Viridien

Société Anonyme with a share capital of € 7,161,465
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, APRIL 30, 2025

VOTING RESULTS

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

Viridien's Combined General Meeting of Wednesday, April 30, 2025, approved without modification the following resolutions regarding the remuneration policies applicable to corporate officers for financial year 2025 presented in the 2024 Universal Registration Document:

RESOLUTION	VOTING RESULT	UNIVERSAL REGISTRATION DOCUMENT
15th resolution Remuneration policy of Directors	Approved at 98.40%	Section 4.2.1.2.d) Pages 192 to 194
16th resolution Remuneration policy of the Chairman of the Board of Directors	Approved at 98.33%	Section 4.2.1.2.a) Page 179
17th resolution Remuneration policy of the Chief Executive Officer	Approved at 97.75%	Section 4.2.1.2.b) Pages 180 to 186
18th resolution Remuneration policy of the Chairperson and Chief Executive Officer	Approved at 97.75%	Section 4.2.1.2.c) Pages 186 to 191

The corresponding excerpts from the 2024 Universal Registration Document are reproduced below.

4.2 Remuneration

4.2.1 REMUNERATION POLICY FOR CORPORATE OFFICERS

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 Philippe SALLE, Chairman of the Board of Directors and Sophie ZURQUIYAH, 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 Chief Executive Officer, potential Chief Operating Officers and Chairperson and Chief Executive Officer. The executive corporate officers, the Chairman 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) 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 policy for the Chief Executive Officer, the Chairman of the Board and Directors, based on the recommendations of the Appointment, Remuneration and Governance Committee
- Publication of the Universal Registration Document

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

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

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

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 in section 4.2.1.1.a) of this Document.

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 in section 4.1.3.3.b) of this Document 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 of plans for the evolution of the Company's governance and corporate officers' remuneration. 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 May 15, 2024, all of the resolutions related to "Say on Pay" were approved at more than 95%.

Based on the dialogue initiated with the main shareholders and proxy advisors, and given the positive results obtained at the last General Meeting[1], 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 of the corporate officers:
  - proposal to increase, after the General Meeting of April 30, 2025 the combined role of Chairperson and Chief Executive Officer's annual fixed remuneration (detailed in section 4.2.1.2.c) of this Document),
  - proposal to adapt the financial and non-financial performance indicators used in the annual variable remuneration of the Chief Executive Officer and then of the combined role of Chairperson and Chief Executive Officer to better reflect the current strategy of the company (detailed in section 4.2.1.2.b) and 4.2.1.2.c) of this Document),

(1) *Only resolution 4 related to Appointment of Ernst & Young et Autres as statutory auditors in charge of the assurance of sustainability information, was approved below 80% (68.13%). The Company had previously contacted the significant shareholder to discuss the proposed appointment and had understood that the shareholder planned to vote against this resolution due to an internal policy that is stricter than the legal provisions allowing the appointment of the current auditor for the certification of sustainability information. The Company has taken note of this position but does not consider it as shareholder dissent, as the appointment of a new auditor for the sustainability report will be presented at the next General Meeting.*

- proposal to review the peer group of the relative stock market performance criteria in the long-term incentive to adapt to the evolutions of the current peer group;
- proposal to add in the remuneration policy of the Directors for 2025, an annual fixed remuneration for the functions as Lead Independent Director and the absence of remuneration in case of Board written consultation (detailed in section 4.2.1.2.d) of this Document).

4.2.1.2 Information relating to each corporate officer

For a clearer reading of this report, the words "Remuneration policy applicable in 2025" will be added. This remuneration policy will be applied in 2025, subject to a positive vote by the Annual General Meeting.

At its meeting of February 27, 2025, the Board of Directors, on the proposal of the Appointment, Remuneration and Governance Committee, determined the compensation policies for Executive Directors for 2025, namely that of the Chairman of the Board of Directors and the Chief Executive Officer for the period from January 1, 2025, to April 30, 2025, inclusive and then that of the combined role of Chairperson and Chief Executive Officer for the period from April 30, 2025, to December 31, 2025.

a) Remuneration policy applicable in 2025 for the Chairman of the Board of Directors

The remuneration of the Chairman 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, 2024.

