER OF SHARES OUTSTANDING AND VOTING RIGHTS	7,189,314	7,213,949	7,184,962	7,210,861	7,161,465	7,181,021	7,13,676,258	715,912,280

Sources: Viridien, disclosures made to the AMF and a global shareholder identification analysis requested drawn up by a third party as of December 31, 2025.

(a) Confirmation received by email on January 22, 2026 of M. Partners Capital LLC's complete exit from the Company's capital.

(b) As at December 31, 2025, the 249 shares held by the Company represented 0.0035% of the capital and of the theoretical voting rights. These shares are deprived of voting rights for all General Meetings. The corresponding voting rights are reflected to provide theoretical voting rights only. For the sake of clarity of this table, they have been rounded to 0.00%.

* Theoretical voting rights.

To the best of the Company's knowledge and as of the date of this Document, based on the threshold crossing declarations made to the French Financial Markets Authority (Autorité des marchés financiers), no shareholder other than FIL Limited holds a stake in the Company of more than 5% share capital or voting rights. For a

detailed presentation of the legal threshold crossings in 2025, please refer to section 7.4.5 of this Document.

To the best of the Company's knowledge and as of the date of this Document, there have been no other substantial changes in ownership of the Company's share capital over the past three years.

7.1.3 TRANSACTIONS IN THE COMPANY'S SHARES CARRIED OUT BY PERSONS EXERCISING MANAGERIAL RESPONSIBILITIES

Summary transactions disclosed in accordance with provisions of Article L. 621-18-2 of the French Monetary and Financial Code and Article 223-26 of the General Regulations of the French Financial Markets Authority (AMF).

Name and position	Nature of the transaction	Date of the transaction	Number of shares	Unit price	Amount of the transaction
Sophie ZURQUIYAH, CEO	Vesting of performance shares	June 23, 2025	2,730	€0	€0
Jérôme DENIGOT, EVP Sensing & Monitoring	Vesting of performance shares	June 23, 2025	690	€0	€0
Jérôme DENIGOT, EVP Sensing & Monitoring	Sell of shares	November 28, 2025	650	€115	€74,750
Dechun LIN, EVP Earth Data	Vesting of performance shares	June 23, 2025	960	€0	€0
Dechun LIN, EVP Earth Data	Sell to cover	June 23, 2025	251	€62.2273	€15,619.05
Jérôme SERVE, CFO	Purchase of shares	January 10, 2025	270	€55.60	€15,012
Jérôme SERVE, CFO	Vesting of performance shares	March 2, 2026	1,170	€0	€0
Jérôme SERVE, CFO	Sell of shares	March 9, 2026	1,170	€130	€152,100
Peter WHITING, EVP Geoscience	Vesting of performance shares	June 23, 2025	960	€0	€0

Note: Pursuant to Article 223-23 of the General Regulation of the French Financial Markets Authority, the only transactions reflected in this table are those (i) carried out by the persons referred to in Article L. 621-18-2 of the French Monetary and Financial Code, and (ii) exceeding €20,000 in the total amount of such transactions per calendar year, this total amount having been increased up to €50,000 on December 26, 2025.

7.2 Distribution of earnings – dividends

7.2.1 DISTRIBUTION OF EARNINGS (ARTICLE 19 OF THE ARTICLES OF ASSOCIATION)

Out of the earnings of the fiscal year, reduced if necessary by previous losses, at least five percent shall be first appropriated to form the reserve fund required by law, until said reserve fund has reached one tenth of the share capital.

The balance, increased by retained earnings, if any, forms the distributable earnings.

Any amounts that the General Meeting would decide, either on proposal by the Board or by its own decision, to allocate to one or more general or special reserve funds or to carry forward, shall be withdrawn from said earnings.

The balance shall be distributed among the shareholders as a dividend.

The terms and conditions for the payment of dividends are determined by the General Meeting or, in the absence of a determination by the General Meeting, by the Board of Directors.

The General Meeting deciding on the financial statements is entitled to give each shareholder, for the dividend or part of the dividend to be distributed or for any advance payments on a dividend, the choice between payment of the dividend in cash or in stock.

7.2.2 DIVIDENDS

The Company did not distribute any dividends over the past five years.

The Board of Directors is not considering proposing to distribute dividends at the next General Meeting based on 2025 results. The future dividend distribution policy will depend on the results achieved by the Company and its financial situation.

7.3 General information on the Company's share capital

7.3.1 RECENT MAJOR EVENTS AFFECTING THE SHARE CAPITAL

Details of changes in share capital during the past three years and share capital as at December 31, 2025

Share capital as at	Nominal value	Number of shares created/ resulting	Amount of the capital variation	Number of cumulated shares	Total share capital
DECEMBER 31, 2025				7,184,962	€7,184,962
Exercise of stock-options	€1	4,513	€4,513		
Allocation of performance shares ^(a)	€1	18,984	€18,984		
DECEMBER 31, 2024				7,161,465	€7,161,465
Reverse share split ^(b)	€1	7,161,465	€0	-	-
Allocation of performance shares ^(c)	€0.01	2,470,305	€24,703.05	-	-
DECEMBER 31, 2023				713,676,258	€7,136,762.58
Exercise of warrants	€0.01	23,794	€237,94	-	-
Allocation of performance shares	€0.01	1,295,143	€12,951.43	-	-

(a) Vesting on June 23, 2025.

