



COMBINED GENERAL MEETING

Wednesday, June 3, 2026

viridiengroup.com





INTRODUCTION





Agenda

- I. Business & Financial Overview
- II. Statutory Auditors' Reports
- III. Governance
- IV. Say on Pay
- V. Q&A
- VI. Vote on the Resolutions
- VII. Conclusion



I. BUSINESS & FINANCIAL OVERVIEW

1. FY 2025 Operational Overview
2. FY 2025 Financial Results
3. Q1 2026 Financial Results
4. Outlook

Combined General Meeting 2026

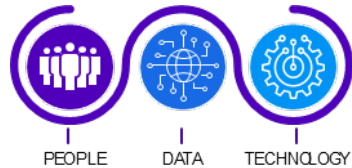




Viridien: an advanced technology, digital and Earth Data company

Viridien is a leading technology provider of imaging solutions, Earth data, and seismic equipment to support complex natural resource, energy transition and infrastructure challenges

Driven by people, data, and technology



Exceptional People

Breadth and depth of expertise driving innovation and providing outstanding service

Differentiated Data

Maximizing the value of data through Viridien's expertise and technologies

Remarkable Technology

Leading the industry in advanced imaging and geoscience & digital technologies

Established leader across three core businesses



Leading provider of subsurface imaging, geology, geoscience software and services



Technically advanced seismic data and geologic studies provider



Specialist in seismic equipment for marine, land and ocean floor

Leveraging expertise to accelerate growth beyond the core

Low Carbon

HPC & Cloud Solutions

Infrastructure Monitoring



Sector leading ESG credentials



We always act responsibly 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

ESG Credentials



26,8% women in senior leadership in 2025

Sources: CDP, Ecovadis, UN Global Compact

Combined General Meeting - Wednesday, June 3, 2026

Viridien's Carbon Neutrality Statement



Carbon Neutrality by 2050

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



Emissions at 9.9 kTCO₂⁽¹⁾, reduced by 83% since 2019

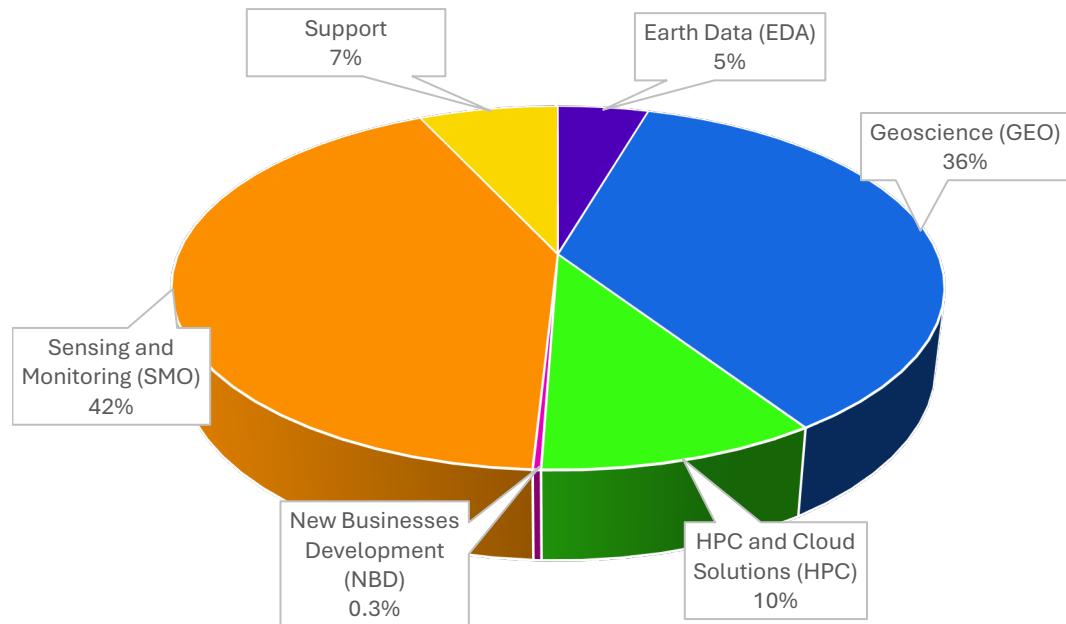
**Scope 1 (2025): 2
Scope 2 (2025): 7.9
PUE⁽²⁾ (2025): 1.32**

(1) Scope 1 & 2
(2) Power Usage Effectiveness

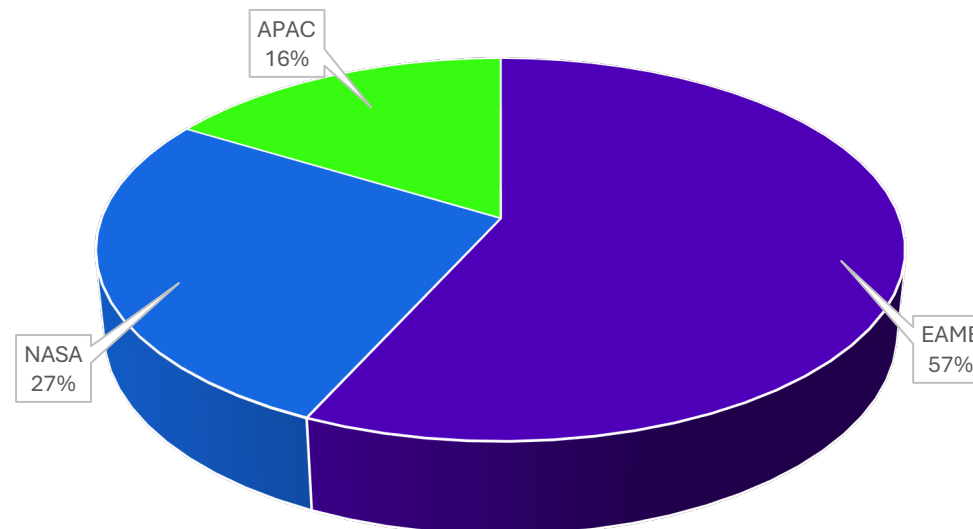


3,136 employees by the end of 2025

By BL



By Area



Women / Men








1. FY 2025 OPERATIONAL OVERVIEW

Business & Financial Overview



2025: Delivering growth and disciplined deleveraging

FY 2025 performance

| | |
|---|--|
|  Seg. Revenues \$1,165m +4% |  Profitability Seg. adj. EBITDAs \$551m +21% IFRS Net Income \$71m +40% |
|  Net Cash Flow \$107m +92% | Above guidance |

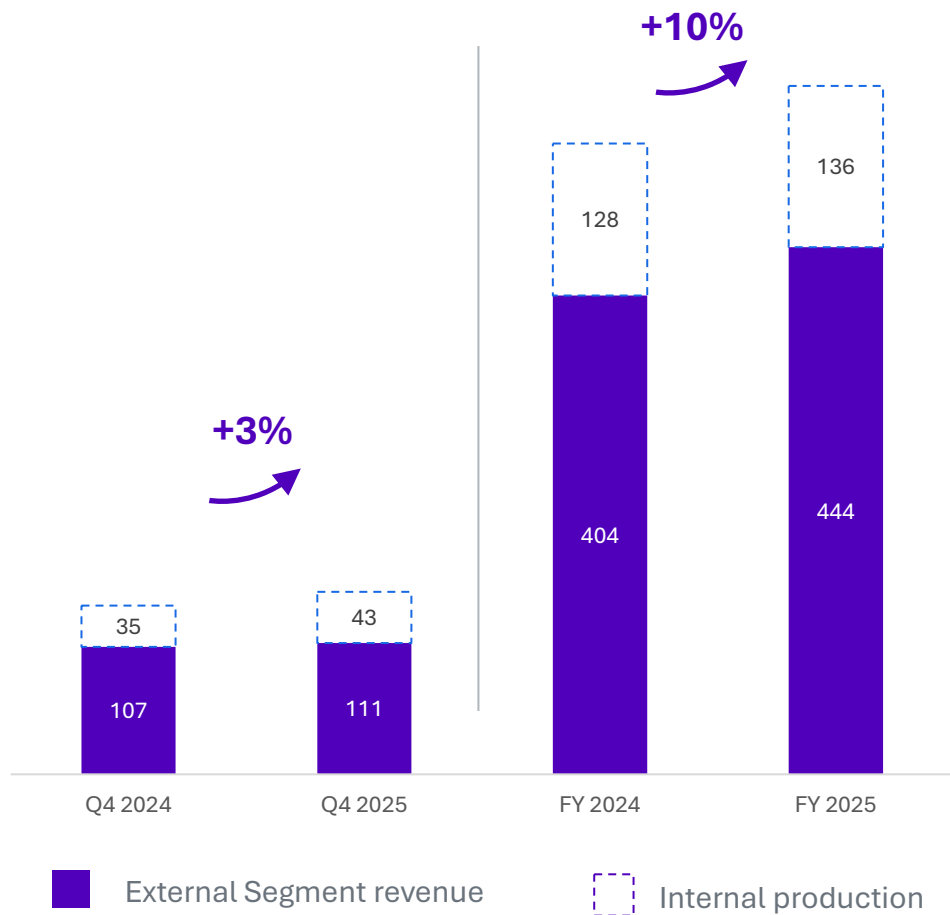
Key takeaways

| | |
|---|--|
|  GEO Market share up |  EDA Library witnessing strong traction |
|  SMO Restructuring plan fully implemented |  Successful refinancing and further deleveraging |

