



ESOP 2026

Country Supplement NORWAY

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

IMPORTANT NOTE

Each employee should carefully consider individual tax issues before investing in the FCPE. The offer to participate in ESOP 2026 is only and exclusively directed to the addressees of this offer. Documents on ESOP 2026 must not be copied or otherwise distributed by the recipient either directly or indirectly, to other persons or entities domiciled in Norway without the consent of Technip Energies N.V.

PAYMENT OF YOUR PERSONAL CONTRIBUTION

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

Your payment must be received by 17 July 2026. 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 Norway for the purposes of the tax laws of Norway 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.

Investment in ESOP is made via a FCPE, which does not qualify for "Aksjesparekonto" under Norwegian law.

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?

Yes, the discount, calculated as the difference between the price you pay for the shares/units, and the market value of the shares/units at the time of delivery (i.e., on 30 July 2026) is subject to taxation at the time of delivery of the FCPE units at progressive income tax rates of up to 47.4% (including social charges).

The amount of the matching contribution is taxable in the same manner, for the market value of corresponding shares/units at the time of delivery.

Your employer will report the benefit to the Tax Authorities, but you are responsible for controlling and reporting the benefit in the tax return (for any numbers that have not already been pre-filled or are not correct) by filing of the form RF-1159 in your annual tax return to be filed before April 30th of the year following your subscription. If all the numbers are pre-filled in the tax return and correct, you don't have to do anything.

The amount of the tax and social security contributions owed by you will be withheld by your employer from your salary. If the tax withholdings are not sufficient, you will have to pay tax arrears.

Reporting: You need to report your foreign bank accounts in your annual income tax return as well as the value of your FCPE units as of December 31st. To report only units and bank accounts, you need to fill the form RF-1231.
Wealth tax: Net wealth exceeding NOK 1,900,000 is taxed at a rate of 1.0%, and net wealth exceeding NOK 21,500,000 is taxed at a rate of 1.1%. Only 80% of the market value of the FCPE units shall be considered as part of your wealth for wealth tax purposes.



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?

No, as a general rule reinvested dividends are not considered as taxable income for the employees when reinvested in the FCPE.



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

Yes, you will be liable to pay capital gains tax in Norway on redemption proceeds from your FCPE units.

The capital gain is equal to the difference between the gross redemption proceeds and the tax cost basis of the units (i.e., the investment amount paid plus the amount taxed as employment income at the time of subscription) minus the transaction costs if any.

The capital gain which exceeds the tax-free allowance¹ is taxed at the current flat rate of 22%. However, the gain has to be multiplied with factor 1.72 so the effective current tax rate is 37.84%.

You are responsible for reporting the taxable benefit in your annual tax return to be filed before April 30th of the year following the sale of the shares. The form RF-1159 has to be completed by you as an enclosure to your tax return, if all the numbers have not been pre-filled or if all numbers are not correct.

This tax is not withheld by your employer and must be paid by you individually.

¹ The amount of the tax-free allowance for the year 2025 is 3,6% (the rate is published in January in the year following the applicable year).

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, given that you do not benefit from the discount, no taxation occurs at the time of subscription.

Reporting: You need to report your foreign bank accounts in your annual income tax return as well as the value of your FCPE units as of December 31st.

Wealth tax: Net wealth exceeding NOK 1,900,000 is taxed at a rate of 1.0%, and net wealth exceeding NOK 21,500,000 is taxed at a rate of 1.1%. Only 80% of the market value of the FCPE units shall be considered as part of your wealth for wealth tax purposes.



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?

Considering that dividends are paid out to the bank in ESOP Leverage, no taxation will occur with respect to the dividends.



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

Yes, you will be taxable on the redemption proceeds. Considering that ESOP Leverage includes a guarantee of your investment and you do not have any down-side risk at the time of your investment, any gain will be subject to taxation as employment income at progressive income tax rates of up to 47.4% (including social charges).

The taxable amount is the difference between the redemption proceeds and the reference price.

Your employer will report the benefit to the Tax Authorities, but you are responsible for controlling and reporting the benefit in the tax return (for any numbers that have not already been pre-filled or are not correct) by filing of the form RF-1159 in your annual tax return to

be filed before April 30th of the year following your subscription. If all the numbers are pre-filled in the tax return and correct, you don't have to do anything.

The amount of the tax and social security contributions owed by you will be withheld by your employer from your salary. If the tax withholdings are not sufficient, you will have to pay tax arrears.

If you are no longer an employee of a Technip Energies group entity in Norway at the time of redemption, the amount of the income tax and social security contributions owed by you will be withheld from the redemption proceeds and the net amounts will be transferred to you.