(b) Reverse share split effective as of July 31, 2024 (see below) including a renunciation by a shareholder of 63 shares, in order to round the total number of shares to be consolidated.

(c) Vesting on June 24, 2024.

7.3.2 DILUTIVE INSTRUMENTS

As of December 31, 2025 and as of the date of this Document, the only dilutive instruments issued were stock options and free shares subject to performance and/or presence conditions listed below.

The number of shares that could derive from our dilutive instruments in circulation on December 31, 2025, on the basis of their terms in force as of this date, as well as the corresponding percentage of dilution are presented in the table below.

	12.31.2025	Dilution %
Stock-options	125,477	1.75%
Free shares subject to performance/presence conditions	156,323 ^(a)	2.18%

(a) Including 27,576 shares subject to presence condition only (granted to employees in 2023, 2024 and 2025 excluding corporate officers and members of the Executive Leadership team).

7.3.3 SHARE BUYBACK PROGRAM

I) Share buyback program approved by the General Meeting held on April 30, 2025

At the General Meeting held on April 30, 2025, the shareholders authorized the Board of Directors, for a duration of 18 months following the date of such meeting, to purchase or to order to purchase Company's shares, under the conditions of the share buyback program as published by the Company in section 7.3.3 II of the 2024 Universal Registration Document.

As of the date of this Document, this share buyback program was not implemented.

As of December 31, 2025, the Company held 249 of its own shares.

II) Share buyback program proposed to the General Meeting to be held in 2026

In accordance with the provisions of Article 5 of Regulation 596/2014, Article 2 of Delegated Regulation 2016/1052 and Article 241-2 of the AMF's General Regulation, this paragraph aims to describe the purposes and terms of the Company's share buyback program. This share buyback program will be submitted to the General Meeting to be held in 2026. This program would allow the Company to acquire up to 10% of its share capital through purchases of shares for the 18 months following the date of such meeting, with the following objectives:

- to ensure the facilitation of the secondary market or the liquidity of Viridien shares through a liquidity contract entered into with an investment service provider acting in compliance with the market practice admitted by the regulations, it being specified that in this context, the number of shares taken into account for the calculation of the aforementioned limit corresponds to the number of shares purchased, minus the number of shares resold;
- to retain purchased shares and subsequently remit them in exchange or as payment in the framework of merger, demerger, contribution or external growth transactions;
- to cover stock option plans and/or free share plans (or similar plans) to employees and/or corporate officers of the Group, including Economic Interest Groups and related companies as well as all allocations of shares under a company or group savings plan (or similar plan), under the Company's profit-sharing scheme and/or all other forms of share allocation to employees and/or corporate officers of the Group, including Economic Interest Groups and related companies;

- to cover securities giving entitlement to the allocation of shares in the Company within the framework of the regulations in force;
- to cancel any shares acquired, in accordance with the authorization granted or to be granted by the Extraordinary General Meeting; and
- generally, to implement any market practice that may be admitted by the French Autorité des marchés financiers and, more generally, to carry out any other transaction in compliance with applicable regulations (in such a case, the Company will inform its shareholders by means of a press release).

These share purchases may be carried out by any means, including the acquisition of blocks of shares, and at such times as the Board of Directors would determine.

The Board may not, without the prior authorization of the General Meeting, use this authorization during the period of a public tender offer initiated by a third party for the Company's shares, until the end of the offer period.

The Company does not intend to use optional mechanisms or derivative instruments.

The maximum purchase price per share shall be €250 (acquisition costs excluded).

This authorization would be granted for an 18-month period from the date of the General Meeting approving the program.

7.3.4 FINANCIAL DELEGATIONS AND AUTHORIZATIONS GRANTED TO THE BOARD OF DIRECTORS IN FORCE IN THE COURSE OF 2025

The tables below summarize the various financial delegations⁽¹⁾ and authorizations granted by the General Meeting to the Board of Directors, which are currently in force.

Authorizations in force in 2025

	Resolution number – General Meeting	Period	Maximum authorized amount	Use in 2025
SHARE CAPITAL INCREASES				
By incorporation of reserves, profits, premiums or other	21 st – GM April 30, 2025	26 months	€716,146.50 ^(a) , or for information purposes 10% of the Company's share capital as of December 31, 2024	None
With preferential subscription right	22 th – GM April 30, 2025	26 months	€3,580,732.50 ^(b) , or for information purposes 50% of the Company's share capital as of December 31, 2024	None
Without preferential subscription right, within the scope of public offerings and/or as remuneration for securities in the course of a public exchange offer	23 rd – GM April 30, 2025	26 months	€716,146.50 ^(a) , or for information purposes 10% of the Company's share capital as of December 31, 2024	None
Without preferential subscription right by private placement	24 th – GM April 30, 2025	26 months	€716,146.50 ^(a) , or for information purposes 10% of the Company's share capital as of December 31, 2024	None
Increase of the number of securities to be issued by the Company in the event of a share capital increase with or without preferential subscription right	25 th – GM April 30, 2025	26 months	Up to the ceiling of the delegation used and to 15% of the initial offering amount	None
In consideration of contributions in kind	26 th – GM April 30, 2025	26 months	10% ^(a) of the Company's share capital as of the date of the General Meeting	None
Increase of capital, reserving the subscription of the shares to be issued to members of a company savings plan (<i>plan d'épargne entreprise</i>) ^(c)	27 th – GM April 30, 2025	26 months	2% of the Company's share capital as of the date of the General Meeting	None
CAPITAL REDUCTION				
Share cancellation	20 th – GM April 30, 2025	24 months	10% of the share capital as of the date of the cancellation decision	None
SHARE BUY-BACK PROGRAM				
Share repurchase*	19 th – GM April 30, 2025	18 months	10% of the share capital as of the date of the General Meeting Maximum purchase price of €250 per share Maximum amount of the operation: €179,036,500	None

(1) Financial delegations are suspended during a public offer period.