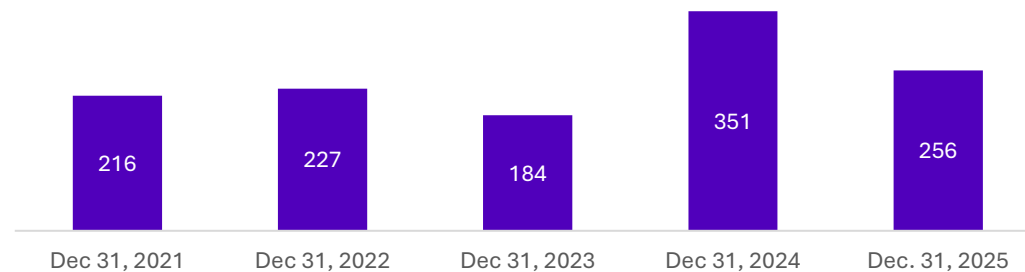


Solid revenue growth, alongside further productivity gains

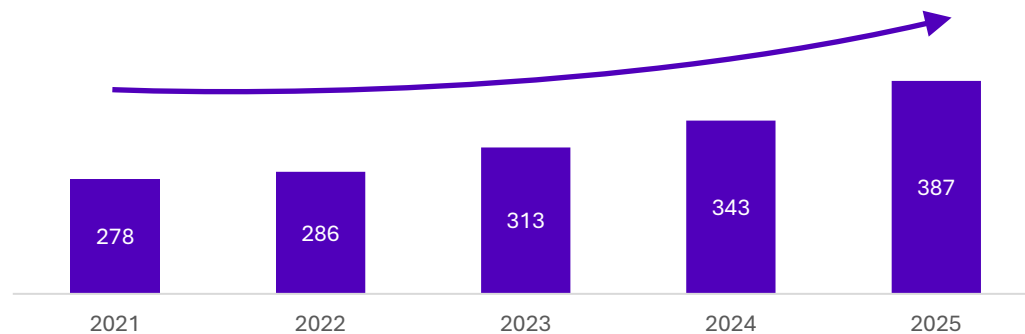
Segment revenue (\$M)



Backlog (\$M)



Total production / employee (\$k)





A differentiated business model powered by elite talent and world-class computing

Structural competitive advantages



Highest expertise

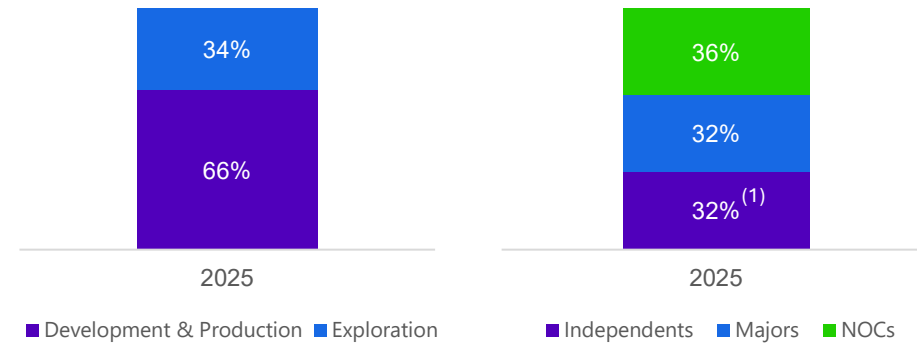
- 8,000+ post-graduate applicants (2025)
<1% acceptance rate
- 77 peer-reviewed technical papers (2025)



World-class industrial compute capability

- ~700 petaflops at year-end 2025
- US HPC infrastructure expansion over the next years

Fueling a diversified and resilient revenue mix



And clear global leadership

>50% global market share

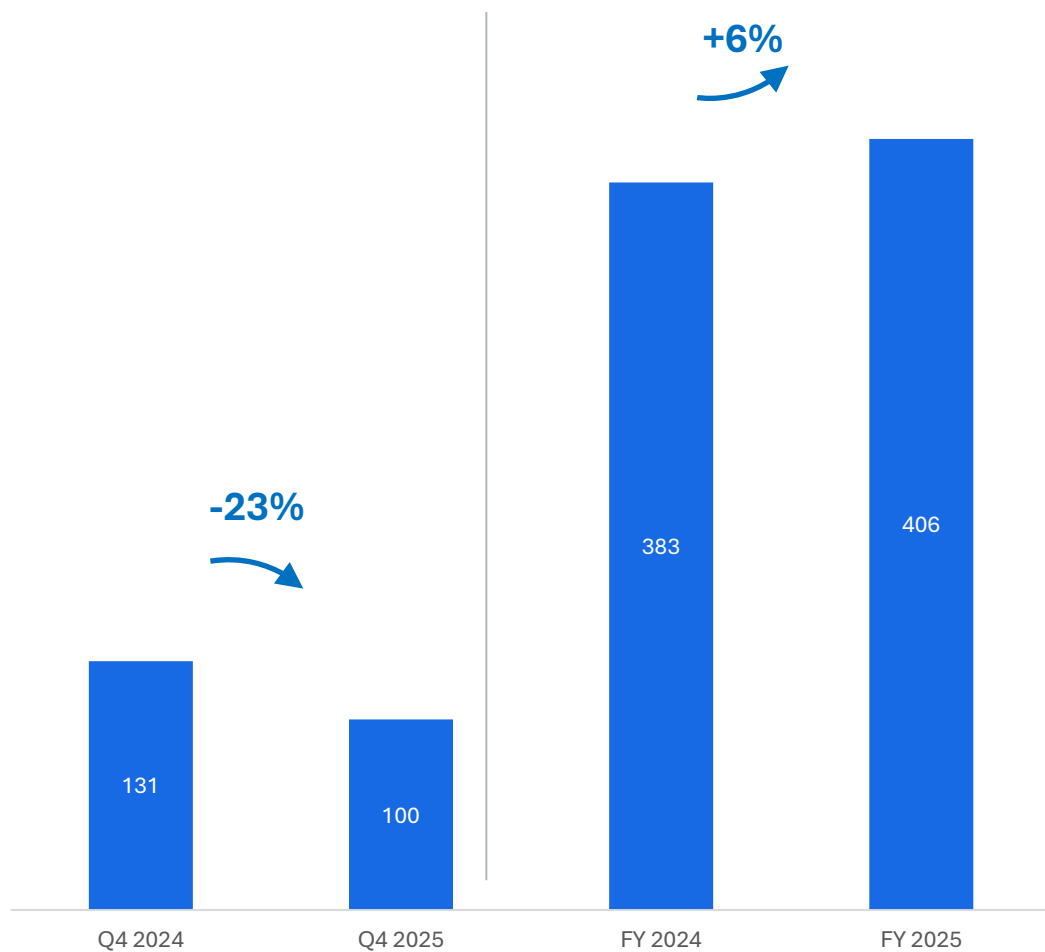
o.w. >70% in OBN imaging

(1) Not taking into account the Chevron/Hess merger



Excellent year supported by high-quality projects and a strong existing library

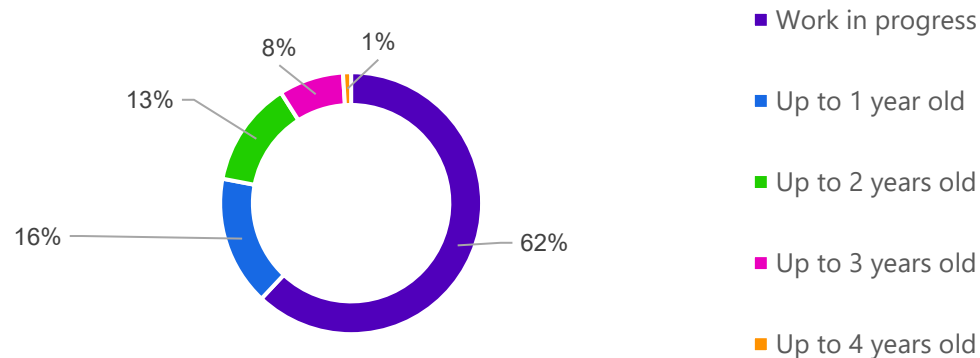
Segment revenue (\$M)



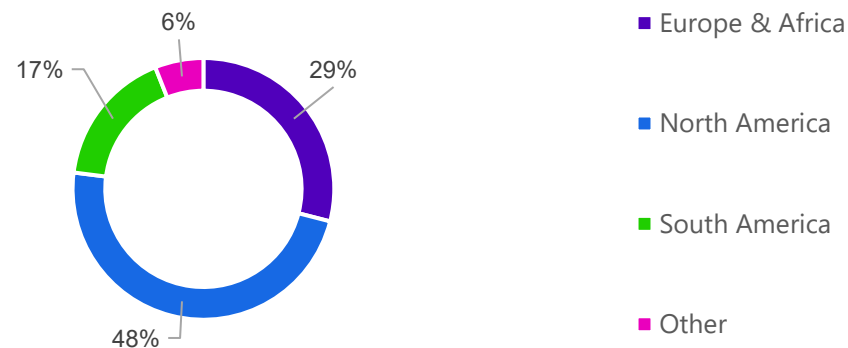
Library net book value (at end-December 2025 - IFRS)

\$494m

Split by age



Split by geography





Strong Cash EBITDA and returns driven by a disciplined asset-light approach and diversified portfolio

