



ESOP 2026

Country Supplement NETHERLANDS

You have been invited to invest in shares of Technip Energies N.V. through the subscription of units of 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

SECURITIES LAW NOTICE

ESOP 2026 is made in reliance on the exemption from publishing a prospectus provided for in Article 1(4)(i) of the EU Prospectus Regulation 2017/1129.

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 case of 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.

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:

- ✓ Termination of employment, because of urgent cause (*dringende reden*),
- ✓ Disability, or
- ✓ Death

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 the Netherlands for the purposes of the tax laws of the Netherlands 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. For the avoidance doubt, this summary does not address the Dutch income tax consequences for employees having a substantial interest (aanmerkelijk belang), deemed substantial interest (fictief aanmerkelijk belang) or lucrative interest (lucratief belang).

When you are employed in the Netherlands at the time of subscription but are (also) subject to tax obligations in another country you may not be able to benefit from the specific agreement with the Dutch tax authorities. Any tax obligations in the other country are your own responsibility.

The tax consequences listed below are described in accordance with the tax laws and tax practices, all of which as are applicable in March 2026. These laws and practices may change over time.

Taxation in the Netherlands

The tax treatment set out below was confirmed by the Dutch tax authorities within the context of ESOP 2023 Offer and should in principle also be applicable to the participation in ESOP 2026 Offer. The entities mentioned in the tax ruling with the Dutch tax authorities for ESOP 2026 are Technip Energies International B.V., T.EN Netherlands B.V and T.EN Advanced Materials & Catalysts B.V.

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 and the matching contribution?

Yes, the discount and the matching contribution will be subject to taxation at the time of subscription.

In principle, the difference between (i) the fair market value of the acquired shares on the last day of the Subscription/Revocation period, i.e., June 23, 2026 (based on the closing price of the Technip Energies share on Euronext Paris, the "Market Value") and (ii) the subscription price paid by you, is considered taxable income from employment at the moment of subscription. This income from employment is subject to both wage withholding tax and income tax whereby the wage withholding tax levied can be credited

against income tax due (or, in certain circumstances, be refunded if it exceeds the income tax due).

The amount of the employer matching contribution is taxable in the same manner as the discount and at the same rates.

The wage withholding tax is based on the Special Tax Rate applicable to the employee at that time. Income tax is levied at progressive rates (in 2026):

Taxable sum in the range		% tax	% premium	% total
Nil	€ 38,883	8.10%	27.65%	35.75%
€ 38,883	€ 78,426	37.56%	-	37.56%
€ 78,426	and more	49.50%	-	49.50%

Furthermore, the same income from employment is subject to social security charges due by your employer, but for your income up to an amount of EUR 79,409 (in 2026).

As a result of the lock-up period, the Dutch tax authorities has agreed that the taxable amount shall be reduced by a discount of 18.5% of the Market Value. This discount will, if granted, be definitive for wage tax purposes and shall not give rise to any recapture in the event that your shares are disposed of under any of the authorized early exit events. We would like to point out that this discount will only apply if you will not hedge the risk of your investment (in accordance with your statement at the subscription form).

The Dutch tax authorities require that your employer acts as wage withholding tax agent. Therefore, the wage withholding tax due (and social security charges, if any) will be withheld by your employer from your salary and will be paid by it to the Dutch tax authorities, provided that you are still employed within the Technip Energies group. This withholding is an advance payment to be credited against the Dutch income tax (see below). If you are no longer employed within the Technip group you will receive the gross amount at maturity of the plan and are responsible for the payment of your personal income tax.

Reporting: You are responsible for the payment of personal income tax and accordingly, you will have to report the income from employment (as set out above) in your personal income tax return over the year in which the subscription period expires.

In principle, the personal income tax return will have to be filed prior to 1 May of the year following the year of subscription, and every following year.

In general, the final personal income tax assessment for any year shall be received no sooner than the month of May following the end of that year, but provisional income tax assessments may be imposed during the taxable year. You are required to pay the income tax within 2 months of the income tax assessment date. Considering that your employer will make a tax withholding, you should not have any additional tax to pay with respect to benefits granted to you at the time of subscription to ESOP Classic.



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 charges on such dividends?

After subscription, the FCPE units will be taxed as income from savings and investments (*inkomen uit sparen en beleggen*, Box 3).

Irrespective of the actual income (dividends) or capital gains realized, the annual taxable benefit deemed derived from your assets and liabilities that are subject to tax under this regime, including your FCPE units, will be a yield, determined on the information set out below. The deemed yield will apply to the net fair market value of your Box 3 assets and liabilities measured, in general, at January 1st of every calendar year.