Authorizations in force in 2025

	Resolution number – General Meeting	Period	Maximum authorized amount	Use in 2025
PERFORMANCE SHARES				
Allocation of performance shares to senior executive officers and employees*	16 th – GM May 15, 2024	26 months	2% of the share-capital as of the date of the Meeting of the Board of Directors deciding their allocation, as follow: <ul style="list-style-type: none"> – free allocations of shares subject to performance conditions: 1.50% of the share-capital as of the date of the Meeting of the Board of Directors deciding their allocation, distributed as follows: (i) sub-limit of 0.30% for allocation to the executive corporate officers and (ii) sub-limit of 1.20% for allocation to employees that are not executive corporate officers; – free allocations of shares subject to the condition of single presence to employees that are neither executive corporate officers nor members of the Executive Leadership Team: 0.50% of the share capital as of the date of the Meeting of the Board of Directors deciding their allocation. 	June 18, 2025: allocation of 68,405 ^(d) free shares, i.e. 0.955% of the share capital on April 30, 2025

(a) To be deducted from the aggregate ceiling of €3,580,732.50 set forth in the 22nd resolution of the General Meeting held on April 30, 2025 (see (b) below).

(b) Aggregate ceiling for share capital increases, any operations considered, with the exception of stock-options and performance shares allocations.

(c) Category of persons under Article L. 225-138 of the French Commercial Code.

(d) This number includes, on one hand, the allocation of 59,885 performance shares and, on the other hand, the allocation of 8,520 shares subject to a condition of presence only, for the benefit of employees (excluding the Chair and Chief Executive Officer and members of the Executive Leadership Team).

* Renewal proposed at the 2026 General Meeting.

7.3.5 Securities not giving access to the share capital

Secured bonds due 2030

On March 25, 2025, Viridien SA issued 2030 secured bonds at 10% for a nominal amount of US\$450 million and 2030 secured bonds at 8.5% for a nominal amount of €475 million (together, the "2030 Bonds"). In connection with the issuance of these bonds,

Viridien SA, as issuer, and certain of its subsidiaries, as guarantors, and GLAS Trust Company LLC, as trustee, among others, executed an indenture dated March 25, 2025 (*for more information on the 2030 Bonds, please refer to section 6.1 of this Document, note 13 of the 2025 consolidated financial statements*).

7.4 General information on the Company's General Meetings

7.4.1 CONVENING (ARTICLES 14.2 AND 14.3 OF THE ARTICLES OF ASSOCIATION)

The General Meeting is convened and makes decisions under the conditions and deadlines set forth by law. The General Meeting

meets at the head office or at any other place as may be indicated in the notice of convening.

7.4.2 CONDITIONS TO ATTEND AND VOTE AT GENERAL MEETINGS (ARTICLES 14, 15 AND 16 OF THE ARTICLES OF ASSOCIATION)

Subject to the provisions of Articles L. 225-104 et seq. of the French Commercial Code, the conditions for shareholders to attend the General Meetings of the Company are described in Articles 14, 15 and 16 of the articles of association.

The General Meeting is composed of all the shareholders, whatever the number of shares they hold.

Shareholders may participate in General Meetings in accordance with the terms and conditions provided for by the regulations in force.

Each shareholder has as many votes as the shares he possesses or represents, subject to the provisions related to double voting rights (see paragraph 7.4.3 below).

Shareholders may vote by mail or give their proxy by expressing their vote or by sending their proxy by any means in accordance with the legal and regulatory conditions in force. In particular, shareholders may send proxy and postal voting forms to the Company by teletransmission or by electronic means prior to the General Meeting under the conditions provided for by law.

Any shareholder may also, if the Board of Directors or its Chair allows at the time of the convocation to a General Meeting, assist this meeting via visio-conference or by electronic telecommunication or tele-transmission means subject to and in accordance with the conditions laid down by the legislation or the regulations in force. This shareholder is then considered to be present at this meeting when calculating the quorum and the majority.

7.4.3 DOUBLE VOTING RIGHTS (ARTICLE 14.6 OF THE ARTICLES OF ASSOCIATION)

As from May 22, 1997, a double voting right is allocated to all registered and fully paid-up shares registered in the name of the same holder for at least two years.

In the event of an increase in capital by incorporation of reserves, profits or paid in capital, this double voting right is granted to registered shares allocated free to a shareholder as soon as they are issued, at the rate of the former shares for which he benefits from this right.

The double voting right ceases ipso jure for any share having been subject to a conversion to bearer form or a transfer of ownership subject to exceptions provided for by law.