\$178m Cash EBITDA

2.4x Revenues/Capex



Extracting new value from legacy data through reprocessing

- ▶ Leverage Geoscience's advanced technology for high return

Share of 2025
EDA capex

~ 10%

Project
examples

- NVG South reprocessing
- Offshore Côte d'Ivoire reprocessing



Strengthening our footprint in core basins

- ▶ Leverage existing footprint and OBN expertise for solid performance

~ 80%

- Laconia OBN, US Gulf
- Utsira North OBN, Norway



Selectively investing in emerging basins

- ▶ Leverage first mover advantage for profitable growth

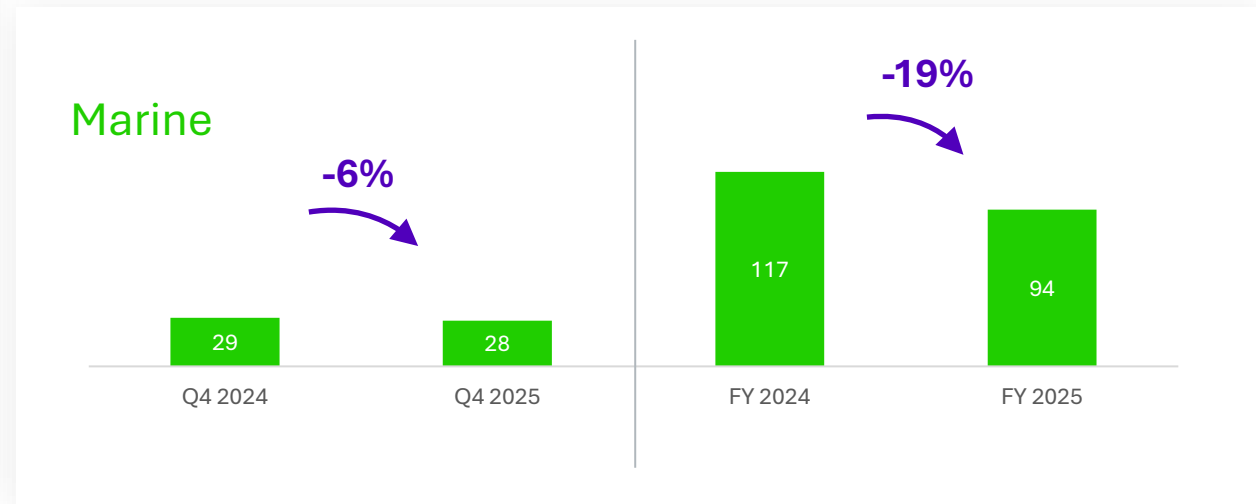
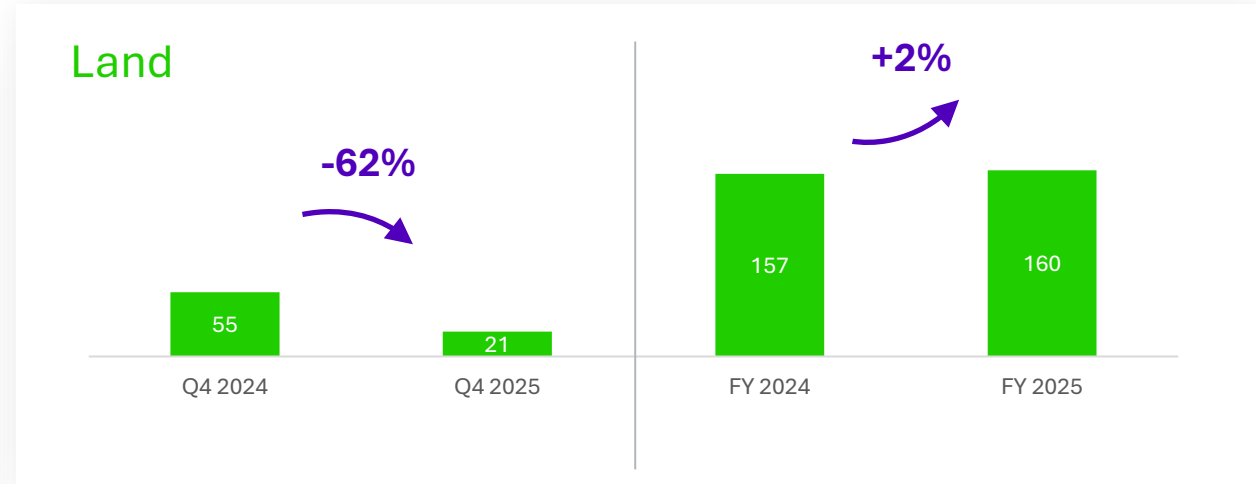
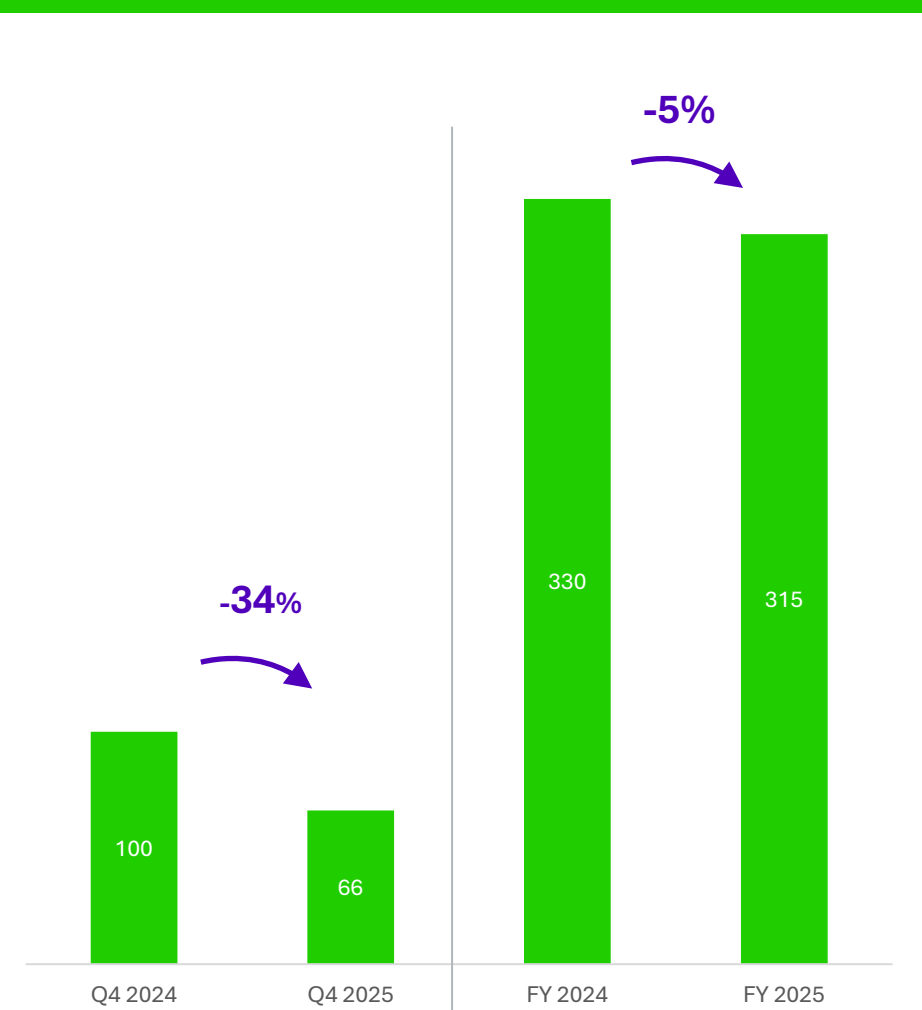
~ 10%

- Megabar extension streamer, Equatorial Margin, Brazil
- Malacca Strait streamer, Malaysia



Resilient land activity, despite deferral of some deliveries to 2026

Segment revenue (\$M)






Robust core, accelerating in new markets and disciplined execution

Robust core business
~80% of SMO revenue



- Largest installed based globally** ~50% global market share
- Targeted new product launches** Accel drop node
- Increasing services revenues** c.15% of core revenue

New markets gaining momentum
~20% of SMO revenue

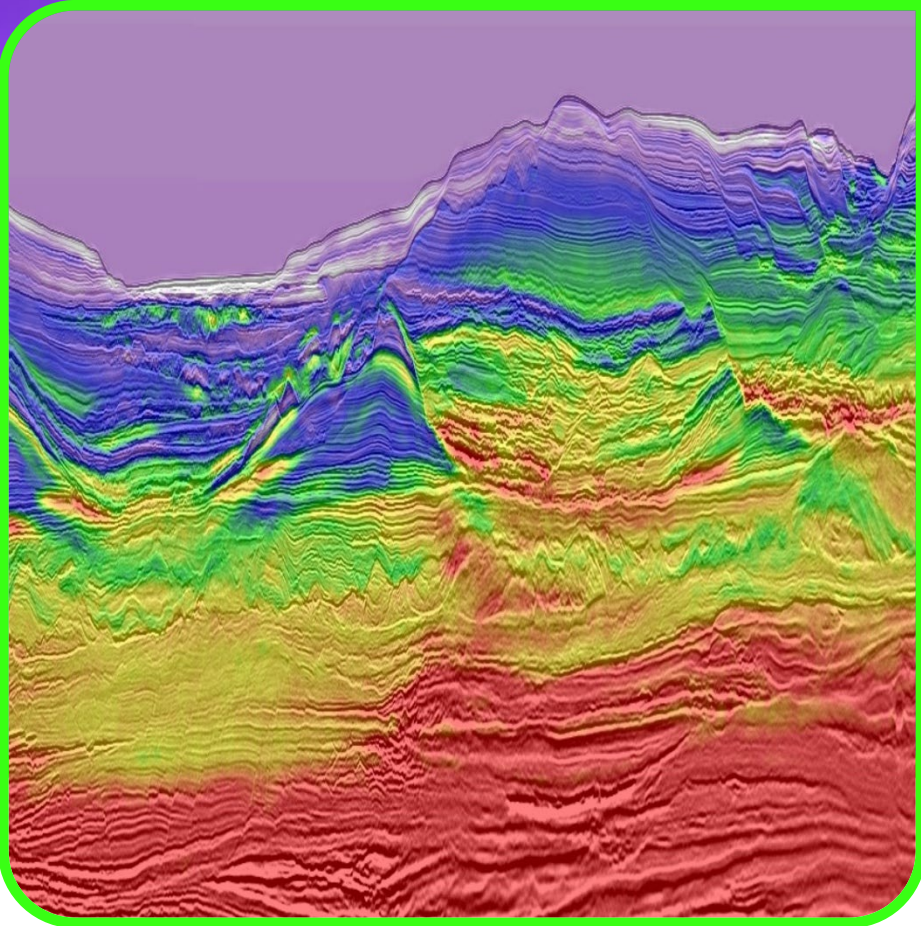


- Infrastructure monitoring** +20% in revenue in 2025
- Other markets** +7% in revenue in 2025