The Chairman of the Board of Directors' functions are described in section 4.1.3.2.a) of this Document and are currently held by Philippe Salle, whose biography is presented in section 4.1.3.1.f) of this Document. The Chairman of the Board is appointed for the same duration of his Directorship's term of office.

The policy is applicable in case of a dual governance system with a Chairman of the Board of Directors and a Chief Executive officer.

Total remuneration and benefits of any kind

i. Respective Importance of Remuneration Elements

The remuneration of the Chairman of the Board of Directors consists of fixed remuneration for his duties as Chairman of the Board of Directors, and variable remuneration for his duties as a Director, which is linked to attendance (variable part).

ii. Annual fixed remuneration as Chairman of the Board of Directors

The Chairman of the Board of Directors may receive a fixed annual remuneration.

For the 2025 financial year, the annual fixed remuneration of Philippe SALLE in his capacity of Chairman of the Board of Directors is maintained at €170,000 gross on an annual basis, in accordance with the decision of the Board of Directors dated February 27, 2025, following the recommendation of the Appointment, Remuneration and Governance Committee.

The annual fixed remuneration of Philippe SALLE will be prorated based on his presence as Chairman of the Board of Directors between January 1, 2025 and April 30, 2025.

iii. Remuneration as Director

The Chairman of the Board of Directors may receive remuneration related to his office as Director, the amount of which is defined in the remuneration policy applicable to Directors in 2025 presented in section 4.2.1.2.d)of this Document.

For the 2025 financial year, the Chairman of the Board of Directors does not receive any fixed portion for his term of office as Director, but he receives a variable portion of a maximum amount of €70,000 subject to an annual presence condition of at least 90%. Below 90% attendance rate, such remuneration will be paid on a pro rata basis. He may also receive a travel allowance.

The variable remuneration as Director of Phillipe SALLE will be prorated based on his presence as Chairman of the Board of Directors between January 1, 2025 and April 30, 2025.

iv. Other short-term remuneration components

Social protection plans

The Chairman of the Board may benefit from the social protection that complements the basic scheme set up for the Group's employees.

Consequently, the Chairman may benefit from an insurance plan covering death and disability risks and may also benefit from medical coverage.

For the 2025 financial year, Philippe Salle will not benefit from such plans.

Benefits in kind

The Chairman of the Board may receive benefits in kind linked to the allocation of a company car.

For the 2025 financial year, Philippe SALLE will not benefit from a company car.

v. Other forms of remuneration

The Chairman of the Board of Directors does not receive any other form of remuneration. In particular, he does not receive:

- any annual or multi-annual variable remuneration;
- any stock options or stock purchase options;
- any free or performance shares.

The Chairman of the Board of Directors does not benefit from any retirement benefits, non-compete indemnities or contractual severance payments.

b) Remuneration policy applicable in 2025 for the Chief Executive Officer

The remuneration policy applicable to the Chief Executive Officer is designed to remunerate 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.

To determine the remuneration of the Group's Chief Executive Officer, the Board of Directors relies on a market survey conducted by an independent firm. In 2025, the targeted peer group is based on a selection of companies leveraging the existing peer group from the CAC Mid 60 index and the proxy advisor ISS peer group excluding US based companies. The peer group focuses on companies of comparable size in terms of revenue (between half and two times the revenue of Viridien) and geographical location focusing on Europe based companies under comparable market conditions. The total compensation targeted is at the median in terms of total remuneration (fixed, annual variable and long-term remuneration).

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, 2024.