In accordance with Article L. 225-99, paragraph 2, of the French Commercial Code, the Extraordinary General Meeting cannot withdraw the double voting rights without a prior authorization granted by a special meeting of the holders of these double voting rights.

7.4.4 THRESHOLD CROSSINGS TO BE NOTIFIED TO THE COMPANY (ARTICLE 7.2 OF THE ARTICLES OF ASSOCIATION)

Any shareholder who directly or indirectly (as per the provisions of Article L. 233-7 of the French Commercial Code) acquires ownership or control of shares representing at least 1% or any multiple thereof of the share capital or voting rights, or whose shareholding falls below any such limit, must inform us within five trading days of the crossing of the relevant threshold, of the number of shares then owned by such shareholder.

Failure to comply with these notification requirements may result, at the request, recorded in the minutes of the General Meeting, of one or several shareholders holding at least 1% of the capital, in the shares in excess of the relevant threshold being deprived of voting rights for all Shareholder Meetings until the end of a two-year period following the date on which the owner thereof has complied with such notification requirements.

7.4.5 LEGAL THRESHOLD CROSSINGS IN 2025 AND AS OF THE DATE OF THIS DOCUMENT

The table below shows all the legal threshold crossings reported during fiscal year 2025 and as of the date of this Document.

Date of the notification	Date of the transaction	AMF reference no.	Threshold crossed	Above/ Below	Number of shares after the crossing	In % of the share capital	In % of the voting rights
By M Partners Capital LLC							
08.14.2025	03.20.2025	225C1389	5%	Below	228,160	3.18	3.16
By DWS Investment GmbH							
04.15.2025	04.10.2025	225C0652	5%	Above	463,623	6.47	6.45
04.17.2025	04.14.2025	225C0664	5%	Below	323,085	4.51	4.50
11.06.2025	11.04.2025	225C1877	5%	Above	393,766	5.48	5.46
01.05.2026	12.29.2025	226C0007	5%	Below	351,996	4.90	4.88
By JP Morgan Chase & Co.							
11.06.2025	10.31.2025	225C1878	5%	Above	502,807	7.00	6.97
12.08.2025	12.04.2025	225C2076	5%	Below	358,398	4.99	4.97
01.06.2026	01.02.2026	226C0015	5%	Above	365,049	5.08	5.06
01.29.2026	01.26.2026	226C0120	5%	Below	357,211	4.97	4.95
02.06.2026	02.04.2026	226C0159	5%	Above	359,745	5.006	4.99
02.09.2026	02.05.2026	226C0166	5%	Below	355,239	4.94	4.93
02.11.2026	02.09.2026	226C0184	5%	Above	365,258	5.08	5.07
02.12.2026	02.10.2026	226C0187	5%	Below	344,859	4.80	4.78
03.09.2026	03.03.2026	226C0277	5%	Above	433,795	6.04	6.01
03.11.2026	03.16.2026	226C0308	5%	Below	347,072	4.83	4.81
By UBS Group AG							
11.06.2025	10.31.2025	225C1879	5%	Above	374,123	5.21	5.19
11.07.2025	11.04.2025	225C1893	5%	Below	30	0.0004	0.0004
11.13.2025	11.07.2025	225C1909	5%	Above	361,188	5.03	5.01
01.06.2026	12.31.2025	226C0016	5%	Above	462,938	6.45	6.42
01.06.2026	01.02.2026	226C0018	5%	-	438,220	6,10	6,07
01.08.2026	01.05.2025	226C0036	5%	-	446,722	6,22	6,19
01.15.2026	01.12.2026	226C0064	5%	Above	426,010	5.93	5.91
01.29.2026	01.26.2026	226C0121	5%	-	416,008	5.79	5.77
02.11.2026	02.09.2026	226C0183	5%	-	426,234	5.93	5.91
02.16.2026	02.11.2026	226C0194	5%	-	418,451	5.82	5.80
03.03.2026	02.27.2026	226C0253	5%	Below	318,977	4.44	4.42
By Janus Henderson Group plc							
03.03.2026	02.25.2026	226C0250	5%	Above	362,685	5.05	5.03
09.03.2026	03.04.2026	226C0276	5%	Below	358,397	4.99	4.97

7.4.6 SHAREHOLDERS IDENTIFICATION PROCESS (ARTICLE 7.1 OF THE ARTICLES OF ASSOCIATION)

The Company is entitled to request to disclose the name or the corporate name, nationality, address of the holders of shares or other securities conferring immediate or future voting rights at its Shareholders' Meetings.

7.4.7 LEGAL ENTITY OR NATURAL PERSON WHICH/WHO MAY CONTROL THE COMPANY

As of the date of this Document, no natural person nor any legal entity has control over the Company. As of the date of this document, there is no specific measure in place to prevent a potential attempt to take over the Company. Aside from the legal and regulatory threshold crossing notification requirements, the only existing control over the interest owned by each of our shareholders in our share capital is the notification imposed by the Company's articles of association when crossing the threshold of 1% of the share capital or the voting rights.

7.4.8 CHANGES IN THE SHARE CAPITAL AND VOTING RIGHTS

There are no specific rules in the Company's articles of association relating to the change in the share capital or the rights attached to the securities constituting the share capital.

As a consequence, these changes shall be carried out in accordance with legal requirements.