Streamlined operations unlocking value



- Rationalized footprint** ~\$30m cost saving vs 2023
- Leaner operations** ~\$60m WCR released since 2023

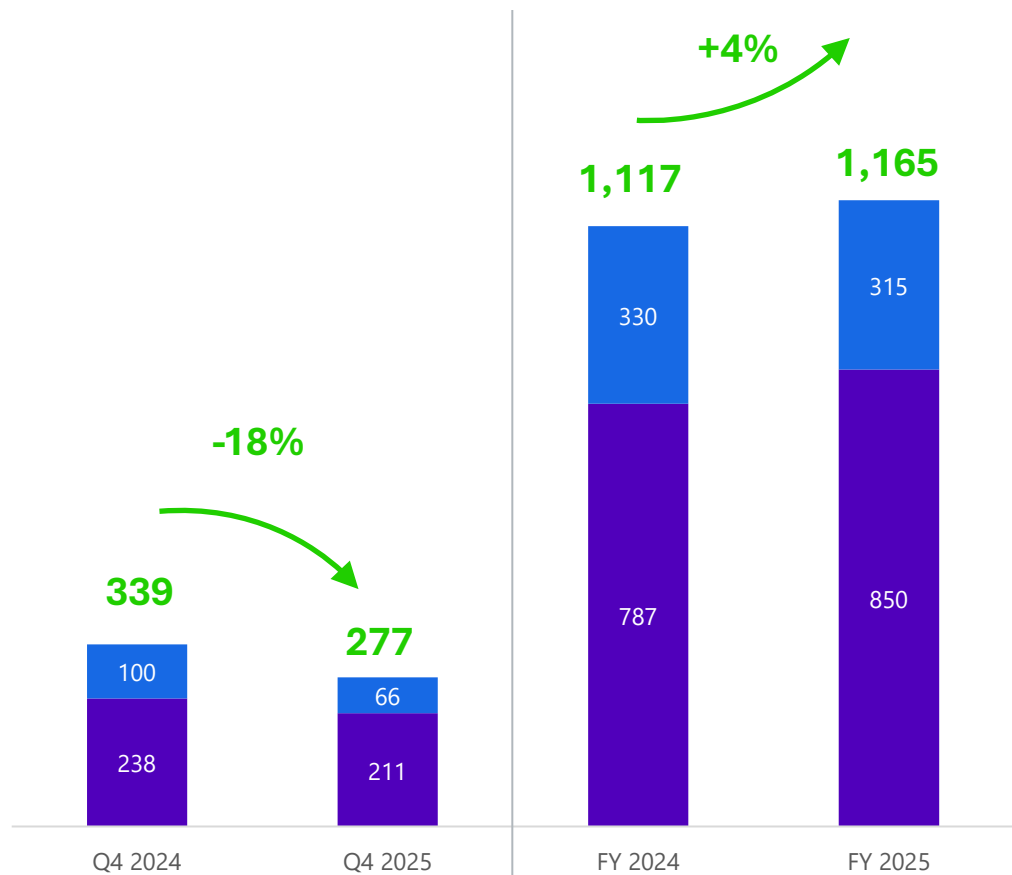


2. FY 2025 FINANCIAL RESULTS

Business & Financial Overview

Segment revenue⁽¹⁾ up +4% YoY, fueled by Data, Digital & Energy Transition

Segment revenue (\$M)



■ Data, Digital & Energy Transition

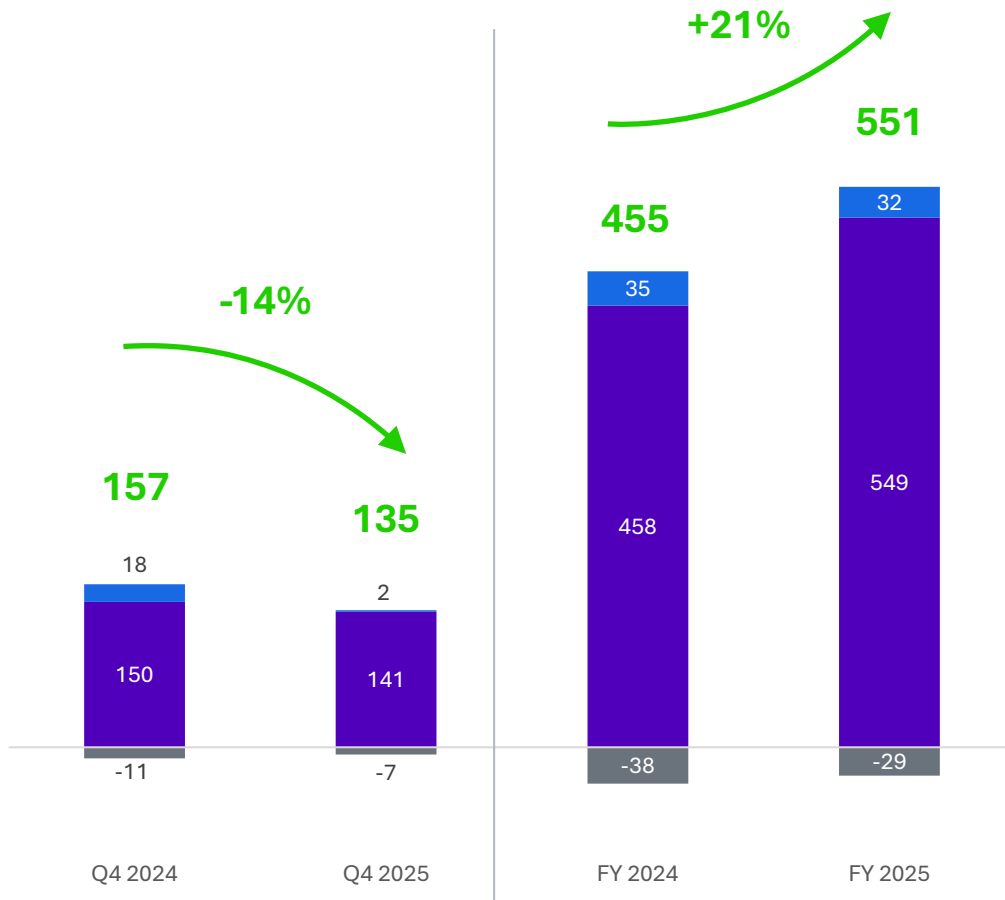
+8% year-on-year vs FY 2024

■ Sensing & Monitoring

-5% year-on-year vs FY 2024

Segment adjusted EBITDAs⁽¹⁾ up +21% YoY, with efficiency gains across all business lines

Segment adjusted EBITDAs (\$M)



Data, Digital & Energy Transition

65% adj. EBITDAs margin, +640 bps

- GEO: higher revenue, continued employee productivity gain
- EDA: higher revenue, no remaining vessel penalties

Sensing & Monitoring

10% adj. EBITDAs margin, -60 bps

3% adj. Operating Income margin, +160 bps

- Slight revenue decline and FX headwinds
- Partly offset by structural gains from the restructuring plan



IFRS Net income up +40% YoY, despite a significant negative IFRS15 impact

| Segment (in millions of \$) | Q4 2025 | Q4 2024 | FY 2025 | FY 2024 |
|-----------------------------|---------|---------|---------|---------|
| Revenue | 277 | 339 | 1,165 | 1,117 |
| Adjusted EBITDAs | 135 | 157 | 551 | 455 |

| IFRS (in millions of \$) | Q4 2025 | Q4 2024 | FY 2025 | FY 2024 |
|---|-----------|-----------|-----------|-----------|
| Revenue | 312 | 427 | 1,071 | 1,211 |
| EBITDAs | 174 | 216 | 461 | 516 |
| Operating Income | 89 | 49 | 237 | 143 |
| Equity from investment | 0 | -1 | -1 | 0 |
| Net cost of financial debt | -28 | -24 | -107 | -97 |
| Other financial income / (loss) | -3 | 5 | -38 | 4 |
| Income taxes | -6 | 1 | -23 | -13 |
| Net income / (loss) from continuing operations | 52 | 29 | 69 | 36 |
| Net income / (loss) from discontinuing operations | 0 | 0 | 3 | 15 |
| Group Net income / (loss) | 52 | 29 | 71 | 51 |