As of 1 January 2023, there are 3 assets classes: bank balances, other assets and debts. For each asset category, its own deemed yield should apply. The deemed yield for the asset class "other assets", in which the FCPE units should be included is 6% (in 2026).

In order to determine the value of your assets, you could use the listed price of the Technip Energies share on the Euronext Paris on 1 January of the relevant calendar year.

The tax base should however be reduced with the reduction percentages (see column "Reduction") in the table below to the fair market value (see column "Box III Value") due to the lock-up period. You can calculate the Box III value by multiplying the percentage with the market value of your units underlying the Technip Energies shares. You should report the Box III value in your personal income tax return as income from savings and investments (Box 3).

Date	Reporting Period	Reduction	Box III Value
31/12/2026	2027	17.31%	82.69%
31/12//2027	2028	14.81%	85.19%
31/12//2028	2029	11.83%	88.17%
31/12//2029	2030	7.85%	92.15%
31/12//2030	2031	2.88%	97.12%
31/12//2031	2032		100%

The current tax rate on income from savings and investments is a flat rate of 36%. Taxation only occurs to the extent the value of the net assets exceeds € 59,357 (in 2026), amount to be doubled for couples for tax purposes. No social security charges will be due.

Since you are responsible for the payment of your income tax, after the subscription period, you will have to report the value of your FCPE units (or the amount realized upon disposition thereof) in your income from savings and investments in the relevant calendar years.

Please note that a legislative proposal for a new Box 3 system is being reviewed by the House of Parliament at the time of drafting of this document. If adopted as currently announced, the new Box 3 regime would apply starting from 1 January 2028.



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

No, you will not be subject to income taxes in The Netherlands on the gain, if any, realized on the redemption of your units.

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?

No taxation and no social security contributions apply at the time of your subscription to ESOP Leverage.

Similarly, you will not pay any income tax in the Netherlands in relation to the payment facility granted by the employer.



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 charges on such dividends?

You will not be subject to income taxes in The Netherlands in respect of the holding of your Technip Energies shares underlying the FCPE units under ESOP Leverage.



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

Yes, the difference between the invested amount and the proceeds from redemption will be subject to both wage withholding tax and income tax whereby the wage withholding tax levied can be credited against income tax due (or, in certain circumstances, be refunded if it exceeds the income tax due).

The wage withholding tax is based on the Special Tax Rate applicable to the employee at that time. Income tax (and wage withholding tax is levied at progressive rates (in 2026):

Taxable sum in the range		% tax	% premium	% total
Nil	€ 38,883	8.10%	27.65%	35.75%
€ 38,883	€ 78,426	37.56%	-	37.56%
€ 78,426	and more	49.50%	-	49.50%

Furthermore, the same income from employment is subject to social security charges due by your employer, but only to the for part of your income up to an amount of EUR 79,409 (in 2026).

The redemption proceeds will be paid out to you directly either by your employer or the FCPE management company. The Dutch tax authorities require that your employer acts as wage withholding tax agent with respect to the redemption proceeds. This will also apply in case the redemption proceeds are paid out to you directly by the FCPE management company. Therefore, the wage withholding tax due (and social security charges, if any) will be withheld by your employer from your (future) salary or redemption proceeds and will be paid by it to the Dutch tax authorities. This withholding is an advance payment to be credited against the Dutch income tax (see below).

If you are no longer an employee of a Technip Energies group entity in the Netherlands, , the amount of wage tax will be remitted to the Dutch Tax Authorities on your behalf and recovered from you. Should you simultaneously opt for the payout of your participation, the wage tax will be deducted from the proceeds, and the net amount will be transferred to you.

Reporting: You are responsible for the payment of personal income tax and accordingly, you will have to report the income from employment (as set out above) in your personal income tax return over the year in which the redemption took place.

In principle, personal income tax returns will have to be filed annually prior to 1 May of and every following year. Following the year of redemption you must include the income derived from the redemption of the ESOP Leverage.

In general, the final personal income tax assessment for any year shall be received no sooner than the month of May following the end of that year, but provisional income tax assessments may be imposed during the taxable year. You are required to pay the income tax within 2 months of the income tax assessment date. Considering that your (former) employer will make a tax withholding, you may not have any additional tax to pay with respect to benefits granted to you at the time of redemption to ESOP Leverage.