



ESOP 2026

Country Supplement QATAR

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 in 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 regulations of the FCPE "T.EN Shares International" and the FCPE "T.EN Relais International 2026", the regulations of the International Group's Savings Plan of Technip Energies ("Plan" or "PEGI") and the "Terms and Conditions" of the offer. 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 consider contacting 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 DISCLAIMER

The interests contained in this document, have not been offered, or sold and will not be offered, or sold, at any time, directly or indirectly, in the State of Qatar that would constitute a public offering of securities under Qatar law.

The present document and any other ancillary documentation ("**Issue document**") have not been prepared in accordance with and are not intended to constitute a "Prospectus" for a public offering of securities under the applicable securities legislation in the State of Qatar.

The issue document has not been reviewed or approved, or registered or licensed by the Qatar Central Bank, the Qatar Financial Centre Regulatory Authority or any other regulator in the State of Qatar. The interests are intended only to be provided on an exclusive basis to the specifically intended recipient, at the recipient's request, and for that recipient's personal use only and is not intended to be made available to the public and is not capable of being distributed to any other person or to the public in general.

Any distribution of this document by the recipient to third parties in Qatar or the Qatar Financial Centre is not authorised and shall be at the liability of the recipient.

PAYMENT OF YOUR PERSONAL CONTRIBUTION

You may opt for payment of your personal contribution:

- by making a wire transfer to your employer

Your payment must be received by July 15th, 2026.

If the offer is oversubscribed, the amount of your subscription will be reduced. Oversubscription means that the subscription requests submitted by all employees who decided to participate exceed the number of shares made available by Technip Energies for this offer, i.e., 1.5% of the share capital of Technip Energies, within an overall limit of total subscription amount of 55 million euros.

In such case, Technip Energies will reduce the amounts of each individual subscription based on the rules explained in the document called "Terms and Conditions" available www.esop.apps.technipenergies.com.

You will receive information on the reduced amount of your subscription and on the exact amount that shall be paid by wire transfer to my employer.

AND/OR

- by deduction from your salary, in 3 instalments, starting in August 2026.

You may only opt for this payment method if you have completed 1 year of continued service in the company as on May 12th, 2026. Otherwise, your whole personal investment must be paid by wire transfer.

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 3 instalments of equal amount to be deducted from your salary, starting in the month of August 2026.

Please note that salary deductions are subject to limitations. In particular, the monthly deduction must not exceed **75%** of your salary. **When you decide on the amount that you wish to pay through salary deductions, a salary advance form must be filled and submitted to your local HR stating the amount to be deducted in 3 instalments**, please ensure that the amount of each instalment does not exceed **75%** of your monthly salary.

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 the shares that you purchased. This means that from the date of issuance of the shares, you are not allowed to divest, sell, reduce or otherwise transfer or trade the shares that you acquired.

However, you could request an early release in case of occurrence of any of the following early release 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 shares.

Early release events must be interpreted and applied in a manner consistent with French law which governs the Plan. 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 may be required from you.

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 Qatar for the purposes of the tax laws of Qatar 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.

Taxation in France

Considering that your shares will be held in the FCPE, the dividends, if any are paid with respect to Technip Energies N.V. shares, will be reinvested in the FCPE and will increase the amount of your assets held in the FCPE. No taxes will be applied in France on dividends reinvested in the FCPE.

Taxation in Qatar

You will not be subject to tax with respect to your investment in ESOP 2026.