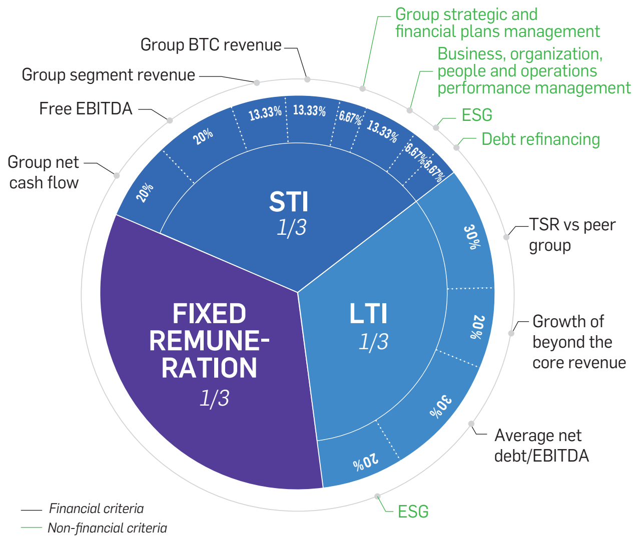
The position of Chief Executive Officer is described in section 4.1.2.1 of this Document and is currently held by Sophie ZURQUIYAH, whose biography is presented in section 4.1.3.1.f). Her term of office started after the General Meeting held on April 26, 2018 for four years and was renewed at the General Meeting held on May 5, 2022 for a period of four years until the end of the Ordinary General Meeting called to approve the financial statements for the financial year ending on December 31, 2025. Sophie ZURQUIYAH also combines her term of office as Chief Executive Officer with that of Director of the Company, the terms of which are aligned (see section 4.1.2.1.b). As of the General Meeting of April 30, 2025 Sophie ZURQUIYAH will additionally assume the role of Chairperson of the Board of Directors. Therefore, this Chief Executive Officer remuneration policy will apply for Sophie ZURQUIYAH between January 1, 2025 and April 30, 2025.

Total remuneration and benefits

i. Respective importance of remuneration elements

The total remuneration package is structured in a balanced way around the three main remuneration components (fixed remuneration, annual variable remuneration, long-term remuneration), and is aligned with the business strategy:

2025 CEO REMUNERATION POLICY



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 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 of the Chief Executive Officer is at the market median of the selected peer group (+2%).

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 27, 2025 decided to maintain the current fixed remuneration for Sophie ZURQUIYAH, at €680,400 gross on an annual basis. This fixed remuneration will be paid to Sophie ZURQUIYAH on a prorated basis between January 1, 2025 and April 30, 2025.

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 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 CEO'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 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 financial objectives may include, but are not limited to, the following: (i) the Group net cash flow, (ii) free EBITDA, (iii) the Group Segment revenues (iv) the operating income and (v) the Beyond the Core revenue.

The non-financial objectives may, in particular, and not exclusively, concern: the strategic plans and new business growth, the organization, people and operational plans and social, debt refinancing and the environmental responsibility.

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 regarding the non-financial objectives 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 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 2025 will be subject to the approval by the General Meeting called in 2026 to approve the financial statements for the financial year 2025, 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 *prorata 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 2025

For the 2025 financial year, during the meeting held on February 27, 2025, the Board of Directors decided not to modify the annual variable remuneration system applicable to the Chief Executive Officer and determined the structure of the annual variable remuneration of Sophie ZURQUIYAH and the applicable objectives. The structure of the annual variable remuneration in 2025 will be applicable without distinctions for the position of Chief Executive Officer between January 1, 2025 and April 30, 2025 and for the position of Chairperson and Chief Executive Officer between April 30, 2025 and December 31, 2025. The amount to be paid will be prorated based on her fixed remuneration as Chief Executive Officer and then on her fixed remuneration as Chairperson and Chief Executive Officer.

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 strategic plans and new business (BTC)** towards 2026. It includes among others the assessment of the competitiveness for the core businesses, the new business development to drive revenue growth as well as specific objectives, managed through indicators whose detailed criteria are confidential;
- the achievement of these objectives will be assessed by the Board based on the status of our Beyond the Core Revenue path compared to our 2026 ambition and progress of Viridien's strategic initiatives;
- the achievement of a **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 technology projects delivery. This objective also includes 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 business line 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,
  - materiality analysis of the 2024 CSRD report,
  - progress plans to improve the Environmental performance of our supply chain,
- In 2025 a **debt refinancing** criteria has also been added to evaluate the successful refinancing of the debt with interest rates within market conditions, and an associated new RCF based on the given market environment.