7.4.9 ITEMS LIKELY TO HAVE AN INFLUENCE IN THE EVENT OF A TAKE-OVER BID

Pursuant to Article L. 22-10-11 of the French Commercial Code, you will find below the elements which are likely to have an influence in case of a take-over bid.

Double voting right

As from May 22, 1997, a double voting right has been allocated to all registered and fully paid-up shares registered in the name of the same holder for at least two years (Article 14 of the articles of association).

Capital structure of the Company

Capital details

The details on the share capital and voting rights are provided in section 7.1.2 of this Document.

Notice of crossing of a statutory threshold

Pursuant to Article 7.2 of the Company's articles of association, any shareholder holding directly or indirectly a portion amounting to 1% of the stock capital or of the voting rights or a multiple of this percentage, within the meaning of Article L. 233-7 of the French Commercial Code, shall give notice to the Company of the number of shares or voting rights he holds, within five trading days from the date on which one of these thresholds was exceeded.

Failure to comply with this notification requirement may result, at the request, recorded in the minutes of the General Meeting, of one or several shareholders holding at least 1% of the capital, in the shares in excess of the relevant threshold being deprived of voting rights for all Shareholder Meetings until the end of a two-year period following the date on which the owner thereof has complied with such notification requirements

Similarly, any shareholder whose shareholding is reduced below one of these thresholds shall give notice thereof to the Company within the same five-day period.

Statutory restrictions concerning the exercise of voting rights and share transfers or clauses of agreements which the Company is aware of, in compliance with Article L. 233-11 of the French Commercial Code

There is no statutory restriction to the exercise of voting rights (subject to the withholding of voting rights that may be requested by one or more shareholders holding at least 1% of the share capital, in the absence of a declaration that the threshold of 1% of the share capital or voting rights, or any multiple thereof, has been crossed (Article 7.2 of the articles of association)) and share transfers. The Company is not aware of any agreement in application of Article L. 233-11 of the French Commercial Code.

Direct or indirect shareholding in the share capital of the Company notified pursuant to sections L. 233-7 and L. 233-12 of the French Commercial Code

See sections 7.1.2 and 7.4.5 of this Document.

General information on the Company's General Meetings

List of holders of any security with special control rights and related description

There is no holder of securities with special rights except the double voting rights described above.

Control mechanism included in a potential system of employee share ownership, when control rights are not exercised by them

Not applicable.

Agreements between shareholders which the Company is aware of and which are likely to restrict share transfers and the exercise of voting rights

As of December 31, 2025, no agreements between shareholders were notified to the Company.

Rules applicable to the appointment and replacement of members of the Board of Directors as well as the modification of the articles of association

The rules applicable to the appointment and replacement of Board of Directors' members are described in Article 8 of the articles of association. The rules applicable to the modification of articles of association are described in Article L. 225-96 of the French Commercial Code.

None of these rules is likely to have an influence in case of a take-over bid.

Powers of the Board of Directors, in particular the issuance or re-purchase of shares

The Board of Directors does not have any specific power likely to have an influence in case of a take-over bid. The delegations of competence currently in force (presented under section 7.3.4 of this Document) cannot be used by the Board of Directors in case of a take-over bid.

Agreements entered into by the Company and modified or terminated in the event of change of control over the Company

The indentures governing the Company's outstanding senior notes and certain of its credit facilities provide for an early redemption of the loans, at the option of the lenders, in the event of a change of control, pursuant to the terms specified in each agreement.

Agreements providing for severance payments to corporate officers or employees who resign or who are dismissed without cause or whose employment is terminated in the event of a take-over bid

In addition to the agreements referred to sections 4.2.1.2.a)x. and 4.2.1.2.b)x. of this Document with respect to the Company's corporate officers, we inform you that certain executives of the Group benefit from a protection letter providing for a severance payment in the event of dismissal or change of control. The amount of such severance payment depends upon the positions and classifications of each of the concerned persons.

08 ADDITIONAL INFORMATION



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8.1 Information about the Company

8.1.1 REGISTERED NAME

Registered name: Viridien.

8.1.2 PLACE AND NUMBER OF REGISTRATION/APE CODE

The Company is registered with the Évry Commercial court registry under registration number 969 202 241 RCS Évry.
APE code: 7010Z.

8.1.3 DATE OF REGISTRATION AND DURATION OF THE COMPANY (ARTICLE 5 OF THE ARTICLES OF ASSOCIATION)

The Company was incorporated in France on March 27, 1931 for a 99-year duration, i.e. until March 27, 2030 – unless earlier dissolution or extension approved by the General Meeting.

8.1.4 REGISTERED ADDRESS AND PHONE NUMBER – LEGAL FORM – APPLICABLE LAW – COUNTRY OF ORIGIN

The registered address of the Company is located at 27 avenue Carnot, 91300 Massy, France.

Phone number is +33 (0)1 64 47 30 00.

The Company is a French *société anonyme* with a Board of Directors (Article 1 of the articles of association).

The Company is governed by the French Commercial Code and, more generally, by French laws and regulations, as its has been registered in France since its incorporation in 1931.

