



ESOP 2026

Country Supplement

COLOMBIA

You have been invited to invest in units of the FCPE "TEN Relais International 2026" and/or the sub-fund "T.EN Leverage International 2026" of the FCPE "T.EN Shares International", in the context of the share offering reserved to employees of the group (the "ESOP 2026").

You will find below local offering information and a summary of the main tax consequences applying to your investment if you participate to ESOP 2026.

This document is provided to you in addition to the documents relating to ESOP 2026 and in particular, the Information Brochure, the Key Information Documents (the "KID") of the sub-funds "T.EN Classic International" and "T.EN Leverage International 2026" of the FCPE "T.EN Shares International", the KID of the FCPE "T.EN Relais International 2026" and the Terms and Conditions of the offer. For additional details, please also refer to the Regulations of the International Group's Savings Plan of Technip Energies N.V. and to the Regulations of the FCPE "T.EN Shares International" and the FCPE "T.EN Relais International 2026". All documents are made available to you on the offer website [https:// esop.apps.ten.com](https://esop.apps.ten.com).

Technip Energies N.V. shares are listed on Euronext Paris. The value of your investment will depend on the value of Technip Energies N.V. shares and therefore implies a risk.

Neither your employer nor Technip Energies N.V. can give you investment advice nor any guarantee as to the future price of the Technip Energies share. You are encouraged to consult the Annual Report of Technip Energies N.V. which contains important information on its activities, strategy, financial results and certain risks associated with its business and investment in Technip Energies shares.

If you do not understand the contents of the documents made available to you in the context of ESOP 2026, the nature of the investment, or the comparative risks and benefits associated with ESOP 2026, you should contact an authorised financial advisor.

ESOP 2026 is proposed to you because you are an employee of a company within the Technip Energies group.

Participation in this offering is not obligatory and your decision to participate or not will have no impact on your employment with your employing company of the Technip Energies group.

Local Offering Information

PAYMENT OF YOUR PERSONAL CONTRIBUTION

You may opt for payment of your personal contribution:

- by making a wire transfer to your employer.

Your payment must be received by 6 August 2026. In case of oversubscription, if your order is reduced, you will be informed of the exact amount to be paid

AND/OR

- by deduction from your salary, in 6 instalments.

The amount corresponding to the amount indicated by you for this payment method will be advanced by your employer and will be reimbursed by you in 6 instalments of equal amount to be deducted from your salary, starting in the month of September 2026. Please note that salary deductions are subject to limitations and express authorization. You must consider any applicable restrictions when you decide upon the amount that you wish to pay through the payment facility and ensure that the amount of each instalment does not exceed the amount that can be deducted from your salary.

HOLDING PERIOD AND EARLY RELEASE EVENTS

Your investment in this offering is subject to a mandatory 5-year lock-up period, starting from the date of issuance of shares/units.

However, you could request an early release in case of occurrence of any of the following events:

- ✓ Marriage (*)
- ✓ Use of invested amounts for the purpose of acquisition or enlargement of a principal residence which includes the creation of new living space (*)
- ✓ Termination of employment
- ✓ Disability, when the disability rate is at least 80% and the person concerned does not perform any professional activity
- ✓ Death

Please note that for events marked (*), the request for early release must be submitted within 6 months following the occurrence of the event. Release takes place in the form of a single payment, relating at your choice, to all or a part of your assets.

Early release events must be interpreted and applied in a manner consistent with French law which governs the Plan rules. You may not conclude that an early release is available to you unless you have described your specific case to your employer and your employer has confirmed that it applies to your situation. Supporting documents will be required from you.

LABOR LAW DISCLAIMER

This offer is made to you by the Dutch company Technip Energies N.V., not by your local employer. ESOP 2026 does not form part of your employment agreement and does not amend

or supplement such agreement. This offer does not constitute a right granted and participation in ESOP 2026 in no way confers any right to participate in similar transactions. There is no obligation for Technip Energies N.V. to launch new offerings in subsequent years.

By participating in ESOP 2026, you expressly agree that any direct or indirect benefit derived from it, including but not limited to price discount, matching contribution, interest free loans or any other, will not be considered as salary nor as a constituent part of it for any purpose under your employment agreement.

Gains or benefits that you may receive or be eligible for under ESOP 2026 will not be taken into consideration to determine the amount of any future compensation, payments or other entitlements that may be due to you (including in cases of termination of employment).

Tax Information

This summary sets forth general principles that are expected to apply to employees who participate to ESOP 2026 and who are and will remain a resident of Colombia for the purposes of the tax laws of Colombia during the whole period of their investment.

This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. The tax treatment that applies to you may differ from the regime described below depending on your personal situation, and in particular in the case of international mobility. For definitive advice, employees should consult their own tax advisors

The tax consequences listed below are described in accordance with the tax laws and tax practices, all of which as are applicable in February 2026. These laws and practices may change over time.

ESOP CLASSIC

In participating to ESOP Classic, you subscribe for units of the FCPE "T.EN Relais International 2026" and you benefit from a matching contribution.



Will I be required to pay any tax and social security contributions at the time of my subscription?

→ With respect to the discount and the matching contribution?

Yes, the discount and the matching contribution will be subject to taxation at the time of my subscription. The whole amount of the matching contribution is taxable. The amount of the taxable discount shall be calculated considering the number of units subscribed with your personal contribution and with the amount of the matching contribution.