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 2025 financial year breaks down as follows:

	Target	Maximum
Indicator	**As a % of fixed remuneration**	**As a % of fixed remuneration**
Financial objectives	**66.67%**	**133.33%**
Group net cash flow	20.00%	40.00%
Free EBITDA	20.00%	40.00%
Group Segment revenues	13.33%	26.66%
Beyond the Core revenues	13.33%	26.66%
Non-Financial objectives	**33.33%**	**33.33%**
Group strategic and financial plans management	6.67%	6.67%
Business organization, people and operations performance management	13.33%	13.33%
ESG	6.67%	6.67%
Debt refinancing	6.67%	6.67%
OBJECTIVES TOTAL	**100.00%**	**166.67%**

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 2025 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.

For the 2025 financial year, this coverage will continue to be provided via an insurance policy subscribed with SwissLife.

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 2025 financial year, Sophie ZURQUIYAH will benefit, as in 2024, from the social protection plans applicable to the Group's employees, from an international medical insurance subscribed by CGG Services (US) Inc. of which the annual amount payable by the Company is estimated at €12,344 and of which the annual amount payable by Sophie ZURQUIYAH is estimated €2,178 for her position as CEO, and from a company car which may not give rise to a benefit in kind in excess of €11,880. The cost of this international medical insurance is borne by Viridien SA.

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.

As for the remuneration policy approved by the General Meeting held on May 15, 2024 for the 2024 financial year, it has been proposed for the 2025 financial year that in the event of the departure of the Chief Executive Officer, a detailed justification would need to be provided.

In accordance with the provisions of the AFEP-MEDEF Code, 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 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 Chief Executive Officer must, as a Director of the Company, hold at least 200 shares (after reverse split of July 31 2024) in the Company. 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.

As for the remuneration policy approved by the General Meeting held on May 15, 2024 for the 2024 financial year, it is proposed for the 2025 financial year to let the possibility of reducing the number of shares allocated to the Chief Executive Officer under the long-term remuneration plan in the event of circumstances which would make the use of equity instruments constraining.

It should be noted that the long-term remuneration of the Chief Executive Officer has been positioned, for several years, below the median of comparable companies

Allocation for the 2025 financial year

For the 2025 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 one the relative evolution of the Viridien share price (TSR) 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 S.A 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 2025, 2026 and 2027. In case this objective is not achieved, no rights shall be acquired under this condition;
- a performance condition based on the achievement of an average net debt over EBITDAs of continued operations ratio for the year 2027. In case this objective is not achieved, no rights shall be acquired 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 others 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 2025 financial year, Sophie ZURQUIYAH will benefit, as in 2024, from the above-mentioned defined contribution pension plan. The estimated amount for the 2025 financial year, for her position as CEO, is €7,928, of which €4,710 to be borne by the Company and €3,218 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 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 2025 financial year, Sophie ZURQUIYAH will benefit from the individual unemployment insurance's benefit in kind. The amount to be borne by the Company is €4,297 for her 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

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, 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 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

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 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 2025 presented in section 4.2.1.2.d) of this Document.

For the 2025 financial year, Sophie ZURQUIYAH will not receive any specific compensation for her directorship.

c) Remuneration policy applicable in 2025 for the Chairperson and Chief Executive Officer

From April 30, 2025 and until the end of her term as Director, she will temporarily assume the Board chairmanship in addition to her term of ofice as Chief Executive Officer. The combined role of Chairperson and Chief Executive Officer will be referred as "Chairperson and Chief Executive Officer".

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, 2024. This remuneration policy will apply for Sophie ZURQUIYAH starting the General Meeting on April 30, 2025.

i. Fixed remuneration

Following the recommendation of the Appointment, Remuneration and Governance Committee, the Board of Directors meeting of February 27, 2025 decided to include an 11% increase in the annual fixed remuneration for the Chairperson and Chief Executive Officer thus increasing Sophie ZURQUIYAH's fixed remuneration from €680,400 to €755,400 applicable from April 30, 2025.