8.1.5 CORPORATE OBJECT (ARTICLE 2 OF THE ARTICLES OF ASSOCIATION)

The corporate object of the Company is as follows:

- development and operation in any form and under any conditions whatsoever, of all and any business relating to the identifying, assessing, understanding and/or solving the Earth's natural resource, environmental and infrastructure challenges, through different techniques, including but not limited to the data, technology, services and equipment that are required to

understand and monitor these challenges, in any and all countries, on behalf of third parties or on its own behalf;

- direct or indirect participation in any business, firm or Company whose object would be likely to promote the corporate object; and
- generally, any business, industrial, mining, financial, personal or real property operations relating directly or indirectly to the above object without limitation or reserve.

8.1.6 FISCAL YEAR (ARTICLE 18 OF THE ARTICLES OF ASSOCIATION)

The Company's fiscal year starts on January 1 and ends on December 31.

8.1.7 LEGAL ENTITY IDENTIFIER (LEI)

The Company's Legal Entity Identifier is 969500FCVQ5SLAAUJV59.

8.1.8 WEBSITE

The Company's website is www.viridiengroup.com⁽¹⁾.

⁽¹⁾ It is specified that the documents appearing on the Company's website do not constitute part of this Universal Registration Document, unless such information is incorporated by reference, in accordance with 4.4 of Annex I of Delegated Regulation (EU) 2019/980.

8.2 Related party transactions

Please refer to note 27 to the 2025 consolidated financial statements in section 6.1 of this Document for more details.

8.3 Statutory Auditors and Auditor in charge of the assurance of sustainability information

8.3.1 STATUTORY AUDITORS

Deloitte & Associés

Member of the *Compagnie nationale des Commissaires aux Comptes*

6 Place de la Pyramide, 92908 Paris La Défense Cedex

Represented by Emmanuel Rollin

Appointment date: April 30, 2025

Duration: until the end of the Ordinary General Meeting convened to approve the 2030 financial statements

BDO Paris

Member of the *Compagnie nationale des Commissaires aux Comptes*

43-47 avenue de la Grande Armée, 75116 Paris

Represented by par Eric Picarle

Appointment date: April 30, 2025

Duration: until the end of the Ordinary General Meeting convened to approve the 2030 financial statements

8.3.2 AUDITOR IN CHARGE OF THE ASSURANCE OF SUSTAINABILITY INFORMATION

BDO Paris

Member of the *Compagnie nationale des Commissaires aux Comptes*

43-47 avenue de la Grande Armée, 75116 Paris

Represented by par Eric Picarle

Appointment date: April 30, 2025

Duration: until the end of the Ordinary General Meeting convened to approve the 2030 financial statements

8.4 Publicly available documents

The articles of association, reports, mail and other documents of the Company, as well as its historical financial data and those of its subsidiaries for the last two years prior to the publication of this Document, may be consulted directly at the Company's registered office and on the Company's website.

8.5 Person responsible for this Universal Registration Document

Name and function of person responsible

Sophie ZURQUIYAH, Chair and Chief Executive Officer

Statement of the person responsible

"I attest that the information contained in this Universal Registration Document 2025 is, to the best of my knowledge, accurate and does not omit any facts that could alter its meaning.

I attest, to the best of my knowledge, that the annual financial statements and the consolidated financial statements, are prepared in accordance with the applicable accounting standards and provide a true and fair view of the assets and liabilities, the financial position, and the profits or losses of the issuer and all the companies included in the consolidation. Furthermore, the management report referred to in the cross-reference table in section 8.6.2 of the Universal Registration Document 2025 provides a true view of the Company's development, results, and financial position, as well as a description of the main risks and uncertainties they face, and has been prepared in accordance with the applicable sustainability reporting standards."

April 2, 2026

Sophie ZURQUIYAH

Chair and Chief Executive Officer

8.6 Cross-reference tables

8.6.1 CROSS-REFERENCE TABLE FOR THE UNIVERSAL REGISTRATION DOCUMENT

The table below lists the references to the information required by Annexes 1 and 2 of Commission Delegated Regulation (EU) 2019/980 of March 14, 2019, in accordance with the format of the URD.

	Section of the Universal Registration Document
1- Persons responsible, third party information, experts' reports and competent authority approval	
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1-2 Declaration of persons responsible	8.5
1-3 Name, address, qualifications of persons acting as experts	n.a.
1-4 Confirmation relating to information sourced from a third party	n.a.
1-5 Statement relating to the competent authority	p. 1 – AMF insert
2- Statutory Auditors	
2-1 Identity of the Statutory Auditors	8.3
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disclosures required in the corporate governance report (information referred to in Article L. 225-37 et seq. and L. 22-10-8 et seq. of the French Commercial Code and contained in the specific section of the management report on corporate governance).

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– Owners of any securities conferring special rights of control and description of these securities	7.4.9
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– Powers of the Board of Directors and in particular – concerning the issuance or buyback of shares	7.4.9
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– Agreements providing for compensation for members of the Board of Directors or employees, if they resign or are dismissed without real and serious cause or if their employment is terminated due to a takeover or exchange offer	7.4.9
Agreements entered into between an agent or a shareholder holding more than 10% of the voting rights and a controlled company within the meaning of Article L. 233.3 of the French Commercial Code (excluding agreements relating to usual operations and entered into under normal conditions)	4.1.4
Remuneration policy of corporate officers (including, but not limited to, the relative proportion of fixed and variable compensation, the possibility of claiming back variable compensation, commitments of any kind made in favor of corporate officers when taking up, terminating or changing their functions)	4.2.1
Remuneration and benefits of any kind paid in or allocated for the last financial year to each corporate officer (including, but not limited to, the remuneration granted or paid by a company included in the scope of consolidation, the annual evolution in remuneration, the way in which the vote of the last General Meeting was taken into account, any potential deviations from the procedure for implementing the remuneration policy, any potential suspension of the payment of Directors' remuneration in the event of failure to comply with the gender diversity policy within the Board of Directors...)	4.2.2
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MISCELLANEOUS	
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8.6.3 INFORMATION INCORPORATED BY REFERENCE

