



Reservation period
from April 28 to May 12, 2026

Employee Stock Ownership Plan

ESOP 2026 is the opportunity to participate more closely in the Group's growth by becoming shareholders of Technip Energies under preferential conditions.

With two formulas available, ESOP 2026 suits 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	N/A
Guarantee of the personal contribution	Yes	No Risk of capital loss
Multiple of the average share price increase	9.2 times	N/A
Matching contribution	No	Gross matching contribution equal to 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	No If returns are higher than the guaranteed return, the extra gain is calculated using the reference price ³	Yes
Dividend income	No ⁴	Yes
Lock-up period	5 years	5 years

¹ If you allocate all or part of your profit-sharing to the ESOP Leverage formula, your investment in ESOP Leverage will be made via the "TEN Relais France 2026 – Part Leverage" fund. These assets will be transferred to the "TEN Leverage France 2026" sub-fund of the "TEN Shares France" fund prior to the capital increase. If you make a voluntary payment, your investment in ESOP Leverage will be made directly via the "TEN Leverage France 2026" sub-fund of the "TEN Shares France" fund. The subscription to the capital increase will be made with all the assets pooled in this sub-fund.

² Your investment in ESOP Classic will be made via the "TEN Relais France 2026 – Part Classic" fund. This relay employee investment fund will subscribe to the capital increase and will then be merged into the "TEN Classic France" sub-fund of the "TEN Shares France" fund, subject to the approval of the employee investment fund's supervisory board and the authorization of the French Financial Markets Authority (AMF).

³ For the calculation of potential gains, you waive any income from the discount, as your potential gain will be calculated in relation to the undiscounted reference price of Technip Energies shares.

⁴ When calculating possible gains, you waive income from any dividends.

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 PEG, 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.
- **All retirees** of companies participating in the Technip Energies PEG who still have assets in the PEG on the last day of the subscription/cancellation period, i.e. June 23, 2026. Retirees do not benefit from the matching contribution.



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.



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