These amounts will be taxed as income at progressive income tax rates of up to 39%. The corresponding taxes will be withheld by your employer from your salary.

As the benefits in ESOP 2026 should not be considered as part of your salary, no social security contributions apply except in case that the non-salaried benefits received by you in the specific month exceed 40% of your total monthly compensation (for this purpose compensation is equal to salary plus non-salaried benefits). In such case, the social security contributions will apply over the excess.

You will have to report this income when filing your income tax return within the following year and pay the corresponding tax if the income tax is higher than the income tax withholding deducted by your employer.

Please note that you will have to file an annual return reflecting your assets owned abroad as of January 1st of each fiscal year, if the amount of your assets abroad as of January 1st of each year is higher than 2,000 UVT (approx. COL\$ 104,748,000 for the year 2025). The deadline will be the same as for the income tax return. There will be no tax to be paid, as it is only an informative return.

Under Decree 1474 of 2025, individuals are subject to wealth tax if on January 1st of each year, their net equity is equal to or greater than 40,000 UVT (Col\$ 2,094,960,000 for the year 2025).

The rates are as follows: if the net equity is equal to or greater than 40,000 UVT and less than 70,000 UVT (Col\$3,666,180,000 for the year 2025), the rate is 0.5%; if the net equity is equal to or greater than 70,000 UVT and less than 120,000 UVT (Col\$6,284.880,000 for the year 2025), the rate is 1%; if the net equity is equal to or greater than 120,000 UVT and less than 240,000 UVT (Col\$12,569,760,000 for the year 2025), the rate is 2%; if the net equity is equal to or greater than 240,000 UVT and less than 2,000,000 UVT (Col\$104.748,000,000 for the year 2025), the rate is 3%; and, if the net equity is equal to or greater than 2,000,000 UVT, the rate is 5%.



If dividends are distributed by Technip Energies N.V. to the sub-fund during the investment period, will I be required to pay tax and social security contributions on such dividends?

Despite their reinvestment in the FCPE, the dividend amounts received by the FCPE will be taxable in the year in which such dividends are received by FCPE at progressive rates up to 44,75% (values for the year 2026).

You must report such dividends on your personal income tax return and pay the corresponding tax individually. You may also be subject to pay social security contributions on your own over dividends.



Will I be required to pay any tax and social security contributions when I ask the redemption of my units for cash?

Any gains (calculated as the difference between (i) the sale proceeds from the sale of shares and (ii) the market value of shares acquired by you at subscription) adjusted by inflation are subject to taxation at progressive rates of up to 39% and must be reported on your personal income tax return.

If the assets have been held for 2 years or more, the applicable rate will be 15% (capital gain tax).

Applicable taxes are not withheld by the employer. You must report the gain on your personal income tax return and pay the corresponding tax individually. No social security contributions apply.

ESOP LEVERAGE

In participating to ESOP Leverage, you invest in the sub-fund "T.EN Leverage International 2026" of the FCPE "T.EN Shares International". You benefit from a guarantee of the amount of your personal contribution (except in certain exceptional cases described in the regulations of the FCPE "T.EN Shares International"). In addition, you benefit from the higher of either (i) the minimum guaranteed return of 4% per year on your personal contribution, or (ii) 9.2 times the average increase in Technip Energies' share price, if any, compared to the Reference Price.



Will I be required to pay any tax and social security contributions at the time of my subscription?

No. To the extent that you do not benefit from the discount, you will not recognize any taxable income at the time of subscription in this formula.

Please note that you will have to file an annual return reflecting your assets owned abroad as of January 1st of each fiscal year, if the amount of your assets abroad as of January 1st of each year is higher than 2,000 UVT (approx. COL\$ 104,748,000 for the year 2025). The deadline will be the same as for the income tax return. There will be no tax to be paid, as it is only an informative return.

Under Decree 1474 of 2025, individuals are subject to wealth tax if on January 1st of each year their net equity is equal to or greater than 40,000 UVT (Col\$ 2,094,960,000 for the year 2025).

The rates are as follows: if the net equity is equal to or greater than 40,000 UVT and less than 70,000 UVT (Col\$3,666,180,000 for the year 2025), the rate is 0.5%; if the net equity is equal to or greater than 70,000 UVT and less than 120,000 UVT (Col\$6,284.880,000 for the year 2025), the rate is 1%; if the net equity is equal to or greater than 120,000 UVT and less than 240,000 UVT (Col\$12,569,760,000 for the year 2025), the rate is 2%; if the net equity is equal to or greater than 240,000 UVT and less than 2,000,000 UVT (Col\$104.748,000,000 for the year 2025), the rate is 3%; and, if the net equity is equal to or greater than 2,000,000 UVT, the rate is 5%.



If dividends are distributed by Technip Energies N.V. to the sub-fund during the investment period, will I be required to pay tax and social security contributions on such dividends?

Considering that dividends are paid out to the bank in ESOP Leverage, no taxation will occur on dividends.



Will I be required to pay any tax and social security contributions when I ask the redemption of my units for cash?

Any gains (calculated as the difference between (i) the redemption proceeds of your assets and (ii) the subscription amount that you paid in this formula) adjusted by inflation are subject to taxation at progressive rates of up to 39% and must be reported on your personal income tax return.

If the assets have been held for 2 years or more, the applicable rate will be of 15% (capital gain tax).

Applicable taxes are not withheld by the employer. You must report the gain on your personal income tax return and pay the corresponding tax individually. No social security contributions apply.