



ESOP 2026

Country Supplement GERMANY

You have been invited to invest in shares of Technip Energies N.V. through subscription of 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 direct bank debit in SEPA format.

The account referenced on the subscription site will be debited up to the amount indicated by you for this payment method. In the case of an oversubscription, the bank debit will be made for the reduced amount. Your account will be debited on 23 July 2026. Please ensure having sufficient funds on your account by that date.

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 August 2026.

Please note that deductions from salary are subject to limitations and must not exceed the statutory exemption limits for garnishment (*Pfändungsfreigrenze*). You should review and consider the applicable limits when you decide upon the amount to be paid in instalments.

If you cease employment with a Technip Energies group company before full repayment of the advance, the outstanding balance will become immediately due and may be deducted from your last pay up to the exemption limits for garnishment (*Pfändungsfreigrenze*). You will need to make arrangements satisfactory to your employer to fully repay the outstanding balance, if any.

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.

However, you could request an early release in the case of an 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; or
- ✓ 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. The offer is made on a voluntary basis, without recognition of a legal obligation and does not give rise to future claims, including should any such offer be made to you in two or more subsequent years. There is no obligation for Technip Energies N.V. to launch new offerings in subsequent years.

For labor law purposes, 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 in ESOP 2026 and who are and will remain a resident of Germany for the purposes of the tax laws of Germany 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 T.EN shares through 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?

No taxation and no social security contributions should apply at the time of your subscription to ESOP Classic with respect to the discount or the matching contribution.

If you opted for payment in instalments, and the total amount of outstanding loan granted to you by your employer exceeds EUR 2,600 at the end of each month, the benefit amounting to (i) interest rates at market standard or (ii) effective interest rates for "new business" (*Effektivzinssätze für Neugeschäft*) regularly published by the Deutsche Bundesbank minus a 4% discount should be subject to wage tax at progressive rates from 14% to 45% plus a solidarity surcharge assessed on the personal income tax at the rate of 5.5% (if any) plus church tax (if applicable), whereby the whole amount of the employer loan should be taken into account, not just the exceeding part. A tax-free allowance of EUR 50 per month with respect to the taxable benefit should be granted, whereby the tax-free allowance is not granted at all if the taxable benefit together with any other benefits in kind in the respective month exceeds EUR 50. Social security contributions should be assessed on the same basis, even though the tax treatment is generally not binding for the relevant social insurance carrier.



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?

No, you should neither be required to pay tax nor social security contributions on dividends if any are distributed to the sub-fund during the investment period.



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

Yes, at the time of redemption any gains should be subject to wage tax and social security contributions.

If you redeem your units for cash upon maturity or in the case of an early exit, the gain subject to wage tax and social security contributions should be calculated as the difference between the redemption proceeds from your units and the amount of your personal contribution in the plan.

Such amount should be subject to wage tax at progressive rates from 14% to 45% plus a solidarity surcharge assessed on the personal income tax at a rate of 5.5% (if any) plus church tax (if applicable).

Additionally, this taxable income should be subject to social security contributions of up to approximately 20% for the employee's part. However, social security contributions are only payable up to the assessment limits of total income from employment. For 2026, these income assessment limits amount to EUR 69,750 for health insurance and nursing care insurance. For pension and unemployment insurance, they amount to EUR 101,400.

Your employer is obliged to withhold the income tax in the form of wage tax (*Lohnsteuer*) and the social security contributions from your salary payments of the month in which you receive the redemption proceeds of your units. Should your salary for that month not be sufficient to cover the due tax payments, you will be obliged to pay the appropriate amount to your employer at your employer's request.

ESOP LEVERAGE

In the context of participating in 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 taxation and no social security contributions should apply at the time of your subscription to ESOP Leverage, except as described below with respect to payment in instalments.

If you opted for payment in instalments, and the total amount of outstanding loan granted to you by your employer exceeds EUR 2,600 at the end of each month, the benefit amounting to (i) interest rates at market standard or (ii) effective interest rates for "new business" (*Effektivzinssätze für Neugeschäft*) regularly published by the Deutsche Bundesbank minus a 4% discount should be subject to wage tax at progressive rates from 14% to 45% plus a solidarity surcharge assessed on the personal income tax at the rate of 5.5% (if any) plus church tax (if applicable), whereby the whole amount of the employer loan should be taken into account, not just the exceeding part. A tax-free allowance of EUR 50 per month with respect to the taxable benefit should be granted, whereby the tax-free allowance is not granted at all if the taxable benefit together with any other benefits in kind in the respective month exceeds EUR 50. Social security contributions should be assessed on the same basis, even though the tax treatment is generally not binding for the relevant social insurance carrier.



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

No, you should neither be required to pay tax nor social security contributions on dividends if any are distributed with respect to shares held by the sub-fund during the investment period.



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

Yes, at the time of redemption any gains should be subject to wage tax and social security contributions, whereby the gains should be calculated as the difference between your redemption proceeds and your personal contribution to the plan.

However, please note that – instead of the redemption – the transfer of your assets to another sub-fund could be regarded as relevant event for triggering wage tax and social security contributions by the German tax authorities. In such a case, the relevant gain should be calculated applying the sub-fund formula (taking into account your personal contribution) and these assets will be transferred in the sub-fund "T.EN Classic International" of the FCPE "T.EN Shares International". Units of this sub-fund "T.EN Classic International" can be held for as long as you wish. However, your investment will no longer benefit from the guarantee and its value will depend on the value of Technip Energies share listed on Euronext Paris. As mentioned above, it is not entirely clear whether the German tax authorities will consider the transfer or the final redemption of the FCPE units as taxable event.

In both cases, the relevant amount should be subject to wage tax at progressive rates from 14% to 45% plus a solidarity surcharge assessed on the personal income tax at a rate of 5.5% (if any) plus church tax (if applicable).

Additionally, this taxable income should be subject to social security contributions of up to approximately 20% for the employee's part. However, social security contributions should only be payable up to the assessment limits of total income from employment. For 2026, these income assessment limits amount to EUR 69,750 for health insurance and nursing care insurance. For pension and unemployment insurance, they amount to EUR 101,400.

Your employer is obliged to withhold the income tax in the form of wage tax (*Lohnsteuer*) and the social security contributions from your salary payments of the month in which you receive the redemption proceeds of your units or – if the German tax authorities do not share the view described above – in the month of the transfer of your assets to another sub-fund. Should your salary for that month not be sufficient to cover the due tax payments, you will be obliged to pay the appropriate amount to your employer at your employer's request.

If you are no longer an employee of a Technip Energies group entity in Germany, these amounts will be deducted from the redemption proceeds and the net amounts will be transferred to you.