This increase after three years of unchanged fixed remuneration, reflects the desire of the Board of Directors to recognize the performance of its Chief Executive Officer in the implementation of the strategic plan defined in 2022, notably with the achievement of the divesture of Viridien's non-core businesses and the growth of the Beyond the Core division. Also, Sophie ZURQUIYAH will take on the additional responsibilities of the Chairperson of the Board of Directors until the end of her mandate as Director, i.e. until the Ordinary General Meeting called to approve the financial statements for the financial year ending on December 31, 2025. The Board of Directors considers that an increase of the fixed remuneration, after three years of maintaining the same level, would ensure market competitiveness and would represent a reasonable change in the face of the past achievements and the challenges ahead.

Following this adjustment, Sophie ZURQUIYAH's fixed remuneration will be 13% above the median of the reference market, aligning with market practices in France, where combined roles typically receive 13% higher fixed pay than dissociated roles. However, her long-term compensation remains 6% below the peer group, bringing down the total compensation and ensuring it remains around the median of the comparison panel, in line with the intended positioning.

As the fixed remuneration is amended for the 2025 remuneration policy and reviewed at relatively long intervals, no changes should occur for the fixed remuneration policy in 2026.

ii. Annual variable remuneration

The variable annual remuneration of the Chairperson 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 financial objectives may include, but are not limited to, the following: (i) the Group net cash flow, (ii) free EBITDA, (iii) the Group Segment revenues (iv) the operating income and (v) the Beyond the Core revenue.

The non-financial objectives may, in particular, and not exclusively, concern: the strategic plans and new business growth, the organization, people and operational plans and social, debt refinancing and the environmental responsibility.

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 Chairperson and Chief Executive Officer.

Performance criteria evaluation method

The performance evaluation for the Chairperson and Chief Executive Officer regarding the non-financial objectives 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 Chairperson 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 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 2025 will be subject to the approval by the General Meeting called in 2026 to approve the financial statements for the financial year 2025, of the resolution relating to the Chairperson 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 Chairperson and Chief Executive Officer during the year, these same principles would apply prorata 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 2025

The structure of the annual variable remuneration in 2025 will be applicable without distinctions for the position of Chief Executive Officer between January 1, 2025 and April 30, 2025 and for the position of Chairperson and Chief Executive Officer between April 30, 2025 and December 31, 2025. The amount to be paid will be prorated based on her fixed remuneration as Chief Executive Officer and then on her fixed remuneration as Chairperson and Chief Executive Officer.

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 strategic plans and new business (BTC)** towards 2026. It includes among others the assessment of the competitiveness for the core businesses, the new business development to drive revenue growth as well as specific objectives, managed through indicators whose detailed criteria are confidential;
- the achievement of these objectives will be assessed by the Board based on the status of our Beyond the Core Revenue path compared to our 2026 ambition and progress of Viridien's strategic initiatives;
- the achievement of **a 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 technology projects delivery. This objective also includes 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 business line 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,
  - materiality analysis of the 2024 CSRD report,
  - progress plans to improve the Environmental performance of our supply chain,
- In 2025 a **debt refinancing** criteria has also been added to evaluate the successful refinancing of the debt with interest rates within market conditions, and an associated new RCF based on the given market environment.

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 2025 financial year breaks down as follows:

	Target	Maximum
Indicator	**As a % of fixed remuneration**	**As a % of fixed remuneration**
Financial objectives	**66.67%**	**133.33%**
Group net cash flow	20.00%	40.00%
Free EBITDA	20.00%	40.00%
Group Segment revenues	13.33%	26.66%
Beyond the Core revenues	13.33%	26.66%
Non-Financial objectives	**33.33%**	**33.33%**
Group strategic and financial plans management	6.67%	6.67%
Business organization, people and operations performance management	13.33%	13.33%
ESG	6.67%	6.67%
Debt refinancing	6.67%	6.67%
OBJECTIVES TOTAL	**100.00%**	**166.67%**

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%.

iii. Exceptionnal remuneration

No exceptional remuneration may be granted to the Chairperson 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 Chairperson 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.

iv. Other short-term remuneration components

Social protection plans

The Chairperson and Chief Executive Officer may benefit from the social protection plans set up for the Group's employees. Consequently, the Chairperson and Chief Executive Officer may benefit from an insurance plan covering death and disability risks.

