



ESOP 2026

TERMS AND CONDITIONS

QATAR

By participating in ESOP 2026, I hereby state that I have read the terms and conditions below and I agree to be bound by them.

I have been invited by Technip Energies N.V. ("**Technip Energies**") to participate in an offer to subscribe Technip Energies shares (the "ESOP 2026"). Technip Energies N.V. is a company incorporated under Dutch law. Its shares are listed on Euronext Paris. I have access to Technip Energies' Annual Report available on its website ("<http://www.technipenergies.com>" - "Investors" section), which contains important information about Technip Energies' business, strategy, risk factors and financial results.

I decide to participate in ESOP 2026 up to the investment amounts that I indicated on the subscription site in one or both investment formula.

I have read the documents relating to ESOP 2026 and in particular, the Information Brochure, the Country Supplement, the Key Information Documents ("KID") of sub-funds "T.EN Classic International" and "T.EN Leverage International 2026" of the FCPE "T.EN Shares International" and the regulations of the FCPE "T.EN Shares International", the KID and the regulations of the FCPE "T.EN Relais International 2026", as well as the rules of the international group's savings plan of Technip Energies ("Plan" or "PEGI"). All documents have been made available to me on the offer website <https://esop.apps.ten.com>.

I note that at the time of my reservation, the subscription price is not yet available. It will be set on June 16, 2026 and communicated to me afterwards. I will then have the possibility to cancel my reservation during the subscription/revocation period scheduled from June 19, 2026 to June 23, 2026. I could cancel my reservation in its entirety (but not partially) in each formula, ESOP Classic and/or ESOP Leverage. **In the absence of such revocation, my reservation order will become a final and binding subscription order at the end of the subscription/revocation period.**

Eligibility

I note that in order to be eligible to participate in ESOP 2026, I must be, as on the last day of the subscription/revocation period scheduled on June 23, 2026, an employee of a company participating to the PEGI, with a length of service of at least three months, on a continued basis or not, since January 1st, 2025.

My subscription to ESOP 2026 will also imply membership in the PEGI, which is the framework for my investment.

I duly note that the acquisition of the FCPE's units is not open to residents of the United States of America. Additional information regarding this restriction is provided in the regulations of the FCPE "T.EN Shares International" and of the FCPE "T.EN Relais International 2026".

I also duly note that pursuant to provisions of Regulation (EU) n°833/2014 and Regulation (EC) n°765/2006, as amended, the offer is not made to Russian nationals and persons residing in Russia, nor to Belarussian nationals and persons residing in Belarus, except (i) in case of Russian nationals, if those persons are also nationals of a EU Member State, of a country member of the European Economic Area or Switzerland, or have a temporary or permanent residence permit in a EU Member State, a country member of the European Economic Area or in

Switzerland and (ii) in case of Belarussian nationals, if those persons are nationals of a EU Member State or have a temporary or permanent residence permit in a EU Member State. I hereby confirm that this restriction does not apply to me.

Custody

I will subscribe shares through sub-funds "T.EN Classic International" and/or "T.EN Leverage International" of the FCPE "T.EN Shares International". The FCPE (*Fonds Commun de Placement d'Entreprise* in French, i.e., an employee shareholding fund) is a shareholding vehicle created under French law allowing employees to collectively hold their company shares. The sub-fund will subscribe Technip Energies shares and issue to you units that correspond to your investment.

During the life of your investment, voting rights attached to shares held by the FCPE will be exercised at the General Shareholders meetings by the FCPE's Supervisory Board. The Supervisory Board will comprise representatives of employees who invested in ESOP and representatives of Technip Energies. After completion of the offer, Technip Energies will organize elections of members of the Supervisory Board representing the employee-investors.

Characteristics of ESOP Classic and ESOP Leverage

In the context of ESOP 2026, I have the possibility to subscribe to Technip Energies shares via the FCPE "T.EN Shares International", in one or both investment formula (ESOP Classic and ESOP Leverage) described below.