IFRS15 timing effect

-\$94m in 2025 vs
+\$95m in 2024

Net cost of financial debt

Gross cost of debt
broadly stable but lower
interest income

Other financial loss

Refinancing costs and
adverse FX



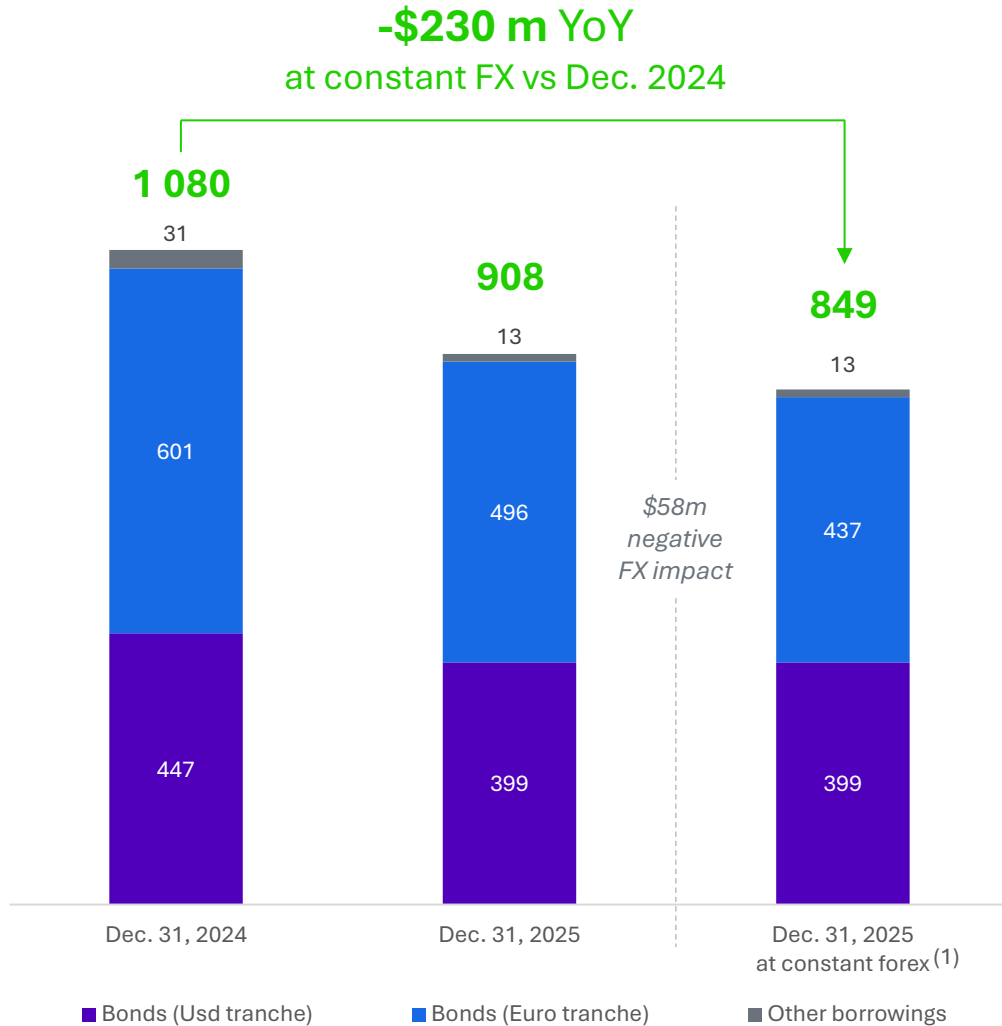
Net Cash Flow nearly doubled YoY

| in millions of \$ | Q4 2025 | Q4 2024 | FY 2025 | FY 2024 |
|--|-----------|-----------|------------|-----------|
| Segment EBITDAs | 139 | 128 | 556 | 422 |
| Income taxes | -2 | -2 | -16 | -12 |
| Change in working capital and provisions | 20 | 30 | -62 | 48 |
| Capex | -35 | -81 | -207 | -285 |
| Cost of debt | -50 | -43 | -92 | -86 |
| Leases | -11 | -12 | -55 | -56 |
| Other | -16 | 2 | -17 | 25 |
| Net Cash Flow | 45 | 22 | 107 | 56 |
| EDA Cash EBITDA⁽¹⁾ | 66 | 44 | 178 | 75 |

(1) Earth Data Cash EBITDA = Earth Data adjusted segment EBITDAs (restated for vessel penalties) – Earth Data capex



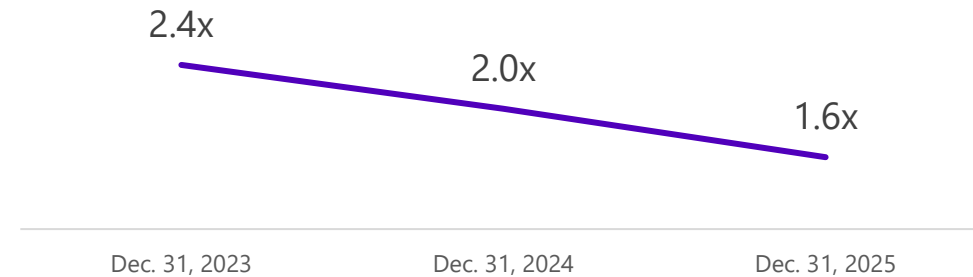
Strong deleveraging momentum across recent quarters



2025 deleveraging actions

- March: bond refinancing at reduced principal
- Q4: \$97m USD-equivalent bond principal redemption
- December: \$28m asset-backed facility repayment

Net leverage ratio ⁽²⁾





3. Q1 2026 FINANCIAL RESULTS

Business & Financial Overview





Q1 2026: Solid cash generation in a soft market

Q1 2026 performance



Seg. Revenues
\$214m



Seg. adj. EBITDAs
\$76m



Net Cash Flow
\$26m

Key takeaways



Solid cash generation
driven by disciplined
management



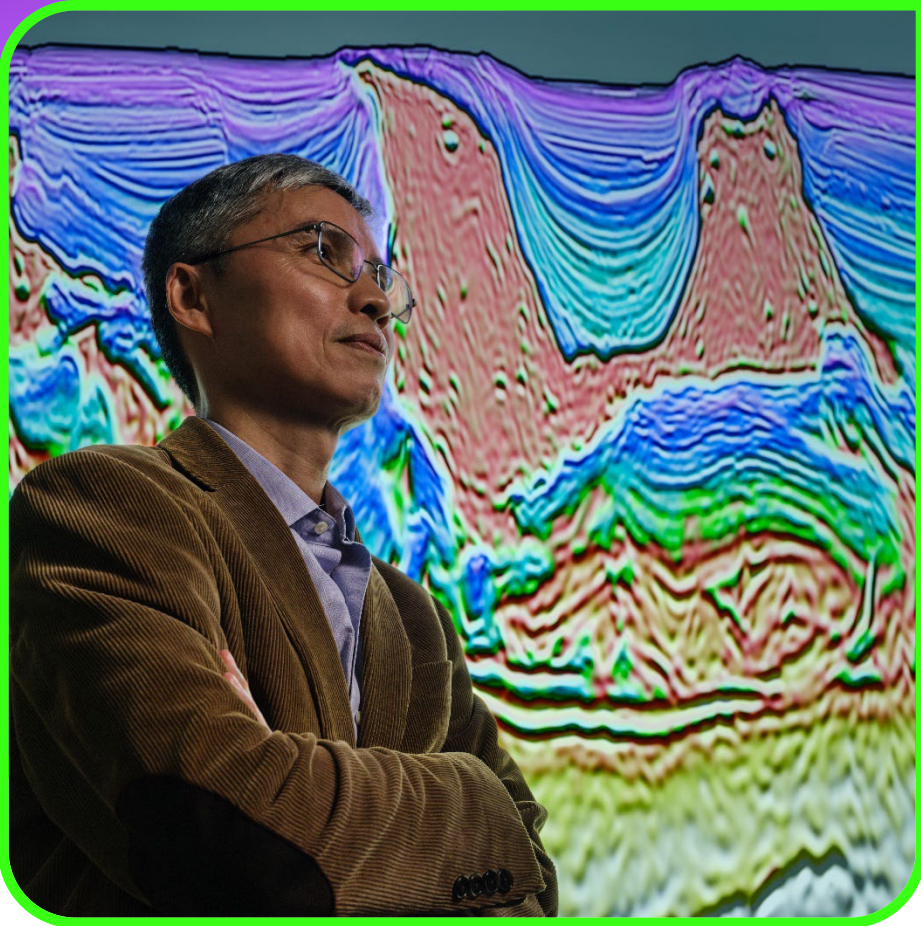
Further deleveraging
with \$41m of additional
bond repayments



Revenues impacted
by a slow start to the year
and Middle East conflict
Profitability aligned with revenues



FY guidance reiterated
\$100m of Net Cash Flow
generation, with a seasonal
profile similar to 2025



4. OUTLOOK

Business & Financial Overview

2026 perspectives



Outlook

The situation in the Middle East remains uncertain
We closely monitor developments

▪ Short-term

While some delays in project approvals and deliveries may persist, these are primarily related to timing effects rather than underlying demand

▪ Mid- to long-term

Structural drivers are supportive.
Current tensions highlight the importance of energy security and supply diversification, which combined with accelerating field depletion and a prolonged period of underinvestment is expected to drive a renewed cycle in exploration spending across both frontier and mature basins