Pursuant to Article 19 of Regulation (EU) 2017/1129, the following information is incorporated by reference into this Universal Registration Document:

- for fiscal year 2024: Group consolidated financial statements for the year ended December 31, 2024 and the related Statutory Auditors' report, as well as the financial information included in management report, as presented in the universal registration document filed with the AMF (French financial markets authority) on March 6, 2025, under number D.25-0075;
- for fiscal year 2023: Group consolidated financial statements for the year ended December 31, 2023 and the related Statutory Auditors' report, as well as the financial information included in management report, as presented in the universal registration document filed with the AMF (French financial markets authority) on March 14, 2024, under number D.24-0106.

The information included in these two universal registration documents other than the ones mentioned above has been, where applicable, replaced and/or updated by the information included in this Universal Registration Document

8.7 Glossary

Adjusted EBITDAs	EBITDAs adjusted for non-recurring charges and gains.
Adjusted OPINC	OPINC adjusted for non-recurring charges and gains.
Adjusted segment EBITDAs	Segment EBITDAs adjusted for non-recurring charges and gains.
Asset financing	Asset financing operation with third party recognized as financial liability.
Beyond the Core (BTC)	The terms "Beyond the Core" ("BTC") or "New Businesses" are used indistinctively in this Document and correspond to any new activities the Group is developing, which differentiate from our Core business, including, but not limited to, HPC & Cloud Solutions, CCUS, Minerals & Mining, Environmental Sciences and Infrastructure Monitoring.
Capital expenditures	Capital expenditures is defined as total capital expenditures (including variation of fixed assets suppliers, excluding Earth Data surveys) from our statement of cash flows.
Cash and cash equivalents	Cash and cash equivalents consist of bank deposits, currency and short-term investments with maturities of less than three months.
Cost of net financial debt	The cost of net financial debt includes: (i) interest charges on long-term debt, i.e. bond issues and other borrowing; (ii) interest expense on leases and interest expense on asset financing operations; (iii) other expenses paid to financial institutions related to funding operations; (iv) interest received on cash and cash equivalents.
DDE segment revenue	DDE segment revenue corresponds to the sum of external segment revenues from Geoscience and Earth Data.
EDA Cash EBITDA	EDA Cash EBITDA is defined as Adjusted segment EBITDAs less investment in Earth Data surveys for the period and less inactivity compensation fees related to the Capacity Agreement between Viridien and Shearwater. The use of this indicator is limited to our segment EDA and is also called EDA Cash EBITDA.
Earth Data segment revenue	The Earth Data segment revenue is computed in accordance with internal management reporting with Earth Data preperforming revenues recorded based upon percentage of completion and not upon delivery of processed data when the performance obligation is fulfilled (in application of IFRS 15). The segment revenue is not a measure of performance under IFRS and must not be considered as an alternative to other measures of performance in accordance with IFRS.
External revenue (Geoscience)	Geoscience revenue from sales to external clients.
Free EBITDA	Free EBITDA is defined as segment EBITDAs less capital expenditures for the period (tangible and intangible assets) and investment in Earth Data surveys, excluding variation of fixed assets suppliers.
Gross financial debt	Gross financial debt is long-term financial debt (including leases, i.e. IFRS 16 debt and debt related to asset financing), short-term financial debt (including the short-term portion of lease liabilities, i.e. IFRS 16 debt and debt related to asset financing), bank overdrafts and accrued interest.
EBIT	EBIT is defined as operating Income plus income from equity affiliates. EBIT may be used as a performance indicator by management in addition to operating income because it captures the contribution to our results of the businesses that we manage through our joint ventures. EBIT is not a measure of financial performance under IFRS and should not be considered as an alternative to cash flow from operating activities or as a measure of liquidity or an alternative to net income as indicators of our group operating performance or any other measures of performance derived in accordance with IFRS.

