



## Viridien

A French Limited Company with share capital of € 7,187,279  
Registered office : 27 avenue Carnot - 91300 Massy - France  
969 202 241 Evry Trade and Companies Register

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### SPECIAL REPORT OF THE BOARD OF DIRECTORS ON STOCK OPTIONS

Pursuant to section L. 225-184 of the French Commercial Code, you will find hereinunder a description of the transactions carried out with regard to Viridien (hereafter the “**Company**”) current stock options plans.

We remind you that the Board of Directors upon recommendation of the Appointment, Remuneration and Governance Committee determines the general policy regarding the allocation of stock options. Options are granted to executive officers and managers of the Group having contributed to the Group’s overall performance or those having a high potential of evolution within the Group.

No stock option plans were set up in fiscal years 2024 and 2025.

We specify that no company affiliated to the Company within the meaning of Section L. 225-180 or controlled by the Company within the meaning of Section L.233-16 of the French Commercial Code has put in place any stock options plans.

#### **I. Options exercised during fiscal year 2025**

##### **1. By the Executive Officer:**

Nil

##### **2. By the ten employees of the Group having exercised the higher number of shares:**

| <b>Name of the beneficiaries</b> | <b>Date of the plan</b> | <b>Number of shares subscribed during fiscal year</b> | <b>Exercise price* (in €)</b> |
|----------------------------------|-------------------------|---|-------------------------------|
| Vicent THIELEN                   | 06.25.2020              | 300   | 110                           |
|                                  | 06.24.2021              | 185   | 91                            |
|                                  | 06.22.2022              | 300   | 105                           |
|                                  | 06.22.2023              | 143   | 68                            |

#### **Viridien**

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Société Anonyme au capital de 7 187 279 €  
N° 969 202 241 RCS Evry – code TVA UE : FR 16 969 202 241 – APE : 7010Z

| Name of the beneficiaries | Date of the plan | Number of shares subscribed during fiscal year | Exercise price* (in €) |
|---------------------------|------------------|--|------------------------|
| Erling FRANTZEN           | 06.24.2021       | 74   | 91                     |
|                           | 06.22.2022       | 200  | 105                    |
|                           | 06.22.2023       | 85   | 68                     |
| Emmanuel ODIN             | 06.24.2021       | 350  | 91                     |
| Graeham MACKENZIE         | 06.25.2020       | 40   | 110                    |
|                           | 06.24.2021       | 46   | 91                     |
|                           | 06.22.2022       | 88   | 105                    |
|                           | 06.22.2023       | 40   | 68                     |
| Megan LABRANCHE           | 06.25.2020       | 44   | 110                    |
|                           | 06.24.2021       | 44   | 91                     |
|                           | 06.22.2022       | 80   | 105                    |
|                           | 06.22.2023       | 33   | 68                     |
| Emmanuel GRISON           | 06.25.2020       | 20   | 110                    |
|                           | 06.24.2021       | 45   | 91                     |
|                           | 06.22.2022       | 60   | 105                    |
|                           | 06.22.2023       | 70   | 68                     |
| Bernard CHARLES           | 06.25.2020       | 29   | 110                    |
|                           | 06.24.2021       | 40   | 91                     |
|                           | 06.22.2022       | 72   | 105                    |
|                           | 06.22.2023       | 50   | 68                     |
| Qing XU                   | 06.22.2023       | 170  | 68                     |
| Daniel BOUCARD            | 06.25.2020       | 64   | 110                    |
|                           | 06.24.2021       | 92   | 91                     |
| Christopher PAGE          | 06.22.2023       | 143  | 68                     |

\* Exercise price adjusted following the reverse share split of July 2024

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## II. Summary of the stock-options plans currently in force:

The table below presents the evolution, during fiscal year 2025, of the stock-option plans put in place by virtue of the authorizations granted by the General Meetings of May 29, 2015, April 26, 2018, June 16, 2020, May 5, 2022 and May 15, 2024 respectively:

|   | 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 <sup>(a)</sup>   | 06.16.2020  | 06.16.2020 <sup>(a)</sup>   | 05.05.2022 <sup>(a)</sup>   | 05.05.2022  |                  |        |
| Date of the Board of Directors' meeting   | 06.27.2018   | 12.11.2018 <sup>(i)</sup>  | 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 <sup>(a)</sup>  | 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:  |  |  |   |   |   |   |   |                  |        |
| <i>Executive officers:</i>  |  |  |   |   |   |   |   |                  |        |
| <i>Philippe Salle <sup>(b)</sup></i>  | <i>n.a.</i>  | <i>n.a.</i>  | <i>n.a.</i>   | <i>n.a.</i>   | <i>n.a.</i>   | <i>n.a.</i>   | <i>n.a.</i>   | <i>n.a.</i>      |        |
| <i>Sophie Zurquiyah <sup>(c)</sup></i>  | <i>732,558 <sup>(h)</sup></i>  | <i>n.a.</i>  | <i>360,000 <sup>(i)</sup></i>   | <i>360,000 <sup>(k)</sup></i>   | <i>330,000 <sup>(l)</sup></i>   | <i>455,000 <sup>(m)</sup></i>   | <i>430,000</i>  | <i>2,667,558</i> |        |
| Start date of options exercise  | 06.28.2019   | 06.28.2019   | <b>For CEO:</b><br>06.28.2022<br><b>For other beneficiaries:</b><br>06.28.2021  | <b>For CEO and Executive Leadership team:</b><br>06.26.2023<br><b>For other beneficiaries:</b><br>06.26.2022  | <b>For CEO and Executive Leadership team:</b><br>06.25.2024<br><b>For other beneficiaries:</b><br>06.25.2023  | <b>For CEO and Executive Leadership team:</b><br>06.22.2025<br><b>For other beneficiaries:</b><br>06.22.2024  | <b>For CEO and Executive Leadership team:</b><br>06.22.2026<br><b>For other beneficiaries:</b><br>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 €) <sup>(d) (e)</sup>  | 215  | 139  | 152   | 110   | 91  | 105   | 68  |                  |        |
| Exercise rules <sup>(f)</sup>   | 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) | <b>For CEO:</b><br>options accrue rights in one batch after 3 years<br><b>For other beneficiaries:</b><br>options accrue in two batches (50% after 2 years and 50% after 3 years) | <b>For CEO and Executive Leadership team:</b><br>options accrue rights in one batch after 3 years<br><b>For other beneficiaries:</b><br>options accrue in two batches (50% after 2 years and 50% after 3 years) | <b>For CEO and Executive Leadership team:</b><br>options accrue rights in one batch after 3 years<br><b>For other beneficiaries:</b><br>options accrue in two batches (50% after 2 years and 50% after 3 years) | <b>For CEO and Executive Leadership team:</b><br>options accrue rights in one batch after 3 years<br><b>For other beneficiaries:</b><br>options accrue in two batches (50% after 2 years and 50% after 3 years) | <b>For CEO and Executive Leadership team:</b><br>options accrue rights in one batch after 3 years<br><b>For other beneficiaries:</b><br>options accrue in two batches (50% after 2 years and 50% after 3 years) |                  |        |
| Number of options exercised as of Dec. 31, 2025 <sup>(e)</sup>                                      | 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 <sup>(e)</sup> | 27,342   | 5,033  | 10,293  | 8,446   | 8,275   | 17,546  | 7,054   |                  | 83,989 |

|  | 2018 Plan | 2018 Plan | 2019 Plan | 2020 Plan | 2021 Plan | 2022 Plan | 2023 Plan | Total   |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| Remaining stock-options as of Dec. 31, 2025 <sup>(e)</sup> | 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:              |           |           |           |           |           |           |           |         |
| <i>Executive officers :</i>                                |           |           |           |           |           |           |           |         |
| <i>Philippe Salle <sup>(b)</sup></i>                       | n.a.      | n.a.      | n.a.      | n.a.      | n.a.      | n.a.      | n.a.      | n.a.    |
| <i>Sophie Zurquiyah <sup>(c) (e)</sup></i>                 | 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 since April 26, 2018 and until 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 Chair and Chief Executive Officer since April 30, 2025.

(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).

(g) Figures presented in this column include stock-options granted by the 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.

The Board of Directors  
February 26, 2026

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