



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 2 investment 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 Leverage¹

ESOP Classic²

Guaranteed return
on the initial investment

4% per year guaranteed

N/A

Guarantee of the personal
contribution in euros

Yes

No
Risk of capital loss

Multiple of the average
share price increase

9.2 times

N/A

Matching contribution

No

Matching contribution of 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 price³

Yes

Dividend income

No ⁴

Yes

Lock-up period

5 years

5 years

¹ In this offer, you subscribe units of the "TEN Leverage International" sub-fund of the "TEN Shares International" FCPE in order to participate in the capital increase.

² In this offer, you subscribe units of the "TEN Relay International 2026" FCPE which will merge with the "TEN Classic International" sub-fund after the capital increase.

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

⁴ In the calculation of potential gains, you waive the benefit of potential dividends.

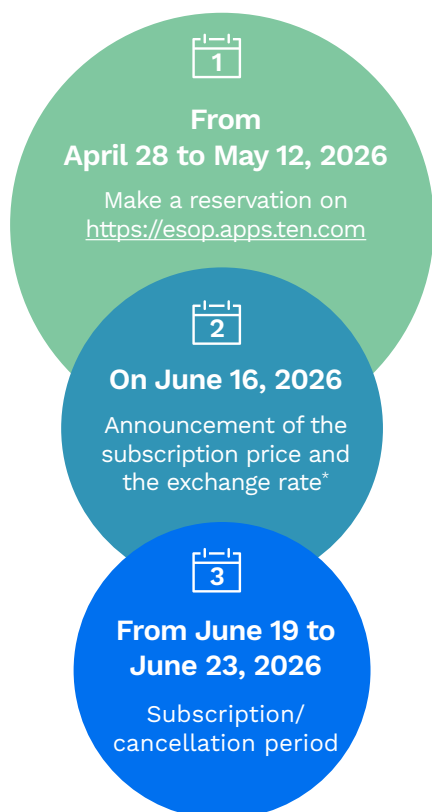
Who can participate?

- **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 PEGI, 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.



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.

* The final exchange rate will be determined at the same time as the subscription price (by reference to the exchange rate on June 16, 2026) and will be communicated on the website <https://esop.apps.ten.com>. Although you indicate your investment amount in your local currency, you are investing an amount in euros. If you subscribe outside the Eurozone, after the capital increase, your investment will be subject to exchange rate fluctuations between the euro and the currency of your country.



To know more and to subscribe

Visit
<https://esop.apps.ten.com>
or scan the QR code

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