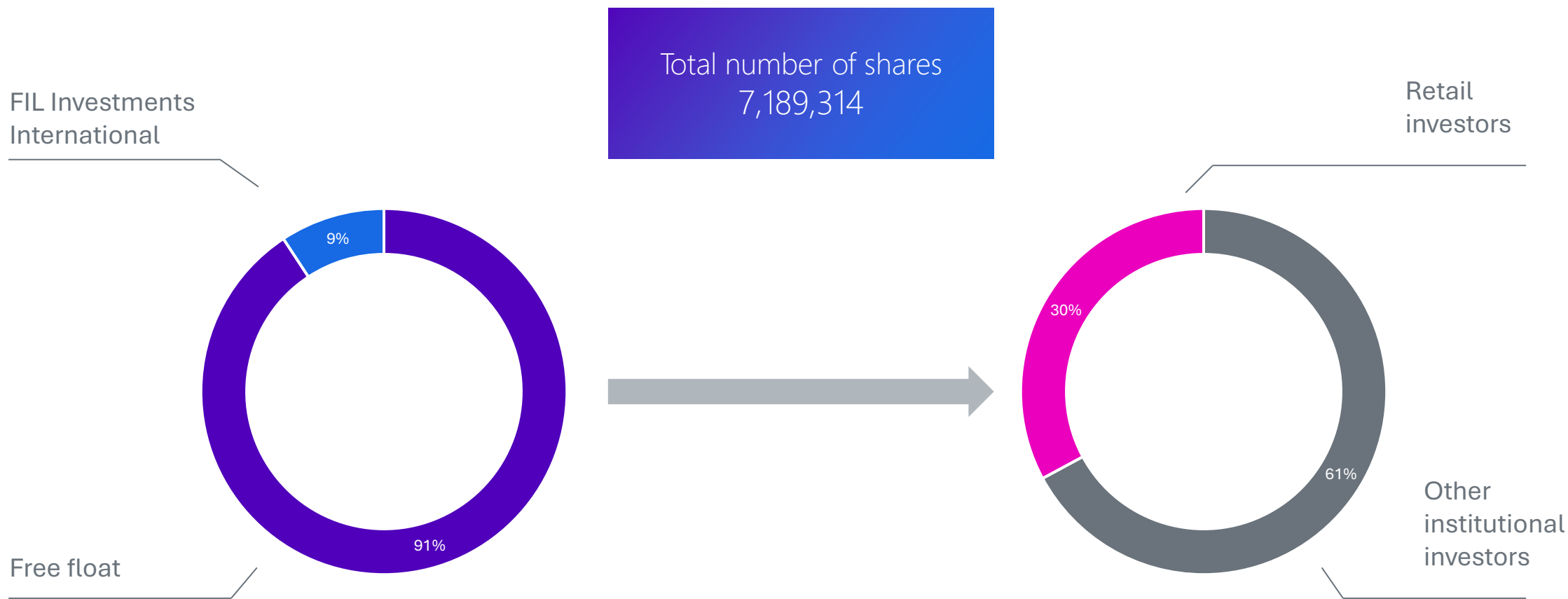
Financial Objective

\$100m of Net Cash Flow

with a seasonal profile similar to 2025



Shareholding Structure (end of March 2026)





II. STATUTORY AUDITORS' REPORTS

1. Consolidated and Annual Financial Statements
2. Regulated Agreements
3. Authorization to proceed to the allocation of performance shares

Combined General Meeting 2026





Statutory Auditors' Reports on the consolidated and annual financial statements

| Report | Opinion | Key Audit Matters |
|---|---------------------|---|
| Consolidated Financial Statements (Resolution N°3) | Unqualified Opinion | <ul style="list-style-type: none">• Goodwill impairment• Valuation of Earth Data library |
| Annual Financial Statements (Resolution N°1) | Unqualified Opinion | <ul style="list-style-type: none">• Valuation of equity investments and related receivables |

- In our opinion, the consolidated and annual 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.
- Our report on the annual financial statements includes a technical observation related to the first-time application of ANR Regulation No. 2022-06.



Report on related-party agreements

We hereby inform you that we have not been advised of any agreements:

- authorized and signed during the year ended December 31, 2025,
- nor any agreement previously approved by the Annual General Meeting, whose execution continued during the year then ended.



Report on authorization to grant performance shares, existing or to-be-issued

| Resolutions | Purpose | Duration | Terms and Conditions |
|---------------------------|---|-----------|--|
| Resolutions N°16 and N°17 | Authorization to proceed to the free allocation of ordinary shares, either existing or to be issued | 26 months | <p>The total number of shares that may be granted may not exceed 3% of the share capital (1.5% per year), with:</p> <ul style="list-style-type: none">• A sub-limit of 0.30% (0.15% per year) for grants to executive corporate officers, subject to performance conditions;• A sub-limit of 2.20% (1.10% per year) for grants to employees and members of the Executive Committee, subject to performance conditions;• A sub-limit of 0.50% (0.25% per year) for grants to employees who are neither executive corporate officers nor members of the Executive Committee, subject only to a service condition. <p>The aggregate nominal amount of shares that may be issued pursuant to resolution N°16 of this General Meeting and resolution N°27 of the General Meeting of April 30, 2025, may not exceed 4% of the share capital.</p> |

- We have no comments on information given in the Board of Directors report relating to this Share capital transactions.



III. GOVERNANCE

1. Governance structure
2. Board of Directors
3. Directors proposed for renewal/ appointment

Combined General Meeting 2026



1. Governance structure

- Following a period of **unified governance**, the Board of Directors, in line with its commitment, has restored a **dissociated governance** structure by appointing Henning BERG as Chief Executive Officer and Sophie ZURQUIYAH as Chair of the Board of Directors, from June 3rd, 2026.
- Philippe SALLE will keep his position as Lead Independent Director and Vice-Chair of the Board in order to ensure a balance of powers.



Sophie ZURQUIYAH



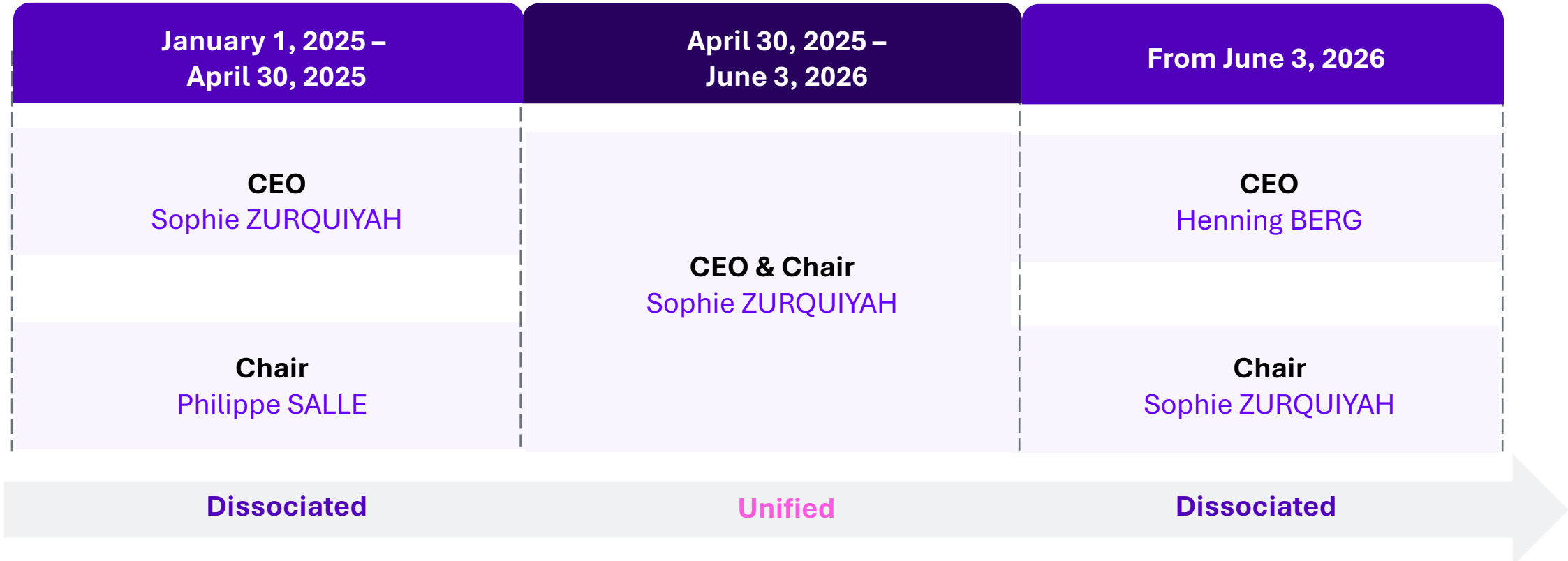
Henning BERG



Philippe SALLE



1. Governance structure



2. Board of Directors

-  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



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



Olivier JOUVE
Director
End of term of office: GM 2028



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



Colette LEWINER
Director
End of term of office: GM 2027



Amélie OYARZABAL
Director
End of term of office: GM 2028



Mario RUSCEV
Director
End of term of office: GM 2027

8
DIRECTORS

87.5%
are independent

50%
are women

9
MEETINGS

100%
Attendance rate

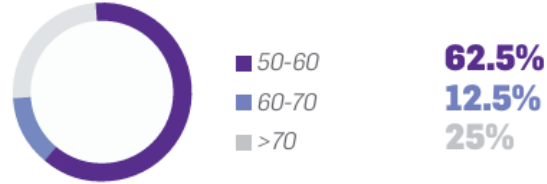
2. Board of Directors



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 %)





2. Board of Directors

| | 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 |



3. Director whose renewal is proposed for a 4-year period

4th resolution - Sophie ZURQUIYAH



- Chair and CEO * until June 3rd, 2026
- Appointed since 2018

- 59 years old
- French & American
- 8,592 shares

- Other mandate in **listed** companies:
Director of Technip FMC (USA)

- Board attendance rate in 2025: 100 %
- No remuneration as director
- Remuneration as Chair and CEO

** Sophie ZURQUIYAH will be appointed Chair on June 3rd, 2026, subject to the renewal of her mandate as Director by the 2026 General Meeting*



3. Director whose appointment is proposed for a 4-year period

5th resolution – Henning BERG



- CEO from June 3rd, 2026
- COO between March 3rd – June 3rd, 2026

- 54 years old
- Norwegian
- Shares worth at least €30,000 to be acquired within 6 months from appointment

- Other mandate in **listed** companies:
None

- No remuneration as director
- Remuneration as COO and then as CEO



3. Director whose appointment is proposed for a 4-year period

5th resolution – Henning BERG



Henning brings over 25 years of experience in the oil and gas sector; all gained at SLB, where he held senior leadership roles across multiple global business units. Starting his career in wireline operations and subsurface technologies, he developed deep technical expertise before transitioning into management roles that combined operational leadership with R&D oversight, technology strategy, and business development.