The subscription price of a Technip Energies share in ESOP 2026 corresponds to the arithmetic average of the volume-weighted average prices of the Technip Energies share over the 20 trading days preceding the date on which the opening of the subscription/revocation period is set by the Chief Executive Officer of Technip Energies, acting upon delegation of the Board of Directors (the "**Reference Price**"), minus a discount of 20% (the "**Subscription Price**"). The Reference Price and the Subscription Price will be communicated to me on <https://esop.apps.ten.com>.

I understand that my decision whether or not to participate in ESOP 2026 is entirely voluntary and personal. My decision will have no effect, either positive or negative, on my employment within the Technip Energies group. Participation in ESOP 2026 is separate from and does not form a part of my employment agreement and does not confer upon me any right or entitlement in relation to my employment or subsequent benefits or entitlements, including upon termination.

Additionally, I also note that nothing contained in this document or in any other material made available to me in connection with ESOP 2026 or the PEGI shall confer upon me any right or entitlement in relation to future offers.

ESOP Classic: in this formula, I will the subscribe of Technip Energies shares via the FCPE "T.EN Relais International 2026" which will merge with the "T.EN Classic International" sub-fund of the "T.EN Shares International" FCPE after the capital increase, subject to the decision of the FCPE's Supervisory Board and the approval of the French Market Authority (AMF). The subscription to this formula entitles me to a matching contribution, invested in additional FCPE units, for an amount corresponding to 100% of the amount of my personal contribution in ESOP Classic, up to a maximum of €500.

Under ESOP Classic, my investment will follow the performance of the Technip Energies share listed on Euronext Paris, both upwards and downwards. The amount of my investment in ESOP Classic is not guaranteed in the event of a decrease in the Technip Energies share price and therefore, is at risk.

In ESOP Classic, I will benefit from the dividends if any are paid by Technip Energies. Dividends will be paid to the sub-fund "T.EN Classic International" of the FCPE "T.EN Shares International" and increase my assets.

ESOP Leverage: in this formula, I invest in the sub-fund "T.EN Leverage International" of the FCPE "T.EN Shares International". The amount of my personal contribution in euro is guaranteed (except in certain exceptional cases described in the regulations of the FCPE "T.EN Shares International"). In addition, I will benefit from the higher of either (i) the minimum guaranteed and capitalized return of 4% per year on my personal contribution for the entire duration of the investment, or (ii) 9.2 times the average increase in Technip Energies' share price, if any, compared to the Reference Price. In return, I will not benefit from the dividends and other payments, if any are made with respect to Technip Energies shares. Although the Subscription Price is the same in both formula, I will not benefit economically from the 20% discount in the calculation of the gain, considering that the average in the share's price is calculated compared to the Reference Price. A detailed description of ESOP Leverage is provided in the KID of the sub-fund "T.EN Leverage International" of the FCPE "T.EN Shares International 2026" and in the regulations of the FCPE "T.EN Shares International".

Exchange rate

My investment in ESOP 2026 is made in euro. Consequently, because I participate in ESOP 2026 in Qatar, the amount of my investment in riyal will be converted using the exchange rate set by Technip Energies concurrently with the Subscription Price. This exchange rate will be maintained until the day of issuance of shares in ESOP 2026 but not thereafter.

During the investment period, my investment can be affected (positively or negatively) by fluctuations in the currency exchange rate between the euro and the riyal. If the euro has strengthened against riyal, the value of my assets expressed in riyal will increase. On the other hand, if the euro has weakened against riyal, the value of my assets expressed in riyal will decrease.

FCPE management fees

I note that the management fees of the sub-funds "T.EN Classic International" and "T.EN Leverage International" of the FCPE "T.EN Shares International" will be payable by deduction from my assets, up to the threshold specified in the regulations of the FCPE "T.EN Shares International".

Minimum and maximum investment amount

No minimum amount for my investment is required to participate in ESOP 2026.

