

Reservation period
from April 28 to May 12, 2026

Employee Stock Ownership Plan



ESOP 2026 is your opportunity to take part in Technip Energies' growth more closely by becoming shareholders under preferential conditions.

With two investment formulas available, ESOP 2026 fits a wide range of risk profiles and gives you the flexibility to choose one option or combine both.

Discover the advantages of each formula

	ESOP Leverage ¹	ESOP Classic ²
Guaranteed return on the initial investment	4% per year guaranteed through the SAR	N/A
Guarantee of the personal contribution in euros	Yes Through the SAR	No Risk of capital loss
Multiple of the average share price increase	7 times through the SAR	N/A
Matching contribution	No	Matching contribution of 100% of the personal contribution up to a maximum of €500
Share subscription price	Reference price minus a 20% discount	Reference price minus a 20% discount
Potential gain calculated based on the share subscription price	Yes	Yes
Dividend income	Yes	Yes
Lock-up period	5 years	5 years

¹ In this offer, you subscribe Technip Energies shares directly which will be registered in your name and held in a registered account and you benefit from the grant of a Stock Appreciation Rights (SAR) which provides for additional benefits.

² In this offer, you subscribe Technip Energies shares directly which will be registered in your name and held in a registered account.

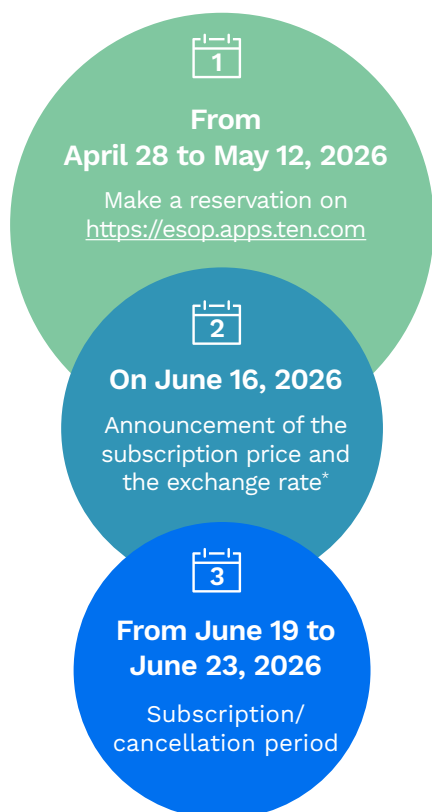
Who can participate?

- **Employees** are eligible for ESOP 2026 if, on June 23, 2026, they are employed by a company that is a member of the Technip Energies PEGI, is included in the ESOP 2026 scope, and if they have at least 3 months of service in the Technip Energies Group between January 1, 2025 and June 23, 2026.



A simulator is available at <https://esop.apps.ten.com> to help you determine the maximum amount you can invest in ESOP 2026.

When can I participate?



How to subscribe

1 share is the minimum to participate in this plan.

Participate in just a few clicks:

- 1 Log in to**
<https://esop.apps.ten.com>
- 2 Click on**
the “Participate in ESOP 2026” button.
- 3 Confirm your identity**
using the instructions sent by e-mail or by post.
- 4 Read the terms and conditions**
for participating in ESOP 2026.
- 5 Fill in the reservation screen.**
- 6 Confirm** your reservation.
- 7 Download**
the PDF summary of your subscription.

* The final exchange rate will be determined at the same time as the subscription price (by reference to the exchange rate on June 16, 2026) and will be communicated on the website <https://esop.apps.ten.com>. Although you indicate your investment amount in your local currency, you are investing an amount in euros. If you subscribe outside the Eurozone, after the capital increase, your investment will be subject to exchange rate fluctuations between the euro and the currency of your country.



To know more and to subscribe

Visit
<https://esop.apps.ten.com>
or scan the QR code

Contact:

- Your ESOP / People & Culture correspondent
- Dedicated email esop@ten.com