For the 2025 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 Chairperons and Chief Executive Officer may also benefit from medical coverage covering medical fees.

For the 2025 financial year, this coverage will continue to be provided via an insurance policy subscribed with SwissLife.

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 Chairperson and Chief Executive Officer may benefit from an international medical insurance policy, as frequent travel abroad is required.

Benefits

The Chairperson and Chief Executive Officer may receive a benefit in kind related to the allocation of a company car.

For the 2025 financial year, Sophie ZURQUIYAH will benefit, as in 2024, from the social protection plans applicable to the Group's employees, from an international medical insurance subscribed by CGG Services (US) Inc. of which the annual amount payable by the Company is estimated at €24,688 and of which the annual amount payable by Sophie ZURQUIYAH is estimated €4,357, for her position as Chairman and Chief Executive Officer, and from a company car which may not give rise to a benefit in kind in excess of €11,880. The cost of this international medical insurance is borne by Viridien SA.

v. 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 Chairperson 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.

vi. 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 Chairperson 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 Chairperson 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 Chairperson and Chief Executive Officer's fixed remuneration, without being able to exceed a ceiling of 150% of this same fixed remuneration.

As for the remuneration policy approved by the General Meeting held on May 15, 2024 for the 2024 financial year, it has been proposed for the 2025 financial year that in the event of the departure of the Chairperson and Chief Executive Officer, a detailed justification would need to be provided.

In accordance with the provisions of the AFEP-MEDEF Code, 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 Chairperson 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 Chairperson and Chief Executive Officer must, as a Director of the Company, hold at least 200 shares (after reverse split of July 31 2024) in the Company. The combination of these obligations will enable the Chairperson 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 Chairperson 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 Chairperson and Chief Executive Officer's grant reasonably proportionate, and therefore preserving sufficient shares for allocation to the other eligible employees.

As for the remuneration policy approved by the General Meeting held on May 15, 2024 for the 2024 financial year, it is proposed for the 2025 financial year to let the possibility of reducing the number of shares allocated to the Chairperson and Chief Executive Officer under the long-term remuneration plan in the event of circumstances which would make the use of equity instruments constraining.

Allocation for the 2025 financial year

For the 2025 financial year, the Board of Directors intends to grant performance shares to the Chairperson and 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 one the relative evolution of the Viridien share price (TSR) 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 S.A 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 2025, 2026 and 2027. In case this objective is not achieved, no rights shall be acquired under this condition;
- a performance condition based on the achievement of an average net debt over EBITDAs of continued operations ratio for the year 2027. In case this objective is not achieved, no rights shall be acquired 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.

vii. 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 Chairperson 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 others 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 2025 financial year, Sophie ZURQUIYAH will benefit, as in 2024, from the above-mentioned defined contribution pension plan. The estimated amount for the 2025 financial year, for her position as Chairman and Chief Executive Officer, is €15,857, of which €9,420 to be borne by the Company and €6,437 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 Chairperson 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.

viii. Individual unemployment insurance

The Chairperson 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 Chairperson and Chief Executive Officer's benefit.

For the 2025 financial year, Sophie ZURQUIYAH will benefit from the individual unemployment insurance's benefit in kind. The amount to be borne by the Company is €8,595 for her position as Chairman and Chief Executive Officer.

ix. Contractual termination indemnity in the event of departure from the Group

The Chairperson 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 Chairperson 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 Chairperson 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 Chairperson 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 Chairperson and Chief Executive Officer's annual variable remuneration, as measured over the three complete financial years prior to the date of the Chairperson 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 Chairperson 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. This indemnity will also apply for her position of Chairperson and Chief Executive Officer. As part of her renewal by the Board of Directors on May 5, 2022, 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.

x. Non-compete commitment

In order to protect the Group's interests in the event of the departure of certain senior executives, including the Chairperson 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 Chairperson 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 Chairperson and 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

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.

xi. Indemnity for starting the position

The Board of Directors may, if applicable grant an indemnity for starting the position to a new Chairperson 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.

xii. Remuneration allocated for the office of Director

The Chairperson and 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 2025 presented in section 4.2.1.2.d) of this Document.

