

## 2026 Corporate officers' remuneration policies – adjustments and other clarifications

Paris, France – May 18, 2026

Ahead of the Combined General Meeting of Viridien scheduled for June 3, 2026, and following discussions with proxy advisors, the Company issues the following adjustments and clarifications:

### I. 2024 LTI Plan Pro-rata vesting

The Company has decided that the 2024 long-term incentive (“LTI”) plan granted to Sophie Zurquiyah, as outgoing CEO, covered in the 2025 Universal Registration Document on page 189, will vest on a pro-rata basis, using the same treatment already disclosed for the 2025 LTI plan. The proration will be calculated by reference to the period of active executive service between the grant date of the 2024 plan and the end of Sophie Zurquiyah’s CEO mandate on 3 June 2026, resulting in an effective vesting percentage of approximately 65% for the 2024 plan.

### II. Additional information regarding the 2026 Remuneration Policy for the Chair of the Board of Directors applicable from June 3, 2026 until December 31, 2026

To supplement the information outlined on page 197 of the 2025 Universal Registration Document, Viridien offers the following clarification regarding the rationale for the proposed salary increase for the Chair of the Board of Directors. This explanation aims to provide greater transparency and understanding of the factors considered in setting the Chair new annual remuneration of €350,000:

- **Fixed remuneration:** the proposed fixed remuneration structure with no variable compensation aligns the Company’s remuneration framework with prevailing French market practice for non-executive Chairs.
- **Market benchmarking:** the Board relied on external benchmarking data from recognized advisors and market studies covering French listed companies of comparable profile and governance structure. For reference, the 2025 Spencer Stuart Board Index for CAC Mid 60 companies indicates average Chair remuneration levels above €290,000 per year.
- **Historical context of the Chair remuneration:** the 2025 Chair remuneration policy (€240,000 annually, including fixed and variable compensation) had remained unchanged since 2018. The proposed remuneration therefore represents an increase of 4.8% per annum (i.e. 46% compared to the former Chair remuneration level). According to Mercer, the resulting new ratio between the Chair and CEO base salaries remains consistent with French market practice observed within SBF 120 (Chair compensation typically representing 50% of CEO base remuneration).
- **Specific transition context:** the Board also considered that this appointment does not correspond to a standard non-executive Chair situation. According to Mercer data relating to recent CEO-to-Chair transitions within SBF 120 companies in France, former CEOs transitioning to Chair positions retained on average approximately 63% of their previous base salary (corresponding to an average reduction of 35/40%<sup>1</sup>). By comparison, the proposed remuneration of €350,000 represents a 54% reduction compared to Sophie Zurquiyah’s previous CEO/Chair base salary.

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<sup>1</sup>See chart below under Annex 1.

- **Removal of additional travel indemnities:** under the proposed remuneration policy, the Chair will no longer be entitled to travel indemnities linked to Board meetings. Under the previous policy, travel indemnities of €2,000 for intercontinental travel and €500 for intra-continental travel could be paid in addition to the fixed remuneration. For reference, the Board held nine meetings in 2025.
- **Expanded scope of responsibilities:** the Board determined that the role to be assumed by Sophie Zurquiyah includes expanded responsibilities associated with the CEO transition process, including an enhanced advisory and transition support role based on her extensive knowledge of the Company, its business activities, clients, governance framework and market environment; as well as active involvement in the onboarding and support of the incoming CEO. Furthermore, during the full term as Chair, her role will also include continued engagement with key external stakeholders, including shareholders, proxy advisors and public authorities and also attendance at all Board Committees meetings in addition to Board meetings. The Company commits to disclose the Chair's attendance rate at both Board and Committees meetings allowing shareholders and proxy advisors to monitor the level of engagement associated.
- **Retention considerations:** the Board also considered retention and transition continuity considerations when determining the proposed remuneration policy, given the important role Sophie Zurquiyah will continue to play during the leadership transition period and beyond.
- **No payment of non-compete indemnity:** the Board further decided that Sophie Zurquiyah will not be entitled to any non-compete indemnity upon termination of her CEO mandate.

### III. Disclosure of sustainability audit fees

To supplement the information provided on page 314 of the 2025 Universal Registration Document, the Company confirms that it paid €114,840 to BDO for sustainability audit services related to the 2025 financial year. This amount is included within the previously disclosed €151,000 in fees for ancillary engagements.

#### About Viridien :

Viridien ([www.viridiengroup.com](http://www.viridiengroup.com)) 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 resource, digital, energy transition and infrastructure challenges. Viridien employs around 3,400 people worldwide and is listed as VIRI on the Euronext Paris SA (ISIN: FR001400PVN6).

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**Annex 1:**

<b>Companies</b>	<b>CEO</b>	<b>Year of dissociation</b>	<b>% Reduction of Comp. Chairman Vs. CEO's Annual Base Salary</b>
<b>L'Oréal</b>	Jean-Paul AGON	2021	27%
<b>Capgemini</b>	Paul HERMELIN	2020	45%
<b>Schneider Electric</b>	Jean-Pascal TRICOIRE	2023	7%
<b>Air Liquide</b>	Benoît POTIER	2022	40%
<b>Veolia Env.</b>	Antoine FRÉROT	2022	32%
<b>Bouygues</b>	Martin BOUYGUES	2021	47%
<b>Saint-Gobain</b>	Pierre-André CHALENDAR	2021	62%