

DATA PRIVACY NOTICE

PROCESSING OF PERSONAL DATA OF PERSONS ELIGIBLE TO TECHNIP ENERGIES EMPLOYEE SHARE OFFERINGS IMPLEMENTED WITHIN THE FRAMEWORK OF THE INTERNATIONAL GROUP SAVINGS PLAN

1. PURPOSE

Technip Energies N.V., a public limited company (*Naamlooze Vennootschap*) incorporated under Dutch law, with corporate seat in Amsterdam, the Netherlands (Dutch Chamber of Commerce number 76122654), and principal place of business at 2126 boulevard de la Défense, Nanterre (92000), France (RCS Nanterre 879 464 584) ("**Technip Energies**"), may collect, process and transfer your personal data in the context of preparation of the implementation of employee share offerings implemented by Technip Energies within the framework of the International Group Savings Plan (*PEGI*).

The purpose of this privacy notice is to describe how this data will be managed and rights you have in accordance with EU Regulation 2016/679 of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (the "**GDPR**") and French Law No. 78-17 of 6 January 1978 relating to Data Processing, Data Files and Individual Liberties, as amended (the "**Data Protection Law**").

Technip Energies acts as data controller for the overall implementation of employee share offerings, your employer acting as independent data controller for the implementation of the employee share offering on its scope.

2. PERSONAL DATA PROCESSED

The following personal data may be processed, originating from Technip Energies or your employer and generated or created in the course of your employment in order to allow you to participate to the plan:

- data allowing your identification (name, surname, gender, address, date, country and place of birth, citizenship);
- data allowing to identify your affiliated employer and determine your eligibility to an employee share offering (company name, branch, global group ID, your employment period in the group);
- data allowing to contact you (email address, language for correspondence);
- data allowing to anticipate and manage any tax or social issues resulting from your participation in the employee share offering (tax residence).

The following data will be processed after handling the subscription requests:

- data allowing to process your subscription request (investment amount and payment method);
- data required for reporting of your subscriptions under applicable local regulations;
- data required to process withholding of taxes and social charges owed by you in connection with your subscription, when such withholding must be made by your employer.

3. PURPOSES OF PROCESSING

Your personal data is processed in order to determine your eligibility to an employee share offering proposed by Technip Energies and subsequently to allow you to participate in this offering.

In this context, the legal basis for the processing of your personal data is the legitimate interest pursued by Technip Energies and the participating group entities to offer group employees the opportunity to participate in employee share offerings implemented by Technip Energies.

Your personal data collected upon your subscription to an employee offering will be processed in order to execute your subscription request and administrate your assets held in the PEGI. This processing is based on the execution the agreement concluded with Technip Energies, taking the form of your subscription to the employee offering.

Processing of your personal data is necessary for your participation to the offer and without such data, your subscription cannot be processed.

4. RECIPIENTS OF YOUR PERSONAL DATA

When an employee share offering is proposed, Technip Energies calls upon:

- Amundi *Employee Savings & Retirement* (Amundi ESR), a French limited liability company, whose registered office is at 91-93, boulevard Pasteur – 75015, FRANCE, registered with the Companies and Trade Registry of Paris under the number 433 221 074,

in order to identify persons eligible to employee share offerings and to organise the processing of participations in the offering.

Subsequently, Amundi ESR will act as an independent data controller in the execution of subscription operations and management of your savings account for assets that will be held in the FCPE established within the framework of the PEGI.

For employees subscribing for Technip Energies shares directly, Technip Energies calls upon

- Société Générale Securities Services, a French limited liability company whose registered office is at 29, boulevard Haussmann, 75009, Paris, FRANCE, registered with the Companies and Trade Registry of Paris under the number 552 120 222.

Subsequently, Société Générale Securities Services will act as an independent data controller in the management of your Technip Energies shares subscribed in the offering and your SAR entitlements.

5. RETENTION OF YOUR PERSONAL DATA

Your personal data will be used exclusively for the preparation and implementation of employee share offerings.

- If you do not participate in the employee share offering, the personal data collected for the purpose of determining your eligibility will be deleted within a period of one year after the end of the subscription period.
- If you participate, your personal data will be retained for the duration of your participation in the offering and the subsequent statutory retention period required under applicable tax, accounting or financial regulations (typically between 6 and 10 years, depending on jurisdiction).

Data processing may be renewed in the case of preparation of any new employee share offering that Technip Energies may decide to propose in the future.

6. YOUR RIGHTS AND HOW TO EXERCISE THEM

In accordance with the GDPR and the Data Protection Law, you have the right:

- to obtain a copy of your personal data collected and to receive information about the processing of your personal data;
- to request the rectification, completion or updating of your personal data that is inaccurate, incomplete, ambiguous and/or outdated;
- obtain the erasure of your personal data;
- to obtain the limitation of one or more processing operations carried out of your personal data;
- to object to the processing of your personal data; and
- to define guidelines on what happens to your data after your death.

Finally, you have the right to lodge a complaint with the French data protection authority (the "**CNIL**") or, where applicable, the supervisory authority of the Member State of the European Economic Area in which you habitually reside or work if you consider that one or more of the processing operations of your personal data violate the GDPR.

To exercise your rights abovementioned, or if you have any questions about the processing of your personal data described in this privacy notice, you can contact Technip Energies' data protection officer, at the following email address: privacy@technipenergies.com.

If you decide not to participate in the employee share offering, you can contact your HR correspondent. In that case, your personal data will not be transferred to Amundi ESR or Société Générale Securities Services. If your data has already been transmitted as part of the preparation phase, it will be deleted by these entities and you will no longer receive further information relating to the offering.