For the 2025 financial year, Sophie ZURQUIYAH will not receive any compensation for her directorship.

d) Remuneration policy applicable to Directors in 2025

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 2025 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 Chairman of the Board, the Chief Executive Officer, the Chairperson and Chief Executive Officer and the Lead Independent Director

In case of separate governance structure:

- Chairman of the Board of Directors

The Chairman of the Board receives:

  - a fixed remuneration in his capacity as Chairman of the Board of Directors as described in section 4.2.1.2.a) of this Document;
  - a variable portion in his capacity as Director, as well as a travel indemnity (if applicable), as set out in section 4.2.1.2.d)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

- Chairperson and Chief Executive Officer

The Chairperson and 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.c) 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 2025

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, 2024.

For the 2025 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	€10,500
Lead Independent Director	€30,000
Chairperson of the Audit and Risk Management Committee	€12,000
Member of the Audit and Risk Management Committee	€6,000
Chairperson of any Board Committee other than the Audit and Risk Management Committee	€6,000
Member of any Board Committee other than the Audit and Risk Management Committee	€3,000

(a) Chief Executive Officer (and Chairperson and Chief Executive Officer in case of unified governance structure), and Director representing the employees excluded.

The fixed portion of any Director appointed in the course of the year will be calculated on a *prorata temporis* basis.

DIRECTORS' REMUNERATION – VARIABLE PORTION BASED ON ATTENDANCE AT BOARD AND BOARD COMMITTEE MEETINGS [(a)]

	Variable portion
Annual variable portion of the Chairperson of the Board [(b)]	€70,000
Attendance at an ordinary Board meeting [(c)]	€3,600
Attendance at an ordinary Board Committee meeting	€2,000
Attendance at an exceptional Board meeting [(d)]	€1,800
Attendance at an exceptional Board Committee meeting	€1,000
Attendance at a Board Committee follow-up call [(e)]	€0
Written consultation	€0
Attendance at a Board Committee meeting as a guest	€0

(a) Chief Executive Officer (and Chairperson and Chief Executive Officer in case of unified governance structure), and Director representing the employees excluded.
(b) This variable portion is applicable only in case of separate governance structure (functions of Chairperson of the Board and Chief Executive Officer dissociated - see section 4.2.1.2.a). Maximum amount subject to presence condition of at least 90%. Otherwise, remuneration on a pro rata basis. This remuneration is exclusive of any other variable remuneration for attendance at Board and Committee meetings.
(c) 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.
(d) 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.
(e) 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 Company did not make any modification to the remuneration policy approved by the General Meeting held on May 15, 2024 with the exception of an annual fixed remuneration for the functions as Lead Independent Director and the absence of remuneration in case of Board written consultation.

TRAVEL INDEMNITY, IRRESPECTIVE OF THE DIRECTOR'S NATIONALITY [(a)]

	Travel indemnity
Intercontinental travel	€2,000 [(b)]
Travel within the same continent	€500 [(b)]

(a) Chief Executive Officer (and Chairperson and Chief Executive Officer in case of unified governance structure), and Director representing the employees excluded.
(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 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 2024

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 2024 financial year

a. **Consideration of the last vote of the General Meeting**

The General Meeting on May 15, 2024 approved resolution no. 8 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, 2023 and resolution no. 12 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. Considering the temporary change of governance structure (see Section 4.1.1.c) of this Document), the Company has adjusted the remuneration policies accordingly (see Section 4.2.1.2 d) b. iii. of this Document).

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 May 15, 2024 and applicable for the 2024 financial year.

For the 2024 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 2023 and 2024 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

For 2024 financial year, Philippe Salle remuneration's structure is as follows:

- in his capacity as Director: €70,000 were allocated to Philippe SALLE.

  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: a fixed compensation unchanged since 2018 (€170,000 gross on an annual basis).