



Viridien

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

Registered office: 27 avenue Carnot, 91300 Massy, France

Evry Trade and Company Register N°: 969 202 241

Statement on the grant of performance shares subject to performance conditions for the benefit of the Chief Executive Officer

Paris, June 9, 2026

The Board of Directors of Viridien met on June 3, 2026, to decide in particular upon the grant of performance shares subject to performance conditions for the benefit of the Chief Executive Officer.

Based on the authorization granted by the General Meeting held on June 3, 2026 (resolution 16), the Board of Directors, upon the recommendations of the Appointment, Remuneration and Governance Committee, has decided to grant performance shares subject to performance conditions as follows:

- 5,500 shares subject to performance conditions ("**Performance shares**") to Mr. Henning BERG, Chief Executive Officer.

Rights to these Performance shares vest in one batch representing 100% of the number of shares granted. The Performance shares are definitively allocated to the Chief Executive Officer at the end of 3-year acquisition period, subject to a presence condition and the fulfillment of the following performance conditions:

- i. 30% of the grant is 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. Achievement of 130% strictly 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 condition. It is specified that for the assessment of this condition, any increase in the share price due to the reverse share split will not be taken into account;
- ii. 15% of the grant is 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;



- iii. 40% of the grant is 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;
- iv. 15% of the grant is based on the achievement of an environment, social and governance (ESG) objective scorecard. 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 fourth condition.

The maximum vesting rate for each performance criterion may not exceed 100% of the share of the condition. Thus, the maximum vesting rate may not exceed 100% of the grant.

In the event of departure before the expiry of the period provided for the assessment of performance conditions, the Board of Directors will decide whether to maintain all or part of the Chief Executive Officer's long-term remuneration. In the event of retirement, Performance shares in the process of acquisition will be reduced in proportion to the time spent in service during the acquisition period and the Chief Executive Officer will remain subject to all the provisions of the plan.

About Viridien

Viridien (www.viridiengroup.com) is an advanced technology, digital and Earth data company that pushes the boundaries of science for a more prosperous and sustainable future. With our ingenuity, drive and deep curiosity we discover new insights, innovations, and solutions that efficiently and responsibly resolve complex natural resource, digital, energy transition and infrastructure challenges. Viridien employs around 3,100 people worldwide and is listed as VIRI on the Euronext Paris SA (ISIN: FR001400PVN6).

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