EBITDAs	EBITDAs is defined as earnings before interest, tax, income from equity affiliates, depreciation, amortization net of amortization costs capitalized to Earth Data surveys, and cost of share-based compensation for employees and senior executives. The cost of share-based compensation includes the cost of stock options and allotments of performance shares. EBITDAs is presented as additional information because it is one measure used by certain investors to determine our operating cash flow and ability to meet debt service and capital expenditure requirements. EBITDAs is not a measure of financial performance under IFRS and should not be considered as an alternative to cash flow from operating activities or as a measure of liquidity or an alternative to net income as indicators of our group operating performance or any other measures of performance derived in accordance with IFRS.
Internal production (Geoscience)	Geoscience revenue from internal sales to Earth Data.
Liquidity	Cash and undrawn RCF.
Net cash flow	Net cash flow is defined as net cash flow provided by operating activities plus "proceeds from disposals of tangible and intangible assets and activities" less (i) "total capital expenditures including acquisitions of activities" and "cash investments in Earth Data surveys", as set out in the "Investing activities" section of the consolidated statement of cash flows, (ii) "interest expenses paid", as set out in the "Financing activities" section of the consolidated statement of cash flows, (iii) "lease repayments", as set out in the "Financing activities" section of the consolidated statement of cash flows, and (iv) "payments and/or proceeds net from asset financing transactions", included in the "Financing activities" section of the consolidated statement of cash flows. We present net cash flow as additional information because we understand that it is one measure used by certain investors to determine our operating cash flow and our historical ability to meet debt service and capital expenditure requirements. However, other companies may present net cash flow differently than we do. Net cash flow is not a measure of financial performance under IFRS and should not be considered as an alternative to cash flow from operating activities or any other measure of performance derived in accordance with IFRS.
Net financial debt	Net financial debt is defined as gross financial debt less cash and cash equivalents. Net financial debt is presented as additional information because certain investors believe that netting cash against debt provides a clearer picture of the financial liability exposure. However, other companies may present net debt differently than we do. Net debt is not a measure of financial performance under IFRS and should not be considered as an alternative to other measures of performance presented in accordance with IFRS.
New Businesses	The terms "New Businesses" or "Beyond the Core" ("BTC") are used indistinctively in this Document and correspond to any new activities the Group is developing, which differentiate from our Core business, including, but not limited to, HPC & Cloud Solutions, CCUS, Minerals & Mining, Environmental Sciences and Infrastructure Monitoring.
Permanent funding	Permanent funding consists of equity and financial debt.
Segment EBIT	EBIT is defined as operating income plus income from equity affiliates. EBIT may be used as a performance indicator by management in addition to operating income because it captures the contribution to our results of the businesses that we manage through our joint ventures. The segment figures are figures prepared, for internal management reporting purposes, in accordance with the Group's previous method for recognizing Earth Data survey prefunding revenues based on percentage of completion. Other companies may present EBIT differently than we do. EBIT is not a measure of financial performance under IFRS and should not be considered as an alternative to net cash flow provided by operating activities or other measures of liquidity or an alternative to net income as indicators of the Group's operating performance or other measures of performance presented in accordance with IFRS.
Segment EBITDAs	Segment EBITDAs is defined as earnings before interest, tax, income from equity affiliates, depreciation, amortization net of amortization costs capitalized to Earth Data surveys, and cost of share-based compensation for employees and senior executives. The cost of share-based compensation includes the cost of stock options and allotments of performance shares. EBITDAs is presented as additional information because it is one measure used by certain investors to determine our operating cash flow and ability to meet debt service and capital expenditure requirements. The segment figures are figures prepared, for internal management reporting purposes, in accordance with the Group's previous method for recognizing Earth Data survey prefunding revenues based on percentage of completion. Other companies may present EBITDAs differently than we do. EBITDAs is not a measure of financial performance under IFRS and should not be considered as an alternative to net cash flow provided by operating activities or other measures of liquidity or an alternative to net income as indicators of our operating performance or other measures of performance presented in accordance with IFRS.
Segment figures	Segment figures are figures prepared before IFRS 15, for internal management reporting purposes, in accordance with the Group's previous method for recognizing Earth Data prefunding revenues based on percentage of completion. Other companies may present segment and related measures differently than we do. Segment figures are not a measure of financial performance under IFRS and should not be considered as an alternative to any measures of performance derived in accordance with IFRS.

Segment free cash flow	Segment free cash flow is defined as net cash flow provided by operating activities plus "Proceeds from disposals of tangible and intangible assets", minus "Total capital expenditures" and "Investments in Earth Data surveys", plus "Acquisition of investments, net of cash & cash equivalents acquired", "Proceeds from divestment of activities and sale of financial assets" and "Variation in subsidies for capital expenditures" as set out in our consolidated statement of cash flows in the "Investing" section. Segment Free-cash flow is presented as additional information, however, other companies may present Free-cash flow differently than we do. Segment Free-cash flow is not a measure of financial performance under IFRS and should not be considered as an alternative to cash flow from operating activities or any other measures of performance derived in accordance with IFRS.
Segment revenue	The segment revenue is prepared in accordance with internal management reporting with Earth Data prefunding revenues recorded based upon percentage of completion. The segment revenue is not a measure of performance under IFRS and should not be considered as an alternative to other measures of performance in accordance with IFRS.
Total production (Geoscience)	Geoscience total revenue from sales to both external and internal clients.
Total production (Sensing & Monitoring)	Sensing & Monitoring total revenue from sales to both external and internal clients.
Working capital	Working capital consists of trade receivables, inventories and work-in-progress, tax assets, other current financial assets, other current assets and assets held for sale, less trade payables, accrued payroll costs, income tax payable, advance billings to clients, current provisions, other current financial liabilities, other current liabilities and liabilities related to non-current assets held for sale.

VIRIDIEN

A French Société Anonyme with a share capital of €7,189,314

Registered office: 27 avenue Carnot, 91300 Massy, France

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This Universal Registration Document, prepared in accordance with Article 212-13 of the General Regulations of the Autorité des marchés financiers (French Market Authority), constitutes the 2025 annual report of Viridien.

It may be used in support of a financial transaction only if supplemented by a prospectus which received approval from the Autorité des marchés financiers.



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