Over the past decade, Henning led SLB's subsea business from fewer than 50 to over 11,000 people, transforming it into a \$4 billion global leader through organic growth, joint ventures, and strategic partnerships, including the Subsea Integration Alliance and the OneSubsea JV.

During COVID, he launched SLB's midstream business by integrating four units into a \$2.5 billion portfolio.

More recently, Henning has focused on M&A, strategy, and integration, developing a strong belief in the importance of culture, stakeholder alignment, and executive discipline.

Henning brings searly-career exposure to seismic and exploration markets and a solid understanding of geophysics business models, including multi-client and equipment.



3. Director whose appointment is proposed for a 4-year period

5th resolution – Henning BERG



1998-2025 Schlumberger/SLB:

2022–2025 — Integration Manager, OneSubsea JV | USA

2020–2022 — Midstream Business Line Director / President | USA

2016–2020 — CEO, Subsea Integration Alliance and President, Subsea Production Systems & Services | USA

2013–2016 — President, Subsea Services | USA

2011–2013 — Vice President, Subsea | Norway

2010–2011 — Vice President and Manager, WesternGeco Europe, Africa & Russia

2009–2009 — Special Projects and Strategy, WesternGeco | USA

2006–2009 — Vice President, Wireline Russia | Russia

2004–2006 — Business Development Manager, Wireline | France

2002–2004 — Operations Manager, North Sea Wireline

1998–2002 — Various Field Engineering Positions, North Sea, Kazakhstan | UK / Kazakhstan



IV. SAY ON PAY

1. *Ex post* Votes
2. *Ex ante* Votes

Combined General Meeting 2026





1. Remuneration of the Chairman of the Board - 2025

Ex post Vote (8th resolution)

- Remuneration of **Philippe SALLE**, Chairman of the Board until April 30, 2025
- Remuneration Policy for 2025 identical to 2024 and applicable from **January 1, 2025 to April 30, 2025**
- Remuneration of the Chairman unchanged since 2018

Fixed portion in 2025 (as Chairman)

- **€170,000**
- Prorated time spent in position: 33%
- **Prorated amount paid for 2025: €56,668**

Variable portion in 2025 (as Director)

- **Maximum amount of €70,000***
- Prorated time spent in position: 33%
- **Prorated amount paid for 2025: €23,333**

Other Remuneration Elements in 2025

- Health insurance that complements mandated schemes: **Eligible**
 - **Does not benefit from such plan in 2025**
- Company car: **Eligible**
 - **Does not benefit from a company car in 2025**

Travel indemnity

| Intercontinental travel | Travel within the same continent |
|------------------------------------|----------------------------------|
| €2,000 per travel | €500 per travel |
| ➤ Amount paid for 2025: N/A | |

**subject to an annual presence condition of at least 90%. Below 90% attendance rate, such remuneration will be paid on a pro rata basis*



1. Remuneration paid or allocated to the CEO - 2025

Ex post Vote (9th resolution)

- Remuneration of **Sophie ZURQUIYAH**, CEO from **January 1, 2025** to **April 30, 2025**
- 2025 compensation policy identical to that of 2024
- Remuneration of the CEO (fixed portion) remains unchanged since 2022
- All amounts reflect compensation prorated for the period from **January 1, 2025** to **April 30, 2025**

Fixed Remuneration

- **€680,400**
- Prorated time spent in position: 33%
- **Prorated amount paid for 2025: €226,800**

Annual Variable Remuneration

- **Prorated amount paid for 2025: €293,964**
- 2025 Global objective achievement: **129.6%** vs 114.7% in 2024
 - ✓ Financial objectives (2/3): achieved at 149.4%
 - ✓ Non-Financial objectives (1/3): achieved at 90.0%

Long-Term Remuneration*

- 2024 and 2025 LTI Plan Pro-rata vesting

Other Remuneration Elements

- Company car: **€2,290**
- General benefits plan: **€2,282**
- Supplementary pension plan: **€4,710**
- International medical insurance: **€11,409**
- Unemployment insurance: **€4,298**

* Valuation according to the method used for the consolidated accounts for the financial year 2025 (IFRS values)



1. Remuneration paid or allocated to the Chair & CEO - 2025

Ex post Vote (10th resolution)

- Temporary unified term of **Sophie ZURQUIYAH** as Chair & Chief Executive Officer from **April 30, 2025** to **December 31, 2025**
- All amounts reflect compensation prorated for the period from **April 30, 2025** to **December 31, 2025**

Fixed Remuneration

- **€755,400**
- Prorated time spent in position: 67%
- **Prorated amount paid for 2025: €503,600**

Annual Variable Remuneration

- **Prorated amount paid for 2025: €652,736**
- 2025 Global objective achievement: **129.6%** vs 114.7% in 2024
 - ✓ Financial objectives (2/3): achieved at 149.4%
 - ✓ Non-Financial objectives (1/3): achieved at 90.0%

Long-Term Remuneration*

2025 LTI Plan:

- 10,000 Performance shares allocated (Pro-rata vesting)
- Total Long-Term Remuneration: **€577,320 (76% of the Fixed Remuneration)**
- Vesting period and performance conditions period: **3 years**

Other Remuneration Elements

- Company car: **€3,974**
- General benefits plan: **€4,565**
- Supplementary pension plan: **€9,420**
- International medical insurance: **€22,819**
- Unemployment insurance: **€8,596**



2. 2026 Chair & CEO Remuneration Policy

(January 1 – June 3, 2026) - *Ex ante* Vote (12th resolution)

Evolution 2026

- Adjustment of the annual variable remuneration KPIs
- No Long-Term Remuneration granted to the Chair & CEO for 2026

Fixed Remuneration

- **€755,400**
- The 2026 Chair & CEO's **fixed compensation** remains unchanged for the period between **January 1, 2026** and **June 3, 2026**

Long-Term Remuneration

- 2024 and 2025 LTI Plan Pro-rata vesting
- 2026 LTI plan not granted to the Chair & CEO

Annual Variable Remuneration

| Minimum | Target | Maximum |
|--|---|-----------------------------------|
| 0% of the Fixed Remuneration | 100% of the Fixed Remuneration | 166.67% of the Fixed Remuneration |
| 2/3 Financial objectives | 1/3 Non-financial objectives | |
| <ul style="list-style-type: none"> • Group Net cash-flow • Free EBITDA • Group segment revenues | <ul style="list-style-type: none"> • Strategic plans and New Businesses • Business, Organization, People and Operations • Sustainability • Successful CEO Transition (New) | |

Other Remuneration Elements*

- Company car
- General benefits plan
- Supplemental pension plan
- International medical insurance
- Individual Unemployment insurance
- Contractual termination indemnity, non-compete commitment indemnity

* The details and conditions of these elements are presented in the 2025 Viridien Universal Registration Document



2. 2026 Chair of the Board of Directors Remuneration Policy

(June 3 – December 31, 2026) - *Ex ante* Vote (13th resolution)

Evolution 2026

- Sophie ZURQUIYAH has extensive experience as former CEO and will continue to actively support Henning BERG, newly appointed CEO.
- Sophie ZURQUIYAH will have a fixed remuneration only, prorated for the period between **June 3, 2026**, and **December 31, 2026**, and variable director's fees will no longer apply for the position of Chair.

Fixed Remuneration

- An increase in fixed compensation to **€350,000** is proposed and will be applied on a prorated basis from **June 3, 2026** to **December 31, 2026**
- The proposed adjustment is aligned with remuneration market benchmarking and reflects the expanded responsibilities associated with the CEO transition process (enhanced advisory and transition support role).
- Chair Remuneration unchanged since 2018

Other Short-Term Remuneration Elements*

No planned changes on Sophie ZURQUIYAH's current benefits as CEO, including :

- Company car
- General benefits plan
- International medical insurance

** The details and conditions of these elements are presented in the 2025 Viridien Universal Registration Document*

2. 2026 CEO Remuneration Policy

(June 3 – December 31, 2026) - *Ex ante* Vote (14th resolution)

Evolution 2026

- Adjustment of the annual variable remuneration KPIs
- For the fiscal year 2026 the CEO's policy will include a **€70,000** housing allowance, prorated between **June 3, 2026**, and **December 31, 2026**

Fixed Remuneration

- **€650,000** prorated between **June 3, 2026**, and **December 31, 2026**

Annual Variable Remuneration

| Minimum | Target | Maximum |
|------------------------------|--------------------------------|-----------------------------------|
| 0% of the Fixed Remuneration | 100% of the Fixed Remuneration | 166.67% of the Fixed Remuneration |

2/3 Financial objectives

- Group Net cash-flow
- Free EBITDA
- Group segment revenues

1/3 Non-financial objectives

- Strategic plans and New Businesses
- Business, Organization, People and Operations
- Sustainability
- Successful CEO transition (**New**)

Long-Term Remuneration

| Minimum | Target | Maximum |
|--|--------------------------------|--------------------------------|
| 0% of the Fixed Remuneration | 100% of the Fixed Remuneration | 150% of the Fixed Remuneration |
| <ul style="list-style-type: none"> • Performance conditions: Relative share price performance vs peer group, Beyond the Core revenue, Average Net debt over EBITDAs, ESG Scorecard. • Vesting period and performance condition period: 3 years | | |

