

Viridien

Société Anonyme with a share capital of € 7,194,159

Registered office: 27 avenue Carnot, 91300 Massy

Evry Trade and Company Register No. 969 202 241

REMUNERATION POLICIES APPLICABLE TO CORPORATE OFFICERS APPROVED BY THE COMBINED GENERAL MEETING HELD ON WEDNESDAY, JUNE 3, 2026

VOTING RESULTS

(Article R. 22-10-14, IV of the French Commercial Code)

Viridien's Combined General Meeting of Wednesday, June 3, 2026, approved without modification the following resolutions regarding the remuneration policies applicable to corporate officers for financial year 2026, presented in the 2025 Universal Registration Document:

RESOLUTION	VOTING RESULT	UNIVERSAL REGISTRATION DOCUMENT
11th resolution Remuneration policy of Directors	Approved at 99.68%	Section 4.2.1.2.d) Pages 198 to 200
12th resolution Remuneration policy of the Chair and Chief Executive Officer	Approved at 94.24%	Section 4.2.1.2.a) Pages 186 to 191
13th resolution Remuneration policy of the Chair of the Board of Directors	Approved at 99.72%	Section 4.2.1.2.c) Pages 197 to 198
14th resolution Remuneration policy of the Chief Executive Officer	Approved at 94.50%	Section 4.2.1.2.b) Pages 192 to 197

The corresponding excerpts from the 2025 Universal Registration Document are reproduced below.

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

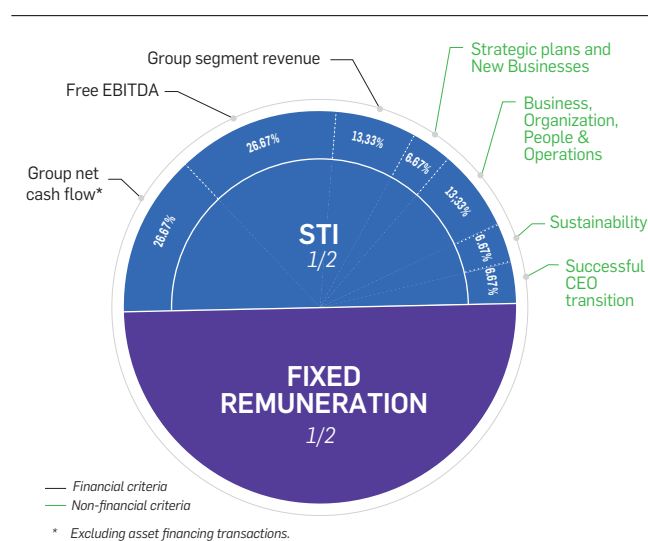
ZURQUIYAH holds the position of director of the Company alongside her mandate as Chair and Chief Executive Officer, with aligned terms of office (see Section 4.1.2.1.b)). As from the Board meeting of June 3, 2026, Sophie ZURQUIYAH will solely perform the role of Chair of the Board of Directors, subject 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.

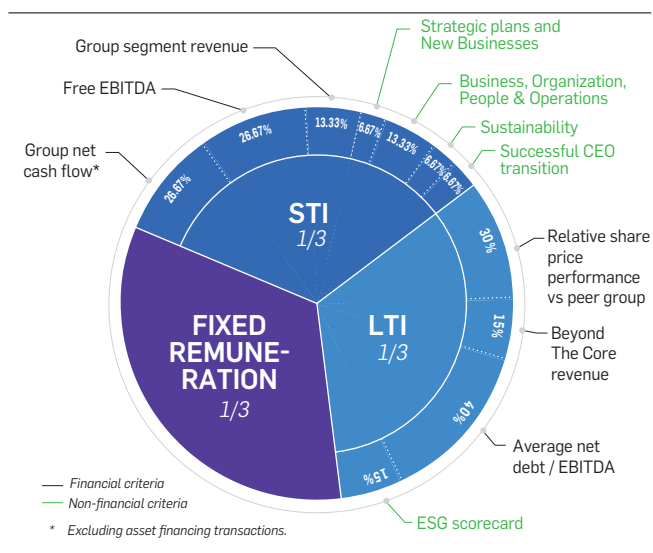
b) Remuneration policy applicable in 2026 for the Chief Executive Officer

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).