

White Paper: Sustainability strategy

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Purpose: Provide guidance on Viridien corporate sustainability strategy

Scope: External communication

Amid growing concerns about the role of corporations in climate change, Viridien takes its responsibility for societal, economic, and environmental impacts very seriously. We view corporate sustainability not only as the right course of action but also as a key differentiator for our business.

Our materiality assessment underpins both our strategy and our reporting practices. It enables us to identify and prioritize the issues that most significantly affect our value chain, as well as our environmental and societal objectives. This structured approach helps align our operations with evolving regulatory requirements while driving high-impact sustainability initiatives that support the global transition to a decarbonized future.

Since 2013, we have embedded sustainability considerations into our strategic planning and the development of our policies. This approach allows us to focus on the areas where we can create the most value and address the most critical challenges.

We review our materiality assessment every three years and, since 2019, have engaged an independent third party to support the process. In 2022, we reassessed our key sustainability issues and stakeholders to establish the foundation for our 2023–2025 reporting cycle. For our first year of sustainability reporting under the European Corporate Sustainability Reporting Directive (CSRD) regulation in 2024, we built on the 2022 analysis while incorporating the concept of Impacts, Risks, and Opportunities (IROs), which had not been required under the earlier double materiality methodology. In 2025, we updated our double materiality assessment, drawing on lessons learned from the first year of CSRD implementation, while ensuring consistency with previous analyses.

The double materiality approach provides a comprehensive view of sustainability by examining both how sustainability factors affect the company (financial materiality) and how the company impacts environmental, social, and governance (ESG) issues, including human rights (impact materiality). This dual perspective supports informed decision-making by identifying risks and opportunities and aligning financial performance with broader societal and environmental objectives.

The results are shown below, with details of the methodology used and IROs being found in the relevant sections of our [2025 Universal Registration Document](#).



Our ESG framework

The HSE and Sustainable Development Committee of the Board of Directors directly influences our ESG strategy and priorities.

Our commitment and engagement are demonstrated in short statements under the three pillars of ESG: Environment, Social Responsibility, and Governance. In our various public reports (regulatory and voluntary), we already cover most of the items included under this ESG umbrella.

ENVIRONMENT	SOCIAL	GOVERNANCE
Reduce our overall carbon footprint	Be an exemplary company	Strive to the highest standard of governance
<ul style="list-style-type: none"> ✓ <i>Reduce our carbon footprint on all scopes of the GHG protocol to achieve net-zero in 2050</i> ✓ <i>Integrate climate risks and opportunities into our strategic planning</i> ✓ <i>Foster eco-efficiency in our upstream & downstream value chain</i> ✓ <i>Strive excellence in energy management</i> 	<ul style="list-style-type: none"> ✓ <i>Promote and ensure the Health & Safety of our employees</i> ✓ <i>Promote an environment and a culture of Diversity and Inclusion</i> ✓ <i>Promote a work environment that ensures engagement and development of our employees and attraction of the best talents</i> ✓ <i>Act as a positive influence towards our employees, suppliers and communities</i> 	<ul style="list-style-type: none"> ✓ <i>Maintain a top tier company governance</i> ✓ <i>Ensure the highest level of ethics in all our activities</i> ✓ <i>Maintain and promote an effective compliance program</i> ✓ <i>Manage company's risks holistically, including cyber risk</i>

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.

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.



Annually we complete a thorough re-evaluation of our operational sustainability practices with [EcoVadis](#), a global standard for rating operational sustainability commitments, practices, and performance. The EcoVadis assessment includes 21 sustainability criteria across four core themes: Environment, Labor & Human Rights, Ethics and Sustainable Procurement. In our latest assessment, which was completed early 2026, we kept our Bronze Rating - placing us among the top 35% percent of companies assessed by EcoVadis in the past 12 months.



This rating validates and demonstrates our commitment to sustainability and supports our company goals. It is not a static assessment as the results also show us where we can improve for the next assessment.

The ESG data made public by the company allows extra-financial rating agencies to assess Viridien. In November 2025, MSCI ESG Ratings, 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. [Notice & Disclaimer | MSCI](#)



Viridien is a supporter of the United Nations Global Compact (UNGC) as part of its commitment to being a responsible company. 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.



The next section of this paper will essentially focus on the environmental aspects of our sustainability strategy. For further details on our engagement in the Social and Governance dimensions please refer to the relevant sections of our [2025 Universal Registration Document](#).

Reducing our overall carbon footprint

We strive to making 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.

The policy identifies the five key elements on which we wish to act in our activities:

1. *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.;*
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. We aim at net-zero on all scopes of the Greenhouse Gas Protocol by 2050;*
3. *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;*
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.*

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

Our Pledge to achieve net-zero by 2050

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, since 2020 Viridien has pledged to achieve Carbon Neutrality by 2050 in scopes 1 & 2 emissions of the Greenhouse Gas (GHG) Protocol. To reach this long-term target, Viridien has also set an intermediary milestone to reduce by half its 2019 levels of scope 1 & 2 GHG emissions by 2030. In July 2025 we updated our 2030 targets to reduce our scope 1&2 target down 80% compared to 2019 level and we introduced a target to reduce our scope 3 footprint by 20% in 2030 compared to 2024 level.