Other Remuneration Elements*

- Company car
- General benefits plan
- Supplemental pension plan
- International medical insurance
- Individual Unemployment insurance
- Contractual termination indemnity, non-compete commitment indemnity
- Housing allowance (**New**)

* The details and conditions of these elements are presented in the 2025 Viridien Universal Registration Document



2. 2026 Directors' Remuneration Policy

Ex ante Vote (11th resolution)

Evolution 2026

• Proposed changes in Directors' remuneration policy for 2026: ~+10%

Maximal Remuneration
(annual envelope)

€550,000
Unchanged

| | Maximal Remuneration (annual envelope) | €550,000 Unchanged |
|-------------------------|---|-----------------------|
| Fixed portion | Director | €12,000 |
| | Lead Independent Director | €30,000 |
| | Chairman of the Audit and Risk Management Committee | €14,000 |
| | Member of the Audit and Risk Management Committee | €7,000 |
| | Chairman 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 |
| Variable portion | Attendance at an ordinary Board meeting | €4,000 |
| | Attendance at an ordinary Board Committee meeting | €2,000 |
| | Attendance at an exceptional Board meeting | €2,000 |
| | Attendance at an exceptional Board Committee meeting | €1,000 |
| | Attendance at a Board Committee follow-up call | €0 |
| | Written consultation | €0 |
| | Attendance at a Board Committee as a guest | €0 |



V. Q&A

Combined General Meeting 2026



VI. VOTE ON THE RESOLUTIONS

1. Ordinary General Meeting (1-15)
2. Extraordinary General Meeting (16-17)
3. Ordinary General Meeting (18)

Combined General Meeting 2026



1. Ordinary General Meeting



- Approval of the statutory financial statements for financial year ended December 31, 2025

1. Ordinary General Meeting



- Allocation of earnings for financial year ended December 31, 2025



1. Ordinary General Meeting



- Approval of the consolidated financial statements for financial year ended December 31, 2025

1. Ordinary General Meeting



- Renewal of the term of Mrs. Sophie ZURQUIYAH as Director

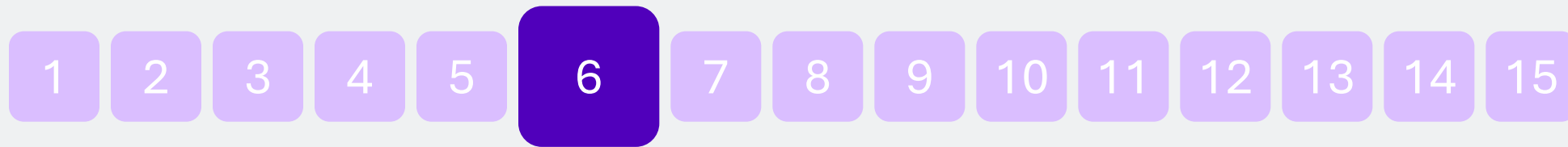
1. Ordinary General Meeting



- Appointment of Mr. Henning BERG as Director

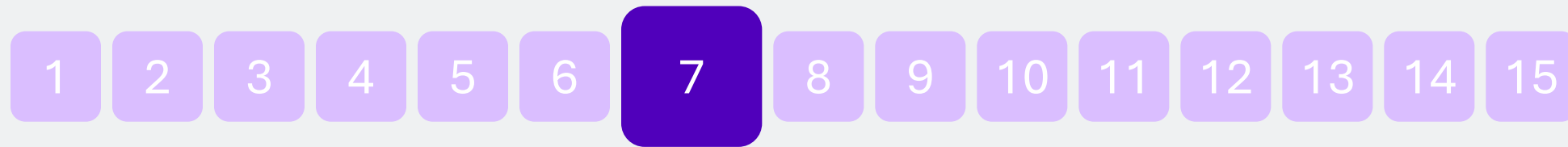


1. Ordinary General Meeting



- Statutory auditors' special report on related party agreements – Acknowledgement of the absence of any new agreement

1. Ordinary General Meeting



- Approval of the information mentioned under part I of Article L.22-10-9 of the French Commercial Code



1. Ordinary General Meeting



- Approval of the fixed, variable and exceptional components constituting the global remuneration and benefits of any kind paid during the past financial year or granted in respect of the same financial year, to Mr. Philippe SALLE, Chairman of the Board of Directors until April 30, 2025



1. Ordinary General Meeting



- Approval of the fixed, variable and exceptional components constituting the global remuneration and benefits of any kind paid for the past financial year or granted in respect of the same financial year, to Mrs. Sophie ZURQUIYAH, Chief Executive Officer until April 30, 2025



1. Ordinary General Meeting



- Approval of the fixed, variable and exceptional components constituting the global remuneration and benefits of any kind paid for the past financial year or granted in respect of the same financial year, to Mrs. Sophie ZURQUIYAH, Chair and Chief Executive Officer from April 30, 2025

1. Ordinary General Meeting



- Approval of the remuneration policy of Directors

1. Ordinary General Meeting



- Approval of the remuneration policy of the Chair and Chief Executive Officer

1. Ordinary General Meeting



- Approval of the remuneration policy of the Chair of the Board of Directors

1. Ordinary General Meeting



- Approval of the remuneration policy of the Chief Executive Officer

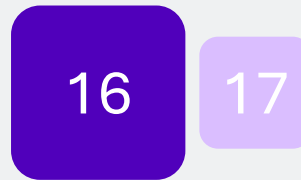
1. Ordinary General Meeting



- Delegation of authority to the Board of Directors to buyback the Company's shares in accordance with Article L.22-10-62 of the French Commercial Code



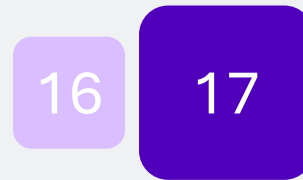
2. Extraordinary General Meeting



- Authorization given to the Board of Directors to grant performance shares to certain employees and/or executive corporate officers of the Company and/or of companies related to it, waiver by the shareholders of their preferential subscription right



2. Extraordinary General Meeting

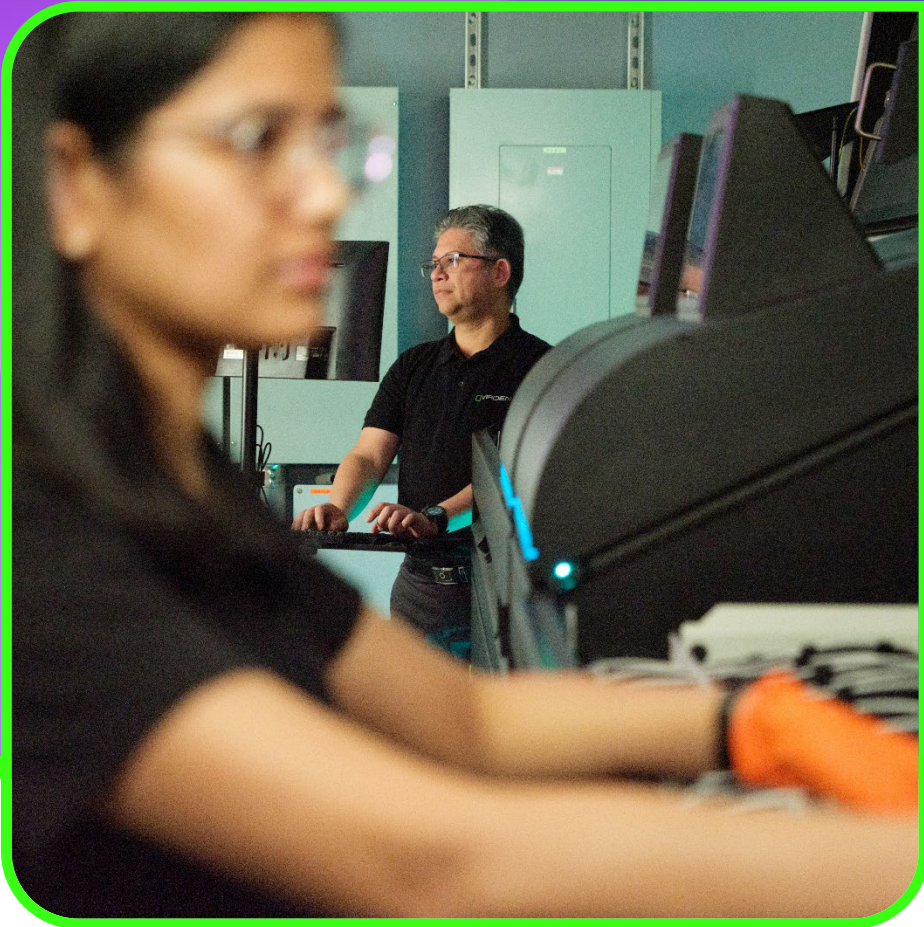


- Overall ceiling for the authorizations of issue in the sixteenth resolution of this General Meeting and in the twenty-seventh resolution of the General Meeting held on April 30, 2025

3. Ordinary General Meeting

18

- Powers for formalities



VII. CONCLUSION

Combined General Meeting 2026



All forward-looking statements are Viridien management's present expectations of future events and are subject to a number of factors and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. For a detailed description of these factors and uncertainties, please refer to Chapter 2 "Risk Management and Internal Control" of our 2025 Universal Registration Document (available on www.viridiengroup.com). Viridien undertakes no obligation to publicly update or revise any of these forward-looking statements.

This presentation includes information pertaining to our markets and our competitive positions therein. Such information is based on market data and our actual revenues in those markets for the relevant periods. We obtained this market information from various third-party sources (industry publications, surveys and forecasts) and our own internal estimates. We have not independently verified these third-party sources and cannot guarantee their accuracy or completeness and our internal surveys and estimates have not been verified by independent experts or other independent sources.