



ESOP 2026

Country Supplement MALAYSIA

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" 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 shall pay the amount of your personal contribution by making a wire transfer to your employer.

In case of oversubscription, if your order is reduced, you will be informed of the exact amount to be paid.

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 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.

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 Malaysia for the purposes of the tax laws of Malaysia 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 charges at the time of my subscription?

→ With respect to the discount?

Yes, you will be taxed at the time of the purchase. Tax applies on the discount, which will generally be equal to the difference of:

- the market value of shares calculated as the difference between the average of the highest and lowest share price on the date of the purchase of the shares (i.e., on June 23, 2026); and
- the amount that you paid for units.

The discount as calculated above is subject to taxation at progressive rates of up to 30% for resident individuals and at a flat rate of 30% for non-resident individuals at the time of the purchase of the shares.

Taxation occurs on the date the shares are purchased, which will be the last day of the subscription period (i.e. June 23, 2026). This is because this is the date where the right to acquire shares is exercised.

No social security charges apply.

You are required to report the taxable income to the IRBM in your annual tax return (Form BE) by April 30th in the year following the year of assessment. The employment income reported in the Form BE must be supported by a copy of the Income Statement (Form EA) prepared by your employer.

Unless you elect (in writing) before June 23, 2026 to pay the tax on the discount by yourself, taxes will be withheld by your employer from your salary during the month of

acquisition of shares or alternatively, by instalments up to a maximum of 12 months, beginning with the month of taxation.

→ **With respect to the matching contribution?**

Yes, the matching contribution will be subject to taxation in the same manner as described above for the discount, being specified that the amount paid for shares is equal to zero and therefore, the whole market value of shares corresponding to the matching contribution will be taxed.



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

Automatic reinvestment of dividends will not raise any tax issue.

No employee or employer social charges will apply.



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

There is no concept of capital gains in Malaysia, except with respect to gains associated with the sale of certain real property and shares in real property companies. As such, you will not be subject to income tax or social security charges in Malaysia when you ask for the redemption of your units (unless you are in the business of buying and selling securities).

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 charges at the time of my subscription?

Yes, you will be taxed at the time of the purchase. Tax applies on the discount, which will generally be equal to the difference of:

- the market value of shares subscribed with the personal contribution calculated as the difference between the average of the highest and lowest share price on the date of the purchase of the shares (i.e., on June 23, 2026); and
- the amount that you paid for units.

The discount as calculated above is subject to taxation at progressive rates of up to 30% for resident individuals and at a flat rate of 30% for non-resident individuals at the time of the purchase of the shares.

Taxation occurs on the date the shares are purchased, which will be the last day of the subscription period (i.e. June 23, 2026). This is because this is the date where the right to acquire shares is exercised.

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Unless you elect (in writing) before June 23, 2026 to pay the tax on the discount by yourself, taxes will be withheld by your employer from your salary during the month of acquisition of shares or alternatively, by instalments up to a maximum of 12 months, beginning with the month of taxation.



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