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. 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 accounts for short of 5% of our energy mix each

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

Pathway to 2030

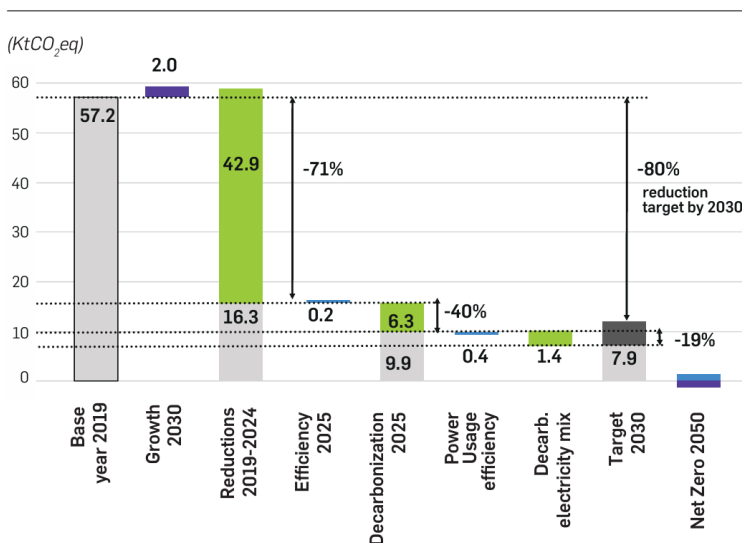
Viridien is committed to implementing targeted actions and allocating the necessary resources to deliver its climate transition objectives and progress toward net-zero in 2050. Our climate change policies prioritize the deployment of decarbonization levers across our operations and value chain, including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

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.

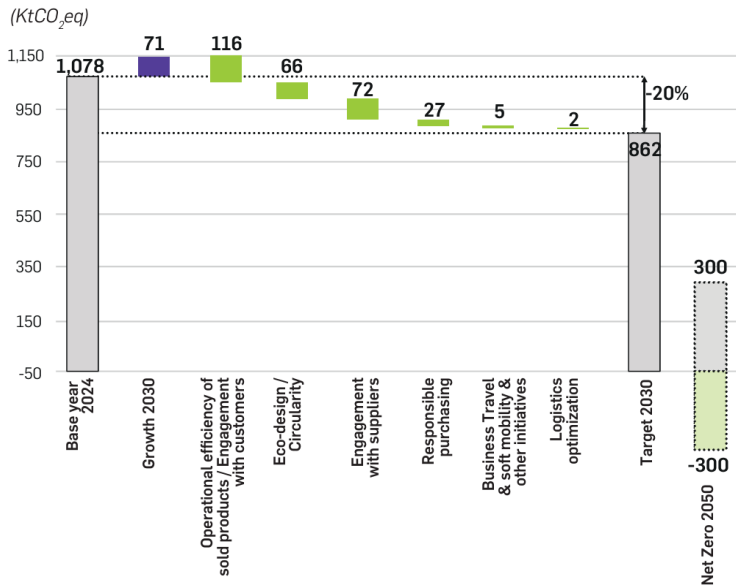
These actions underscore our commitment to mitigating climate risks and contributing to global efforts to limit global temperature rise, while creating sustainable value for all stakeholders.

The graph below shows that we are on a path to reduce by roughly 80% our Scope 1 & 2 emissions in 2030 compared to 2019. 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. 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 July 2025 Viridien's Sustainability Committee of the Board of Directors validated our scope 3 transition plan aiming at a 20% reduction of our emissions by 2030 compared to a 2024 base line.



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

For more detail on the methodology used in our path towards 2030, go to section 3.2.2.2.5 of our [2025 Universal Registration Document](#).

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.

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.

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.

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.

Sensing & Monitoring (SMO)

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). To date, the St-Gaudens site in France and the Junfeng site in China were 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 were certified ISO 14001 and ISO 50001 (1st certification or renewal). Geocomp in US were 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.

Our main energy targets

- ✓ *Our ambition is to continue improving the energy efficiency of our main advanced high-performance computing centers, reaching a PUE of 1.3 in 2030 and aiming for 1 by 2050.*
- ✓ *Almost all our purchased electricity mix will be from market-based renewable sources by 2030*
- ✓ *Our fleet of Company cars will be 100% electric by 2050.*

GHG emissions

Viridien has been measuring, calculating and publishing its greenhouse gas emissions for over ten years now, in 2020, we committed to our first emission reduction targets which were revised in July 2025 with the Sustainability Committee of the Board.

We are committed to:

- *reduce by 80% the absolute value of our scopes 1 & 2 emissions compared to 2019 levels;*
- *reduce by 20% the absolute value of our scope 3 emissions compared to 2024 levels;*
- *achieve net-zero on all scopes of the Green House Gas protocol by 2050.*

The GHG protocol is our framework for measuring and managing GHG emissions.

Performance Indicators	2025	2024	2023
VIRIDIEN Power Usage Effectiveness	1.32	1.33	1.35
Carbon Footprint Scope 1 (KtCO ₂ eq)	2	2	3
Carbon Footprint Scope 2 (KtCO ₂ eq)	8	14	21
Carbon Footprint Scope 3 (KtCO ₂ eq)	1 034	1 078	992
Share of low carbon source in our purchased electricity	92%	80%	65%

Water consumption

Through our ESG policy 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.

In 2025, our total water consumption amounts to 141,387m³, showing a 19% decrease year-on-year. The 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 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 stand at 1.18, representing an improvement compared to 1.20 in 2024.

Advancing our Technology & Services

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 to reposition 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.

- **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.
- **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 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.

- **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.

- **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.

- **Other markets:**
 - **Geothermal energy:** Traditionally 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.

- **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.
- **Defense:** Viridien, through its Sensing & Monitoring (SMO) division, has always put its marine expertise and technological know-how at the service of 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.

- **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 extent, 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 injections 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.
- **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.