The total amount of my investment in ESOP 2026 may not exceed 25% of my estimated gross annual remuneration for 2026.

In order to calculate my investment limit, I must take into account (i) the amount of my personal contribution in ESOP Classic (excluding the amount corresponding to the matching contribution), and (ii) 10 times the amount of my personal contribution in ESOP Leverage. A calculation tool is available on www.esop.apps.technipenergies.com to help me verifying that I do not exceed the cap.

If I did not participate in ESOP 2026 during the reservation period, my investment cap during the subscription/revocation period is limited to 2.5% of my estimated gross annual remuneration for 2023, calculated in the same manner as described above.

Payment of the subscription amount

I have the possibility to pay the amount of my personal subscription by making a bank transfer to my employer and/or through a payment facility offered by my employer.

Detailed information on payment methods available in my country is included in the Country Supplement.

In particular, my employer offers a payment facility allowing me to pay the amount of my subscription in 3 equal instalments, to be deducted from my salary starting from the month of August. I understand that the instalments facility is applicable to me only if I have completed at least 1 year of continuous service as on May 12th, 2026, otherwise I agree to pay the whole amount upfront via bank transfer. By participating in ESOP 2026 and selecting this payment option, I authorize my employer to deduct from my salary the corresponding amounts by way of 3 instalments.

In case of termination of my employment prior to the full repayment of the advanced amount, the outstanding balance related to my subscription will become immediately due.

In case of default of payment (partial or total), I acknowledge and agree that Technip Energies, or my employer acting on its behalf, may proceed without prior notice or formal notice, to the redemption of all of my FCPE units acquired in ESOP 2026 and apply the proceeds in whole or in part to reimburse the amount I owe to my employer. If the proceeds of the sale are insufficient to cover due amounts, I will remain liable for the corresponding amount. My employer reserves the right to initiate any action against me to recover the unpaid amounts and/or to deduct them from my salary in compliance with the applicable legislation.

Lock-up period

My investment in ESOP 2026 is subject to a lock-up period until July 30, 2031, inclusively, except in case of early release such as described in the Country Supplement for my country.

Reduction in case of oversubscription

The number of Technip Energies shares allocated to the offer corresponds to maximum 1.5% of the share capital of Technip Energies, within an overall limit of total subscription amount of 55 million euros (the "**Ceiling**").

If the amount of investment requests would exceed the Ceiling, a reduction would be carried out in accordance with the following terms:

- An “average subscription amount” will be calculated by dividing the Ceiling by the number of subscription requests received;
- All subscription requests for an amount equal to or less than this “average subscription amount” will be fully satisfied; and
- All subscription requests for an amount greater than the “average subscription” will be fulfilled up to the “average subscription amount” and supplemented proportionally with the remainder of the employee's subscription request based on the amounts remaining to be distributed to reach the Ceiling. In case of subscription to both ESOP Classic and ESOP Leverage, the reduction will be primarily applied on the subscription request for ESOP Leverage.

If I opted for combination of different payment methods for payment of my personal contribution, the reduction would be first applied against payment via wire transfer, then against payment via payroll deductions. The amount to be effectively paid will correspond to the amount after applying the reduction.

Processing of personal data

Participation to ESOP 2026 implies processing of my personal data. This processing is fulfilled pursuant to the French Law n° 78-17 of January 6, 1978, as modified, on data processing, data files and individual liberties, and to the European Regulation EU 2016/679 of April 27, 2016, on the protection of natural persons with regards to the processing of personal data.

An information notice with all the details relating to the processing of data, the parties involved and rights is available on <https://esop.apps.ten.com>. I recognize that my personal data is necessary for my participation in this offer and I hereby consent to collection, processing, storage, and transfer of my personal data to the extent required for my participation in this offer.

For any questions regarding the processing of data by Technip Energies, the data protection officer can be contacted at the following address: privacy@technipenergies.com.